

PREFACE

Assalamu'alaikum Warahmatullahi Wabarakatuh,

Praise be to Allah, The cherisher and sustainer of the worlds, God who has been giving His blessing and mercy to the writer to complete the thesis proposal entitled "Cross Cultural Competency, Cross-Cultural Experiences, Neuroticism Characters and Global Oriented Leadership to Manage Ethnocentrism." This thesis proposal is submitted to fulfill one of the requirements to achieve a bachelor degree of Economic Faculty, Islamic University of Sultan Agung. In finishing this thesis, the author really gives his regards and thanks for people who has given guidance and help, they are :

1. Olivia Fachrunnisa, SE, M.Si, PhD. as A Dean of Faculty of Economics, Islamic University of Sultan Agung, and also as supervisor who giving her best guidance to write a quality content of this thesis.
2. Alifah Ratnawati SE, MM. as a head of Management Department of Economy Faculty, Islamic University of Sultan Agung.
3. Dr. H. Ardian Adhiatma, SE, MM as main examiner who giving suggestion and information to write an interesting thesis.
4. Drs. Bedjo Santoso, M.T, Ph.D as second examiner who giving islamic value and suggestion to write a good thesis.
5. Prof. Hj. Tatik NH, SE,MM as guardian lecture who giving spirit and motivation to writing this thesis.
6. All lecturers of Economic Faculty, Islamic University of Sultan Agung who have giving a knowledge to carry on this thesis.

7. My mother (Endang Sukowati), my father (Agus Wahono), my grandfather (Kasri), and my little brother and sister (Tata and Titin) who always giving their support and motivations.
8. My closest friend Dimas Rizky who has giving his help and support to writting this thesis.
9. My friends Arminia, Olga, Izna, and Hasran who has given support and information to finishing my thesis.
10. My Classmates (U10 Management) and my community friends (HMI-SA) who has been giving me lot of experiences.
11. All people who have helped and contributed their ideas and motivation for the writting of this thesis.

Finally, the authors realizes there are unintended errors in writing this thesis proposal. She really allows all readers to give their suggestion to improve its content in order to be made as one of the good examples for the next thesis.

Wassalamu'alaikum Warrahmatullahi Wabarakatuh.

Semarang, February 24th 2017

Author

Belia Mulyaningtyas

TABLE OF CONTENTS

| | Page |
|---|----------------------------|
| TITLE..... | i |
| APPROVAL..... | Error! Bookmark not |
| STATEMENT OF ORIGINALITY | iii |
| MOTTO | v |
| ABSTRACT..... | vi |
| PREFACE | vii |
| TABLE OF CONTENTS..... | ix |
| LIST OF TABLE | xiv |
| LIST OF FIGURES | xv |
| APPENDIX LIST | xvi |
| CHAPTER I INTRODUCTION..... | 1 |
| 1.1. Background | 1 |
| 1.2. Problem Statement | 7 |
| 1.3. Research Objectives | 8 |
| 1.4. Contribution of The Research | 8 |
| 1.4.1. Theoritic Contribution | 8 |
| 1.4.2. Practice Contribution | 9 |
| CHAPTER II LITERATUR REVIEW | 10 |
| 2.1. Ethnocentrism..... | 10 |
| 2.2 Cross Cultural Competence..... | 11 |
| 2.3 Cross Cultural Experiences | 13 |

| | |
|--|----|
| 2.4 Neuroticism characters | 15 |
| 2.5 Global Oriented Leadership | 17 |
| 2.6 Empirical Model..... | 20 |
| CHAPTER III RESEARCH METHODOLOGY | 21 |
| 3.1 Type of Research..... | 21 |
| 3.2 Population and Sample | 21 |
| 3.3 Data Types and Data Collection Procedures | 22 |
| 3.3.1 Source and Type of Data..... | 22 |
| 3.3.2 Collecting Data Method | 23 |
| 3.4. Variables Research and Operational Definitions | 23 |
| 3.4.1 Variables..... | 23 |
| 3.4.2 Definition of Operations..... | 24 |
| 3.5 Analyzis Method | 25 |
| 3.5.1 Descriptive Analysis Variables | 25 |
| 3.5.2 Quantitative Analysis | 25 |
| CHAPTER IV RESULTS AND DISCUSSION..... | 30 |
| 4.1 Characteristics of Respondents | 30 |
| 4.1.1. Characteristics of Respondents by Gender..... | 30 |
| 4.1.2. Characteristics of Respondents by Age..... | 30 |
| 4.1.3. Characteristics of Respondents by Origin Country..... | 31 |
| 4.1.4. Characteristic of Respondents by Length of Stay | 31 |
| 4.1.5. Characteristic of Respdents by Type of Industry | 32 |
| 4.2. Descriptive Analysis Variables | 32 |

| | |
|--|----|
| 4.2.1. Responses of Ethnocentrism | 33 |
| 4.2.2. Responses of Cross Cultural Competence | 35 |
| 4.2.3. Responses of Cross Cultural Experiences | 35 |
| 4.2.4. Responses of Neuroticism Characters | 36 |
| 4.2.5. Responses of Global Oriented Leadership | 36 |
| 4.3. Instruments Test | 37 |
| 4.3.1. Validity test | 37 |
| 4.3.2. Reliability Test | 38 |
| 4.4. Classical Assumption Test | 39 |
| 4.4.1. Normality test | 39 |
| 4.4.2. Multicolinearity Test | 39 |
| 4.4.3. Heteroskidascity Test | 40 |
| 4.4.4. Coefficient Analysis of Determination | 41 |
| 4.5. Hypothesis Test | 43 |
| 4.5.1. Hypothesis 1: of Cross Cultural Competence Reduce The Ethnocentrism of Expatriates | 43 |
| 4.5.2. Hypothesis 2: Cross Cultural Experiences Reduce The Ethnocentrism of Expatriates | 43 |
| 4.5.3. Hypothesis 3: Neuroticism Characters Reduce The Ethnocentrism of Expatriates | 44 |
| 4.5.4. Hypothesis 4: Global Oriented Leadership Moderate The Relation Between Cross Cultural Competence with Ethnocentrism | 44 |

| | |
|--|----|
| 4.5.5. Hypothesis 5: Global Oriented Leadership Moderate The Relation Between Cross Cultural Competence Experiences with Ethnocentrism | 44 |
| 4.5.6. Hypothesis 6: Global Oriented Leadership Moderate The Relation Between Neuroticism Characters with Ethnocentrism | 45 |
| 4.6. Results | 45 |
| 4.6.1. Results of regression Analysis | 45 |
| 4.7. Discussion | 48 |
| 4.7.1. The influences of Cross Cultural Competencies toward Ethnocentrism | 48 |
| 4.7.2. The Influences of Cross Cultural Experiences toward Ethnocentrism | 49 |
| 4.7.3. The Influences of Characters Neuroticism toward Ethnocentrism | 50 |
| 4.7.4. Global Oriented Leadership As a Moderating Variables Between Cross Cultural Compentencies and Ethnocentrism | 51 |
| 4.7.5. Global Oriented Leadership As a Moderating Variables Between Cross Cultural Experiences and Ethnocentrism ... | 52 |
| 4.7.6. Global Oriented Leadership As a Moderating Variables Between Neuroticism Characters and Ethnocentrism | 53 |

| | |
|-----------------------------------|----|
| CHAPTER V CONCLUSSION..... | 55 |
| 5.1 Conclusion..... | 55 |
| 5.2 Managerial Implication | 56 |
| 5.3 Limitations of Research | 58 |
| 5.4 Further Research Agenda | 58 |
| BIBLIOGRAPHY | 59 |

LIST OF TABLE

| | |
|--|----|
| Table 3.1 Variables and Indicators Research..... | 24 |
| Table 4.1 Characteristics of Respondents by Gender | 30 |
| Table 4.2 Characteristics of Respondents by Age | 31 |
| Table 4.3 Characteristics of Respondents by Origin Country | 31 |
| Table 4.4 Characteristic of Respondents by Length of Stay | 32 |
| Table 4.5 Characteristic of Respdents by Type of Industry..... | 32 |
| Table 4.6 Responses of Cross Cultural Competence | 34 |
| Table 4.7 Response of Cross Cultural Experiences | 35 |
| Table 4.8 Responses of Neuroticism Characters..... | 35 |
| Table 4.9 Responses of Global Oriented Leadership..... | 36 |
| Table 4.10 Responses of Ethnocentrism | 36 |
| Table 4.11 Test Validity Indicator Variables | 38 |
| Table 4.12 Reliability Test..... | 38 |
| Table 4.13 Normality Test Data..... | 39 |
| Table 4.14 Multicollinearity Test..... | 40 |
| Table 4.15 Heteroskidascity Test (Glejser Test)..... | 41 |
| Table 4.16 Coefficient of Determination | 42 |
| Table 4.17 Results of regression Analysis | 46 |

LIST OF FIGURES

| | |
|-----------------------------------|----|
| Figures 2.1. Empirical Model..... | 20 |
|-----------------------------------|----|

APPENDIX LIST

Appendix 1. Questionnaire

Appendix 2. Variables Description

Appendix 3. Validity Test

Appendix 4. Reability Test

Appendix 5. Regression summary