

# A STUDY ON THE INFLUENCE OF SECURITY TRAINING AMONG EXPATRIATES IN GLOBAL ASSIGNMENT

**Ms.K.P.Varalakshmi**

Assistant Professor, Department Of Management Studies,  
Guru Shree Shantivijai Jain College For Women,Vepery ,Chennai-7

**Dr.K.Jawahar Rani**

Assistant Professor, Department Of Management Studies,St.Josephs College Of Engineering,Jeppiar Nagar,Chennai-119

**ABSTRACT:** *Expatriation has become increasingly common due to the global trade expansion .The number of personnel working in foreign countries has increased swiftly in the last decades. This research aims to analyse the impact created by security training provided to expatriates for their effective completion of global assignment. The study adopted a quantitative approach method, where questionnaires were distributed among 483 employees. Analysis of the data was done by using SPSS version 20.0 version. Through an in depth analysis and application of this study concluded there is a bigger impact of security training among expatriates.*

**Key Words:;** *Expatriation, Security Training International Assignment, Cross Cultural Communication*

## INTRODUCTION

The determination of the research is to find out the influence of security training among deportees to make them effectively complete their Global Assignment. Expatriates protection and safety may be very vital in international movement. Security focus trainings are given to expatriates and their relations accompanied via safety reviews which includes housing, the area of their work place the conveyance, immoral acts ,accidents ,violence and cultural awareness . It is very important that the expatriates and their family members should be given country-specific security training. Expatriates need to be aware of their environment, apprehend the people's behaviors, values and habits of the destination country. This will make the colonial's time abroad more enjoyable and fruitful and avoid creating dangerous situations unnecessarily

## SCOPE OF THE STUDY

The investigation shall develop a healthier understanding about the security training delivered to personnel for their effective completion of in worldwide assignment and to make expatriate more knowledgeable. The study was directed among 483 expatriates through a structured questionnaire method.

## RESEARCH METHODOLOGY

This research applied quantitative approach methodology. The relationship between variables is measured numerically and analyzed using range of statistical techniques.

## SAMPLING&SAMPLE SIZE

Respondents were randomly selected from several IT companies where the questionnaires were distributed .In order to obtain a reliable and accurate result a total of 483 questionnaires were distributed. Respondents were above the age of 20.Primary data was used to collect information from this study. Secondary source were also used to collect the information. These data were collected from journals, websites and from previous studies relevant to the study.

## QUESTIONNAIRES

Data were collected by using questionnaires. The first part of the questionnaire consisted of demographic factors like age ,occupation, gender etc to ensure the correlation of the demographic profiles of the respondents with diversified workforce. The second part of the questions was framed by using Linkert 5 point scale .Each respondents has to choose whethet they strongly agree or disagree. They have to choose from a range of 1 to 5 as follows.

1=strongly Disagree

2=Disagree

3=Neutral

4=Agree

5=Strongly Agree.

Both positive and negative declarations were stated together to make sure that each respondent read every statement carefully before making their decisions. The second part of the questionnaire consist of statements about independent variables, which were dimensions of national cultures, high and low context communication.

The study attempt to identify the key role of security training among expatriates through correspondence analysis.

Security training is considered very important prior to expatriates departure. Indicate your level of agreement with the following statements

1=Very less important, 2=Less Important,3=Neutral,4=Important,5=Very important

S.NO	Factors	5	4	3	2	1
1.	Notifies about threats to their safety.	5	4	3	2	1
2.	Notifies about health issues.	5	4	3	2	1
3.	Notifies about personal security	5	4	3	2	1
4.	Disclosure to new diseases.	5	4	3	2	1
5.	Knowledge about natural diseases.	5	4	3	2	1
6.	Notifies about travel accidents	5	4	3	2	1
7.	Notifies about common travel issues like passports.	5	4	3	2	1
8.	Notifies about threats like highjacking, kidnapping, terrorism and war.	5	4	3	2	1

Table 1

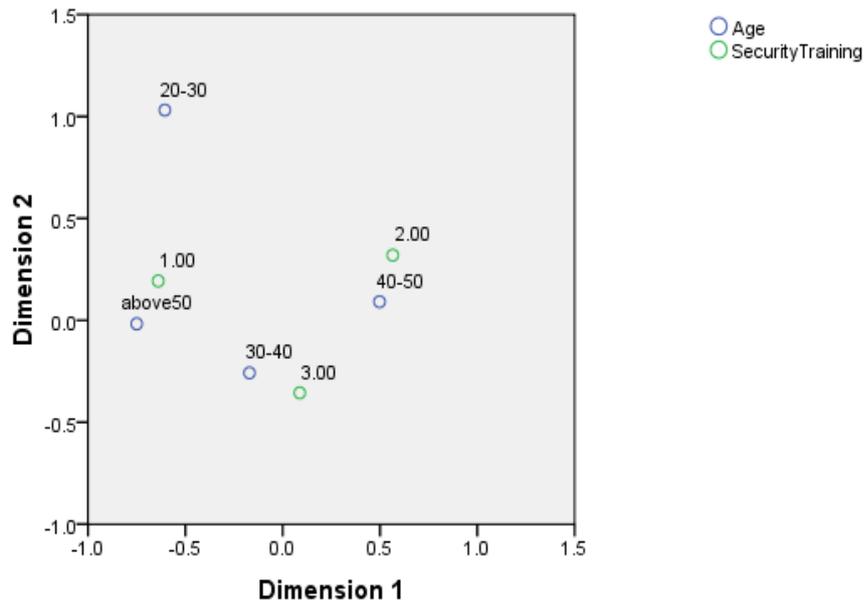
Demographic Factors	Chi square	Sig
Age	26.882	.000
Marital Status	10.721	.030
Company Sector	19.717	.001

Table 1 shows the correspondence analysis of forms of cross cultural training on demographic issues. The Chi Square values for the demographic factors age, marital status and company sector is 26.882, 10.721, 19.717. The Chi Square value for the element age is found to be highly significant. Factors like marital status and company sector has Chi Square values 10.721, 19.7171 which is also noteworthy.

Chart 1  
Correspondence analysis of security training with age.

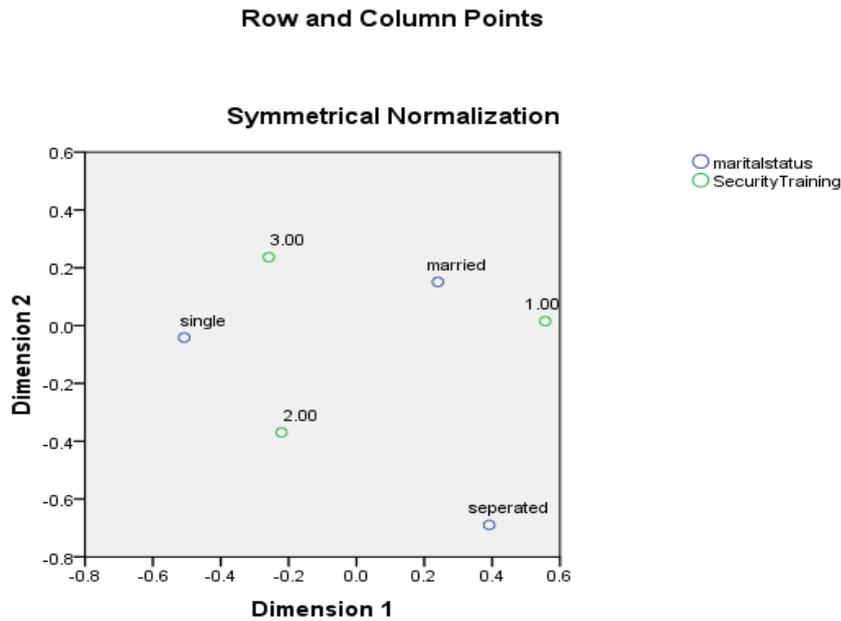
Row and Column Points

Symmetrical Normalization



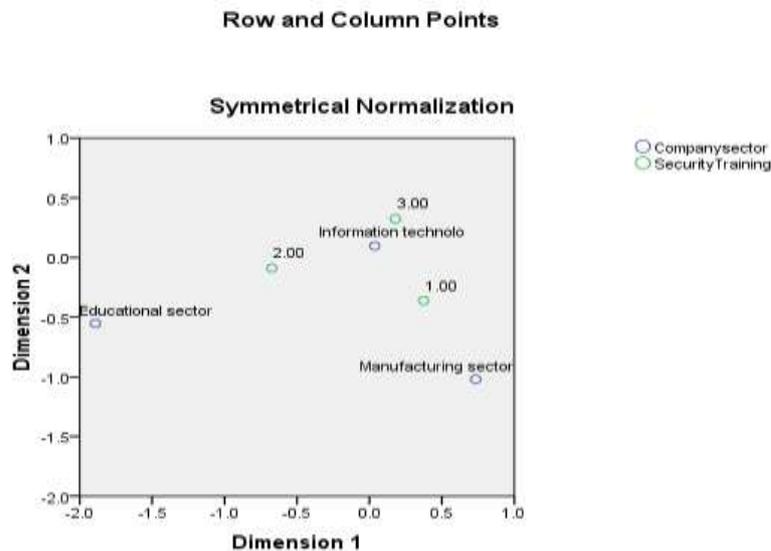
From the above chart it is been perceived that security training is necessary more by defendants within the age group of 30-40 years and reasonable by respondents of age group 40-50 years and fewer for respondents of age group above 50 years. The chi square value is (26.882) which is found to be extremely noteworthy and hence there exists significant association between security training and age.

CHART 2  
Correspondence Analysis of Security Training With Marital Status



From the above chart it is concluded that respondents of the study either married, single or detached do not show any difference in their judgment towards security training. It is vital for their cross cultural adaptability. The chi square value is (10.721) which is significant and so there exists a significant association between security training and nuptial status.

CHART 3  
Correspondence Analysis of Security Training With Company Sector



From the above chart security training is mandatory by all personnel irrespective of their sectors to make them cross culturally adjustable. From the study it is revealed that it is required more by respondents belonging to Information Technology sector moderate by educational sector and less by manufacturing sector. The chi square value is (19.717) which is significant and hence there exist a significant association between security training and company sector.

**CONCLUSION**

The study shows security training as the most preferred variable among all the demographic factors. The organizations should provide expatriates with more security briefings to make them competent.

**REFERENCES**

[1] Abbey,P.Retrieved 27th December, 2010 from <http://ezinearticles.com/?What-Is-PerformanceEvaluation?>  
 [2] Abdullah, DNM &Jin, CS (2015).Determining the Types of Training and Development Supports for Expatriates. Social and Behavioral Sciences,Vol.172,No,5,pp548-554.  
 [3] Baruch, Y., Steele, D.J., & Quantrill, G.A. (2002). Management of expatriation and repatriation for novice global player. International Journal of Manpower, Vol. 23, No. 7, pp. 659671.

- [4] Caligiuri, P.M., Aparna Joshi & Lazarova, M. (1999). Factors influencing the adjustment of women on global assignments, *The International Journal of Human Resource Management*, Vol.10, No.2, pp.163-179.
- [5] Compte, O. and Postlewaite, A. (2004). Confidence enhanced performance. *American Economic Review*, Vol. 94, No. 5, pp. 1536-1557.
- [6] Grainger, R.J. & Nankervis, A. R. (2001). Expatriation practices in the global business environment. *Research and Practice in Human Resource Management*, Vol.9, No. 2, pp.77-92.
- [7] Key, J.P. (1997). Research design in occupational education. Oklahoma State University. Retrieved 14/09/2009 from <http://www.okstate.edu>.
- [8] Michael Beitler (2005). Expatriate Training & Support. [www.mikebeitler.com](http://www.mikebeitler.com).
- [9] Varner, I. I., & Palmer, T. M. (2005). Role of cultural self-knowledge in successful expatriation. *Singapore Management Review*, Vol.27, No.1, pp.1-25.

