

ROLE OF CULTURAL DISTANCE ON SELF-INITIATED EXPATRIATE ADJUSTMENT IN SAUDI UNIVERSITIES

Hammad K. Alshammari

Ph.D student

School of Management, RMIT University, Australia
hamm.alshmmri@rmit.edu.au

Assoc Professor Alan Nankervis

School of Management, RMIT University, Australia
alan.nankervis@rmit.edu.au

Dr Alan Montague

School of Management, RMIT University, Australia
alan.montague@rmit.edu.au

Abstract

The purpose of this study was to evaluate the role of cultural distance on the adjustment of self-initiated expatriates in Saudi universities. It was hypothesized that cultural distance, gender and age have no influence on self-initiated expatriates' culture, interaction and work adjustment. This study was quantitative in nature and employed a descriptive correlational research design. The sample of this study included 237 self-initiated expatriates from two public universities in Saudi Arabia. Findings indicated that cultural distance has a negative relationship with self-initiated expatriates' culture, interaction and work adjustment. Further analysis also revealed that age has an influence in term of self-initiated expatriates' sociocultural adjustment. The implications of these findings are discussed for practice.

Keywords: Cultural Distance, Self-Initiated Expatriate, Adjustment, Saudi Higher Education.