



INTERNATIONAL ASSIGNMENTS: FACTORS INFLUENCING EMPLOYEE'S
JOB PERFORMANCE WHILE WORKING ABROAD

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MELAKA

JANUARY 2015

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**Submitted in Partial Fulfillment of the
Requirement for the
Bachelor of Business Administration with Honours (International Business)**

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

MELAKA

January 2015

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (INTERNATIONAL BUSINESS)
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UNIVERSITI TEKNOLOGI MARA
“DECLARATION OF ORIGINAL WORK”**

I, Nurul Izzati Syazwan binti Mohamad Sakri, (I/C Number : 920528-10-5612)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature:

Date: 6th of January 2015

LETTER OF SUBMISSION

6th of JANUARY 2015

The Project Advisor,
Miss Masliana binti Tamrin,
Universiti Teknologi MARA Kampus Alor Gajah Melaka,
110 Off Jalan Hang Tuah, MELAKA.

Dear Miss,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled "**INTERNATIONAL ASSIGNMENTS: FACTORS INFLUENCING EMPLOYEE'S JOB PERFORMANCE WHILE WORKING ABROAD**" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours truthfully

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ABSTRACT

International crises experienced by multinational corporations include both the premature return of employees due to failed assignments and the poor job performance while working abroad. To reduce the direct and indirect costs relating to expatriate failure, multinational corporations are striving to improve their capability to manage their employee's job performance before, during and after international assignments. This article highlights these issues and discusses the factors influencing employee's job performance while working abroad. The results of the study presented in this paper suggest proper cross-cultural adjustment for employees, spouses and their family members and sufficient psychological support from home country are being acknowledged as major determinants of success or failure in international business. It concludes that by proposing both adjustments by giving appropriate trainings and psychological support may help to resolve the employee's poor job performance while working abroad.