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The Relationship of Personality and The Ability to Cross-cultural Adaptation of The Expatriate Leader

Hubungan antara Kepribadian dengan Kemampuan Adaptasi Lintas Budaya Pada Expatriate Leader

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Abstract

Expatriate leader is a leader who has the task to lead the organization in other countries outside their home country. They are expected to successfully lead to achieve organizational goals. However, many of those who fail, causing losses to the company and the individual. This failure was due to their inability to adapt to the environment and local cultures where they served. One predictor of the success of cross-cultural adaptation is an aspect of personality. This study aims to determine the relationship of personality with the ability to cross-cultural adaptation of the expatriate leader. This type of research is quantitative. Subject amounted to 35 people, with 21 men and 14 women. Variable cross-cultural adaptability measured using CCAI (Meyers & Kelley, 1992; in Montagliani, 1996), while the personality variables using the five factor model of the 50-item IPIP. Analysis of data using multiple regression. The results showed relationship between the personality of the cross-cultural adaptability, dimension of personality variables have a significant impact with a cross-cultural adaptability in the expatriate leader is Conscientiousness with negative direction, Emotional Stability with positive direction, and Openness with positive direction. For personality of extroversion and agreeableness did not have a significant influence on the cross cultural adaptability of the expatriate leader. The R value of 0.365, which means that the regression model explains the diversity of the adaptability of 36.5%, while 63.5% is explained by other variables not included in the regression modeling.

Keyword : Personality, The, Five, Factor, Model, Cross-cultural, Adapatability, Expatriate, Leader,

Daftar Pustaka :