

**THE INFLUENCE OF EXPATRIATE
ADJUSTMENT AND WORK VALUES ON
ORGANIZATIONAL COMMITMENT AMONG
ACADEMIC EXPATRIATES IN MALAYSIA**

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**SCHOOL OF BUSINESS AND ECONOMICS
UNIVERSITI MALAYSIA SABAH
2010**

ABSTRACT

THE INFLUENCE OF EXPATRIATE ADJUSTMENT AND WORK VALUES ON ORGANIZATIONAL COMMITMENT AMONG ACADEMIC EXPATRIATES IN MALAYSIA

This study investigates the extent to which expatriate adjustment and work values influence the level of organizational commitment among academic expatriates in Malaysia. Data for this study were obtained from a cross-sectional survey of expatriates employed in six Malaysian universities. Based on a sample of 70 expatriates who completed the study questionnaire, the results indicate that the level of adjustment among academic expatriates in the six Malaysian universities is moderate (a level of adjustment at 3.50 on a 5-point Likert scale). Regression analyses results show that work values (in terms of money ethic, individualism and risk taking) and expatriate adjustment have positive and significant influences on organizational commitment. However, levels of job satisfaction among these expatriates do not show moderating effects on the relationships between work values and organizational commitment and between expatriate adjustment and organizational commitment. Implications of this study are discussed and suggestions for future research are also provided.



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ABSTRAK

Kajian ini bertujuan untuk meneliti sejauh mana penyesuaian ekspatriat dan nilai-nilai kerja mempengaruhi tahap komitmen pada organisasi di kalangan ekspatriat akademik di Malaysia. Data untuk kajian ini diperolehi daripada survei silang rentas para ekspatriat yang bekerja di enam buah universiti di Malaysia. Berdasarkan sampel 70 orang ekspatriat yang melengkapkan soalselidik kajian, keputusan kajian menunjukkan tahap penyesuaian di kalangan ekspatriat akademik di enam buah universiti adalah sederhana (tahap penyesuaian sebanyak 3.50 pada skala 5-poin Likert). Analisis regresi menunjukkan bahawa nilai-nilai kerja (dalam bentuk etika wang, individualisma dan ambilan risiko) dan penyesuaian ekspatriat mempunyai pengaruh yang positif dan signifikan terhadap komitmen pada organisasi. Bagaimanapun, tahap kepuasan kerja di kalangan ekspatriat berkenaan tidak menunjukkan kesan penyederhanaan terhadap hubungan antara nilai-nilai kerja dengan komitmen pada organisasi dan antara penyesuaian ekspatriat dengan komitmen pada organisasi. Implikasi kajian ini dibincangkan dan cadangan untuk penyelidikan masa depan juga dikemukakan.



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