Cross-Cultural Adjustment: A Study Of Indian Expatriates Working In Thailand

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Abstract **-Thailand is an emerging economy in Southeast Asia and is seen as an attractive destination for foreign investment. This has led to an increasing number of expatriates coming on work assignments to Thailand. Most studies on cross-cultural adjustment thus far have employed expatriates from western countries as samples whereas studies on Indian expatriates' adjustment are limited. The purpose of this paper is to examine crucial antecedents of cross-cultural adjustment of Indian expatriates working in Thailand. Specifically the study focuses on the relationship between five independent variables, namely, job satisfaction, family support, learning orientation, organization socialization, cross-cultural training and the dependent variable, cross-cultural adjustment. The study employed quantitative research design with a self-administered questionnaire survey to collect data from 334 Indian expatriates working in multinational and privately-owned organizations in Thailand. Pearson Correlation Coefficient and Multiple Regression as statistical tools to analyze the data from the survey. The findings revealed that job satisfaction is the strongest predictor of cross-cultural adjustment of Indian expatriates followed by family support. Organizations employing Indian expatriates in Thailand need to have effective human resource policies and practices for socialization, communication and training so as to ensure smoother adjustment and successful completion of the assignment on the part of these expatriates.**

Index Terms: Expatriate, Cross-cultural adjustment, India, Thailand

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