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TITLE OF DIPLOMA THESIS:

"Analysis of parameters influencing the selection of job abroad "

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ABSTRACT

The object of this work is the identification and analysis of critical parameters influencing the choice of country to work abroad in order to systematically evaluate the offer in a mechanical job abroad . First , the definition of expatriation is clarified, and motivation, the main problems of expatriate workers, phases adapting to new environments are analyzed. Through an extensive literature research the factors that influence the selection of the country to work abroad and the parameters that influence the success of migration for work in a foreign country and the motivation of expatriate engineers are presented with emphasis on social, cultural , political, integration factors, regardless of the factors relating to the working environment and job satisfaction. Based on this literature analysis and the analysis of Hofstede's model whereby it becomes possible cultural ranking of countries a questionnaire survey is prepared researching the factors influencing the country selection for work abroad. Then, the questionnaire is used to investigate the use of Hofstede's model by engineers to select the country to work abroad, while assessing the methods of selecting the destination country of expatriate engineers and prioritizing the factors that influence the selection. Through statistical analysis of the responses the correlations of factors influencing the selection of job abroad the parameters of Hofstede and evaluate the findings of the literature search and investigate whether employees or future employees abroad opt based Hofstede's model or not. Then we present a synopsis of the results of work and identify the main conclusions . Specifically , the literature study indicates that adaptation (sociocultural , psychological , occupational, general) , family factors , the personality of the expatriate , previous experience, career development , and local , national and geographical characteristics of the country of destination are the major factors influencing the choice of a job abroad. The questionnaire survey indicates that the most important parameters is the willingness to move of wife, professional development, personal development , personal characteristics and work and personal life balance. The few and loose correlations between questions that would link the model of Hofstede with the criteria of the decision choice does not allow further investigation and formulation of a methodological approach to solve the problem of choosing the country working abroad using this model. At the end of the work is not omitted expansion proposals for future research.

KEYWORDS



Expatriation, expatriation motives, adjustment, willingness to relocation, international career, culture, Hofstede, PDI, IDV, MAS, UAI, LTO, personal factors, family factors, socio-cultural factors, culture adaptation