

**THE ROLE OF CULTURAL DISTANCE ON EXPATRIATE'S
MULTICULTURAL PERSONALITY AND CROSS-CULTURAL
ADJUSTMENT**

BY :

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Deputy Rector, Research & Industrial Linkages (PJI)]*

Dear Sir

The Role of Cultural Distance on Expatriate's Multicultural Personality and Cross-cultural Adjustment

The above-mentioned matter is referred.

Herewith, we would like to submit a report on the said research for your record and references.

Your support in completion of this project is very much appreciated. Thank you.

Regards

AWANG ROZAIMIE AWANG SHUIB, *Ph.D*

Project Leader

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The Role of Cultural Distance on Expatriate's Multicultural Personality and Cross-cultural Adjustment

Abstract

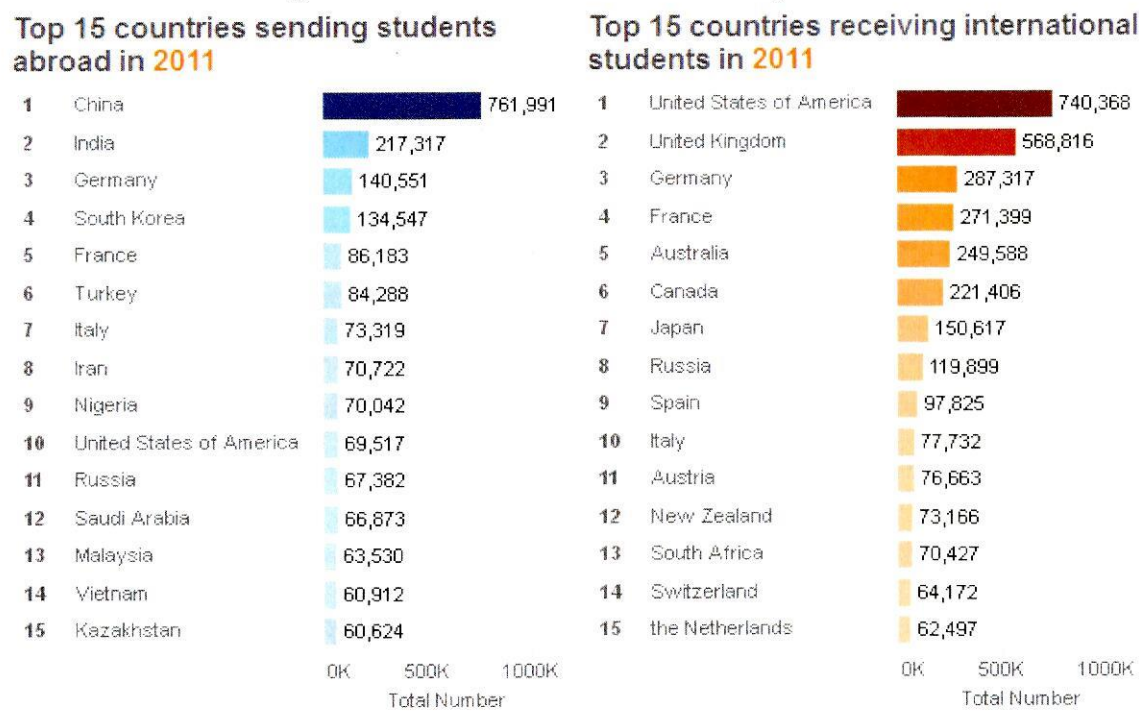
Different parts of the world are offering sojourners' with a variety of socio-cultural experiences. The inability to understand the variation triggers psychological, physical or behavioural difficulties, maladjustment or misunderstanding. Cross-cultural underestimation is the root of intercultural resistance, stereotyping, ethnocentrism and racism sentiments among sojourners. The online survey was conducted in the present study to comprehend the role of multicultural personality traits on sojourners' cross-cultural adjustment. With snowball method and a purposive sampling, 55.5% of the response rates were obtained among Malaysian sojourners in New Zealand. Basically, the manifestation of self and other's affection, behavioural and contextual variations amplify the rationalisation and contradictory nature of cultural variation. As highlighted, social initiative is a sole important multicultural personality trait which is perceived as vital to the success of sojourners' cross-cultural adjustment abroad. However, cultural distance is found not statistically significant has a moderation effect towards the relationship between multicultural personality traits and cross-cultural adjustment among sojourners. The implication of the study is discussed.

Keywords: International Human Resource Development, Cultural Variations, Authoethnographic

1. INTRODUCTION

International mobility challenged a person’s physical, psychological, socio-cultural and financial fitness. Reported by the Organization for Economic Cooperation and Development (OECD), the number of international students, estimated account of 4.5 million enrolled outside of their country of citizenship as in 2011 (Epnuffic, 2015). As shown in Figure 1, Asian (especially China, India and South Korea) is the leading sources (53%) of international students, especially to the ‘white’ countries (UK, Australia and Canada). Notably, there are 63530 Malaysian studying abroad and about 3137 students reported enrolling in the New Zealand tertiary institutions in 2011 (Epnuffic, 2015).

Figure 1. International Students Mobility Flows.



Source: OECD, 2011

In addition, referring to the Worldwide ERC® the 2014 Transfer Volume & Cost Survey, an average of \$17 million was spent by a company to relocate the expatriates overseas; 37% is the new hires and the rests are current employees (WERC, 2015). The figure indicates that it is a financial implication to the international mobility. The returned of investment (ROI) obtained by the company by sending expatriate oversea