

Impact of Workplace acculturation on Expatriate Job performance: Empirical Evidence from UAE

Intercultural mobility has become a way of life for modern day work environments. The domain of acculturation and its dimensions have contributed immensely to the study and development of cross-cultural Management. The study aims at investigating the effects of socio cultural and psychological adaptations as the process components of acculturation in order to predict the Expatriate (expat) Job Performance. Also, the mediating effects of self-efficacy and Intercultural consciousness were tested for the indirect effects. Survey data from a sample of 202 expatriates living in the United Arab Emirates with a response rate of 66.72% was used to estimate the proposed model. The findings supported and expanded the prevailing knowledge that the behavioral and wellbeing aspects of adapting to the host country culture would positively influence the expatriate job performance. Furthermore, it was found that the performance would be improved with the presence of self-efficacy and inter-cultural consciousness. In order to utilize full potential of skilled expats, organizations have to focus more on facilitating to form interconnections with colleagues to minimize the cultural differences to enhance their performance.

Keywords:

sociocultural adaptation, psychological adaptation, expatriate job performance, acculturation and intercultural consciousness

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