

The mediating role of cultural intelligence in the relationship between the openness to experience personality trait and job satisfaction among expatriates / Daniel Lie, P. Tommy Y. S. Suyasa, Erik Wijaya

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Abstrak

This study has explored the role of cultural intelligence as a mediator in the relationship between the openness to experience personality trait and job satisfaction among expatriates. Expatriates were required to fill up online questionnaires to measure all the three variables. This study used a regression and bootstrapping analysis to test the hypothesis in a sample of 265 expatriates. The result indicates that the variance in job satisfaction accountable to the openness to experience personality trait is fully mediated through cultural intelligence. This finding provides evidence that possessing cultural intelligence acts as a mechanism in which an open expatriate could feel satisfied with his or her job. Moreover, this study discusses the practical implications especially for multinational companies and suggests some future research directions.

Penelitian ini meneliti dampak dari peran kecerdasan budaya sebagai mediator dalam hubungan antara kepribadian openness to experience terhadap kepuasan kerja ekspatriat. Ekspatriat mengisi kuesioner secara online untuk mengukur ketiga variabel. Penelitian ini menggunakan analisis regresi dan bootstrapping untuk menguji hipotesis dari 265 ekspatriat. Hasil penelitian menunjukkan bahwa kecerdasan budaya dapat memediasi dalam hubungan antara kepribadian openness to experience terhadap kepuasan kerja secara penuh. Hal itu berarti bahwa kecerdasan budaya adalah suatu mekanisme yang berperan pada ekspatriat yang memiliki kepribadian openness to experience untuk merasakan puas dengan pekerjaannya. Selain itu, penelitian ini membahas implikasi praktis terutama untuk perusahaan multinasional dan menyarankan beberapa penelitian selanjutnya.