

ABSTRACT

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THE IMPACT OF CULTURAL INTELLIGENCE ON THE INTENTION TO WORK ABROAD AMONG BUSINESS MANAGEMENT STUDENTS AT UPH MEDAN

(xiii+80 pages; 4 figures; 17 tables; 6 appendices)

Cultural intelligence has been recognized as a crucial factor in equipping individuals who intend to find abroad employment. Stemming from international exposure, cultural intelligence can be measured from four different, yet interconnected dimensions that stimulate self-initiated expatriation, especially among students. Self-initiated expatriation has become a frequent occurrence these days and when coupled with several driving factors -salary and compensation, career prospects, quality of life, and the influence of family and friends- it will lead to higher propensity to the intention to work abroad.

Previous research has been done on this area of interest by Presbitero and Quite (2016) as well as Yortkoru, Dauda and Sekarawisut (2017). The hypothesis presented in this research contends that cultural intelligence influences the intention to work abroad.

This research aims to prove whether cultural intelligence increases the intention to work abroad. In order to answer the problem formulation, 66 management students who specialized in International Business were selected randomly and asked to participate in answering questionnaires.

Using quantitative approach as the research design, it was revealed that the alternate hypothesis was accepted as the Z-value (5.89) > Z-test (1.96) and cultural intelligence has impacts on the intention to work abroad.

The completion of this research implied that more research should be conducted to enrich the existing knowledge on this subject. Additionally, students who intend to work abroad are recommended to develop acute inter-cultural competence, whereas the university is encouraged to provide more exposure towards such competence.

Keywords: Cultural Intelligence, Intention to Work Abroad, Self-initiated Expatriation.

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