



**FACTORS INFLUENCING EXPATRIATES' DECISION TO ACCEPT
INTERNATIONAL RE-ASSIGNMENT IN PETRONAS CARIGALI SDN BHD**

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**BACHELOR OF BUSINESS ADMINISTRATION
(HONS) INTERNATIONAL BUSINESS
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MELAKA CITY CAMPUS**

JULY 2013

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Submitted in Partial Fulfillment
Of the Requirement for the
Bachelor of Business Administration
(Hons) International Business

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
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“DECLARATION OF ORIGINAL WORK”

I, ZARINA BT ZAID, (I/C Number: 900519-01-5684)

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees
- This project paper is the result of my independent work and investigation, except where otherwise stated
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: _____

LETTER OF SUBMISSION

July 2013

The Head of Program

Bachelor of Business Administration (Hons) International Business

Faculty of Business Management

Universiti Teknologi MARA

Melaka City Campus

Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled **“FACTORS INFLUENCING EXPATRIATES’
DECISION TO ACCEPT INTERNATIONAL RE-ASSIGNMENT IN
PETRONAS CARIGALI SDN. BHD.”** to fulfill the requirement as needed by the
Faculty of Business Management, Universiti Teknologi MARA

Thank You.

Sincerely,

.....

ZARINA BT ZAID

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Bachelor of Business Administration (Hons) in International Business Management

ABSTRACT

This research paper is conducted to study the factors that influence expatriates' decision to accept international re-assignment in PETRONAS Carigali Sdn. Bhd., which is a national oil and gas company and wholly-owned by the government of Malaysia. This research focuses on the expatriates staff's in PETRONAS Carigali Sdn. Bhd.

A theoretical framework then was developed and tested to identify whether expatriates' decision is influenced by four factors of selection criteria for international assignment which are job related factor, family, cross cultural experiences, personal growth and location. This research is carried out to help PETRONAS Carigali to have a better understanding about expatriates' motivation to take international re-assignment and therefore helps PETRONAS to reduce the failure to their organization and improve the human resources practices and activities. So, researchers tried to identify the main selection criteria that are important to them. In this research, a total of 150 expatriates in PETRONAS Carigali Sdn. Bhd., has randomly selected as a data sampling.

A pilot questionnaire was design and sent to the selected respondents. The purpose is to identify the reliability of the questionnaire. Then, final questionnaires were randomly distributed to respondents through email. Responses then were coded and analysis the finding by using Cronbach's Alpha, person coefficient correlation and multiple regressions to obtain the findings. The person correlation was used by researchers to see if there are any differences in the means for all variables of interest.