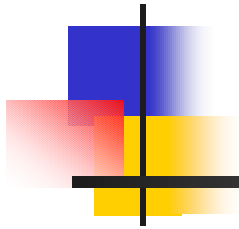


Cross Cultural Training: A Necessity For Expatriates Bound To Saudi Arabia



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Introduction

Why Cross-Cultural Training

- Worldwide competition.
- Globalization.
- Exploring new Environments.
- Large Companies connections with host countries local companies.
- Infrastructure development / Electronics / Telecommunications / transportation / energy / utilities.
- Our research was confined on the subject matter involving Cross Cultural training received by its foreign employees prior to arrival in Saudi Arabia and its impact towards their individual performances in their workplaces.



Introduction

Problems

Examples of problems that encountered expatriates who had no prior cross-cultural training before departing to work for foreign counties:

- Pressure.
- Language barrier.
- Failure to deliver output that were expected from him.
- Culture Shock.



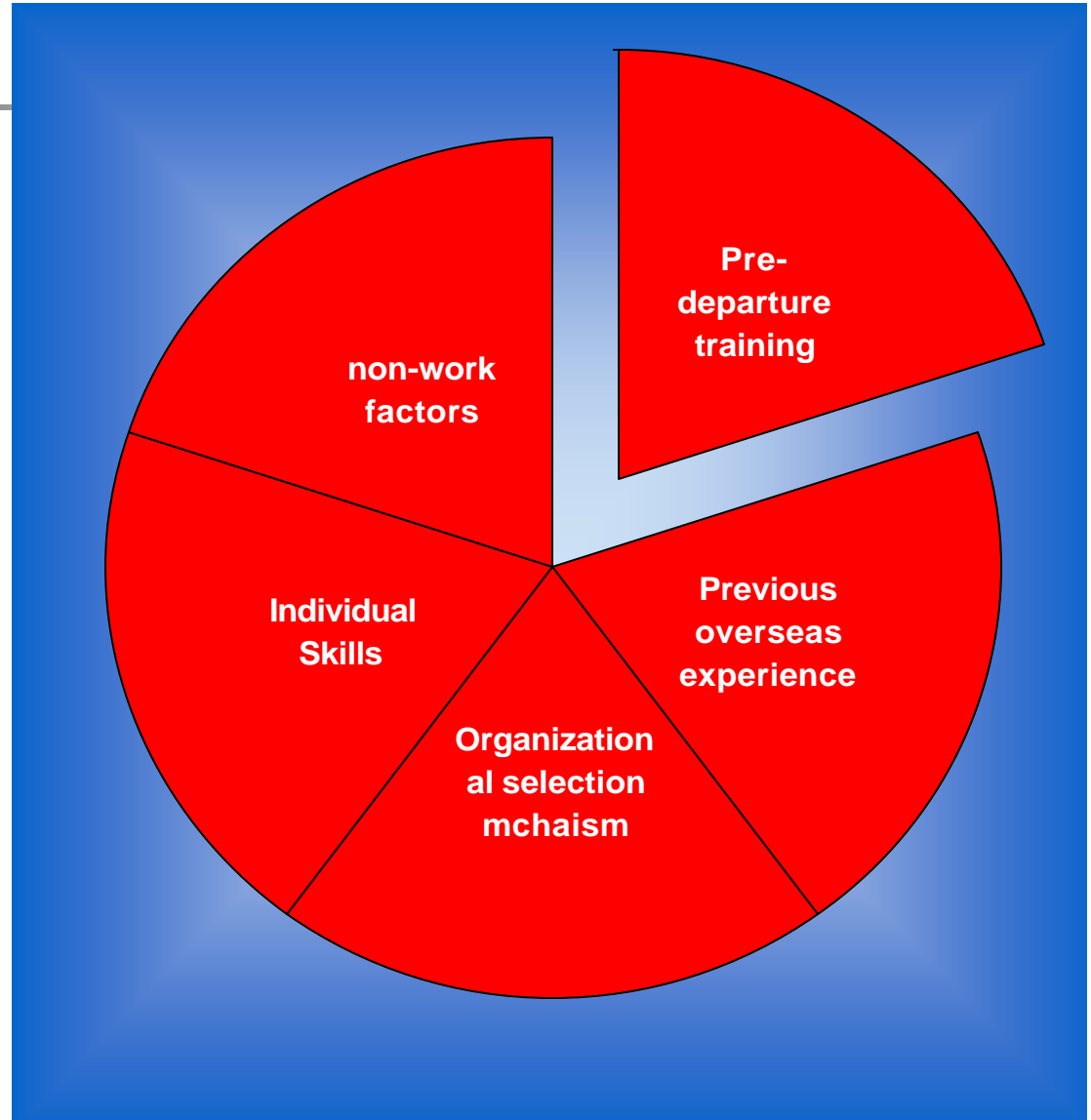
Objectives

- To validate the factors that we perceived would give positive impact to job performance.
- To come-up a comparative analysis between people who received training to people with no training.

Introduction

Pre-departure training

- There were five dimensions that occurred as components of the Cross-Cultural adjustment process





Literature Research

Stages of cultural experimentation

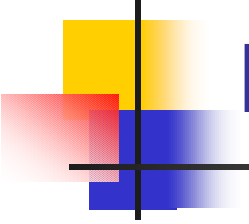
- Stage 1: Applicability less than adequate, clarity more than adequate.
- Stage 2: Applicability less than adequate, clarity less than adequate.
- Stage 3: Applicability more than adequate, clarity less than adequate.
- Stage 4: Applicability more than adequate, clarity more than adequate.



Literature Research

Types of cross cultural Training

- Factual information
- Cultural orientation
- Cultural assimilation training
- Language training
- Sensitivity training
- Field experience



Literature Research

Benefits of cross-cultural training

- A distinct advantage of organizations.
- Improve ability of adaptation.
- Reduce culture shock.
- Reduce uncertainty.
- Reduce stress and disorientation.

Hypothesis Development



- Hypothesis #1: Training about the host's values would result to better performance.
- Hypothesis #2: Training about the host's organizational norms would result to better performance.
- Hypothesis #3: Training about the host's language would result to better performance.



Methodology

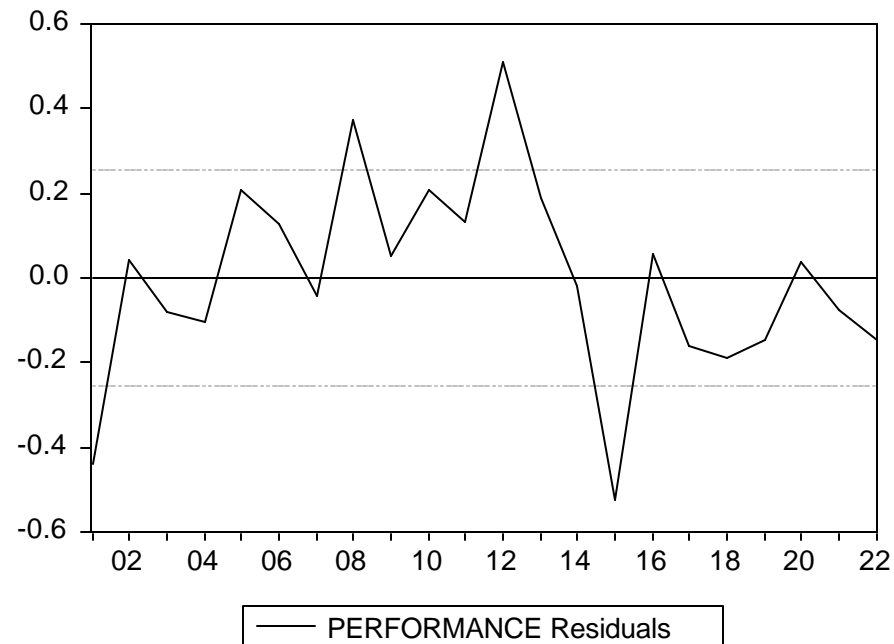
- Develop surveys
- Sample
- Multiple Regression Analysis
- Demographic Analysis

Multiple Regression Analysis Results

Variable entered: Norms, Values and Language				
Multiple R^2	0.640			
Multiple R	0.800			
Adjusted R^2	0.580			
Standard Error of Estimate	0.254			
Analysis of Variances				
	Sum of squares	df	Mean Square	F ratio
Regression	2.066	3	0.689	10.673
Residual	1.161	18	0.065	
		Standard Error		Partial
Variables	Coefficient	in coefficient	Beta	t value
Performance Intercept	2.899	0.215		13.497
Norms	0.220	0.051	0.629	4.297
Values	0.075	0.400	0.278	1.857
Language	0.095	0.460	0.303	2.058

Multiple Regression Analysis Results

- PLOT OF STANDARDIZED RESIDUALS





Multiple Regression Analysis

Results

- Performance Equation

$$\text{Performance} = 2.899 + 0.220*\text{norms} + 0.075*\text{values} + 0.095*\text{language}$$

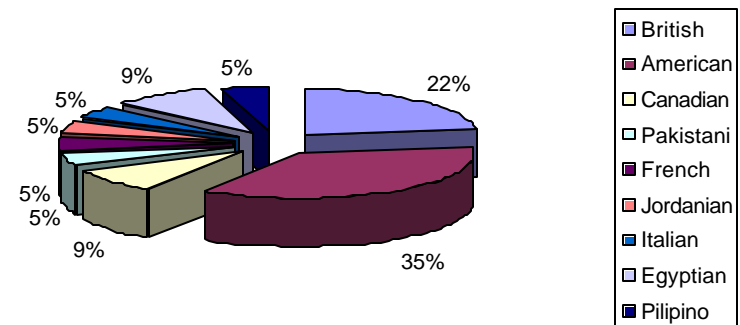
- 64% of the performance is explained by our constructs. Thus, 36% of the performance may be explained by other factors external.
- The ability of our model to forecast is 58%.

Demographics Analysis

Results

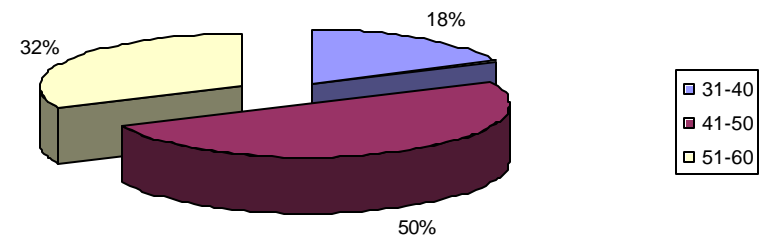
- **Demographic of Nationality**

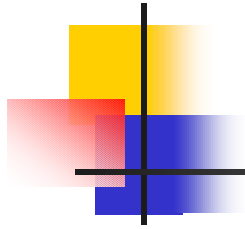
The Number of Expatriates



- **Demographic by Age**

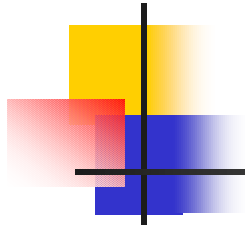
The Average Age of Expatriates





Discussion

- Hypothesis #1: Training about the host's values would result to better performance.



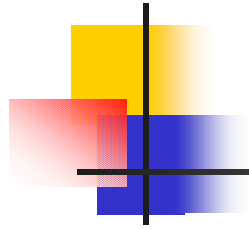
Discussion

- Hypothesis #2: Training about the host's norms would result to better performance.



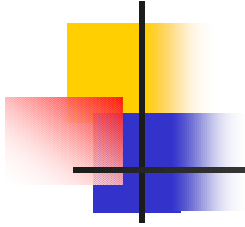
Discussion

- Hypothesis #3: Training about the host's language would result to better performance.



Recommendation

- Need to investigate further the effect of other factors that could influence job performance.
 - Family
 - Length of stay
 - Any previous international assignments training



Q & A