

TABLE OF CONTENTS

Abstract.....	I
Chinese Abstract	II
Table of Contents	III
List of Figures	V
List of Tables.....	VI
CHAPTER I. INTRODUCTION.....	1
Background of the Study	1
Statement of the Problem.....	2
Purposes of the Study.....	3
Research Questions of the Study	3
Significance of the Study	4
Delimitations.....	4
Definition of Terms	5
CHAPTER II. LITERATURE REVIEW.....	7
Affective Commitment	7
Human Resource Practices	10
Cross-cultural Communications.....	14
Effectiveness of Cross-cultural Communications.....	19
Factors Influencing Individual Effective Cross-cultural Communications.....	21
Migrant Worker Policy in Taiwan.....	27
CHAPTER III. METHODOLOGY	31
Research Framework	31
Research Methods.....	33
Research Procedure.....	33
Research Subjects	34
Instrumentation	36
Data Collection	39
Data Analysis	39
Reliability and Validity	40
CHAPTER IV. FINDINGS AND DISCUSSIONS	49
General Characteristics of the Sample.....	49
Correlation and Regression Analysis of Variables.....	60
CHAPTER V. CONCLUSIONS AND RECOMMENDATIONS	65
Conclusions.....	65

Limitations	69
Recommendations.....	70
REFERENCES	73
APPENDIX A: QUESTIONNAIRE (ENGLISH).....	81
APPENDIX B: QUESTIONNAIRE (INDONESIAN).....	87