
The impact of cross cultural training on the adjustment of British and South Korean expatriates in Jakarta-Indonesia

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Abstract

This study investigates the impact of cross cultural training (CCT) on the adjustment of British and South Korean expatriates in Jakarta-Indonesia. Based on previous researches companies often underestimate the importance of CCT for their expatriates, even if the need of such investment has been demonstrated. Until now no study has been done in Indonesia and at a time this country is at the spotlight of the FDI and ASEAN's growth, questions may be raised by foreign companies about the guarantee of their expatriates' adjustment and success.

The questionnaire was tested and has been distributed online to hundreds of British and South-Korean expatriates currently living in Jakarta and sent by their companies in Indonesia. The researchers expect three outcomes; first the results of the survey should be showing that expatriates who did not follow any CCT have more difficulties to adjust with Indonesian culture categorized under general non-work environment, work situation, and host country nationals. Second, the authors expect to see that expatriates have adjusted better when CCT has been conducted during a longer period and has used various methods of training. Finally even if South Korean expatriates, who have a more similar cultural background and potentially closer psychic-distance than British expatriates, they might be indeed the ones who encounter the most challenges in their adjustment to Indonesian environment.

Future research should extend to other nationalities and include the psychic-distance variable as the current research will only use the difference of citizenship as explain potential cultural impact on expatriate adjustment.
