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SOCIO CULTURAL ADJUSTMENT OF SOUTH ASIAN MIGRANT WORKER IN THE
PERSPECTIVE OF FINLAND

Master's Thesis

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Tallinn 2018

I declare that that I have compiled the paper independently as well this is the result of own independent work/investigation and all works, important standpoints and data by different authors are properly documented and therefore the same paper has not been previously being presented for grading. The total length of this document is 17090.

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ACKNOWLEDGEMENT

All praise to God (swt.), who helped for the accomplish this work.

I would wish to express my feeling all the people who contributed directly or indirectly to the completion of this work.

First and foremost, I would prefer to record my deepest and profound feeling to my supervisor, academic Dr. Aive Pevkur, for her cordial direction during this analysis. It is my pleasure to figure with her who forever extends huge and priceless facilitate to me. I convey her for her ideas and recommendation without that it would be terribly tough for me to accomplish this work.

I would also thank my department work and organizational psychology in Tallinn University of technology give me the possibility to conduct my Master's thesis on this subject.

Finally, I might convey my thankfulness from bottom of my heart to all the South Asian migrant worker who helps in my paper by providing their information and time.

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ABSTRACT

The present study is an empirical study of South Asian migrant worker sociocultural adjustment in the perspective of Finland. This paper starts with finding out the relationship between ethnic identity and socio-cultural adjustment. In this paper also explore that the relation between socio-cultural adjustment and host country and the find difference between the length of stay in the host country with sociocultural adjustment. Another part of the present study to find out the reason of leaving their home country and choose Finland as a destination country. The study is based on the interview session of 120 South Asian migrant worker who comes from a different country of South Asia like Bangladesh, India, Pakistan, Sri-Lanka, Nepal, and Afghanistan. Here, a migrant worker is selected by two-phase sampling procedure: random and snowball sampling procedure. The data obtained by research instrument were analyzed using SPSS for the windows version 24.0. The descriptive statistic, correlation, and one-way ANOVA were used to check the hypothesis. It is observed that from the analysis migrate worker high level of socio-cultural adjustment that positively impacts on their ethnic identity. There is a significant difference between socio-cultural adjustment and length of stay in the host country. The other important part of the result that the reason for migration and that is economic stability. Most of the migrant face the adjustment problem about workload and job pressure.

Keyword: Sociocultural adjustment, ethnic identity, length of stay, host country language proficiency, the reason for migration.

1: INTRODUCTION

People moved from their home country to other countries for various reasons. They may face problems of adjustment. Now a day lot of international branches express the communication like, numerous organizations, especially international corporations, send staff operating as expatriates to their overseas branches. In associate degree era of the economic process, the effectiveness of international assignment is a very important supply of competitive advantage for several organizations. There are several the reasons for causing expatriates on the international assignments area unit to determine new international markets, unfold and sustain company culture, facilitate structure coordination and management, facilitate innovation and transfer technology, data, and skills (Ramulu et al., 2010). According to Apondi (2015), “Globally, there are 232 million international migrants of which 60% reside in developed countries. The reported northward trend in the number of international migrants in the past few decades is projected to continue and even to escalate further soon. Today, the number of migrant workers is estimated to constitute half of the world’s population (WHO 2007). The population of workers outside the native country stands at 105 million and the numbers are projected to continue rising in scale and complexity in the coming years (IOM 2011). The events associated with migration are non-negligible considering the challenges they pose to both migrant population and the host country”. The paper is on socio-cultural adjustment and ethnic identity of South Asian migrated worker in Finland. The perception of migration tries to find out the relation between sociocultural adjustment, migrant people host country language proficiency and is there any difference in duration of the stay. Adjustment and strong ethnic identity of the immigrants with the host society are a crucial issue and immigrants face it their way of life.

1.1 BACKGROUND OF THE STUDY

The generation of the globe provides a powerful and decisive chance for social interactions between countries and another country. According to Xingying Zhou (2006), every year a lot of people migrated from one country to another country. These migrated returns to the

foreign countries meet new cultural environments that they must try and be off to operate accurately. A lot of research shows that expatriates faced with both job-related and personal adjustment problems.

Now a day the ratio of migration increased and displacement occurring due to conflict, ill-treatment, environmental degradation, and a profound lack of human security. Whereas most international migration happens by law, several of the most insecurities for migrants and far of the general concern regarding immigration is related to irregular migration. (IOM, 2018). The contemporary Asian region is currently witnessing a massive movement of the host country, mostly the flow of contract worker from the labor surplus country such as Indonesia, Bangladesh, India, Pakistan, Thailand, And Nepal to the non-surplus Nordica country.

The current international estimate is that there have been around 244 million internationals migrants within the world in 2015, that equates to 33 percent of the world population (IOM,2018). According to Statistics Finland's preliminary data, during 2017 Finland's population increased by 12,927 persons, which is 3,062 persons less than in 2016. The reason for the population increase was migration gain from abroad: the number of immigrants were 16,986 on top of that of migration. There was no natural population growth since deaths exceeded births by 3,078 persons (statistic Finland,2018)

Factors underpinning migration area unit varied, about economic prosperity, inequality, demography, violence and conflict, and environmental modification. While most of the people migrate internationally for reasons involving work, family, and study, many of us leave their homes and countries for various compelling reasons, like as: abuse, conflict and disaster (IOM,2018). It is valued noticing that these changes haven't returned while not challenges each to the migrating population and therefore the hosting countries.

Immigration to Finland is mainly one kind of process by which people migrate to Finland from another country. It also focusing issue now a day like immigration has been a significant supply of increase and cultural modification throughout a lot of the history of Finland. Anneli Anttonen and Liisa Häikiö argue that 'Finland seems to be approaching the form of a liberal welfare state' with a stronger emphasis on commodification, consumerism, and freedom of choice (Anttonen & Häikiö 2011: p. 70).

The economic, social, and political aspects of immigration have caused which is relating to ethnicity, economic advantages, jobs for non-immigrants, settlement patterns, impact on upward social quality, crime, and balloting behavior. As of 2011, there are 140,000 foreign-born people residing in Finland, which corresponds to 2.7% of the population. According to research, Finland demographics page this number is very much out of date. Numerous polls in 2010 indicated that most of the Finnish people want to limit immigration to the country to preserve regional cultural diversity.

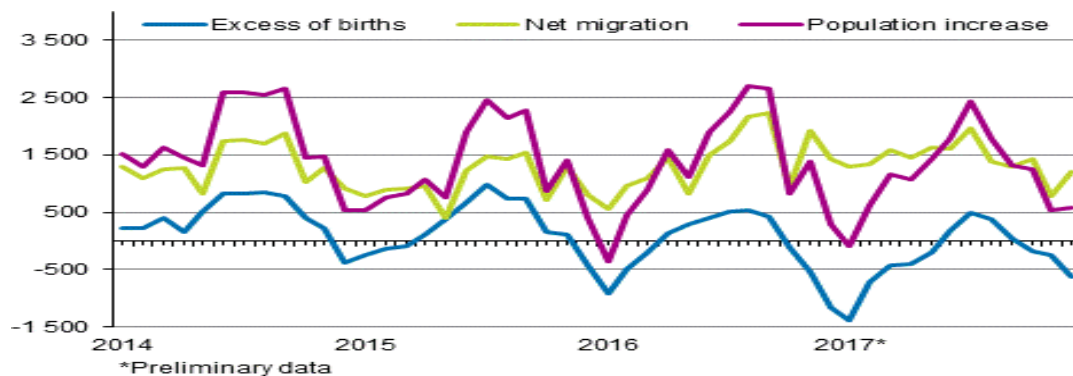
That is the problem under concern that is a cultural adjustment and its impact on the foreign working atmosphere or a workplace in an unfamiliar country. Much like its Scandinavian neighbors, Finland nowadays boasts progressive welfare policies, well-maintained public and technological infrastructure, foremost education opportunities, much free treatment, and a high gross domestic product (GDP).

However, despite this commonplace of living bolstered by high financial gain Associate in different taxes. European nation doesn't claim an optimally integrated foreign population, neither is it thought-about among the highest destination countries for migrants.

All identical, Finland's migrant population has exaggerated in recent decades. Between 1990 and 2009, the number of foreign citizens legally residing in Finland increased six-fold, from 26,300 to 155,700. Out of the total population of 5.3 million, approximately 300,000 people in Finland, or 5 percent, claim a remote background (having been foreign-born, speaking a remote language, or having foreign citizenship). Finland receives between 2,000 and 6,000 applications for asylum annually. Other sorts of applications for residence have cared-for relate a lot of close to current economic conditions and have fluctuated from 15,000 applications received annually in downturns to 25,000 in boon times.

Altogether 30,217 persons immigrated to Finland from abroad and 13,231 persons emigrated from Finland during 2017. The number of immigrants was 4,688 lowers and the number of emigrants 4,851 lower than in the previous year. In all, 7,987 of the immigrants and 8,931 of the emigrants were Finnish citizens. According to the preliminary data, the number of inter-municipal migrations totaled 288,404 in 2017. Compared with the previous year, the increase was 6,147 migrations according to the municipal division of 2017(IOM,2017)

Figure 1: Population increase (2014-2017)



Source: Preliminary population statistics, Statistics Finland

One especially disagreeable sort of foreigner class is that of family-related movement, and particularly when a lawful living arrangement is allowed for groups of migrants because of philanthropic reasons. This can occur once refugees granted asylum, residence, or citizenship in Finland proceed to foster kids (who might or might not really want to foster) or bring various actual relatives from their home country to Finland. One notably contentious kind of migrator class is that of family-related immigration, and specifically, once abode is granted for families of immigrants thanks to humanitarian reasons. Applications for humanitarian-related family reunifications number in the thousands (MPI,2011).

However, at present more than thousands of south Asian workers living and working in Finland. It is interesting yet a problematic phenomenon to study their social life, social adjustment, and socio-cultural phenomenon and its impact on their personal and social life. The significant fact of the migration method is that the adjustment to the socio cultural moreover as work condition of the host country. Migrants by and large from quite different socio- cultural background and different work condition. They are familiar with the completely different norm and different and use to different work ethics that facilitate them create own personality. They should work for their new atmosphere and personnel and must change their socio-cultural situation. The adjustment is an important phenomenon that affects migrants, stay in the host country, their performance at work and relation with the co-worker. It also impacts their social identity.

Therefore, the present study examines the South Asian migrate worker sociocultural

adjustment and how it relates to ethnic identity and is there any difference and relation between the length of stay and language proficiency respectively to find out the perception of migration of migrating worker in Finland.

1.2 STATEMENT OF THE PROBLEM

The present study focuses some of the main point of the migration of south Asian worker. The first is the causes that motivate an enormous number of workers to migrate even though the demands of the workers are small (Dannecker, 2005). Multinational firms (MNCs) are faced with the challenge of integration a lot of heterogeneous workforce ('traditional' expatriates and settled migrants) moreover as their partners and families, into the host country. Skilled migrants became a crucial a part of the force (Peiperl & Jonsen, 2007) upon which each employer and states rely to take care of a competitive advantage (Helbling, 2011) Per Carla(2000), In terms of sociology, Asian country is during a tremendous pressure with the best population density within the world, facing a quickly squeezed farming land that effectually pauperizes an enormous range of workless farmers compelling them to migrate to the cities and cities searching for immediate employment (Karim, 1999; 2014). "It additionally faces outrageous state statistics in each public and personal sector with perennial impoverishment scenario for a minimum of one-third labor-force of the country" (Karim 2013b:178). This structural financial condition, low-level economic activities and high incidence of poverty divisor have compelled many educated and less-educated younger hands within the country to travel trying to find opportunities in many foreign lands along with the Asian country, to work temporarily as migrant employees as an alternate supply. This requires detailed information about the socio-economic background from which the migrants come and the condition of the area where they used to live in their country of origin. It is also necessary to identify the factors that motivate the workers to choose Finland as the country of destination.

Generally, there are several factors that inspire individuals to migrate. The necessary ones among them are poorness, underdevelopment, smart governance, and access to health, education, and employment. It's additionally determined that migration has inflated because of information of opportunities in the world has inflated and improved implies that of transport have given people the facility to maneuver long distance at relatively low caste. In a problematic situation going another country as a migrate individuals offers relief and luxury to individuals and enhances their status among their colleagues.

The investigation conjointly allows us to understand the socio-economic barriers that force employees to migrate face several difficulties, arduous and even receive low wages. In host country migrated individuals even should regulate with work, to interacting with host nationals, and to the final surroundings, whereas spouses go with interacting with host nationals and to the final, foreign surroundings (Black & Stephens, 1989), though the precise sort of host country nationals and general environmental factors spouses confront would possibly vary somewhat by individual.

This present study investigation tries to identify the relation between socio-cultural adjustment and ethnic identity of South Asian migrated workers. In the Socio, cultural adjustment issue how it relates to the host country language Proficiency and finds difference how long migrated worker stays in Finland.

According to Hofstede (2001), society communication competency is made on a group of attributes admires awareness, info, and skills, that are attributes which will be instructed. Personality is additionally another attribute that ought to be taken into consideration (Hofstede, 2001). Johnson, Lenartowicz, and Apud (2006), argue that to possess society communication competency and need to be able to effectively and fitly move with people from totally different nationalities. It is conjointly vital, in this context, to understand the role of relations, relatives, labor brokers, recruiting agencies of the country of origin and social network in serving to and facilitating the migration. From various analysis regarding expatriates have shown that efficient migrant suffers from changes love food, language, working/living surroundings, manners to alter individuals and things each work and non-work connected (Aycan, 1997; Lueke & Svyantek, 2000; & Young-Chul, 1996). Migrated individuals living in during a totally different culture far away from their own might also like a lot of family support (Aycan, 1997). When the contemporary and curious stage of coming back into a replacement country, migrates could feel loneliness and nostalgic, which can influence their work overseas (Flytzani & Nijkamp, 2007). Ong's (1999, 2006) Work and conceptualization of versatile citizenship attracts on the specific case of the high-skill Asian diaspora, trying into the ways that within which flush highly educated migrants enjoy the potential to versatile quality, sometimes even possessing multiple formal citizenships. A migrated employee could generally face family-related difficulties once adjusting to a replacement culture. For instance, migrate people that live alone in a foreign country while not them a domestic partner and/or kids could expertise a lot of psychological frustration compared with those whose families stand them within the new culture.

Once culture-related barriers defeat overseas staff, less-efficiency, discontentment, and turnover could follow. Thus, higher understanding the difficulties confronted by expatriates in numerous cultures is vital.

However, migrated employee come back from the totally different country and culture furthermore and that they square measure habituated with their geographical point norm and clause. The fact is that national culture plays an important role in shaping the work atmosphere. Generally, different organization adapts to the national cultural norms. Thus, it is necessary to get acquainted with those norms and practice them in concrete situations.

In this present study also emphasize the perception of the migrated worker. What is the most reason of the selecting Finland as their destination and look at to find out is there any variations between their reality and expectation? According to Moika, (2007), Previous studies known many variables to predict however with success migrated employee befits an overseas atmosphere. These predictors embrace demographic variables, comparable to age, sex, legal status and country of origin; individual factors which is comparable to language proficiency (Poyrazli, Arbona, Bullington, et.al., 2001; Surdam and Collins, 1984); level of readiness (e.g., previous expertise living in foreign cultures, data of the host culture); discourse factors comparable to the provision of resources (e.g., subject matter services, social network) (Hayes and architect, 1994), size of community, and racial and ethnic diversity.

HYPOTHESIS

The research will test the following set of hypotheses:

Hypothesis 1: Migrated worker' ethnic identity is positively correlated to their socio-cultural adjustment.

Hypothesis 2: Host country language proficiency is positively correlated with socio cultural adjustment

Hypothesis 3: There is a significant difference between length of stay in host country and socio-cultural adjustment.

Hypothesis 4: Worker perception of migration effect on employee socio cultural adjustment.

OBJECTIVE OF THE STUDY

The present study aims at achieving the following objectives:

1. To examine the relationship between the Socio-cultural adjustment and Ethnic Identity of the migrated worker
2. To examine the relationship between socio cultural adjustment and language proficiency.
3. To study the relationship between socio cultural adjustment and length of stay of migrant worker in Finland.
4. To investigate the main reason of south Asian worker migration and find out their perception on migration process.

1.3 RESEARCH QUESTION

The proposed study relating to the Perception and socio-cultural adjustment with the relation ethnic identity of South Asian Migrated worker in Finland. It will, further, throw light on what challenges they face in working in difficult situation and how they cope with it. Here researchers divided research question into two separate way and that's it: Quantitative and qualitative. The specific research questions are:

Quantitative question:

1. What's the relationship between the Socio-cultural adjustment and Ethnic Identity of the migrated worker?
2. Is there any relation between Finnish language proficiency and socio-cultural adjustment of migrant people.
3. Whether there is any difference between length of stay in Finland and socio-cultural adjustment of migrant worker?

Qualitative question

4. What are the main reason which motivate south Asian workers to leave the country and choose Finland as a destination country?

1.4 DEFINITION OF TERMS

The following definitions are employed in this study.

Migration

Migration is a method of social amendment wherever a private, alone or during others, attributable to one or a lot of reasons of economic betterment, political upheaval, education or alternative functions, leaves one region for prolonged keep or permanent settlement in another geographical area. Migration may be a method of social modification wherever a personal, alone or during others, because of one or additional reasons of economic betterment, political upheaval, education or different functions, leaves one geographic region for prolonged keep or permanent settlement in another geographic region. It should be stressed that migration isn't solely a trans-national method, however, may also be rural-urban. Migration is a lot of seemingly to be for economic or instructional reasons, whereas migration across nations could also be for social, instructional, economic or political reasons. Thus, reasons for migration, previous preparation to the act of migration relate to social support will all enhance an individual's cope mechanisms. additionally, acceptance and welcome by the new nation also will be important within the genesis of stress and the way the individual deals with such stress (Anna & simona,2006).

Adjustment:

A construct of the individual's affectional psychological response to the new atmosphere (Black, 1988) and can also be outlined because of adjusting or the state of wellbeing adjusted. Searle and Ward (1990) argued that adjustment throughout society transitions are often broadly speaking divided into 2 categories: psychological adjustment and social group adjustment. Psychological adjustment is that the sensation of well-being and satisfaction and group adjustment is that the power to 'fit in" and discuss interactive aspects of the new culture.

Socio-cultural adjustment

The general meaning of culture is “the customs and beliefs, art, the way of life and social organization of a particular country or group” (Uddin,2012). Socio-cultural adjustment refers to adjustment among the culture of the host country, language, norms rules, and values, interaction with society, and work, etc. consistent with Ward and Kennedy (1996: 660), “socio-cultural adjustment deals with the flexibility to ‘fit in’ or to barter interactive aspects of the host culture as measured by the quantity of problem tough in managing everyday things within the host culture.” Black et al. (1991) propose 3 distinct dimensions of socio-cultural adjustment: (a) adjustment to the overall non-work surroundings, (b) adjustment to figure and (c) adjustment and communication with host nationals.

Temporary migrants

Temporary migration to Finland includes people categorized usually as employees and international students. Temporary migrants embody tourists, students, business people, and foreign workers. For temporary migrants, associate employment pass, dependent pass, visit pass, transit pass, student pass, special pass and landing pass will be issued beneath the immigration regulation act 1963 (Kanapathy,2008). For the analysis purpose, samples elite unit of measurement temporary foreign workers from the Asian nation. The passes that issued to employee’s area unit just for migrants, not for migrant’s relations. Temporary migrant employee’s area unit formally classified as semi-skilled and unskilled foreign employees UN agency earn lower than RM2500 (Malaysian currency Ringgit-RM) a month (Kanapathy, 2008).

Ethnic Identity

Refers to one’s sense of happiness to an ethnic group and the part of one’s thinking, perceptions, feelings, and behavior that because of ethnic group membership. The group tends to be one in which the individual claims heritage (Phinney, 1996). Ethnic identity is become independent of one’s identity as a private, though the two could reciprocally influence one another. 4 major components of ethnic identity:

- Ethnic awareness (understanding of one’s own and other groups)
- Ethnic self-identification (the label used for one’s own group)
- Ethnic attitudes (feelings about own and other groups)
- Ethnic behaviors (behavior patterns specific to an ethnic group)

According to the paper of Joseph (2010), ethnic identification as "the psychological attachment to an ethnic group or heritage" (p. 1216) and thus centers the construct in the domain of self- perception. Sawiti Saharso (1989), "extends the definition to incorporate social processes that involve one's selection of friends, choice of a future partner, the perception of their life-chances, and therefore the reactions of others in one's social atmosphere". Both definitions involve boundaries wherever one makes a distinction between "self" and "other." Saharso's definition extends the "others" boundary to incorporate associate degree attribution element a personal might powerfully determine psychologically with associate degree ethnic group; but, the strength and genuineness of the identity are dependent on the acceptance and acknowledgment of "in-group" and "out-group" members.

Proficiency in language:

The ability to use the language fluently and accurately on all levels pertinent to skilled desires. Expatriate fluency within the host-country language might facilitate society adjustment due to simpler communication and sensory activity skills (Andreason, 2003). According to the Claudio (2015), people with poor host-country language skills could even be intentionally or accidentally excluded from daily interaction with locals and be classified as outgroup members (Selmer & Lauring, 2011). This language proficiency would possibly encourage communication exchanges with host-country nationals and support for expatriates, and enable them to develop an improved understanding of native culture (Caligiuri & Lazarova, 2002; Froese, Peltokorpi, & Ko, 2012). In an exceedingly work context, native language proficiency may additionally help expatriates to raised perceive work values and behave fittingly in an exceedingly skilled environment (Takeuchi et al., 2002; Wang & Tran, 2012). To Boot, "speaking the host country language with native colleagues higher allows them to make trust and relations" (Lauring & Selmer, 2012)

Length of stay

Length of stay (LOS) is a term to explain the length or duration of time. In this research length of stay means how long migrant stays in the host country. Eventually, the duration of time impact on the migrant people. It may impact on their language, economic and other social issues. In this research find out is this how the duration of time impact on migrant worker good adjustment level or not.

2. LITERATURE REVIEW AND FRAMEWORK

The main intention of this chapter is to present a general background on the available academic literature that relates to the major proposition, and that also explores the factors affecting the socio-cultural adjustment. In this chapter, the literature covered: I. Adjustment II. cross-cultural adjustment III. Socio-cultural adjustment IV Ethnic identity and socio-cultural adjustment V. Language proficiency VI. Length of stay in the host country.

2.1 ADJUSTMENT

A major material on this report, it is important to define what is meant by adjustment. The adjustment has been conceptualized in essentially two alternative ways. The first conceptualization relates to the degree of psychological adjustment experienced by the individual or the degree of psychological comfort and familiarity that individual has for the new setting (Mendenhall & Oddou, 1985). Many variables have been affected the "adjustment" includes satisfaction (Abe & Wiseman, 1983) feelings of acceptance and coping with everyday activities (Brislin, 1981) as well as the acquisition of culturally appropriate behavior and skills (Furnharn & Bochner, 1986). "The second conceptualization of degree of adjustment has focused on more objective data, such as performance ratings obtained from independent sources" (Earley, 1987).

However, some researchers have maintained that adjustment is a construct of the individual's effective psychological response to the new environment and those variables, such as job performance and turnover, should not be thought of as objective measures of adjustment, but rather as outcome variables that might be influenced by the degree of adjustment (Black, 1988). Searle & Ward (1990), however, argued that adjustment during cross-cultural transitions can be broadly divided into two categories: psychological adjustment and sociocultural adjustment. Here, the psychological adjustment is the feeling of well-being and satisfaction and sociocultural adjustment is that the ability to 'fit in' and discuss interactive aspects of the new culture. Rather than describing adjustment strictly in terms of curve functions, other researchers have imagined adjustment in verbal terms as a series of sequential stages. Culture shock is also the phenomenon that occurs during this adjustment process. According to Oberg (1960), culture shock refers to the disorientation and anxiety experienced by sojourners in cross-cultural transition. It is the natural outcome of adjusting to a new culture, language, norms, etc. and usually includes such symptoms as

anxiety, irritability, and psychological discomfort.

There are four key stages of the overseas experience reflective an individual's psychological and cultural adjustment to some new surroundings. Stage one could be an amount of incubation, throughout which era the resident could feel extremely elated. Stage 2 could be an amount of crisis ensuing from the real difficulties that the resident could begin to encounter in a very totally different culture. At this stage, the activities of daily living that have been previously taken for granted become insurmountable problems. Culture shock occurs at the transition between stage two and stage three when the person has received the maximum amount of negative feedback but has very little idea as to what is appropriate behavior. The last stage is Clinical Model of Adjustment. Clinical models have conventionally drawn on the role of temperament, life events or changes, losses, and social supports, all that facilitate or impede the adjustment method.

According to Frank (2017), In some ways, although “culture shock” is an established and widely used concept across the multidisciplinary field of international management studies, it's mostly disappointing term. One of the most reasons given for failure is “culture shock”, or the disadvantage to control to a different cultural setting (Kraimer et al., 2016), which, as a plan, has a pair of parts to that. First, the notion of “culture”, seen here as a full and distinctive means that of life” and, second, the strategy of “shock”, seen here as a proactive methodology of managing change in associate unfamiliar cultural setting (Ward et al., 2001, p. 270).

According to the paper Murali (2015), expatriates with terribly completely different political, cultural and economic backgrounds usually face each job connected still as personal issues whereas operating in an exceedingly foreign setting. The encountered issues, if ignored, lead to stress associated discontent within and outdoors of an expatriate’s business life and will finally cause a turnover. Finishing a worldwide assignment presents expatriate managers and their families with a variety of difficulties and challenges.

2.2 CROSS-CULTURAL ADJUSTMENT

The cross-cultural adjustment has been defined in various ways (Oberg, 1960; Black, 1988). Per the Oxford English dictionary, adjustment means a small change made to something to correct or improve it and a change in the way a person behaves or thinks. The word adaptation has also been used frequently in cross-cultural research, and it is very often defined as the process of a change in behavior to suit a new situation or environment (Hurl and Kim, 1990; Berry, 1997; Ward and Kennedy, 1999; Du-Babcock, 2000; Yang et

al.2005). Berry (1997), defined adaptation as changes that take place in individuals or groups in response to environmental demands" (p.13). Adaptation might happen instantly, looking on the individual, and it might generally last for an extended time. In previous intercultural studies, both adaptation and adjustment have been widely used. For instance, researchers use a cross-cultural adjustment or cross-cultural adaptation when sojourners are living or working overseas, to describe the process of change in their behavior to function properly in the new foreign environment. Matsumoto et al. (2007) defined and drew a distinction between adaptation and adjustment. They refer to adaptation as the process of altering one's behavior to fit in with a change environment or circumstances, or as a response to social pressure based on the studies of Berry, Kim and Bosky (1988) and Ward et al. (2001). Berry. According to Kim and Bosky (1988), they identified four categories – integrators "marginalizes", separators" and "assimilators" – "when conducting research into sojourners interaction styles and their behavioral changes in a new environment". The adjustment was defined as the subjective experiences that are associated with and result from attempts at adaptation (Matsumoto et al., 2007, p.77). Several studies have identified or developed the features or factors of adjustment.

Cross-cultural adaptation could also be a technique of acclimatizing to the demand of a different cultural atmosphere, which means every dynamic view and accommodative beliefs to the host. It is more about sensitivity, understanding, reaction, and anticipation. In general, there are four broad streams on the cross-cultural adaptation process. The most dominant over the last thirty years has been the U-curve theory of cultural adaptation that regards the start line for associate degree expatriate as being on a honeymoon high, followed by a bottoming out resulting from cultural maladjustment and finally a climb up and out to cultural acceptance and adaptation (Ling & Lei, 2014, p.24). Adaptation refers to the process of adjustment to the existing conditions in the environment. Within the framework of acculturation analysis, adaptation is usually mentioned because the level of "fit" between the acculturating individual and therefore the thought cultural setting, associated it's an in-progress method. Therefore, adaptation is understood because of the continued psychological and behavioral outcomes of acculturation processes (Sumer, 2009). While acknowledging the pragmatic demands for the assessment of special task performances such as job productivity or academic success, Ward and colleagues have maintained that adjustment or adaptation during cross-cultural transitions can be broadly divided into two categories: psychological and socio-cultural (Ward & Kennedy, 1993, p.13). The former is predicted by personality variables, Ethnic identity, life changes and social support; the latter, by cultural distance, cultural

identity, language ability, and cultural knowledge impact on Socio-cultural adjustment (Brisset, Safdarb, Lewisb, & Sabatier, 2010).

2.3 SOCIO-CULTURAL ADAPTATION

Socio-cultural adaptation is defined “in terms of behavioral competence” and is “strongly influenced by factors underpinning culture learning and social skills acquisition” (Wilson, 2011, p.4; Ward & Kennedy, 1999). Socio-cultural adjustment, deepened in terms of social and behavioral competence is suffering from culture-specific factors, equivalent to length of residence within the host culture, interactions with host nationals, cultural distance and language fluency, eminent socio-cultural outcomes unit of measurement determined by larger amount of contact with own community, larger cultural similarity and improved language info of the receiving society. According to the research Najla, mate and matea (2014), Socio-cultural difficulties in migrant populations have been linked to a cultural incongruity and less interaction and identification with host nationals (Ward & Kennedy, 1993). Socio-cultural adaptation refers to the ability to in the new cultural environment and to interactions with members of the new culture completely. It incorporates communication and social interaction skills, and it's characterized by the event of adequate social and cultural skills to handle daily social things and demands of the thought cultural context. Most common measures of socio-cultural adaptation have examined the level of difficulty, experienced in acting daily tasks equivalent to understanding the native language, making friends, participating in social activities, or managing school or work-related issues (Ward & Rana-Deuba, 1999). Socio-cultural adaptation involves an understanding of the new culture’s norms and values. According to Anna et all (2006), note that socio-cultural adaptation does not necessitate international students to accept a new set of norms and values of the new culture, but it requires them to be aware of value differences and be prepared to effectively deal with them. One of the important variables are resources such as higher education and income (Ataca, 1996). Gender was also found to be associated with the degree of social difficulty. Other factors that have been shown to predict cross-cultural adjustment are quantity and quality of relations with hosts (Ward & Kennedy, 1993; Ward & Rana-Deuba, 2000). Host national contact provides opportunities for cultural learning and culture-specific skills acquisition and gives resources for gaining support from members of the host society (Ataca & Berry, 2002). The quality of relationships was also shown to be important. Thus, it was found that

satisfaction with host national relations predicted better adjustment of New Zealand students living abroad (Ward & Kennedy, 1993).

2.4 ETHNIC IDENTITY AND SOCIO-CULTURAL ADJUSTMENT

Ethnic identity refers to one's thinking, perceptions, feelings, and behaviors stemming from one's ethnic group. The research and theory of ethnic identity can be traced back to Erikson's (1968) ego identity model. In Erikson's view, "everyone undertakes an exploration to discover who and what one might be and then commits to the identity that was uncovered in the exploration process". Phinney, Cantu, and Kurtz (1997) defined "ethnic identity based on an individual's self-identification of belonging to a group with common characteristics". Similarly, Jones (1997) viewed ethnic identity as "...that aspect of a person's self-conceptualization which results from identification with a broader group in opposition to others based on perceived cultural differentiation and/or common descent." Culture tends to influence the formation of one's ethnic identity.

Ethnic identity could play an important role in psychological well-being and adjustment for minority people (Phinney & Kohatsu, 1997). Studies on monoracial ethnic minorities have found that ethnic identity is completely concerning psychological outcomes, as well as shallowness (McMahon & Watts, 2002) and resiliency (Belgrave, Van Oss, & Chambers, 2000). Positive feelings regarding one's group also are related to with each committee to one's ethnic identity and happiness on a commonplace (Phinney & Ong, 2007). Ethnic identification is a protecting issue against feelings of alienation, moreover as adjusted thoughts and choices (Belgrave et al., 2000). A robust sense of ethnic identification has been found to be negatively concerning hard drug use and substance use (Choi et al., 2006). A way of happiness provides the individual with a supply for self-definition, feelings of acceptance, and therefore the validation of one's identity (Hagerty, Williams, Coyne, & Early, 1996). Watts & Mahon (2002) theorized that ethnic identity involves psychological stake, the investment of one's time and energy in Associate in Nursing group. Social and private competencies usually develop collectively participates and become a lot of committed that cultural cluster or community. By committing to Associate in Nursing involving oneself in a group, ethnic identity functions as a protecting issue against life stress and as a supply of strength, each in person and socially, against mental state issues. However, it's unclear if ethnic identity affects racial adjustment and mental state in an exceedingly similar manner as compared to their monoracial peers, racial people have a various and

a distinctive set of potential responses to ethnic and/or racial self-identification issues. Such responses have the potential to guide to positive or negative consequences. Racial people could experience conflicting feedback from their family, peers, and society in response to their ethnic and/or racial self-identification. If racial identity problems stemming from a fragmented or confused sense of self don't seem to be resolved, negative psychological and behavioral issues could result, as well as low self-esteem and poor relations with peers. The link between ethnic identity and drawback behaviors (substance use and violence) is one that's significantly robust among multiracial relative to their monoracial peers (Choi et al., 2006). Racial people could experience marginalization or uncertainty relating to their psychological standing among 2 ethnic teams and lot of vulnerable to develop a "marginalized temperament," illustrated by qualities corresponding to moodiness, hypersensitivity, irritability, low certainty, self-hate, insecurity, and sensitiveness. Racial people who experience marginalization could encounter distinctive difficulties in developing a deep commitment to at least one or either of their ethnic cultures. This doubtless weakens their sense of ethnic identity and will attenuate the protecting potential that ethnic identity appears to supply against the event of varied mental state issues among monoracial minorities.

A study by Berger, Zane, and Gordon (2010) found that racial Asian/Whites were a lot of possibilities to possess a period emotive, anxiety, and/or substance abuse/dependence disorder than monoracial Asians, a finding mediate by lower levels of ethnic identity. However, racial Asian/Whites were at no larger risk for a period emotive, anxiety, and/or substance abuse/dependence disorder than the final U.S. population, suggesting that ethnic identity could also be a vital major protecting issue against mental state issues for ethnic minorities. Binning, Unzueta, Huo, and Molina (2009) additionally found that the group(s) with that a racial person known was concerning well-being (e.g., shallowness, positive effect). Racial people who selected to spot with multiple racial teams had equal or higher well-being than people who selected to spot with just one of their element races (Asian, Black, Latino, or White). "Across several studies examining the impact of racial identity on adjustment and distress outcomes, the analysis appears to point that the ethnic identity of biracial will have a sway" (Berger, 2005). Ethnic and/or racial identity systematically emerges as a key issue concerning the adjustment of racial individuals; but, systematic investigations regarding the informative mechanisms behind this relationship square measure lacking. According to Sheets (1999), ethnic identity is developed in situations where individuals share

distinctive common features. Four life-span dimensions of ethnic identity development were described by Sheets: “Content Components”, identifying the differences between one’s own group and others; “Categorical Ascription”, self-labelling one’s own group; “Situational and Environmental Context”, forming feelings regarding own and alternative groups; and “Processual Continuum”, continued manner patterns toward a grouping. According to Li zaho (2010), As a social and psychological process, ethnic identity can be applied to help understand international migrate worker difficulties in adapting to the host culture. Migrated people ethnic identity, which relates to their socio-cultural adjustment, may be strengthened or weakened through living in a different culture. Surrounded by a new culture, migrated worker may realize the differences between their own culture and the host countries. Clubs and/or same ethnic unions, especially for migrated people from overseas, are developed to label their own “Group”. As the length of stay increases, the migrated people feelings about their own and local cultures may change. Behavior patterns may also change depending on the individual’s adaptation to host countries. There is some evidence that suggests international people with stable identities are more likely to feel satisfied with life. Phinney and Ong (2007), as an example, expressed that individuals with strong ethnic identification is liberated to choose behaviors and attitudes involving their cluster (such as religions). Per this, migrated individual’s ethnic identity could influence their satisfaction with overseas life and even their society adjustment (Worrell, 2007). Moreover, although Li and Gasser (2005) reported a negative relationship between Asian international individual’s ethnic identity and their contact with the native culture they didn't get any important results with relation to ethnic identity and socio-cultural adjustment. Several studies have shown that the patterns of identification among migrants vary greatly, starting from identification with one’s country of origin, faith or first language to receiving country, neither or each (Schwartz et al. 2008; Ramelli et al. 2013).

“Within the migratory context, quality and faith became particularly necessary as identity markers and may be subjectively seized” (Verkuyten and Yildiz 2007). The views of scholars gathered in this volume, most of whom are migrants themselves, depict the arrival within the receiving country as a “total” event (Mauss 1966) because of it needs the whole (re)construction of identity. Indeed, effort their country of origin, migrants lose their status, family, and social networks. Within the receiving country, they realize themselves while not a history and while not a picture. Round-faced with an unknown universe of meanings, migrants feel lost, alone, and while not reference points. the maximum amount as they attempt to become integrated, migrants stay strangers. Migrants face distrust and hostility.

The harsh reality of exclusion differs from the idealized image of the receiving country as a place to better one's life that originally drives migrants to leave their country of origin. Disillusionment and a contribute to idealizing the country of origin, that is successively beautified through memory. However, once the migrant returns home, the excellence between the most effective and the real reappears. To an extent, migrants live between idealization and disillusion every among the receiving country and among the country of origin.

2.5 LANGUAGE PROFICIENCY

Language proficiency is very important because of ethnically numerous team members might encounter barriers due to the extent of language proficiency, since they may not understand the which means of the symbols that are communicated. Since language is embedded in the culture, this will generally influence the new shared language; as team members may translate their ideas from their own language to the new shared language (Chen and Kilmoski, 2003). Besides culture, team members' linguistic ability plays a job in however effective the communication is (Geluykens and kraft paper, 2003). Per Henderson (2005), the realm of language proficiency in ethnically numerous groups in MNCs is understudied and the language proficiency issue is commonly unnoticed, therefore, the social interaction that takes place through language isn't lined. Henderson (2005) argues that, "there's proof that groups who work across languages will face challenges and tensions which will influence teamwork and relationship building".

According to Jandt (2010: p. 128), the definition of language is "a set of symbols that square measure shared by a community to talk meaning and experience". It's an obvious communication code. people from totally different cultures have various assumptions regarding the suitable use of language. Besides this, several cultures treat men and girls otherwise, so they're educated otherwise the way to use language and communicate non-verbally. The language we tend to use may endorse insider-outsider allegiances between cluster members. Therefore, to really hear and perceive one another we'd like to avoid instructional, racial or category privileging codes of language use, and thoroughly hear the content and the intent of the message that's being communicated by another individual (Harris and Sherblom, 2010). According to the ling (2016)," expatriate host country language proficiency has multifaceted effects on expatriates' interaction, social support, and network-related work and non-work adjustment. Within the case of ethnically various groups, language becomes a barrier since the translation of the symbols becomes a tedious and tough method for the team member who may not understand

the that means of the symbols. These symbols may be coin or gestures and might be associated with explicit cultures. this may produce a barrier to communication inside ethnically various groups wherever the team members speak totally different languages and have different talents to interpret language; even speakers of a similar language will have difficulty understanding the convey communication (Chen, Geluykens, and Choi, 2006)

2.6: LENGTH OF STAY

Length of time stay during a new culture is one among the stronger of the factors that influence social group adjustment – adaptation is particularly low at the start then improves within the earliest stages till it reaches a highland (Ward & Kennedy, 1996; Ward, Okura, Kennedy, & Kojima, 1998).

Two major studies that consider the adjustment to academic degree alien culture detail. Every researcher of the Scandinavian, as are their subjects. The population was 2 hundred Norwegian Fulbright students United Nations agency were interviewed on their come to the Scandinavian country after a keep in the united nation. Torbiorn(1982) 'study population is comprised of Swedes employed in forty different countries United Nations agency answered a comprehensive form. Lysgaard's early analysis gave rise to the "U-curve" theory of adjustment. His knowledge gave proof of stages of adjustment characterized by smart initial adjustment, followed by adjustment crisis afterward good adjustment was another time achieved. it is important to note that each one interviews were conducted when the topics return to their native country. Hence, their subjective experiences as they were asked to recall various points in their sojourn. It's maybe even additional vital that the standard U-shaped relationship between adjustment and period existed among people who failed to, still as people who did change their original plans for the length of a keep. Other studies support these findings concerning duration. It seems that like Norwegians, Americans additionally require variable periods of stay to regulate to new cultures Gullahorn et al, 1960 reported that few longer-term sojourners recover from the culture shock expertise in below six months. He added, however, that it's not uncommon for the method of readjustment to last for as long as a year or for as short as solely 3 months.

3. RESEARCH METHODOLOGY

This is the section about methodology and how it used to conduct this research. This research design will be analyzed and described, followed by interviewee selection process of the research. The data analysis will be discussed at the last of all. This section mainly focuses on total research procedure.

3.1 RESEARCH DESIGN

In this research using Quantitative method for collecting the relevant data. In quantitative interviews, In the interview schedule is used to guide the investigator as he or she poses queries and answer choices to respondents. Quantitative analysis is employed to quantify the matter by the approach of generating numerical knowledge or knowledge that may be reworked into usable statistics. According to Earl R,Babbie (2010) “Quantitative methods emphasize objective measurements and the statistical, mathematical, or numerical analysis of knowledge collected through polls, questionnaires, and surveys, or by manipulating pre-existing applied math information mistreatment process techniques.

Quantitative research focuses on gathering numerical data and generalizing it across groups of people or to explain a phenomenon.” Quantitative technique is used to quantify attitudes, gathering numerical knowledge and its opinions, behaviors, and alternative outlined variables. After that, it would be generalized results from a larger sample population. For this research, this method will be appropriate because it will provide complete information of South Asian migrant people adjustment to the socio-cultural condition and the ethnic identity and working condition of the host country Finland. For this purpose, a structured interview constructed for gather the relevant information of the research. In depth-interview, sometimes researcher give some space to the participants if they willing to say some their relevant personal experience. This present study mainly conducted in Finland and its area Helsinki. where the total population is about one million. Tampere and Turku is another preferable place for living migrant worker. Because in this area has a lot of manufacturing industries and availability of job. This is the place of multicultural for that most of the people chosen this location as their accommodation. This research mainly based on south Asian migrate worker.

3.2 POPULATION AND SAMPLE

The population of the present study consisted of the immigrants of South Asian worker who had been living in Finland for a minimum of 2 years and have operating expertise in the relevant sector. Primarily immigrant communities were identified and communicated with them through personal communication. In the research, participants are select by random sampling technique. Basically, there is four major area where we find many consolidations of the south Asian worker. Among three states (Helsinki, Tampere, and Turku) Helsinki was chosen randomly. According to Wikipedia, Random sampling is the basic sampling technique where researchers choose a cluster of subjects (a sample) for study from a bigger group (a population). The select cluster of subjects (a sample) for study from a bigger group (a population). Every respondent is chosen entirely by chance and each member of the population has an equal probability of being enclosed within the sample. Each doable sample of a given size has a constant probability of choice.

At the second stage, 120 respondents are select by snowball sampling. A snowball sampling technique was used to find the participant for the current study. Firstly, contact with the participants. This is a technique where the researchers make initial contracts with the small group of people who are relevant to the research topics and then use this to established contacts with others. (Bryman, 2008:184). Although, South Asian worker is not known to everybody and it sometimes hard to find out south Asian migrated employee in every organization that time, this technique will help the researcher to access the hidden population.

3.3 DATA COLLECTION

The important phase of the analysis is the process of data collection. (Farooqui,2006). In this study used the face to face interview session. In the face-to-face interview, it's attainable to record quite the verbal responses of the respondent, that area unit usually superficial. Once people communicate directly with each other rather additional data is communicated between them. Once both individuals face each other, the dialogue is conducted on many levels. It goes on the far side verbal expression. the character of words used, facial expressions and visual communication all communicate what the opposite party suggests that. The researcher asked the respondent by their mail or phone number about their free time.

Before taking the interview, researcher informed them about the time duration of the interview session. In-depth interviews were conducted with the participants to gather necessary information at their convenient. Participants were formally interviewed in an exceedingly single sitting lasted between forty to an hour relying on regarding the several interviews.

Interviews were conducted in Bengali (for the Bangladeshi respondent), the mother tongue of Bangladeshi, and rest of interview were conducted in English who come from other south Asian countries. The questionnaire which was proceeded in Bengali and then translated into English by the researcher. Here recorded all the interview session conducted by audiotape Data were conducted through a structural interview with the respondent. Here one thing must ensure to the interview session and that is to ensure that each interview is given with a similar question within the same order. Which means every respondent received precisely same interview information as any others. Here answers can be reliably aggregated and that make comparisons between sample subgroups or between different survey periods. Here researcher tries to avoid another external factor which can influence an interview session.

3.4 MEASUREMENT

Respondents were asked to complete a one-line questionnaire, which was composed of four subsections respectively measuring the migrant workers' socio-cultural adjustment, ethnic identity, and perception of migration. Interview starts with some basic question about respondent age, sex, Country of origin, educational qualification, marital status, Finnish language proficiency and how long respondent stay in Finland. This part has eight questions. After that respondent interview will go to the second part which is a combination of Sociocultural adjustment, Ethnic Identity and perception of migration questionnaire.

Socio-cultural adjustment: The socio-cultural adaptation scale-revised 21 items developed by Wilson's (2013) was used in this study. The scale includes an item that raises sojourners regarding difficulties they older in meeting the requirements and demands of existence, having significant interactions with hosts, understanding the host cultures' values, and communicative behavior. Participants were asked to respond to all questions using a 5-point scale ranging from 1 (no difficulty) to 5 (extreme difficulty). Scores obtained from the scale indicated the respondents' perceptions when facing difficulties understanding in socio cultural adjustment in Finland. This scale has some subscales. In the present study, the overall reliability of the 21-item scale was found to be excellent Interpersonal

Communication. α .89, Academic/Work Performance α .86. Personal Interests & Community Involvement α .76 Ecological Adaptation α .71 and Language Proficiency α .90. The overall score is α .92. Average scores of the 21 items were used to measure the overall sociocultural adaptation level. Higher values obtained in the scale indicated greater difficulty in socio-cultural adaptation

Perception of migration: This questionnaire was made by researchers to explicit the information. In this Section researcher focus on respondent own perception of migration process and migrated people on host country. What was their expectation before moving host country and what the present situation, is there any difference between reality and expectation? And in this sector respondent can share their personal experience which helps the researcher to get the core info about the migrated worker.

Ethnic identity. A 12-item Multi-Group Ethnic Identity Measurement (MEIM) Scale, developed by Phinney (1992), used to asses each participant's perceived ethnic identification. Per Li Zhao (2010) "Participants used a 4-point scale ranging from 1 (strongly disagree) to 4 (strongly agree)." Some of the sample items is, such as "I am happy that I am a member of the group I belong to, I have a strong sense of belonging to my own ethnic group, "I feel a strong attachment towards my own ethnic group and I feel good about my cultural or ethnic background." According to Phinney, the 12-item scale can be viewed as two factors: Ethnic Identity Search (items 1, 2, 4, 8, and 10); and Affirmation, Belonging, and Commitment (items 3, 5, 6, 7, 9, 11, and 12). Here find out the mean score of 12 item. Then it used to measure the respondents' ethnic identity level. In the measurement, high score established individuals' possession of strong ethnic identification. The α for the 12-item MEIM scale in the study was .96, with alphas of .87 and .97 for the Ethnic Identity Search, and Affirmation, Belonging, and Commitment factors, respectively, Li Zhao (2010).

Demographics: Before starting the structural interview session, participants reported their age in years, their gender, marital status and their length of residence in Finland in years and it would be less than 2 years to more than 10 years. They also were asked about their mother tongue, their immigration status in Finland, their educational level and language proficiency in Finnish. However, the interview was conducted on their first language however here asked regarding their Finnish language proficiency to justify their language level.

3.5 DATA ANALYSIS

The data obtained by research instrument were analyzed using SPSS for the windows version 24. SPSS is capable of handling large amounts of data and can perform all the analyses covered in the text and much more. It is chosen for the ability to perform various statistical application as well as for your strengths and user-friendliness and easy to handle. The study described the characteristics of the population, descriptive statistic such as frequencies and percentages of responses. Perception of migration described by descriptively. In this section, respondent answer their perception of hosting country and how they feel about their working life.

4. RESULT

This chapter specialize in another main a part of the analysis. In the Present study, the obtained data were analyzed by using called statistical package for social sciences (SPSS). The Mean, standard deviation, correlation and one-way ANOVA are shown in the following tables gradually.

Table 4. 1

One hundred twenty adult's initial generation migrant individuals from totally different south state participated during this study. The sample consisted of 100 males (83.33%) and 20 (16.66%) female migrant. According to the country nearly sixty-five (54.17) participants come back from Bangladesh, then remainder of come back from another south Asian nation India, Nepal, Pakistan, Sri-Lanka and Afghanistan Participants aged between less than 25 to 50 and who had been living Finland less than 2 years to more than 10 years.

Simple Characteristics (Number of Respondent)

Content	Sub division	Migrant worker (N=120)	
Gender	Male	100	83.33%
	Female	20	16.66%
Age	<25	8	6.66%
	26-35	74	61.66%
	36-45	22	18.33%
	46-50	16	13.33%
	50>	0	0
	Bangladesh	65	54.17%

Country of Origin	India	10	8.33%
	Pakistan	8	6.66%
	Nepal	20	16.66%
	Afghanistan	12	10%
	Sri Lankan	5	4.16%
Marital status	Married	65	54.17%
	Unmarried	12	10%
	Divorced	10	8.33%
	Co-habiting	25	20.83%
	Separated	8	6.66%
Level of education	High school	20	16.67%
	Vocational	21	17.5%
	Graduate	38	31.67%
	Masters	39	32.5%
	PhD	2	6.67%
Duration of stay	<2 years	19	15.83%
	2-5 years	46	38.33%
	6- 10 years	31	25.83%
	10>	24	8.33%
Language level	Beginner	86	71.67%
	Intermediate	24	20%
	Professional	10	8.33%

Regarding the marital status 54.17% of Married, 10% of unmarried, 20.83% of cohabitation and rest of 6.66% and 8.33% respectively separated and divorced percentage rate. In terms of education almost 32.5% have masters level degree and 31.67% respondent are graduate. 17.5% have vocational degree, 16.67% respondent have high school degree and 6.67% have PhD. degree. According to the level of Finnish language proficiency almost 71.67% were in beginner level, 20% and 8.33% respondent were respectively Intermediate and professional level.

Demographic items such as age, gender, marital status, family companion, and length of stay,

were used as points of comparison when measuring participants socio-cultural adaptation and Ethnic identity.

Table 4.2

Socio cultural adjustment	Pearson correlation	.665**
	Sig (2-tailed)	.000
	N	120
	Mean	79.1250
	Std deviation	18.66672
Multi group ethnic identity measure	Pearson correlation	.665**
	Sig (2-tailed)	.000
	N	120
	Mean	38.2833
	Std deviation	5.16482

This table shows the correlation between the two-variable socio-cultural adjustment (SCAS) and multigroup ethnic identity measure (MEIM). Here sample size is 120 in the both variable. As shown in the above table here mean score of the socio-cultural adjustment and multigroup ethnic identity measure are 79.12 and 38.28 respectively. On the other hand, here, St. Deviation of the Socio-cultural adjustment is 18.66 which is higher than another variable of m This table shows same variable in column and rows. Here p value is .000 it means it less than .0005. Here r value is .665. which is significant of the level 0.01 (2- tailed). So higher score of one variable if significant with the higher the higher score of another variable. This result shows that there is a significant correlation between two variable socio-cultural adjustment and multigroup ethnic identity measure 5.16. multigroup ethnic identity.

Table 4.3

Socio cultural adjustment

Language proficiency in host country	Mean	2.0500
	Standard deviation	.80805
	Pearson correlation	.902**
	Sig (2 tailed)	.000
	N	120

As shown data in the above table 4.3 focus on the correlation between language proficiency in host country Finland and socio-cultural adjustment. The mean score of the language proficiency in host country is 2.05. According to the std. deviation of demographic variable language proficiency is .0.80. Both sector sample size is same 120.

According to the table reveals correlation among two variable socio-cultural adjustment and language proficiency. The result suggested that correlation was statistically significant between two variables. Here r value of the socio-cultural adjustment scale and the language proficiency is 0.902. This correlation is significant at the level of 0.01. As it shown in the above table there is a strong positive correlation between socio cultural adjustment and length of stay time in Finland. That's means socio cultural adjustment problem decline over the time.

Table 4.4

95% confidence interval								
for mean								
	N	Mean	St. Devi	St. Error	lower bound	upper bound	Minimum	Maximum
<2 yrs.	25	58.84	21.38	4.27	50.01	67.66	37.00	94.00
2-5 yrs.	19	65.42	8.36	1.91	61.39	69.45	46.00	88.00
6-10 yrs.	52	88.98	9.42	1.30	86.35	91.60	62.00	102.00
>10 yrs.	24	89.75	11.56	2.36	84.86	94.63	71.00	100.00
Total	120	79.16	18.66	1.70	75.75	82.49	37.00	102.00

ANOVA Table

	sum of square	df	Mean Square	F	Sig
Between groups	21615.653	3	7205.218	42.107	.000
Within groups	19849.472	116	171.116		
Total	41465.125	119			

Table 4.4 shows two parts. First part shows the descriptive statistics of living time in Finland. This chart mainly focuses on migrant worker different level of time duration of stay. Most of the south Asian migrate worker stay in Finland 6-10 years and the sample size is 52 out of 120 sample. But for the migrant worker who live in more than 10 years they have highest mean score (89.75) and lowest mean score has who live in host country less than 2 years (58.84). According to the St. Devi <2 years, 2-5 years, 6-10 years, >10 years is 21.38, 8.36, 9.42 and 11.56 respectively.

Chart part two shoes the one-way ANOVA for determine the difference between two variables.

One-way analysis of variance was used to determine whether migrant worker socio cultural adjustment differ among various time of length of stay. Reason using the analysis of variance because its examining variability amongst the mean and compare it against with the variability within each mean in terms of the individual within each group.

The first chart shows the mean, standard deviation standard error and number of sample. According to sample most of the migrant worker are stay in Finland less than 2 years. Then within 120 sample almost 24 participants are stay in host country more than 10 years. It easily shows that who stay in Finland more than 10 years they have highest mean score rather than another group.

The analysis showed significant difference among the group $F= 42.107, p <.001$. it shows the variance within each group are statically different from each other. It shows that the degrees of freedom of within group is 116 whereas the numerator degrees of freedom are 3. It finally reveals that their significant difference between socio cultural adjustment and length of stay.

Perception of migration

The questionnaire perception of migration is made by researcher by self. The core intention of creating this questionnaire is find the answer about how they feel about their migration are they happy with this or are they feel is there any difference between their reality and expectation.

The intention of asking this questionnaire to the researchers is finding out their perception of migration. According to the question one, “what type of work experience you had in your own country?” and question two “What is your work history in Finland?” Reason of asking this question for find migrant worker working responsibility and job position and is that make any impact on their adjustment process. Option of this question is quite same. It easily shows from the result most of the participants do the government service sector work (86%) when they were their home country but this percentage of this type of job in Finland it radically changes. Almost 31% south Asian migrate worker do the government service job. As they think the reason behind this problem are several. Adjustment and psychological both problem impact on this sector. 10% migrant worker have private sector job experience and 4% respondent doing the business when they were their home country. But this number change dramatically when they move to host country. 57% migrant doing the private sector job and on the other hand 12% do other work like business. The main reason for the dramatically change of job sector and position is language expertise level, cultural difference etc. Some respondent (39%) mentioned after having the Masters level education degree they haven't

appropriate job as their level. Because in that ratio most of the migrate worker get their last educational certificate from their home country.

According to the number question three about their nature of work contact.

Table 4.5

Nature of work contact	Respondent
Permanent	32
Part- time	69
Self- service	19
Other	0

It expresses from the chat most of the migrant worker work as a part-time worker. Some of respondent mentioned that they work as a full-time worker but their nature of work is not permeant. Because their working carrier life is less than 6 months. Almost 19 migrant worker respondent work as a self-service like business in different sector.

Table 4.6

Race

		Bangladesh	India	Pakistan	Nepal	Afghanistan	Sri Lanka	Total
Reason of migration	Economic stability	29	10	8	5	4	3	58
	Better future life	31	0	0	0	8	2	41
	Education	5	0	0	0	0	0	14
	other	0	0	0	15	0	0	15
Total		65	10	8	20	12	5	120

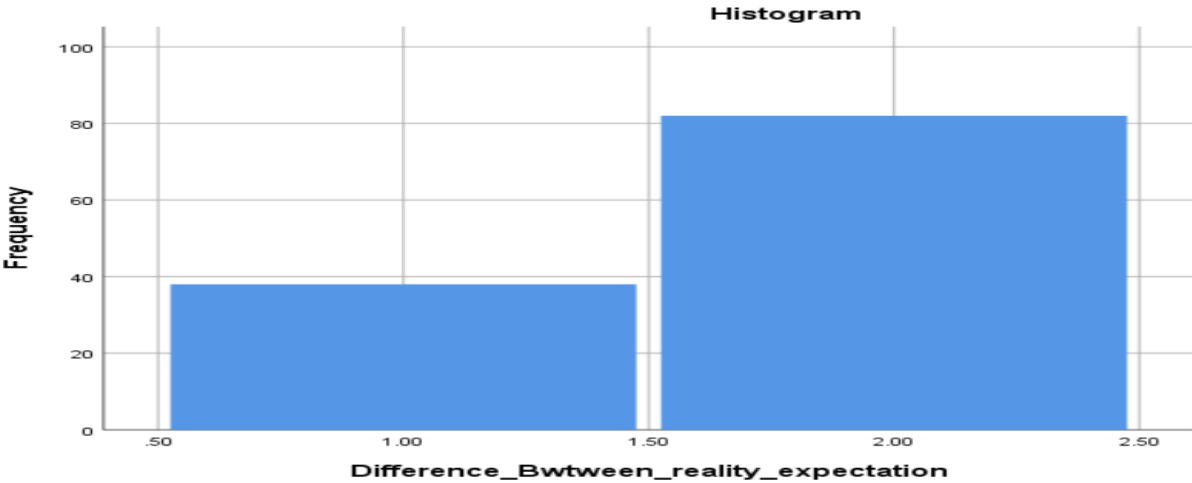
This table shows the reason of migration according to the race. 31 migrant workers of Bangladesh inform that they move to Finland for better future life, 29 respondents inform economic stability and 5 respondent says the reason of migration is Education. Within 120

respondents 10 Indian and 8 Pakistani respondent migration reason is economic stability. 15 Nepali respondents mention the other reason as like marriage, political imbalance in their country etc. Almost 58 respondents emphasize on the economic stability as their main reason of migration. Most that migrant worker who come to Finland as student and after finished their study they mainly mention the better future life as an option. Because when they moved host country that time their main expectation was making a better future life after that it combine with economic stability. Rest of 41 and 14 respondent focus the reason better future life and education respectively. Number of least respondent (14) select the educational perspective for their migration issue. Mainly respondent mentioned the reason behind the choose economic stability is economic instability, earn enough amount of money and for security purpose.

Table 4.7

Difference between reality and expectation
 Frequency percent valid percent cumulative percent

Valid	Yes	32	31.7	31.7	31.7
	No	82	68.3	68.3	100.0
	Total	120	100.0	100.0	

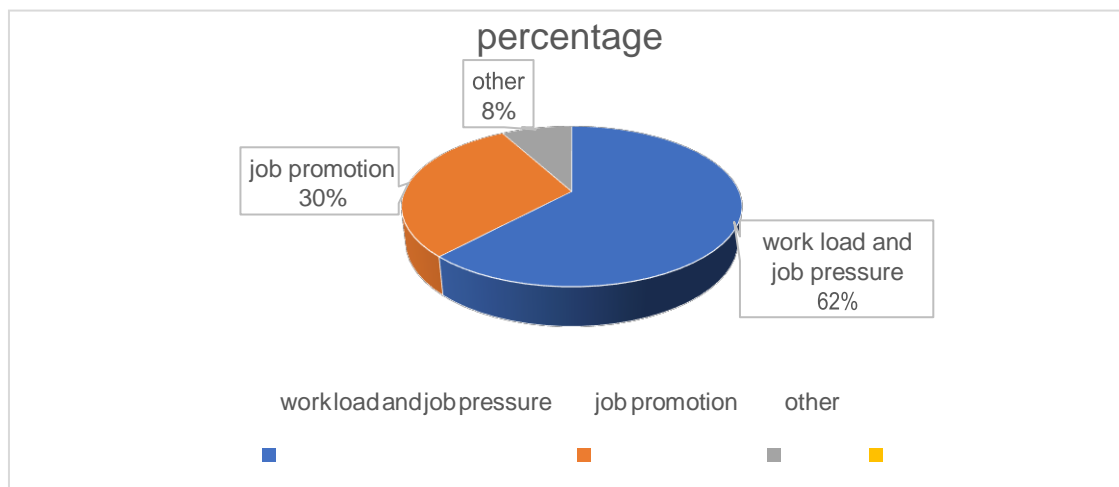


According to this table shows the descriptive statistic about difference between their reality

and their expectation about migration. Almost 68.3% respondent says they don't find any kind of difference between their reality and expectation. And 31.7% respondent inform their reality and expectation does not match.

As shown the histogram graph, difference between reality and expectation shows in a column and frequency shows in a row. Here mean is 1.68 and standard deviation is 0.467. Most of the respondent informed they didn't find any difference their reality vs expectation. Here total sample is 120.

Graph 4.2



According to this graph shows are they migrant people face any kind of adjustment problem in the work place. 62% of respondent mention work load and pressure ,30% mention job promotion and rest of 8% mentioned the other reason like: Instability of job, management problem etc.

The rest of the question is about work schedule. Approximately 87% respondent says their working hour is suitable for themselves. And rest of 13% mentioned their working hour is not suitable. It shows that most of the worker who worked as a part-time they have conflict with work schedule.

Table 4.8

Question	Yes	No
Do you think this migration help your future?	87 %	33%
Do you get any difference your previous life and present one?	93%	27%

According to the both two questions almost most of the respondent agree with the questionnaire. 87% respondent says this migration will help their making better future. As a reason, they mentioned end of the day stay economic and political stabilized country. Maybe their job position is not same as their mother country but this help their future life. And almost most of the respondent 93% mentioned they find the difference between the previous life and present one. Because according to the job perspective most of the respondent emphasize the type of job. Here most of south Asian worker as work in private sector as I mentioned before and they work as contractual (97%). On the other hand, when they were their home country they do the permanent one. For this perspective, they suffer in a problem. 26% respondent also mention that, according to their capability they don't get enough job responsibility instead of their colleague.

5. DISCUSSION & CONCLUSION

This section initial focus a discussion on the present study findings with those of previous study regarding socio cultural adjustment of migrant employee and migrant employee ethnic identity. This is followed by the concluding section by highlighting various issue of respondent, hypothesis represent with previous research.

5.1 DISCUSSION

The aim of the study was to assess the migrant worker socio cultural adjustment and ethnic identity. How socio cultural relate with language proficiency and staying time in Finland. And bring out bring out their expectations and experiences of migration to Finland.

Hypothesis 1 predicted that migrant worker' ethnic identity is absolutely correlative to their socio-cultural adjustment. The results from the correlation analysis unconcealed that there was a positive relationship between the ethnic identity of migrant employee and their socio-cultural adjustment. In this paper, it revealed that $r = .665$.

This result's not consistent with Li and Gasser (2005) stating that no important relationship was found between Asian students' ethnic identity and their socio-cultural adjustment ($r = -.04$, ns). In their study, they over that the no-relationship would possibly result from the social support that their sample of Asian students received from ethnic networking (i.e., social gatherings, student unions, and little teams from same city). But this paper shows that if migrant worker has strong ethnic identity they have good level of socio cultural adjustment. Positive feelings about one's ethnic group are also correlated with both commitment to one's ethnic identity and happiness daily adjustment (Phinney & Ong, 2007). The networking among their own ethnic groups helped the students overcome difficulties in the process of socio-cultural adjustment. Ethnic identification serves as a protective factor against feelings of alienation, as well as maladaptive thoughts and decisions (Belgrave et al., 2000).

One possible explanation for this perspective is this, now a day internet and networking help the world make to easier. The migrant worker can make the strong ethnic identity with this networking purpose. And that's reason strong ethnic identity helps migrant worker more flexible in their socio-cultural adjustment level.

Hypothesis 2 predict that host country language proficiency is positively correlated with socio cultural adjustment. According to this hypothesis this research result support the hypothesis. Here $r = .902$. which is positively correlated. It means migrated worker who have strong proficiency in host country language (Finnish language) they have enduring relation with socio cultural adjustment. Language provides team members with the ability to communicate ideas and opinions. According to Furnham (2004) there are many factors affecting when people move to another country, among them language proficiency one of them which may impact on socio cultural factor. This suggest that, while language proficiency seemed to be related to an easier, less stressful and making help to create better adjustment in abroad life. Better language proficiency indicate that migrant people being under stable in the question of adjustment.

Hypothesis 3 predict that there is a difference between length of stay and socio- cultural adjustment. This research result also shows difference between migrant worker socio cultural adjustment and duration of stay in host country. Its proved that, if the time duration of stay is long that will make positive adjustment.

According to the Timothy (1988) length of stay in each culture will be explored as it relates to adjustment. Per his paper, most research suggests that the period of adjustment occurs within the first twelve months, and that recovery generally begins after this period. Good adjustment appears when a migrant people stay in a host country at least eighteen months. Present study results similar with the statement of previous mentioned research. Other studies support these findings regarding duration. It appears that like Norwegians, Americans also require varying periods of time to adjust to new cultures (Gullahorn & Gullahorn,) 1963. For example, When Migrated worker move to host country that's time their adjustment level would be low if they haven't enough knowledge about host country language proficiency. Beside this long staying in the host country brings better adjustment. The results of this study indicate that the migrant workers who had lived longer in Finland had better understanding about adjustment phenomena.

Hypothesis 4 reveals the migrant worker perception of migration. In this study find out the strongest issue of migration and which mainly may impact on migrant worker working life situation. Its easily visible from the result with on 120 sample almost 49 respondent reason of migration is economic stability and bit less 42 respondents mention their reason of migration

is better future life in Finland, and some of other reason mention in this research. Other reasons for moving to Finland given in this research material were family reasons: marriage to or a relationship with a Finnish guy or ladies as a partner. Some mentioned to choose Finland as an asylum. Every respondent (120) had work expertise in their home country of periods migrant from many months to decades in several sectors. Additionally, most of the majority (99%) had received some degree of education in their home country. Due to work, study and private reasons, temporary migration between Europe and Asia is growing, and progressively quality is occurring in each direction.

If the migrator had Finnish language skills and possessed knowledgeable or occupation qualification from their home country or a Finnish qualification, he or she had likely found better adjustment in everyday life. The interviewees felt that they mainly face the work load and work pressure in the working place. Cross-sectional surveys are administered each three years since 1997. The information has been collected with phone interviews from concerning three thousand Finnish speaking persons and therefore the response rate was sixty-three in 2006. During this study, stress regarding work load has been specifically result on the worker. Some of the immigrants felt that they had not found add Finland matching their qualifications. Entrepreneurship in this information compete an insignificant role, if the info is thought of as a full. The only entrepreneurs were operating within the building and restaurant sector. it's value recalling that in Finland, immigrants' businesses are situated in areas with comparatively giant immigrant population. Active and courageous individuals who wanted to learn something new and wanted to learn the language were most likely to find good adjustment in socio cultural perspective.

5.2 CONCLUSION

This study is conducted on migrant worker who moved from South Asian country to Finland. Aim of my study and questionnaire already spelt out in “Introduction” part of my paper. This study researcher using the correlation and descriptive statistics. Number of respondent are classified by various sub division like gender, age, race, marital status, educational level, language proficiency and duration of stay.

Within the 120-sample male ratio is greater than female ratio (83.33 & 16.66%). Most of the respondent from Bangladesh 54.17% and second one is Nepal 16.66% and Afghanistan 10%. Rest of respondent come from India, Pakistan, Sri-Lanka.

The information on the age of the respondent reveals that it ranges from less than 25 years and more than 50 years. However, in this research no one respondent more than 50 years. Most of the respondent age limit is 26-35 years old where it is near 61.66%. And Followed by 18.33% between 36 – 45 years old and rest 13.33% and 6.66% for the range of respectively 46 – 50 and less than 25 years.

Regarding the marital status of the participants more than 50 percent was married (54.17%). Rest of sub division spilt out with unmarried, divorced, co habiting and separated respectively 10%, 8.33%, 20.83% and 6.66%. The study demonstrated that Most of the respondent has Master’s degree in relevant sector 32.5% and graduate is 31.67%. There is almost equal percentage holding is high school and vocational degree certificate. i.e. 16.67% and 17.5 % respectively. 6.67% Interviewer have PhD degree.

Regarding the most important part of research is Language proficiency and duration of stay time in Finland. 71.67% have beginner level proficiency in Finnish language and rest of 20% for intermediate and 8.33% have professional level proficiency. With the regards to the Language proficiency 38.33% respondent stay in Finland 2- 5 years and least percentage 8.33% respondent stay in Finland more than 10 years.

One the main objective of the study is to investigate the relation between socio cultural

adjustment and ethnic identity and predict for positive relation of language proficiency with socio cultural adjustment and find whether there is any difference between length of stay in host country and socio-cultural adjustment. All hypothesis is supported and spelt in chapter four. The Final hypothesis revealed various factor of migration of south Asian worker among them Better working life is of them. By the interviewing way of data collection system, it gets published that 31.7% highlighted that they found difference between their reality and expectation after migrant to Finland. But most of the respondent agree with that their expectation and reality match the same line scale.

5.3 Limitation

There are some limitations to the current study. That are given bellow:

First, the little sample size used in the study could arouse argument. Here sample size is 120 which may influence on the result. Whether it is the paper of south Asian migrant people but here most of respondent come from Bangladesh. The ratio of the respondent by race is not same.

Second, One the other things are that of the research is, the findings within the present study might not generalize to all or any migrated employee in Republic of Finland. The samples were designated from solely migrated individuals during a space (Helsinki within the Finland), and most of the participants were from Bangladesh. Therefore, for future study, various populations (e.g., same proportion of sample in every country, immigrant, etc.) should be enclosed, which can additional verify the findings of this study.

Third, Another limitation may data collection procedure. All data are collected from interview session by person to person. Sometimes interview is taken when respondent back from work and tired. It may influence on questionnaire. It's potential that some participants paid very little attention or perhaps provided inaccurate data once completing the questionnaire. For future study, different strategies can be applying for the appreciate interviews like, paper-pencil questionnaires, or observations ought to be adopted to confirm additional stable knowledge.

Fourth, all respondent doing the job in private, govt. or business sector. They haven't same responsibility and job description. Who are work in official job they carry different position like HR, Sales, Administrative etc. This may vary the response about the work schedule and work load. For further study, all respondent has same professional background may help to make less impact on the questionnaire.

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Appendix 1

Letter of introduction

Dear participant,

I am a student at the Tallinn university of technology undertaking Master Degree Program in, Work and organizational psychology. Currently, I am carrying out my master thesis on the following topic; “Socio cultural adjustment of south Asian migrate workers in the perspective of Finland”. The objective of the study is to explore the relation between socio cultural adjustment and ethnic identity and try to find relation with socio cultural adjustment and difference between language proficiency in host country and length of stay in Finland respectively. Another objective of this study is to find out migrant worker perception of migration and how they feel about their perception. I intend to interview 120 south Asian employees who migrated from any of south Asian country to Finland. During these interviews, questions will be asked related to your basic information, your socio-cultural adjustment, perceptions, and ethnic identity. The results of this study will be presented to the Tallinn university of technology, Tallinn, Estonia and feedback be sent to participants. The interviews will be recorded with the permission of the participants but will be later erased after use. The participant’s identity will remain anonymous throughout the study. Please feel free to contact me without hesitation about any question(s) that may arise concerning this study. Thanks in advance for your cooperation and participation.

Yours sincerely,

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Part 1: Demographic Questionnaire

1. Sex?

- a. Male
- b. Female

2. Age?

- a) <25 years
- b) 26-35
- c) 36-45
- d) 46-50

e) More than 50

3. Country of origin -----

4. Marital status

- a) Married
- b) Single
- c) divorced
- d) co-habiting
- e) separated

5. What is your level of education?

- a) High school
- b) Vocational school
- c) Graduate
- d) Masters
- e) Ph.D.

6. When did you move to Finland?

- a) Less than 2 years back
- b) 2- 5 years back
- c) 6- 10 years back
- d) More than 10 years back

7. What is your first language? -----

8. Level of Finish Proficiency language

- a) Beginner Level
- b) Intermediate level c) Professional

Part 2: SOCIOCULTURAL ADAPTATION SCALE

Living in a different culture often involves learning new skills and behaviors. Thinking about life in Finland, Use the following 1 to 5 scale. please rate your competence at each the following behaviors (1 = Not at all competent; 5 = Extremely competent).

S N	Question	1 Not at all competent	2	3	4	5 Extremely competent
1	Building and maintaining Relationships					
2	Managing my academic/ work responsibilities					
3	Interacting social events					
4	Maintaining my hobbies and interest					
5	Adapting to the noise level in my neighborhood					
6	Accurately interpreting and responding to other people's gestures and facial expressions					
7	Working effectively with other colleagues					
8	Obtaining community service, I require					
9	Adapting to the population Density					
10	Understanding and Speaking Finnish Language					
11	Varying the rate of my speaking in a culturally appropriate manner					
12	Gaining feedback from other work colleagues to help improve my performance					
13	Accurately interpreting					

	and responding to other people's emotions					
14	Attending or participating in community activities					
15	Finding my way around					
16	Interacting with members of the opposite sex					
17	Expressing my ideas to other work colleagues in a culturally appropriate Manner					
18	Dealing with the Bureaucracy					
19	Adapting to the pace of life.					
20	Reading and writing finish language skill					
21	Changing my behavior to suit social norms, rules, attitudes, beliefs, and customs.					

Part 3: Perception of Migration

Please choose the answer which may appropriate for you. In some question, you may can choose also dual answer as well.

1. what type of work experience you had in your own country?

- a) Government service sector
- b) Private service sector
- c) Business
- d) Other -----

2. What is your work history in Finland?

- a) Government service sector
- b) Private service sector
- c) Business
- d) Other -----

3. What is the nature of your work contract?

- a) Permanent
- b) Part time
- c) Self Service
- d) other -----

4. What was your expectation when you made plan to come here?
 - a) Economic stability
 - b) Better Future life
 - c) Education
 - d) Other -----
5. What was the main reason for your migration?
 - a) Economic stability
 - b) Better Future life
 - c) Education
 - d) Other -----
6. Is there any difference between your reality and your expectation? (write down the reason WHY?)
 - a) yes -----
 - b) No -----
7. From where you complete your latest educational degree? -----
8. Have you ever had any bad experience in your working sector?
 - a) Yes
 - i) By co-worker
 - ii) by management
 - iii) by native speaker
 - b) No
9. Do you think this migration help your future life?
 - a) Yes
 - b) No
10. What type of adjustment problem you face in your workplace?
 - a) work load and pressure
 - b) Job promotion
 - c) others -----
11. Do you get any difference your previous life style and present one?
 - a) Yes
 - b) no
12. The working hour is suitable for you?
 - a) yes
 - b) No

Part 4: The Multigroup Ethnic Identity Measure (MEIM)

Use the numbers below to indicate how much you agree or disagree with each statement.

Serial number	Question	Strongly disagree	Disagree	Agree	Strongly agree
1	I have spent time trying to find out more about my ethnic group, such as its history, traditions, and customs				
2	I am active in organizations or social groups that include mostly members of my own ethnic group.				
3	I have a clear sense of my ethnic background and what it means for me.				
4	I think a lot about how my life will be affected by my ethnic group membership.				
5	I am happy that I am a member of the group I belong to				
6	I have a strong sense of belonging to my own ethnic group.				
7	I understand well what my ethnic group membership means to me.				
8	To learn more about my ethnic background, I have often talked to other people about my ethnic group.				
9	I have a lot of pride in my ethnic group				
10	I participate in cultural practices of my own group, such as special food, music, or customs.				
11	I feel a strong attachment towards my own ethnic group.				
12	I feel good about my cultural or ethnic background.				

