

**A STUDY ON IMPACT OF PERSONAL AND SITUATIONAL FACTORS
FOR EXPATRIATE TO SUCCESS**

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"In the name of God, the Most Gracious and Most Merciful"

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ABSTRACT

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A Study on Impact of Personal and Situational Factors for Expatriate to Success

Successful expatriate is a complex and sophisticated subjects. The international business revenue would be incomplete without having expatriate management policies. Organizations in Malaysia are facing similar challenges which are the decreasing of successful expatriate. When looking at this problem area we found that there may be actions that companies can use to face this problem as to make the expatriate success. The past researcher shows that there are many factors that the failure of expatriate. Present research study on four factors that could be the tools that can make the expatriate success which is willingness to relocate, degree of personal international, selection criteria and training. This study has been conducted within the expatriate from Malaysia and it involved 50 respondents in different companies. Results of the present study showed that the most influential factors that give impact to successful expatriate is training. Recommendations for future research are also having been discussed.

Keyword – Successful Expatriate, Willingness to Relocate, Degree of Personal International, Selection Criteria, Training

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