



EFFECTS OF CROSS CULTURAL ADJUSTMENT ON  
EXPATRIATES JOB PERFORMANCE IN EMERY OLEOCHEMICALS (M) Sdn.Bhd

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## **DECLARATION OF ORIGINAL WORK**



**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS  
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“DECLARATION OF ORIGINAL WORK”**

We, SitiZulaikhaBintiMokhtar (910512-10-5870) and NurSyazwaniNajlaaBintiNoordin, (910330-14-5214)

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:1) \_\_\_\_\_

Date: \_\_\_\_\_

Signature: 2)\_\_\_\_\_

Date: \_\_\_\_\_

## **ABSTRACT**

This research study has been conducted to identify the impact of cross-cultural adjustments on expatriate's job performance in Malaysia. The main objective of this research is to find the most significant factors in cross-cultural adjustment on expatriate's job performance. A conceptual framework comprises of four (4) factors which is cross-cultural training, organizational and family support, personality, and emotional intelligence are used to examined the impact of cross-cultural adjustments on expatriate's job performance.

The researchers have adopted the descriptive research to conduct the study on the issue raised. The researchers distributed 30 questionnaires among individual employees in Emery Oleochemicals (M) Sdn. Bhd as the method to acquire information needed.

The researchers used Scientific Program of Social Science (SPSS) application. This application was used to obtain reliability test, the most significant factors, and the relationship between the variables.

From the findings, it can be concluded that Cross-cultural Training as well as the Organizational and Family Support are the two factors that affected the expatriates' job performance the most. It is because these two independent variables have significant relationship with the dependent variable.

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