

## ABSTRACT

This study focuses on the cross-cultural adjustment of Assumption University (AU)'s foreign lecturers. AU is the first international university of Thailand, and the number of foreign lecturers accounts for 32%. Their adjustment in the host-country is fundamental for themselves and for the university, whose good reputation must be maintained. Moreover, performance and motivation of the lecturers are strongly related to their cross-cultural adjustment. Therefore, it is important to study the cross-cultural adjustment of foreign lecturers working in AU, along with some of the variables that can be related to their adjustment. Demographic factors, namely gender, age, marital status, education, nationality, length of stay in Thailand, and previous international experience, were identified along with individual skills (personal, people, and perception) in order to establish the possible relationships with the cross-cultural adjustment of the foreign lecturers.

A survey was conducted in March and April 2007 among the 355 AU's foreign lecturers. A questionnaire was administered in person on Hua Mak and Bang Na campuses, but it was also administered by e-mail and put in the mail boxes. Because this period was summer for the university, most lecturers were not present on campus because they did not have class. Moreover, a lot of them went back to their country for holidays. Therefore, a total of 115 questionnaires were returned.

The data collected from the questionnaires were statistically analyzed using ANOVA for demographic variables and Pearson correlation coefficient for individual skills. Descriptive analysis was also conducted in order to determine the profile of the

respondents and their overall cross-cultural adjustment. The results revealed that the majority of respondents were married males, between 35 and 49 years old, holding a master's degree, and living in Thailand for more than 3 years. Moreover, most of them had previously worked abroad for more than 3 years. The findings also revealed that although the majority of foreign lecturers who completed the questionnaire were overall adjusted in Thailand, a large number of them went through major difficulties concerning the language, the assessment by the university, and the general relationships with the Thai nationals (i.e. socialization, general interaction, interaction outside of work, and communication).

