



**FACTOR AFFECTING THE ADAPTABILITY OF EXPATRIATES**

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MELAKA**

**June 2015**

**DECLARATION OF ORIGINAL WORK**



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**“DECLARATION OF ORIGINAL WORK”**

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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 quotations marks and sources of my information have been specifically acknowledged.

SIGNATURE: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_ DATE: 30 June 2015

## LETTER OF SUBMISSION

June 2015

Mr. Koe Wei Loon  
Lecturer of UiTM Malacca Main City Campus  
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75300 Melaka.

Dear Sir/Madam

### **SUBMISSION OF PROJECT PAPER (IBM 663)**

Enclosed here is the project paper entitled "**FACTOR AFFECTING THE ADAPTABILITY OF THE EXPATRIATES**" to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara. We hope this report will achieve the objectives of this study.

Thank you.

Yours sincerely,

.....  
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## Abstract

Hire expatriate allows the knowledge transfer from the expatriate to the organization. Nowadays, many companies using this method to enhance the productivity and management in the organization. However, if expatriates are not able to adapt with the surrounding, their performance will be below the par thus the knowledge that need to be transferred to local employees failed. There is yet to be a study that defines factors that affect the adaptability of the expatriates. The study also attempts to identify the level of expatriate's adaptability and to investigate the relationship between openness, sociability, self-management, self-monitoring and motivation with adaptability.

Based on the findings, the study was conducted to enhance our knowledge about expatriate's adaptability. We were focusing on individual as our unit analysis in Petronas KLCC. The populations were expatriates in Petronas KLCC. The purpose of the studies is causal study which is we will describe the cause and effect or more factor that causing the problem. For the type of investigation, this study setting is known as non-contrived which is in the artificial setting. For the type of investigation, we use correlational study, which is focus on to identify the important factor associated with the problem.. In addition, this study was conducted in the natural environment with minimum interference. This study setting is non-contrived which is artificial setting. The researchers has been collected 100 questionnaires back and used SPSS system version 22 to carry out the data analysis.

**Keywords:** Expatriate, Adaptability, Openness, Sociability, Self - management, Self – monitoring, Motivation

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