

CHAPTER I

INTRODUCTION

1.1 Background of The Study

With expanding worldwide exercises of organizations, the universal portability of exceptionally qualified people is of developing significance. Thus, singular professions become universal and limit less prompting basic significance for enterprises to see how to recognize and choose potential exiles. Working abroad is viewed as an open door for people's professional success, for expanding people's business related capabilities, and for self-awareness. Notwithstanding the significance and significance of allocated exiles, research and practice in the previous decade have moved their concentration towards self-started exile.

Globalization makes individuals progressively versatile (Collings, 2014). Individuals these days move crosswise over land and social limits to take up work and vocation openings. For instance, numerous talented experts from the alleged "underdeveloped nations" go to "first world nations" to pursue their fantasies of having stable professions. This type of worldwide versatility, otherwise called self-started exile, is portrayed by moving to another nation without being sent by an organization or a business (Doherty, Richardson and Thorn, 2013). Not at all like customary exile wherein associations start the move to another nation, self-started exile includes moving to a nation of one's decision to look for an occupation and to build up an increasingly steady vocation. Numerous self-started exiles migrate and move to created nations, for example, Australia, New Zealand, USA, Canada, Dubai and the UK (Doherty, 2013).

While self-started ostracizes are self-roused to work abroad and progress in the direction of self-guided universal vocations, the stay abroad for relegated exiles is upheld by an organization. Oneself started exiles

specifically are expected to have a high goal to work abroad free of the open doors their managers give them. So as to have the capacity to recognize and choose potential exiles, associations need to better comprehend the inspirational procedures that lead to the aim to work abroad. Because of high rates of refusal by supervisors to move abroad, universally dynamic firms need worldwide human asset administrators to build up a way to recognize, inspire, and hold potential contender for global assignments.

The choice of exiles is made all the more difficult by the trouble of recognizing ostracize competitors' aim to work abroad. Earlier research recommends that the profession advantages of remote assignments are blended, which may add to low dimensions of goal to acknowledge an outside task. The reluctance to acknowledge an ostracize position, alongside the potential representative's discernment that the potential boss is trying to contract and advance such people, may propel a contender to just claim to be keen on exile. Subsequently, firms would profoundly profit by the capacity to foresee candidates' aim to work abroad.

Indonesia is one of most unmistakable wellspring of people with self-started exile with in excess of 9 million specialists, third just behind China and the Philippines as far as generally speaking level of all out work constrain (www.indonesia-investments.com, n.d.). Huge numbers of these self-started exiles were new alumni or had a couple of long stretches of work involvement as well as study involvement in outside nation. They referred to financial and vocation related reasons as powerful in their choice to move and discover professions in another nation. In any case, it is indistinct whether factors other than monetary and vocation related reasons impact their choices. Specifically, it is obscure whether they had singular dimension attributes that controlled or exacerbated their choice to move to another nation to discover better profession openings. Besides, it isn't certain whether they had been affected by their versatile assets or by their intercultural aptitudes and capacities to seek after abroad professions.

These appearing holes in the writing warrant tending to and can contribute essentially to the developing writing on profession improvement of exiles.

The capacity to anticipate a potential hopeful's goal to live and work abroad would almost certainly lead to the determination of people who have higher eagerness to work abroad, at last expanding the odds for task achievement. This view is bolstered by the finding that convincing initially reluctant exiles compares adversely with social alteration, work fulfillment, and expectation to end the ostracize task. These perceptions have driven analysts to examine the determinants of fruitful exile encounters, including how to recognize qualified people who might have the aim to work abroad. In this present reality where national limits are crossed and organizations work all inclusive, people need to have intercultural aptitudes, information, and an uplifting frame of mind towards intercultural settings so as to act adequately in a worldwide and multicultural encompassing. The idea of social knowledge (in the future CQ) incorporates these distinctive however related aspects of social abilities that give people the capacity to adjust viably to new social settings or settings.

Albeit ongoing examination has advanced the comprehension of the predecessors of self-started exile and eagerness to work abroad, for example, worldwide experience just as individual attributes, aptitudes, and capacities, regardless we think minimal about the procedure through which the expectation and readiness create. In this way, expanding comprehension of this procedure is both hypothetically and for all intents and purposes essential. With an end goal to address the distinguished holes in the current writing, this investigation intends to build up a system that tries to clarify the improvement of the expectation to work abroad. It is contended that a person's worldwide presentation influences their social insight, which thus impacts the goal to work abroad. Moreover, this intervention is directed by the social separation between the nation of origin and the potential remote nation.

In 2016, Presbitero and Quite found a positive relationship between a person's cultural intelligence and his/her likeliness to find foreign employment. They suggested that cultural intelligence stimulates self-expatriation, which ultimately results in higher intention to go and work abroad. This relationship is said to be apparent especially among university students and for that reason, the writer will focus on observing this phenomenon at UPH Medan Campus.

Located at Imam Bonjol St. no.6, UPH Medan Campus was established in 2014. In a relatively brief period of time, the university has managed to develop strong reputation in business school through numerous recognitions and achievements. One of the most prominent majors at UPH Medan Campus is business management, which further diversifies into three specializations, namely entrepreneurship and family business, marketing, and international business. Among these specializations, students who chose international business were intentionally nurtured to face global challenges through specific modules, such as International Human Resource and Managing Across Culture.

Acting on this premise, the writer conducted preliminary interviews with 3 students, who all majored in business management and specialized in international business at UPH Medan Campus. The interviews mainly focused on determining the extent of cultural intelligence among these students and their likelihood to find employment abroad upon graduation. However, not all students within this specialty seem to be interested in finding work abroad. This conclusion was drawn after the writer conducted interviews session with three different students that resulted in mixed results.

The first respondent, whose initial is "WH", appears to have lack of knowledge related to foreign affairs and cultures of several countries. He also possesses little proficiency in spoken English and even demonstrates no interests towards foreign arts. When asked about his

career prospects, he directly suggested that he intended to stay in Medan and find immediate employment here once he graduated.

The writer approached another correspondent, whose initial is “VS”, and concluded that his cultural intelligence is moderately apparent. “VS” shared that his social and foreign language skills have made connections with several foreign friends, the majority of whom were met online. During this exchange, he became aware of cultural differences and acknowledged important gestures that have completely different meanings in other cultures. When asked whether or not he would work abroad, the writer came to the same answer in that “VS” is very eager to find abroad employment, especially in European countries.

The writer then proceeded to the third student, who is identified by “HC”. Unlike the previous correspondents, “HC” displayed subpar proficiency in English, notably from numerous grammatical errors during the interviews. It also became apparent that he was not interested in other cultures besides his own and did not fancy the idea of interacting with people from different cultures. Upholding his conservative upbringing, he preferred to stay and look for employment in Medan after graduation.

Therefore, the writer intends to conduct further analysis on this topic with research paper entitled: **“The Impact of Cultural Intelligence on The Intention to Work Abroad among Business Management Students at UPH Medan Campus”**.

1.2 Problem Limitation

This research recognizes all 2015 intake students who major in business management study program at UPH Medan Campus. Cultural intelligence will be the independent variable, whereas the intention to work abroad serves as the dependent variable in this research. The scope of cultural intelligence on this research will cover metacognitive, cognitive, motivational, and behavioral (Remhof and Schlagel 2013). As for the intention to work abroad, the writer will analyze salary and compensation,

career prospects, quality of life, and family and friends influence as the indicators (Shuen, Ing, Siew and Wong, 2016).

1.3 Problem Formulation

This research seeks to answer the question: is there any impact of cultural intelligence towards the willingness to work abroad among Business Management students at UPH Medan Campus?

1.4 Objective of The Research

Upon completion, this research is expected to identify whether or not cultural intelligence affects the willingness to work abroad among Business Management students at UPH Medan Campus.

1.5 Benefit of The Research

1.5.1 Theoretical Benefit

1. Improves the existing literature in regards with cultural intelligence, intention to work abroad, and the relationship that associates the two variables.
2. Provides additional grounds and basic knowledge for future researchers, who wish to write academic paper on similar areas of interest.

1.5.2 Practical Benefit

1. Expands the knowledge of the writer and other university students about the factors that bolster their cultural intelligence, which ultimately leads to better preparation and understanding for those who have the intention to work abroad
2. Serves as supplementary competencies for university students who seek to find international employment upon graduation

1.6 Systems of Writing

Below are systems of writing in my *skripsi*:

CHAPTER I : INTRODUCTION

This chapter focuses on background of the study, problem limitation, problem formulation, objective of the research, benefit of the research, and systems of writing.

CHAPTER II : LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

This chapter comprises of theoretical background, previous research, hypothesis development, research model, and framework of thinking.

CHAPTER III : RESEARCH METHODOLOGY

This chapter entails information on research design, population and sample, data collection method, operational variable definition and variable measurement as well as data analysis method.

CHAPTER IV : DATA ANALYSIS AND DISCUSSION

This chapter comprises of discussion regarding the general view of research object, data analysis, and discussion to address the problem formulation.

CHAPTER V : CONCLUSION

For the last chapter will consist of conclusion, recommendation, and implication of research, and the implication of the research.