



# CROSS CULTURAL ADJUSTMENT OF FEMALE EXPATRIATES IN THE TOURISM AND HOSPITALITY SECTOR

Jugindar Singh\*

Department of Management  
Asia Pacific University of Technology and Innovation  
Malaysia  
[jugindar@gmail.com](mailto:jugindar@gmail.com)

Aminath Jaya

Department of Management  
Asia Pacific University of Technology and Innovation  
Malaysia

Abdul Hakeem

Department of Management  
Asia Pacific University of Technology and Innovation  
Malaysia

Katar Singh

Department of Management  
Asia Pacific University of Technology and Innovation  
Malaysia

Benjamin Chan

Department of Management  
Universiti Tun Abdul Razak  
Malaysia

Yin Fah

Department of Management  
Universiti Tun Abdul Razak  
Malaysia

\*Corresponding Author email: [jugindar@gmail.com](mailto:jugindar@gmail.com)

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Office # 6, First Floor, A & K Plaza, Near D Watson, F-10 Markaz, Islamabad, Pakistan,

[editor@readersinsight.net](mailto:editor@readersinsight.net)

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## ABSTRACT

Due to globalisation, the role of expatriates has become more critical. However, there is a dearth of studies on the combined effect of emotional intelligence, cultural intelligence, and spiritual intelligence on the cultural adjustment of female expatriates. This study examined the effect of emotional intelligence, cultural intelligence, and spiritual intelligence on the cultural adjustment of female expatriates in a developing country. This was a quantitative study, and the target population were female expatriates in the Maldives. By using a survey method, primary data was collected from 151 respondents. The results revealed that cultural and spiritual intelligence positively and significantly affected expatriates' cross-cultural adjustment. Cultural intelligence had the strongest effect on the cross-cultural adjustment of expatriates. Surprisingly, emotional intelligence did not show a significant effect on the cross-cultural adjustment of expatriates. The results of the study filled the gap that was identified. In addition to the theoretical contribution, this study contributed towards a better understanding of the successful expatriation of female expatriates by human resource managers. To the researcher's knowledge, this was the first study that examined the combined effect of emotional intelligence, cultural intelligence, and spiritual intelligence on the cultural adjustment of female expatriates in a developing country.

**Keywords:** *Cross-Cultural Adjustment; Expatriates; Cultural Intelligence; Emotional Intelligence; Spiritual Intelligence*