

**THE INFLUENCE OF JOB VARIABLES ON REPATRIATES  
ADJUSTMENT TO THE HOME COUNTRY**



**RESEARCH MANAGEMENT INSTITUTE (RMI)  
UNIVERSITI TEKNOLOGI MARA  
40450 SHAH ALAM, SELANGOR  
MALAYSIA**

**BY :**

**MAHAZIR ISMAIL (DR.)  
ETTY HARNIZA HARUN  
SHAHIDA FARHAN ZAKARIA**

**JANUARI 2015**

## Contents

1. Letter of Report Submission .....	iv
2. Letter of Offer (Research Grant) .....	v
3. Acknowledgements .....	vi
4. Enhanced Research Title and Objectives .....	vii
5. Report .....	1
5.1 Proposed Executive Summary .....	1
5.2 Enhanced Executive Summary .....	2
5.3 Introduction .....	3
5.4 Brief Literature Review .....	5
5.5 Methodology .....	7
5.6 Results and Discussion .....	11
5.7 Conclusion and Recommendation .....	15
5.8 References/Bibliography .....	16
6. Research Outcomes .....	18
7. Appendix .....	20

## 2. Letter of Offer (Research Grant)

Bahagian Penyelidikan & Jaringan  
Industri (PJI)  
Tel: 04-4562075/2077\* Faks: 04-4562223

Universiti Teknologi MARA (UiTM) Kedah  
Peti Surat 187, 08400 Merbok, Kedah  
Tel: 04-4562277 Faks: 04-4562223  
e-mail: [pjikh@kedah.uitm.edu.my](mailto:pjikh@kedah.uitm.edu.my)



Ruj. Kami : 600-UITMKDH (PJI.5/4/1/30/12)  
Tarikh : 17 Mei 2012

**Dr. Mahazir Ismail**  
Pensyarah  
Jabatan Pengurusan Perniagaan  
UiTM Cawangan Kedah

Tuan

### KELULUSAN PERMOHONAN DANA KECEMERLANGAN 01/2012

Tajuk projek : Readjustment Process Among Malaysian Repatriates' To The Home Country  
Kod projek : 600-UITMKDH (PJI.5/4/1/30/12)  
Kategori projek : Kategori B (2012)  
Tempoh : 01 Jun 2012 – 31 Mei 2013  
Jumlah peruntukan : RM 1, 500.00  
Ketua projek : Dr. Mahazir Ismail

Dengan segala hormatnya perkara di atas adalah dirujuk.

Sukacita dimaklumkan bahawa pihak Universiti telah meluluskan cadangan penyelidikan tuan untuk membiayai projek penyelidikan di bawah Dana Kecemerlangan UiTM.

Bagi pihak Universiti kami mengucapkan tahniah kepada tuan kerana kejayaan ini dan seterusnya diharapkan berjaya menyiapkan projek ini dengan cemerlang.

Untuk tujuan mengemaskini, pihak tuan adalah diminta untuk melengkapkan semula kertas cadangan penyelidikan sekiranya perlu, mengisi borang setuju terima projek penyelidikan dan menyusun perancangan semula bajet yang baru seperti yang diluluskan.

Sekian, Terima kasih.

***"Transformasi Berkualiti Ke Arah Kecemerlangan"***

Yang benar

**PROF. MADYA DR. HAIDAR DZIYAUDDIN**

Rektor

UiTM Cawangan Kedah

S.K. - Etty Harniza Harun

## 4. Enhanced Research Title and Objectives

Original Title as Proposed:

Readjustment Process Among Malaysian Repatriates' to the Home Country

Improved/Enhanced Title:

The Influence of Job variables on Repatriates Adjustment to the Home Country

Original Objectives as Proposed:

- a. to examine the determinants that contribute to the success of repatriation among Malaysian repatriates.

Improved/Enhanced Objectives:

- a. to analyze the relationship between job variables (role clarity, role conflict, role discretion, and role novelty) and the three dimensions of repatriates adjustment (psychological well-being, general adjustment, and work adjustment)

## **5. Report**

### **5.1 Proposed Executive Summary**

The main objective of the present study is to determine the impact of individual variable (self-efficacy), job variables (role clarity, role conflict, role discretion, and role novelty), organizational variable (social support), and non-work variable (culture novelty) on three dimensions of repatriates' adjustment (psychological well-being, socio-cultural readjustment, and work readjustment). Data will be collected from 500 Malaysian repatriates. Four main hypotheses were formulated in order to achieve the objectives of the study. The research and experience of many multinationals show that a formal repatriation and retention program plays a significant role in keeping these valuable resources in the organization. In examining the relationship between the individual variable and repatriates' adjustment, the research will look at individual variable, job variable, organizational variable and non work variable impacted on psychological well-being, socio-cultural readjustment and work readjustment among Malaysia repatriates.