

## ANEXO III

### Mexican Expatriate's Survey

The purpose of this survey is to gather some information that will be used to elaborate a research project at the Faculty of Business of the University of the Americas – Puebla. Answering this questionnaire will take you no longer than 5 minutes.

**Please indicate the answer that best fits your opinion:**

1. Have you had any kind of problems since your expatriation?

Yes \_\_\_ No \_\_\_

(If your answer is **YES**, please go to question 3).

2. Please rank the following problems in order of importance, according to your own opinion, being 1 the most relevant problem and 10 the least important problem.

| <i>Problems</i>  | <i>Rank order</i> |
|--|-------------------|
| 11. Intercultural  | _____             |
| 12. Personal   | _____             |
| 13. Work-related (work affecting personal life)          | _____             |
| 14. Social (with local residents)                        | _____             |
| 15. Work socialization (with colleagues)                 | _____             |
| 16. Family adjustment                                    | _____             |
| 17. Organizational culture (within the work environment) | _____             |
| 18. Economic   | _____             |
| 19. Lack of pre-departure training                       | _____             |
| 20. Lack of facilities on host country                   | _____             |

3. Do you believe you are able to work in groups?

Yes \_\_\_ No \_\_\_

4. Do you believe you are able to work under pressure?

Yes \_\_\_ No \_\_\_

5. Where you sent alone on your expatriation process?

Yes\_\_\_ No\_\_\_

(If your answer is **YES**, please go to question 7).

6. Who accompanies you?

a) Wife \_\_\_\_\_ b) Children \_\_\_\_\_ c) Other \_\_\_\_\_

In the following section please rank the importance of the different issues involved in the expatriation process, assigning a number from 1 to 5, where 1 is the least important whereas 5 is the most important issue.

7. How do you consider your pre-departure training?

|          |     |         |      |           |
|----------|-----|---------|------|-----------|
| 1        | 2   | 3       | 4    | 5         |
| very bad | bad | regular | good | very good |

8. How do you consider your host country training?

|          |     |         |      |           |
|----------|-----|---------|------|-----------|
| 1        | 2   | 3       | 4    | 5         |
| very bad | bad | regular | good | very good |

9. How do you consider your new position within the company, comparing it with the one you had in your home country?

|          |     |         |      |           |
|----------|-----|---------|------|-----------|
| 1        | 2   | 3       | 4    | 5         |
| very bad | bad | regular | good | very good |

**Please indicate the answer that best fits your opinion by marking a cross (X) in the correspondent space:**

10. What aspects do you believe that should have been more emphasized in your training?

- a) Intercultural \_\_\_\_\_      b) Work-related \_\_\_\_\_      c) Family adjustment training \_\_\_\_\_  
d) Expatriate's pre-departure training \_\_\_\_\_      e) Socialization \_\_\_\_\_  
f) Other \_\_\_\_\_

11. Do you believe your position within the company is due to your skills to perform the tasks or to your personal interest?

- a) Due to my skills \_\_\_\_\_      b) Due to my personal interest towards the tasks to be performed \_\_\_\_\_  
c) Other \_\_\_\_\_

12. Did you volunteered for expatriation or were you specifically selected?

- a) I volunteered for expatriation \_\_\_\_\_      b) I was specifically selected \_\_\_\_\_  
c) Other \_\_\_\_\_

13. Please rank the following cultural differences that you find between China and your home country, according to your own opinion, being 1 the most relevant difference and 10 the most irrelevant difference.

| <i>Cultural differences</i>               | <i>Rank order</i> |
|---|-------------------|
| 1. Language, traditions, customs, etc.    | _____             |
| 2. Personal relationships                 | _____             |
| 3. Working methods                        | _____             |
| 4. The way of socializing with co-workers | _____             |
| 5. Way of approaching to superiors        | _____             |
| 6. Rewarding methods                      | _____             |
| 7. Organizational culture                 | _____             |
| 8. Way of living (housing, schools, etc.) | _____             |
| 9. Loyalty towards the company            | _____             |
| 10. 10. Family structure                  | _____             |

14. *For how long have you been assigned to work as an expatriate?*

- a) 1–6 months\_\_\_\_                      b ) 6 months - 1 year\_\_\_\_                      c) 1 year - 2 years\_\_\_\_  
d) More than 2 years\_\_\_\_                      e) Other \_\_\_\_\_

15. Will you have any kind of assistance in your home country on your repatriation?

Yes\_\_\_\_                      No\_\_\_\_

(If your answer is **NO**, please go to question **17**))

16. Please name the kinds of assistance that you have been guaranteed to have on your return to your home country:

|       |       |
|-------|-------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

17. Please name the kinds of assistance that you would have liked to have on your return to your home country:

|       |       |
|-------|-------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

Gender: M\_\_\_\_ F\_\_\_\_

Age: \_\_\_\_\_

Home country: \_\_\_\_\_

Host country and city: \_\_\_\_\_

Company: \_\_\_\_\_

Position within the company: \_\_\_\_\_

We really appreciate your collaboration.

Thank you for your time!