CROSS CULTURAL ADAPTATION DIMENSIONS AND DEMOGRAPHIC FACTORS OF INTERNATIONAL STUDENTS IN UUM

BY

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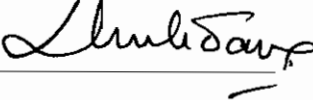**MASTER OF HUMAN RESOURCE MANAGEMENT**

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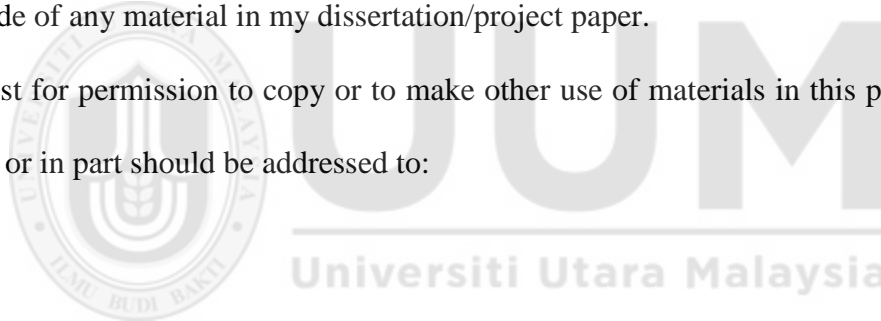
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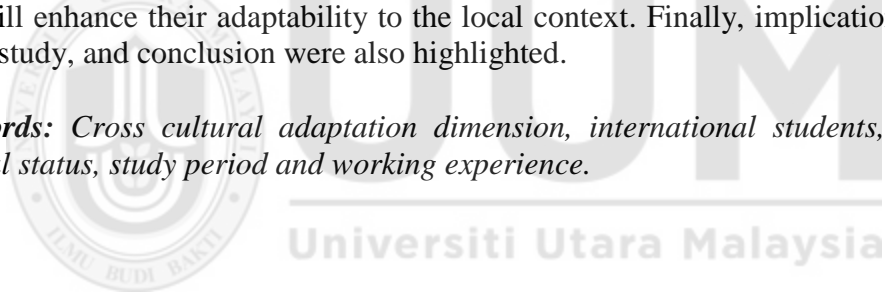
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ABSTRACT

The number of international students in Malaysian universities have been increasing over the years. The international students come from many different countries and thus from a diverse cultural background. Thus, they had to adapt and adjust to the different cultural aspects of the Malaysian way of life. This study examined the differences between cross cultural adaptation dimensions and demographic factors (age, gender, marital status, study period and working experiences) that influence international students. A survey on 335 international students of Universiti Utara Malaysia was carried out to obtain the data for the study. The usable responses of 251 were analyze using SPSS version 22 involving descriptive statistic, anova and t-test. The result reveal there are no significant differences of age on cross cultural adaptation dimensions, but for gender, marital status, study period and work experience indicate significant differences for either one or two of the cross-cultural adaptation dimensions. This study revealed that there are many issues faced by the international students in UUM. The issues are related to the cross-cultural adaptation dimension and demographic factors among international students in UUM. Thus, it is recommended that there is a need to form an interaction among management and international students in the form of activities or programs to boost the cross-cultural adaptability of these students. This will enable the students to attain the necessary skills that will enhance their adaptability to the local context. Finally, implications, limitations of the study, and conclusion were also highlighted.

Keywords: Cross cultural adaptation dimension, international students, age, gender, marital status, study period and working experience.

ABSTRAK

Bilangan pelajar antarabangsa universiti di Malaysia telah meningkat sejak beberapa tahun kebelakangan ini. Pelajar-pelajar antarabangsa ini datang dari negara yang berbeza dan latar belakang budaya yang pelbagai. Oleh itu mereka terpaksa menyesuaikan diri dengan kehidupan dan budaya yang berbeza rakyat Malaysia. Kajian ini bertujuan untuk melihat perbezaan antara dimensi penyesuaian budaya dan faktor-faktor demografi (umur, jantina, status perkahwinan, tempoh pengajian dan pengalaman bekerja) yang mempengaruhi pelajar antarabangsa. Tinjauan terhadap 335 orang pelajar antarabangsa di Universiti Utara Malaysia dijalankan untuk mendapatkan data kajian. Maklum balas daripada 251 respondent dianalisia menggunakan SPSS versi 22 menggunakan statistik deskriptif, ANOVA dan ujian t test. Hasil kajian mendapat terdapat perbezaan yang sifnifikan pada umur bagi dimensi penyesuaian budaya, tetapi untuk jantina, status perkahwinan, tempoh pengajian dan pengalaman kerja menunjukkan perbezaan yang ketara pada satu atau dua dimensi. Kajian ini menunjukkan bahawa terdapat banyak isu yang dihadapi oleh pelajar antarabangsa di UUM. Isu-isu ini termasuk yang berkaitan dengan dimensi penyesuaian silang budaya dan demografi di kalangan pelajar antarabangsa di UUM. Oleh itu, adalah disyorkan agar pihak pengurusan university membentuk program dan aktiviti untuk pelajar antarabangsa bagi meningkatkan penyesuaian silang budaya pelajar mereka. Ini akan membolehkan pelajar mencapai kemahiran yang diperlukan disamping meningkatkan keupayaan menyesuaikan diri dengan keadaan tempatan. Akhir sekali, implikasi, batasan kajian, dan kesimpulan juga telah diketengahkan.

Katakunci: *Dimensi penyesuaian silang budaya, pelajar antarbangsa, umur, jantina, status perkahwinan, tempoh pengajian dan pengalaman kerja.*

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To my friends, I cannot thank you all enough, you have been a beacon of hope, when I felt like giving up. Thank you all and I hope our friendship wax stronger by each passing day and hope to see you all on top.

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INTRODUCTION

1.0 Background of the Study

The number of foreign students studying in Malaysia has increased over the years to 71,589 in 2016 (Ali, Zhou, Hussain, Nair and Ragavan, 2016). Most of the foreign students are from countries such as Middle East, African, Asian and a small number from Europe. Universities in Malaysia use a combination of English and Bahasa Malaysia as the medium of instruction. However, they are instances where English and Arabic are used to communicate, particularly in postgraduate studies (Tan, 2014).

Furthermore local cultural diversity is supported through internationalization by the Malaysian government (Shams and Huisman, 2016). It is obvious by the incoming and outbound flexibility programs in Malaysian universities. The arrival of foreign students, guests, and expatriate as well as workforces has subsidized to the construction of social, economic and political interaction between Malaysia and other countries (Ferraro and Briody, 2017). In the meantime, this has shaped new subcultures in Malaysia. Some local towns are enhanced with foreign students' environment through the survival of foreigners' population and foreign housing areas, as well as supermarket outlets and cafeteria serving international delights.

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CROSS CULTURAL ADAPTATION AMOUNG INTERNATIONAL STUDENTS IN UNIVERSITI UTARA MALYSIA.

Dear students,

Thank you for agreeing to participate in this research.

The following survey is being conducted for a partial fulfillment for the Masters in Human Resource Management research paper requirement at University Utara Malaysia. This research paper is to assess how international students adjust with the level of cross cultural adaptation in university Utara Malaysia.

I would appreciate if you could answer the questions sincerely because the information provided will influence the accuracy and success of this research. It will take less than 15 minutes to answer this questionnaire. The feedback is confidential and will be used for academic purpose only.

Thank you for the assistance given and the time taken to answer the questionnaire.

Yours sincerely,

Iliyas S. Najeemdeen

MSc. Human Resource Management

School of Business Management (COB)

PART ONE (CROSS-CULTURAL ADAPTATION)

Statements below describe your cultural adaptation experiences. Indicate your level of adjustment on the following statements by circling the number that best relates to you, choose from 1- not adapted at all to 5-very well adapted.

CROSS-CULTURAL ADAPTATION

	Never Adapted At all			Very well Adapted	
1. How adapted are you to your studies in UUM?	1	2	3	4	5
2. How adapted are you in studying with fellow students in UUM?	1	2	3	4	5
3. How adapted are you to the local transportation system?	1	2	3	4	5
4. How adapted are you studying with locals outside UUM?	1	2	3	4	5
5. How adapted are you to the local food?	1	2	3	4	5
6. How adapted are you to the local weather?	1	2	3	4	5
7. How adapted are you in interacting with local in UUM?	1	2	3	4	5
8. How adapted are you to shopping in Malaysia?	1	2	3	4	5
9. How adapted are you to be supervised by local supervisor in UUM?	1	2	3	4	5
10. How adapted are you to generally living in UUM?	1	2	3	4	
11. How adapted are you to the entertainment in UUM?	1	2	3	4	5

Please rate the degree of agreement you face with aspects of Studying and research in UUM. Please read each of the statements and decide how well it applies to you. Circle the appropriate number. The answering scale are from 1- **strongly disagree to 5-Strongly Agree.**

STUDYING AND RESEARCHING

		Strongly Disagree			Strongly Agree	
1. I feel certified with the provision of internet service.	1	2	3	4	5
12. I have been very happy since I began to study in UUM.	1	2	3	4	5
13. My study attitude has been positive recently.	1	2	3	4	5
14. I have a clear goal of my study in UUM	1	2	3	4	5
15. I feel positive on the value of research / study in UUM.	1	2	3	4	5
16. My research project or study has progressed very smoothly.	1	2	3	4	5
17. I have benefited from the curricula I am studying in UUM.	1	2	3	4	5
18. I am satisfied with the courses of last semester	1	2	3	4	5
19. I understand my chosen courses very well.	1	2	3	4	5
20. I feel easy reading books in the English language for my chosen specific course.	1	2	3	4	5
21. Overall, I am satisfied with my study in UUM	1	2	3	4	5
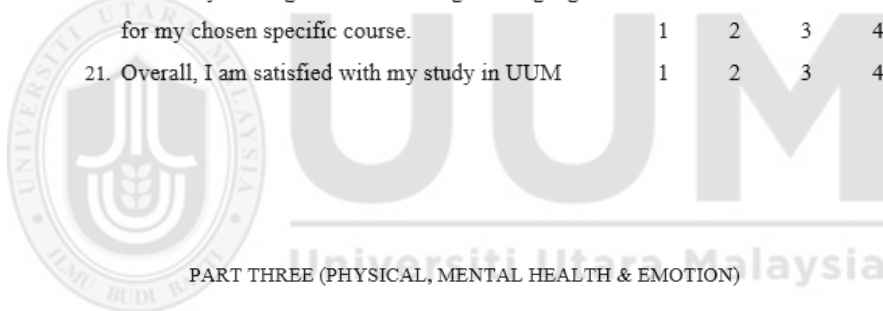
PART THREE (PHYSICAL, MENTAL HEALTH & EMOTION)

Please respond to the following statements relating to your physical and mental health & emotion that you face in UUM. Read each of the statements and decide how well it applies to you. Circle the appropriate number. The answering scale are from 1- **strongly disagree to 5-Strongly Agree.**

PHYSICAL AND MENTAL HEALTH & EMOTION

		Strongly Disagree			Strongly Agree
1. I have been enjoying good health.	1	2	3	4	5
2. I have sleep very well.	1	2	3	4	5
3. I have been homesick since I left for Malaysia.	1	2	3	4	5
4. I have often felt good since I came to Malaysia.	1	2	3	4	5
5. I have been stable emotionally since I came to Malaysia.	1	2	3	4	5
6. I am very active in communicating with my colleges in UUM.	1	2	3	4	5
7. I own psychological or spiritual satisfaction	1	2	3	4	5

PART FOUR (INTERPERSONAL RELATIONSHIP)

Please respond to the following statements relating to your interpersonal relationship that you face in UUM. Read each of the statements and decide how well it applies to you. Circle the appropriate number. The answering scale are from **1- strongly disagree to 5-Strongly Agree.**

INTERPERSONAL RELATIONSHIP

	Strongly Disagree			Strongly Agree	
1. I have good Malaysian friends in UUM.	1	2	3	4	5
2. I have good international student friends.	1	2	3	4	5
3. I have good Malaysian friends from outside the UUM.	1	2	3	4	5
4. I can communicate well with the professors or lecturers of my course.	1	2	3	4	5
5. I have had good Interpersonal relationship recently.	1	2	3	4	5
6. I have ample opportunities and Interactive for group activities with local students in UUM.	1	2	3	4	5
7. Overall, I have good relationships in UUM	1	2	3	4	5

PART FIVE (LOCAL CULTURE)

Please respond to the following statements relating to local culture that you face in UUM. Read each of the statements and decide how well it applies to you. Circle the appropriate number. The answering scale are from **1- strongly disagree to 5-Strongly Agree.**

LOCAL CULTURE

	Strongly Disagree			Strongly Agree	
1. I understand and can integrate into UUM culture in my daily life.	1	2	3	4	5
2. Although I am a foreigner, I feel I have integrated into the local life.	1	2	3	4	5
3. People in Malaysia do not discriminate strongly against foreigners; I can easily take part in group their group activities.	1	2	3	4	5
4. People in UUM are friendly, so communicating with them is easy.	1	2	3	4	5
5. I can understand the cultural identity of the UUM students.	1	2	3	4	5
6. I obtained a lot of information about UUM before I came.	1	2	3	4	5

PART SIX (LIVING ENVIRONMENT AND FINANCIAL CONDITION)

Please respond to the following statements relating to living environment and financial conditions that you face in UUM. Read each of the statements and decide how well it applies to you. Circle the appropriate number. The answering scale are from **1- strongly disagree to 5-Strongly Agree.**

LIVING ENVIRONMENT AND FINANCIAL CONDITION

	Strongly Disagree				Strongly Agree
1. My current living environment is comfortable and satisfactory.	1	2	3	4	5
2. The living environment and hygienic conditions are good in UUM.	1	2	3	4	5
3. The neighborhood is very safe around my residence.	1	2	3	4	5
4. I get along very well with the neighbors around my residence.	1	2	3	4	5
5. I can adapt to the local weather.	1	2	3	4	5
6. The rent charge of my residence is reasonable.	1	2	3	4	5
7. My current financial state is very good.	1	2	3	4	5
8. Overall, I am satisfied with the local life.	1	2	3	4	5

DEMOGRAPHY

1. Age:

☐ Under 20

☐ 21 – 25

☐ 26 – 30

☐ Over 30

2. Gender:

☐ Male

☐ Female

3. Marital Status:

☐ Single

☐ Married

☐ Other (_____)

4. School/College

_____

5. Highest qualification

☐ School cert.
☐ Diploma
☐ Degree
☐ Masters

6. Program

☐ Undergraduate
☐ Postgraduate
☐ Masters
☐ PhD

7. Country of Origin?

_____

8. How long have you been in UUM?

    ☐   < 1 year

    ☐   1-2 years

    ☐   3-4 years

    ☐   > 4 years

9. Financial arrangement

       Government

    ☐   Sponsored

    ☐   Family sponsored

    ☐   Self-sponsored

10. Working experience before coming to UUM?

    ☐   No

    ☐   Yes

       If yes, how many years?

    ☐   < 1

    ☐   1-5

    ☐   6-10

    ☐   10-15

    ☐   >15years
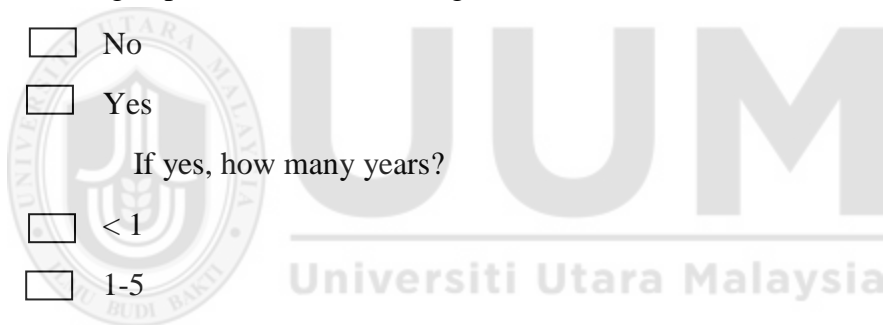
APPENDIX B: SPSS AND ANOVA

Cross cultural adaptation dimensions by Age

Report

Age		SAR	PHE	INR	LC	LEF
0	Mean	4.0000	3.8571	3.1429	3.8333	3.6250
	N	1	1	1	1	1
	Std. Deviation	.	.	.	.	.
under 20 yrs	Mean	3.8347	3.4935	3.8182	3.9848	3.6705
	N	11	11	11	11	11
	Std. Deviation	.53291	.92442	.46110	.29302	.37196
21 - 25 yrs	Mean	3.9372	3.8931	3.9501	3.8211	3.9563
	N	123	123	123	123	123
	Std. Deviation	.48092	.54708	.59128	.60702	.52912
26 - 30 yrs	Mean	3.9705	3.8232	3.9089	3.8646	3.7859
	N	80	80	80	80	80
	Std. Deviation	.37768	.54564	.55549	.50947	.54293
over 30 yrs	Mean	3.8687	3.7143	3.8452	3.8611	3.9722
	N	36	36	36	36	36
	Std. Deviation	.52984	.63613	.62165	.57390	.45622
Total	Mean	3.9337	3.8275	3.9129	3.8479	3.8904
	N	251	251	251	251	251
	Std. Deviation	.45837	.58297	.57865	.55917	.52292

ANOVA by age

		Sum of Squares	df	Mean Square	F	Sig.
SAR	Between Groups	.374	4	.093	.441	.779
	Within Groups	52.152	246	.212		
	Total	52.525	250			
PHE	Between Groups	2.221	4	.555	1.651	.162
	Within Groups	82.743	246	.336		
	Total	84.964	250			
INR	Between Groups	1.028	4	.257	.764	.549
	Within Groups	82.681	246	.336		
	Total	83.709	250			
LCT	Between Groups	.323	4	.081	.255	.906
	Within Groups	77.846	246	.316		

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	Total	78.169	250			
LEF	Between Groups	2.251	4	.563	2.094	.082
	Within Groups	66.111	246	.269		
	Total	68.362	250			

$^{**}p \leq 0.01$; $^{*}p \leq 0.05$

Cross cultural adaptation Dimension by Gender

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
SAR	Male	156	3.9429	.43485	.03482
	Female	95	3.9187	.49660	.05095
PHE	Male	156	3.7894	.61138	.04895
	Female	95	3.8902	.53022	.05440
INR	Male	156	3.8874	.61707	.04941
	Female	95	3.9549	.50968	.05229
LCT	Male	156	3.7810	.60399	.04836
	Female	95	3.9579	.45868	.04706
LEF	Male	156	3.8598	.50087	.04010
	Female	95	3.9408	.55629	.05707

Independent sample T-test result of cross cultural adaption by gender

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
SARmean	Equal variances assumed	1.694	.194	.406	249	.685	.02423	.05975	-.09345	.14191
	Equal variances not assumed			.393	178.657	.695	.02423	.06171	-.09754	.14600
PHEmean	Equal variances assumed	2.675	.103	-1.331	249	.184	-.10085	.07575	-.25004	.04835
	Equal variances not assumed			-1.378	220.269	.170	-.10085	.07318	-.24507	.04338
INRmean	Equal variances assumed	9.810	.002	-.896	249	.371	-.06752	.07534	-.21590	.08085
	Equal variances not assumed			-.939	227.016	.349	-.06752	.07194	-.20928	.07423
LCTmean	Equal variances assumed	8.359	.004	-2.455	249	.015	-.17691	.07205	-.31882	-.03501
	Equal variances not assumed			-2.622	237.042	.009	-.17691	.06748	-.30984	-.04398
LEFmean	Equal variances assumed	.972	.325	-1.191	249	.235	-.08101	.06800	-.21494	.05291
	Equal variances not assumed			-1.161	182.718	.247	-.08101	.06975	-.21864	.05661

Cross cultural adaptation dimensions by Marital status

Report

M.Status		SAR	PHE	INR	LCT	LEF
Sigle	Mean	3.9291	3.8266	3.9496	3.8863	3.8866
	N	173	173	173	173	173
	Std. Deviation	.47601	.58549	.54393	.50186	.54072
Married	Mean	3.9441	3.8297	3.8315	3.7628	3.8990
	N	78	78	78	78	78
	Std. Deviation	.41935	.58111	.64537	.66478	.48436
Total	Mean	3.9337	3.8275	3.9129	3.8479	3.8904
	N	251	251	251	251	251
	Std. Deviation	.45837	.58297	.57865	.55917	.52292

Independent sample T- test on group of Marital status

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
SARmean	Equal variances assumed	1.694	.194	.406	249	.685	.02423	.05975	-.09345	.14191
	Equal variances not assumed			.393	178.657	.695	.02423	.06171	-.09754	.14600
PHEmean	Equal variances assumed	2.675	.103	-1.331	249	.184	-.10085	.07575	-.25004	.04835
	Equal variances not assumed			-1.378	220.269	.170	-.10085	.07318	-.24507	.04338
INRmean	Equal variances assumed	9.810	.002	-.896	249	.371	-.06752	.07534	-.21590	.08085
	Equal variances not assumed			-.939	227.016	.349	-.06752	.07194	-.20928	.07423
LCTmean	Equal variances assumed	8.359	.004	-2.455	249	.015	-.17691	.07205	-.31882	-.03501
	Equal variances not assumed			-2.622	237.042	.009	-.17691	.06748	-.30984	-.04398
LEFmean	Equal variances assumed	.972	.325	-1.191	249	.235	-.08101	.06800	-.21494	.05291
	Equal variances not assumed			-1.161	182.718	.247	-.08101	.06975	-.21864	.05661

Cross cultural adaptation dimensions by College

Report

College			SAR	PHE	INR	LCT	LEF
College of Business	Mean		3.8636	3.8411	3.8750	3.8208	3.8359
	N		80	80	80	80	80
	Std. Deviation		.45627	.53885	.52397	.48230	.54815
College of Arts and Science	Mean		3.9404	3.8540	3.9492	3.8796	3.9764
	N		90	90	90	90	90
	Std. Deviation		.46578	.52760	.55321	.50406	.48788
College of law and International study	Mean		3.9955	3.7848	3.9101	3.8395	3.8488
	N		81	81	81	81	81
	Std. Deviation		.44811	.68031	.65716	.68030	.52912
Total	Mean		3.9337	3.8275	3.9129	3.8479	3.8904
	N		251	251	251	251	251
	Std. Deviation		.45837	.58297	.57865	.55917	.52292

ANOVA by College

		Sum of Squares	df	Mean Square	F	Sig.
SAR	Between Groups	.706	2	.353	1.690	.187
	Within Groups	51.819	248	.209		
	Total	52.525	250			
PHE	Between Groups	.225	2	.113	.330	.720
	Within Groups	84.739	248	.342		
	Total	84.964	250			
INR	Between Groups	.234	2	.117	.348	.707
	Within Groups	83.475	248	.337		
	Total	83.709	250			
LCT	Between Groups	.155	2	.077	.246	.782
	Within Groups	78.014	248	.315		
	Total	78.169	250			
LEF	Between Groups	1.043	2	.522	1.921	.149
	Within Groups	67.319	248	.271		
	Total	68.362	250			

$^{**}p \leq 0.01$; $^{*}p \leq 0.05$

Cross cultural adaptation dimensions by Qualification

Report

Qualification		SAR	PHE	INR	LCT	LEF
SSCE	Mean	3.8081	3.7725	3.8836	3.6728	3.8472
	N	27	27	27	27	27
	Std. Deviation	.49558	.54508	.64137	.57267	.67076
Diploma	Mean	3.9534	3.8885	3.9547	3.8374	3.9726
	N	41	41	41	41	41
	Std. Deviation	.47505	.56920	.53399	.54961	.48775
Degree	Mean	3.9556	3.9026	3.9935	3.9716	3.8764
	N	88	88	88	88	88
	Std. Deviation	.47408	.59023	.54319	.51430	.53151
Master	Mean	3.9407	3.7474	3.8286	3.7877	3.8803
	N	95	95	95	95	95
	Std. Deviation	.42615	.58918	.60666	.58368	.48615
Total	Mean	3.9337	3.8275	3.9129	3.8479	3.8904
	N	251	251	251	251	251
	Std. Deviation	.45837	.58297	.57865	.55917	.52292

ANOVA by qualification

		Sum of Squares	df	Mean Square	F	Sig.
SAR	Between Groups	.489	3	.163	.773	.510
	Within Groups	52.037	247	.211		
	Total	52.525	250			
PHE	Between Groups	1.341	3	.447	1.320	.268
	Within Groups	83.623	247	.339		
	Total	84.964	250			
INR	Between Groups	1.342	3	.447	1.342	.261
	Within Groups	82.367	247	.333		
	Total	83.709	250			
LCT	Between Groups	2.522	3	.841	2.745	.044
	Within Groups	75.646	247	.306		
	Total	78.169	250			
LEF	Between Groups	.354	3	.118	.429	.733
	Within Groups	68.008	247	.275		
	Total	68.362	250			

Cross cultural adaptation dimensions by Program

Report

Program		SAR	PHE	INR	LCT	LEF
Undergraduate program	Mean	3.9862	3.9022	3.9658	3.8659	3.9416
	N	92	92	92	92	92
	Std. Deviation	.48498	.58727	.52707	.48997	.56648
Postgraduate M.Sc	Mean	3.9142	3.7243	3.8471	3.7324	3.8398
	N	71	71	71	71	71
	Std. Deviation	.50753	.58918	.64583	.67288	.49560
Postgraduate PhD	Mean	3.8946	3.8328	3.9107	3.9223	3.8778
	N	88	88	88	88	88
	Std. Deviation	.38171	.56740	.57401	.51600	.49747
Total	Mean	3.9337	3.8275	3.9129	3.8479	3.8904
	N	251	251	251	251	251
	Std. Deviation	.45837	.58297	.57865	.55917	.52292

ANOVA by program

		Sum of Squares	df	Mean Square	F	Sig.
SAR	Between Groups	.415	2	.207	.986	.374
	Within Groups	52.111	248	.210		
	Total	52.525	250			
PHE	Between Groups	1.271	2	.635	1.883	.154
	Within Groups	83.693	248	.337		
	Total	84.964	250			
INR	Between Groups	.566	2	.283	.844	.431
	Within Groups	83.143	248	.335		
	Total	83.709	250			
LCT	Between Groups	1.465	2	.732	2.368	.096
	Within Groups	76.704	248	.309		
	Total	78.169	250			
LEF	Between Groups	.437	2	.218	.797	.452
	Within Groups	67.925	248	.274		
	Total	68.362	250			

$^{**}p \leq 0.01$; $^{*}p \leq 0.05$

Cross cultural adaptation dimensions by Study Period in UUM

Report

Study Period		SAR	PHE	INR	LCT	LEF
1 - 2 semesters	Mean	3.8261	3.5217	3.7919	3.7790	3.8451
	N	46	46	46	46	46
	Std. Deviation	.53520	.81328	.65063	.63446	.50151
3 - 4 semesters	Mean	3.9627	3.8970	3.9450	3.9030	3.9068
	N	122	122	122	122	122
	Std. Deviation	.44578	.50874	.52576	.51553	.49937
5 - 6 semesters	Mean	3.9462	3.9286	3.9511	3.8289	3.9227
	N	76	76	76	76	76
	Std. Deviation	.43817	.46628	.62534	.58561	.57408
7 - 8 semesters	Mean	4.0000	3.5306	3.7347	3.5476	3.5536
	N	7	7	7	7	7
	Std. Deviation	.29223	.46448	.35407	.39340	.43814
Total	Mean	3.9337	3.8275	3.9129	3.8479	3.8904
	N	251	251	251	251	251
	Std. Deviation	.45837	.58297	.57865	.55917	.52292

ANOVA by study period

		Sum of Squares	df	Mean Square	F	Sig.
SAR	Between Groups	.678	3	.226	1.077	.359
	Within Groups	51.847	247	.210		
	Total	52.525	250			
PHE	Between Groups	6.282	3	2.094	6.574	.000
	Within Groups	78.681	247	.319		
	Total	84.964	250			
INR	Between Groups	1.132	3	.377	1.129	.338
	Within Groups	82.577	247	.334		
	Total	83.709	250			
LCT	Between Groups	1.247	3	.416	1.335	.263
	Within Groups	76.921	247	.311		
	Total	78.169	250			
LEF	Between Groups	1.000	3	.333	1.223	.302
	Within Groups	67.362	247	.273		
	Total	68.362	250			

Cross cultural adaptation dimensions by Sponsor

Report

Sponsor		SAR	PHE	INR	LCT	LEF
Government	Mean	3.8402	3.7835	3.7403	3.7879	3.7652
	N	33	33	33	33	33
	Std. Deviation	.35358	.56029	.56521	.58225	.43274
Family	Mean	3.9253	3.7746	3.8905	3.7611	3.8486
	N	90	90	90	90	90
	Std. Deviation	.47121	.61435	.57744	.53530	.56944
Self	Mean	3.9691	3.8286	3.9443	3.8867	3.9238
	N	100	100	100	100	100
	Std. Deviation	.46305	.57574	.58915	.53805	.50624
4	Mean	3.9448	4.0459	4.0765	4.0595	4.0536
	N	28	28	28	28	28
	Std. Deviation	.51327	.50403	.52952	.63702	.49468
Total	Mean	3.9337	3.8275	3.9129	3.8479	3.8904
	N	251	251	251	251	251
	Std. Deviation	.45837	.58297	.57865	.55917	.52292

ANOVA by sponsor

		Sum of Squares	df	Mean Square	F	Sig.
SAR	Between Groups	.423	3	.141	.669	.572
	Within Groups	52.102	247	.211		
	Total	52.525	250			
PHE	Between Groups	1.651	3	.550	1.632	.182
	Within Groups	83.312	247	.337		
	Total	84.964	250			
INR	Between Groups	1.877	3	.626	1.889	.132
	Within Groups	81.832	247	.331		
	Total	83.709	250			
LCT	Between Groups	2.201	3	.734	2.385	.070
	Within Groups	75.968	247	.308		
	Total	78.169	250			
LEF	Between Groups	1.532	3	.511	1.887	.132
	Within Groups	66.830	247	.271		
	Total	68.362	250			

Cross cultural adaptation dimensions by working experience

Report

Experience		SAR	PHE	INR	LCT	LEF
Below 1 yr	Mean	4.0201	3.8379	3.9890	3.9599	3.9026
	N	104	104	104	104	104
	Std. Deviation	.46819	.62065	.51784	.50429	.52050
1 - 5yrs	Mean	3.8414	3.8000	3.8714	3.7093	3.8903
	N	90	90	90	90	90
	Std. Deviation	.47533	.58640	.64212	.65369	.54626
6 - 10yrs	Mean	3.9460	3.7902	3.7098	3.8385	3.8789
	N	32	32	32	32	32
	Std. Deviation	.32316	.46608	.51250	.45690	.50350
11 - 15yrs	Mean	3.8909	3.9314	4.0057	3.8933	3.8550
	N	25	25	25	25	25
	Std. Deviation	.45681	.56110	.61095	.42731	.49958
Total	Mean	3.9337	3.8275	3.9129	3.8479	3.8904
	N	251	251	251	251	251
	Std. Deviation	.45837	.58297	.57865	.55917	.52292

ANOVA by work experience

		Sum of Squares	df	Mean Square	F	Sig.
SAR	Between Groups	1.594	3	.531	2.576	.054
	Within Groups	50.932	247	.206		
	Total	52.525	250			
PHE	Between Groups	.394	3	.131	.384	.765
	Within Groups	84.570	247	.342		
	Total	84.964	250			
INR	Between Groups	2.292	3	.764	2.318	.076
	Within Groups	81.417	247	.330		
	Total	83.709	250			
LCT	Between Groups	3.090	3	1.030	3.388	.019
	Within Groups	75.079	247	.304		
	Total	78.169	250			
LEF	Between Groups	.051	3	.017	.062	.980
	Within Groups	68.311	247	.277		
	Total	68.362	250			

$^{**}p \leq 0.01$; $^{*}p \leq 0.05$

Anova by Country

ANOVA by country

		Sum of Squares	df	Mean Square	F	Sig.
SAR	Between Groups	2.035	11	.185	.876	.565
	Within Groups	50.490	239	.211		
	Total	52.525	250			
PHE	Between Groups	5.036	11	.458	1.369	.188
	Within Groups	79.928	239	.334		
	Total	84.964	250			
INR	Between Groups	3.365	11	.306	.910	.531
	Within Groups	80.344	239	.336		
	Total	83.709	250			
LCT	Between Groups	7.848	11	.713	2.425	.007
	Within Groups	70.321	239	.294		
	Total	78.169	250			
LEF	Between Groups	1.293	11	.118	.419	.947
	Within Groups	67.069	239	.281		
	Total	68.362	250			

APPENDIX C: TOTAL NUMBER OF INTERNATIONAL STUDENTS IN UUM

Enrolmen Pelajar Antarabangsa UUM Mengikut Peringkat Pengajian

Tarikh Data	10-09-17	
kategori_status	Enrolmen	
kewarganegaraan	Bukan Warganegara	

Peringkat Pengajian	Jumlah
Postgraduate	1346
Undergraduate	1164
Grand Total	**2510**

Tarikh Data	10-Sep-17
Tarikh Lapor	17-Sep-17
Sumber Data	BPK

Enrolmen Pelajar UUM Antarabangsa Mengikut Negara dan Peringkat Pengajian

Tarikh Data	06-08-17
kategori_status	Enrolmen
kewarganegaraan	Bukan Warganegara

Negara-Negara	Peringkat Postgraduate	Undergraduate	Grand Total
Afghanistan	1		1
Afrika Selatan	3		3
Algeria	41	3	44
Arab Saudi	16	8	24
Australia	1	1	2
Bahrain	2		2
Bangladesh	47	23	70
British	1		1
Brunei		2	2
Cameroon		1	1
Chad	2	4	6
Chili	1		1
China	29	407	436
Djibouti		6	6
Eritrea	1		1
Filipina	3	1	4
India	13		13
Indonesia	167	280	447
Iran	2		2
Iraq	122	1	123
Ireland	1		1
Jerman		1	1
Jordan	98		98
Kemboja		4	4
Kenya	1	1	2
Libya	30	7	37
Maldives	1		1
Mauritania		11	11
Mautitius		10	10
Mesir	10	1	11
Myanmar		3	3
Nigeria	318	50	368
Oman	7		7
Pakistan	223		223
Palestin	23	2	25
Singapura		1	1

Somalia	19	142	161
Sri Lanka	4		4
Sudan	8	5	13
Sweden	1		1
Syria	8	2	10
Tanzania	2		2
Thailand	64	65	129
Turki	2		2
UAE	4		4
United Kingdom	1	1	2
Uzbekistan	2	30	32
Yaman	64	101	165
Grand Total	1343	1174	2517

Tarikh Data	06-Aug-17
Tarikh Lapor	09-Aug-17
Sumber Data	BPK

APPENDIX E: KRIEJCIE AND MORGAN (1970) SAMPLING TABLE

Table for Determining Sample Size of a Known Population

N	S	N	S	N	S	N	S	N	S
10	10	100	80	280	162	800	260	2800	338
15	14	110	86	290	165	850	265	3000	341
20	19	120	92	300	169	900	269	3500	346
25	24	130	97	320	175	950	274	4000	351
30	28	140	103	340	181	1000	278	4500	354
35	32	150	108	360	186	1100	285	5000	357
40	36	160	113	380	191	1200	291	6000	361
45	40	170	118	400	196	1300	297	7000	364
50	44	180	123	420	201	1400	302	8000	367
55	48	190	127	440	205	1500	306	9000	368
60	52	200	132	460	210	1600	310	10000	370
65	56	210	136	480	214	1700	313	15000	375
70	59	220	140	500	217	1800	317	20000	377
75	63	230	144	550	226	1900	320	30000	379
80	66	240	148	600	234	2000	322	40000	380
85	70	250	152	650	242	2200	327	50000	381
90	73	260	155	700	248	2400	331	75000	382
95	76	270	159	750	254	2600	335	1000000	384

Note: N is Population Size; S is Sample Size   Source: Krejcie & Morgan, 1970