

Career Verdure And Wellness Signification Among Academic Expatriate Members Of Malaysian Private University

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ABSTRACT

The influx of professionals from abroad through the diaspora of career exploration shows a significant increase. Rationally, expatriate individuals who decided to expat must intend to utilise the development of their career development in the host country. In line with the era of globalisation and internationalisation policy of higher education, the understanding of the significance of the career verdure and wellness of expatriates is a critical element in the career development of international staff. The two main objectives of this study are (i) to identify the significance of career verdure and wellness among expatriate academics members of Private Universities of Malaysia and (ii) to work on an assessment that shows the tendency of expatriates in making choices to work in Private Universities of Malaysia. Based on the determination made from the purposeful sampling, a total of 35 expatriate academicians from three private universities willingly gave their consent to participate as study informants. Using a qualitative approach through in-depth interview methods, this study identifies the relevance of expatriate academicians' attendance who choose to serve in Private Universities of Malaysia and the significance of verdure and wellness in expatriate career achievement as an academician. The results of the research include four (4) key findings namely (i) Generating Income Maximization, (ii) Conducive Workplace Environment, (iii) Stimulus of Targeted Job Movement and (iv) Harmony of the Host Country. The findings clearly show that these expatriate academicians have used career paths through expatriation done to develop their careers, further achieving a level of success in a much better direction than what they gained while in their home country. Meanwhile the tendency of the decision to migrate among the expatriates is also seen as a relevant initiative on the part of the university management in order to optimally realize efforts to recruit, select and retain international staff, especially in Private Universities of Malaysia.

Keywords: Academic Expatriate, Career Verdure and Wellness, Conducive Workplace Environment, Harmonious Host Country.

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INTRODUCTION

The wave of globalisation involving the phenomenon of internationalisation has contributed to the increasing number of academicians of independent expatriates to expat all over the world in order to gain valuable experience, especially when it is tied to career development (Irma Wani *et al.*, 2020). In line with the development of higher education today, the presence of expatriate's academicians in private universities is synonymous with the internationalisation policy aimed at the development of higher education. The main focus of expatriates performed by expatriate academicians is indeed to get as much profit as possible and be able to provide benefits and advantages to aspects of life and career. In addition, this expatriation is done to get new values to replace the old values in life which is something that often burdens expatriate academicians while in their home country (Muhammad Safuan *et al.*, 2016). Based on the popularity of expatriate academicians' destinations, Malaysia is often listed globally as one of the five destinations in the Asia Pacific region which is able to provide a level of satisfaction in terms of good quality of life and guaranteed (Utusan Malaysia, 2019). For developing countries such as Malaysia, the phenomenon of the influx of professionals from abroad is increasingly showing rapid increase. The arrival of professional expatriates from abroad to serve in Malaysia is one of the steps to provide diversity of knowledge and complement the diversity of expertise of local workers in achieving the status of a developed country (Irma Wani *et al.*, 2017).

Malaysia also acknowledges that the entry of expatriates into the country is to meet the shortage of skilled and professional manpower in various fields where it is expected to have the expertise and skills from abroad for a period of 10 to 20 years in the future (Miandy and Azirah 2019).

The field of higher education in particular has shown a significant increase in the dependence of professionals from abroad referring to its main factor, namely international expatriate academicians serving in Malaysian Institutions of Higher Learning. The increase in international mobility in the 20th century and by the 21st century has been linked to the growing demand rate of expatriate scholars in developing countries such as Malaysia (Miandy dan Azirah, 2019). This is due to the lack of number of local academic scholars who have expertise in various specialised and contemporary fields. With the need to meet the diversity of knowledge, diversity of experience, high skills and expertise of academics at local universities, the recruitment of international staff will surely bear fruit in developing quality human capital in the county (Trembath, 2016). In line with the era of globalisation that is synonymous with the internationalisation policy of national higher education, the deep understanding of the significance of migration decision making by global scholars is something relevant in assisting the recruitment, selection and retention of expatriate academic staff in the future (Irma Wani *et al.*, 2016a).

LITERATURE REVIEW

Before deciding to make an expatriation, an important element considered by independent expatriates is to utilise the development of career development in the host country. The advantage in terms of obtaining future career development opportunities is the main goal of expatriates to do expatriation. Decision making made by expatriates in making expatriates is certainly driven by the existence of professional career development opportunities abroad (Muhammad Safuan *et al.*, 2015; 2016; Rudie Adie *et al.*, 2016; Irma Wani *et al.*, 2020). According to Irma Wani *et al.*, (2020), the decision taken to do international expatriation in itself creates a much better career development opportunity.

The success of a career as an expatriate academician certainly depends on the diversity of factors that are the main backbone to their retention in the host country. The research conducted by Ramya and Sofri (2018), explained that there are three main factors that are the main backbone to the presence and retention of expatriates in the host country in influencing their careers. Among them are the satisfaction of the career done, the adjustment of a field of work as well as the classification of the scope and responsibilities of the job carried. The determination of the success of expatriates in the host country can also be seen through the adaptation of expatriates with the foreign culture of the host country which indeed has a clear difference with the county of origin (Irma Wani, 2019a). According to Irma Wani, (2019c) fluency in speaking using the medium of communication of the local community of the host county must be one of the important elements for the expatriate community to ensure the survival of life while in the host county.

For professionals such as academics expatriates in economic terms also play an important role in ensuring the retention of expats in the host county. Irma Wani *et al.*, (2020) and Muhammad Safuan, *et al.*,(2015) have stated that economic motivation is very important and suggested that the host country should provide higher allowances and incentives if it wants these expatriates to continue to serve in the country. Furthermore, according to Rudie Adie *et al.*, (2016) rationally expatriates take action to perform expatriation is due to the total salary difference received in the host country. Meanwhile, Amer (2015) stated that in order to give confidence to expatriates, the main factor that can influence their decision is if the party offering the job can provide the best income in the current job market. However, McNulty (2016), focuses on matters involving workers working abroad, the extrinsic rewards given by employers are certainly lucrative and profitable compared to the rewards given to those working in the country. Among the forms of reward policy that are always offered to international academics include promotion opportunities and higher positions based on qualifications and experience, better salary offers, attractive compensation packages and professional freedom which refers to career freedom (Atif, Palwasha and Syed Muzaffar, 2017; Ramya and Sofri, 2018; Bakel and Susan, 2019; Irma Wani *et al.*, 2020). This clearly shows that a salary offer that is able to provide high profits earned by expatriate academicians while in the host country has a continuity which relates to motivation when making a decision. Moreover, political stability is also an important issue that expatriate academicians should consider before deciding to expat. The choice of the destination of the host country to be a career destination must be directed to a country

that can guarantee their own safety while in the country. The political stability of a country can be identified through several indicators namely the lack of terrorist activity, insurrection and riots that occur in a country, the existence of constitutional government, the absence of changes in government structure and the lack of armed attacks which involves war (Van Hear, Bakewell, and Long, 2017; Irma Wani *et al.*, 2020). The political stability of a country can also be seen from the life span of a government and resilience which is equated with the period of governing of a government which reflects the lack of frequency of political change of a country (Muhammad Safuan *et al.*, 2017). Meanwhile, Castelli (2018) explained in his study on the type of government that rules in a country is also an important factor contributing to the occurrence of expatriation out of the country of origin.

According to Bygnes and Flipo (2017), it has been proven and shown historically that the expatriate movement in expatriation is due to the political conflict that occurred in their country of origin. Political instability is also associated with various problems and activities of internal violence that occur in a country such as armed conflict, power struggles between the two parties, troubled political conditions and social discrimination against race and religion also contribute to the expatriation. Much research on international expatriates has confirmed political instability to be one of the pushing factors for expatriates deciding to expatriate. The issue of terrorism that occurs such as the issue of war is not a new thing in the world community today. According to Meseguer and Burgess (2014), in his writing states such a thing can be seen in the historical facts recorded so long ago. Most researchers use the term violence to describe an unstable phenomenon in the life of a society in a country. Frequent events that were prone to violent such as war, conquests and coups caused the people in the country to decide in leaving their home country by finding a new destination that they believed is safe to live. Based on the three themes explained in the expatriate management literature above, it has been shown that every decision to make an expatriate is driven by various factors whether it is identified as a repulsion factor originating from the country of origin or a factor of attraction from the host country.

The main focus of expatriation is to get as many positive aspects as possible to life and career. Therefore, this study focuses on identifying the significance of career verdure and wellness among expatriate academicians serving in Malaysian Private Universities. The diversity of expatriation boosters as discussed in the expatriate management literature above proves that there is a relationship between expatriate boosters and positive significance on expansion, verdure and wellness which clearly has continuity with one another. Therefore, it is hoped that the research presented will also work on the assessment in showing the academic tendency of expatriates to choose to work in Malaysian Private Universities, thus being able to fill the gap of literature highlights related to the careers of expatriate academicians.

METHODOLOGY

This research used qualitative research approach which is case study and in-depth interview method to obtain empirical data from the feedback given by the informants

(Babbie, 2017). The advantage of qualitative research using case study is to be able to expound a phenomenon that is yet known and at the same time can provide an explanation regarding an event that has occurred (Piaw, 2006). By using the sampling techniques in this research, it has the advantage because only subjects with certain characteristics are selected to be the informants of the study (Eriksson and Kovalainen, 2016). In the context of this research, the sampling aims in using the population in the expatriate academics at three (3) case study locations where it was based on four criteria that have been set. A total of 35 expatriate academicians were involved in this research. All of them were interviewed using a semi-structured interview to obtain feedback and then the data obtained was then processed through inductive analysis transcribing the interview audio into text form (Seidman, 2006). After that the categorisation of themes in details through the coding process is an important step in the process of analysing the data to generate actual study findings (Creswell, 2014).

level of education and marital status. This research involved a total of 35 informants of which 22 people equivalent to 63.0 percent are male informants and the remaining 13 people are female informants which is equivalent to 37.0 percent. Most of the informants belong to the age range between 30-39 years, which were 13 people equivalent to 37.0 percent. Informants aged 40 to 49 years recorded a total of 8 people equivalent to 23.0 percent who were involvement in this research. For informants aged 20 to 29, it recorded a total of 6 people equivalent to 17.0 percent. While the informants aged 50 to 59 years is a total of 5 people equivalent to 14.0 percent and the remaining 3 informants are those aged over 60 years and above equivalent to 9.0 percent. Furthermore, the informants involved in this study had the highest level of education at the Master's Degree Level (Master) as many as 16 people equivalent to 46.0 percent and the remaining 19 people are as much as 54.0 percent, were holders of Doctor of Philosophy Degrees (PhD). In terms of the status of the informants, those involved were those with a single status of 21 people equivalent to 60.0 percent and those who were married are 14 people equivalent to 40.0 percent.

Demography

Table 1 listed the demographic profile of the informants which contained four main variables namely gender, age,

Table 1: Demographic Profile of Informants Research

| Variable | Frequency | Percentage (%) |
|-----------------------------------|-----------|----------------|
| <i>Gender</i> | | |
| Male | 22 | 63.0 |
| Female | 13 | 37.0 |
| <i>Age (Year)</i> | | |
| 20-29 | 6 | 17.0 |
| 30-39 | 13 | 37.0 |
| 40-49 | 8 | 23.0 |
| 50-59 | 5 | 14.0 |
| >60 | 3 | 9.0 |
| <i>Education Level</i> | | |
| Master's Degree | 16 | 46.0 |
| Doctor of Philosophy Degree (PhD) | 19 | 54.0 |
| <i>Marital Status</i> | | |
| Single | 21 | 60.0 |
| Married | 14 | 40.0 |

RESEARCH RESULTS

The main objective of this research is to identify the significance of career verdure and wellness among expatriate academicians serving in Malaysian Private Universities, has led to findings on the expatriate academicians' tendencies in making choices to work in Malaysian Private Universities. The results of interviews

with thirty five informants have related the significance of the career verdure and wellness of the expatriate academicians as (i) Generating Income Maximisation, (ii) Conducive Workplace Environment, (iii) Stimulation of Targeted Movement (iv) Harmony of the Host Country as illustrated in Figure 1 below.

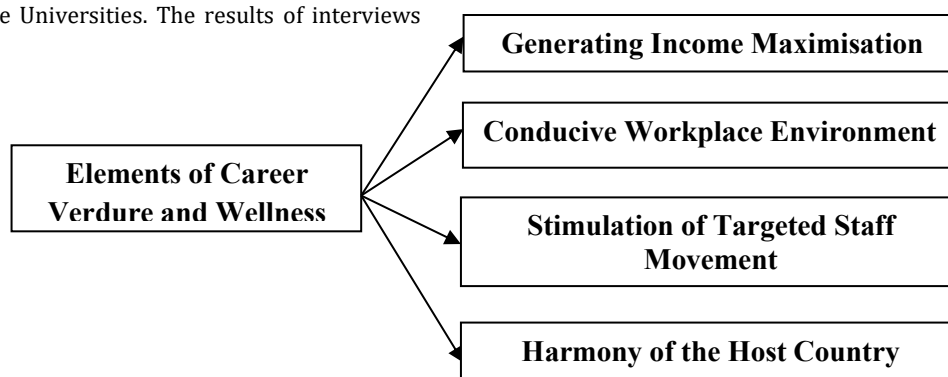


Figure 1: Elements of Verdure and Wellness

Career verdure and wellness is understood to be one of the advantages gained by expatriate academicians in career development that gives positive returns or benefits to themselves, as a result of expatriates performing in the host country. In performing expatriation, the selection of the right location plays an important role in ensuring that the expatriates able to bring positive significance. For independent expatriates such as expatriate academicians who have decided to go abroad, the basic thing to consider is choosing the right expatriate location (McNulty and Hutchings, 2016; Majid and Kamarul, 2018). This is because the main purpose of expatriation is to change the conditions of life and career from less satisfactory to better.

Generating Income Maximisation

In this research, there are four significant decision making that have been identified in terms of expatriate careers as academicians. The first is to earn a lucrative income opportunity. Naturally an employee, would surely want to earn a high income in every job you do. According to Irma Wani *et al.*, (2020), the desire for extrinsic and intrinsic gain is the main target for every individual who is expatriate. A total of 26 expatriate academicians have linked these elements and claimed that they themselves benefited by doing expatriations. This can be seen in Table 2 below:

Table 2: Implications for Individual Self-Development in Terms of Lucrative Income

| University I | University II | University III |
|------------------------|------------------------|------------------------|
| Expatriate Academic 1 | Expatriate Academic 13 | Expatriate Academic 23 |
| Expatriate Academic 3 | Expatriate Academic 15 | Expatriate Academic 25 |
| Expatriate Academic 4 | Expatriate Academic 16 | Expatriate Academic 26 |
| Expatriate Academic 7 | Expatriate Academic 17 | Expatriate Academic 27 |
| Expatriate Academic 8 | Expatriate Academic 18 | Expatriate Academic 28 |
| Expatriate Academic 10 | Expatriate Academic 19 | Expatriate Academic 30 |
| Expatriate Academic 12 | Expatriate Academic 20 | Expatriate Academic 31 |
| | Expatriate Academic 21 | Expatriate Academic 32 |
| | Expatriate Academic 22 | Expatriate Academic 33 |
| | | Expatriate Academic 35 |

A total of 26 expatriate academicians believed that the expatriate diaspora experienced has given the them the advantage to earn a lucrative income as a significant decision-making on career verdure and wellness in Malaysian Private Universities. According to the Expatriate Academician 4, 17 and 35, the salary they received in their country of origin is much lower compared to the salary earned at universities in Malaysia. This can be seen through the original statement of the three informants below:

“My intention while in my home country was to get out of there and go to a place that could give me high salary. Because of my intention, I came to Malaysia and trying my luck here. My dream came true, I was able to secure a job as an academician in a university with a much higher salary than what I earned in my home country. But do not misunderstand, the salary I earn is commensurate with the experience and expertise I have. If you have those two things, you are definitely eligible for a higher salary.” (Expatriate Academician 4)

“Generating as much income as possible is a normal thing for expatriates like us. To migrate out of our land to a place that is so foreign is logically needs a great sacrifice. Not only from the perspective of physical ability to deal with a foreign environment, but also mental resilience should be in line with the transfer. When you move out, you not only leave your comfort zone but also comfort zone of being surrounded by family and close friends. It is therefore ideal for us to get the reciprocal of such sacrifices in terms of income earned in the host country.” (Expatriate Academician 17)

“The challenging economic environment in my country puts me in a desperate position to earn a living abroad. This is because I believe it is the best opportunity to save yourself, family and career. Higher education background, work experience in the field classified as “rare” and known as “brainers of the organisation” made it easier for me to get a job offer that provides a worthwhile advantage in terms of income and prestige. The double salary due to the high

currency exchange here compared to my home country has given me the advantage to also support the family life left far away in my hometown.” (Expatriate Academician 35)

From the original statement of the Expatriate Academician 4, 17 and 35 above, it is very clear that the main purpose of their expatriation is to make profit in terms of a lucrative income. The result of this findings is consistent and supported the study conducted by Muhammad Safuan *et al.*, (2015) and Irma Wani *et al.*, (2020), that the main reason expatriate academicians continue their careers abroad is to obtain a more lucrative salary offer and considered relevant. The action taken by these three expatriate academicians in deciding to do expatriation is a rational action and proven to affect their live changing careers and lives while in their home country.

Receiving higher salary offers are also an attractive force that can give positive significance to international expatriate’s careers and can fulfil the lucrative income while serving in the host country (Amer, 2015; McNulty, 2016).The results of this study prove that a career as an academician is able to have positive implications in terms of earning a lucrative income for independent expatriates.

Conducive Workplace Environment

The second significance can be seen in terms of expatriate academicians’ career in three private universities. This is through the atmosphere that occurs in the workplace that refers to a conducive workplace environment. According to Rashid (2014), the harmony that exists in the workplace refers to situations where expatriate academicians do not feel any tense pressure while serving in an organisation. This is supported by the statement of Expatriate Academician 11, throughout the stay, the opportunity is used as much as possible to gain valuable experience working with others in a conducive environment with renowned academician scholars with extensive experience. Expatriate Academician 19 and 31 stated that during their stay at University II and III, they

were very satisfied with the working environment that is surrounded with colleagues who consist of expatriate communities of whom were considered as their own families and do not feel like strangers. This is clearly supported by the results of a study conducted by Irma Wani, (2019d) that a working environment that has a large expatriate community can reduce stress thus

encouraging expatriates to stay longer in the host country. Naturally when becoming an expatriate and living in the host country, the feeling of longing for family in the country of origin always exists. With the value of closeness with the expatriate community that is considered as their own family would not make them feel like a foreigner in the host country.

Table 3: Implications of Individual Self-Development in Terms of Harmony in the Workplace

| University I | University II | University III |
|------------------------|------------------------|------------------------|
| Expatriate Academic 2 | Expatriate Academic 13 | Expatriate Academic 23 |
| Expatriate Academic 3 | Expatriate Academic 14 | Expatriate Academic 24 |
| Expatriate Academic 5 | Expatriate Academic 16 | Expatriate Academic 28 |
| Expatriate Academic 6 | Expatriate Academic 19 | Expatriate Academic 29 |
| Expatriate Academic 11 | Expatriate Academic 21 | Expatriate Academic 31 |
| | | Expatriate Academic 32 |
| | | Expatriate Academic 34 |

“The advantage of this University I is that I can interact with great and knowledgeable scholars myself. The intellectual climate here is completely different from my home country. Although they have held the position of professor, but they have never been proud, looked down on me instead they give guidance to new people like me. Attending workshops or seminars with them is a great opportunity for me to be like them.” (Expatriate Academician 11)

“During the time that I was working in University II, I was very happy with the working environment here. I did not feel the pressure being a foreigner because there were many academic staff here were also expatriate came from various countries and this cannot be found in other universities. People here were opened, you can greet everyone easily. All I can say is that the working environment we practiced prone to the concept of ‘open door’ whereby we can meet to discuss, share knowledge, and talk without any hindrance at any time.” (Expatriate Academician 19)

“One of the advantages choosing this university is the chain of friendship consisted of expatriate families and staff of non-expatriate. Almost every weekend we were invited for dinner or birthday celebrations in the homes of expatriates and non-expatriates. We did not feel lost or miss our families back home. They were just like our families. Even my children are closed with the children of the staff here. This is probably because they met at the same school.” (Expatriate Academician 31)

The existence of a harmonious atmosphere in the workplace as shown by the Expatriate Academician 11, 19 and 31 above clearly showcases the results of their selection to pursue a career at a private university in Malaysia is a right decision. There is many significant positivity that indirectly have continuity with verdure and wellness of their career working in Malaysia. Among

them resulted by the decisions made by them, gives them the opportunity to interact with expatriate academicians who came from various countries, doing joint research and able to share knowledge and skills possessed by other expatriate academicians. This is in line with the statement of Muhammad Safuan *et al.*, (2016) and Irma Wani *et al.*, (2016b) who confirmed that the results of the expatriation will open up various opportunities and space for expatriate academicians to interact with colleagues who have expertise and experience. This has a positive impact on continuous learning and the development of professional expertise at a higher level. The working environment surrounded by majority of its staff are expatriates can reduce stress and this in turn can have a positive impact on self-confidence as well as attract expatriates to stay longer in the host country (Paul, Marloes and Marc, 2016; Rocke, 2017; Majid and Kamarul, 2018; Irma Wani, 2019a). The golden opportunity obtained will certainly not be felt when compared to when they were in their home country because the opportunity, they have now will give a ray of success to their career as academician while serving in Malaysian private universities.

Stimulation of Targeted Staff Movement

Next, the significance of the third career verdure and wellness is the stimulation of targeted promotion where the opportunity is not obtained while in the country of origin. Referring to Table 4 below, a total of 15 expatriate academicians have linked the matter with the opportunity to get a promotion in terms of the title of senior lecturer to professor. Even the stimulus of the targeted staff movement also refers to the provision of opportunities to hold senior management positions while become an expatriate academician in Malaysian private university.

Table 4: Implications of Career Verdure and Wellness in Terms of Stimulation of Targeted Job Movement

| University I | University II | University III |
|------------------------|------------------------|------------------------|
| Expatriate Academic 3 | Expatriate Academic 13 | Expatriate Academic 23 |
| Expatriate Academic 6 | Expatriate Academic 15 | Expatriate Academic 26 |
| Expatriate Academic 7 | Expatriate Academic 18 | Expatriate Academic 28 |
| Expatriate Academic 9 | Expatriate Academic 22 | Expatriate Academic 31 |
| Expatriate Academic 10 | | Expatriate Academic 33 |

The results of the study show that there are 15 expatriate academicians from the entire informants stated that the

significance of career verdure and wellness in terms of stimulation of targeted staff movement is one of the

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aspects of career development that are valuable in their career development. This is clearly seen through the statement of Expatriate Academician 9 who successfully obtained the promotion to the professor, while Expatriate Academician 15 and 26 have been entrusted to hold various important administrative positions throughout their service at the private university. This matter can be seen in the original statements below:

“My personal view is that after so long in the field of academics as an academician, this is one of the jobs that have a significant career consolidation based on the relatively strict annual performance achievement. To have the opportunity to be promoted, the academician must prove that he or she is truly qualified and has met the criteria set by the university. Therefore, it is not just a question of whether you are a citizen or an expatriate to enjoy the promotion. It is like the saying ‘you get what you earn’. This is because the nature of the targeted staff movement set by the Ministry of Higher Education Malaysia is equal and based on one’s merit. And I am confident that my recent promotion as a professor is something that cannot be disputed by any party because all academicians have the opportunity to get the same opportunity.” (Expatriate Academician 9)

“During my time in Malaysia and serving in this University, I never stopped taking on administrative responsibilities. It was tiring but very valuable. It gives a work experience and an advantage especially for us expatriates. We need employer’s support and high marks on annual performance before getting approval to extend the service contract. One more thing, the management position held by expatriates in the context of university administration has opened up many opportunities for me to serve with the strong support of local staff who have high expectation of the best service from me. This combination actually puts international staff to be at the same par without discrimination and this makes me very proud of being valued by employers and colleagues.” (Expatriate Academician 15)

“The diversity of experiences gained from working around the world, personally has been a bonus to me especially when exposed to university management. Believe it or not, the quality of service of an organisation desperately needs the commitment of staff who both want to help improve the effectiveness of the university’s internationalisation system. Academicians from various educational backgrounds and experienced are considered to have ‘versatile’ and relevant elements to stimulate the arrival of foreign students. Therefore, these advantages can increase the ranking of

the university as a hub of excellence in education of international standard. It is something very common when we (prospective students and employees) refer to the Internationalisation Policy of a university to ensure that we get the best service from the system. (Expatriate Academician 26)

With the opportunity given by the administration of Universities I, II and III to Expatriates Academician 9, 15 and 26 provide an opportunity to experience useful experiences for themselves. Expatriate Academician 9, 15 and 26 successfully made them enjoy the advantages in terms of higher promotion through position from associate professor to full professor. Opportunities or profits gained by these expatriate academicians can be considered as coincidental factors that are stimulated by motivating factors in providing valuable experiences for themselves (Irma Wani, Norazah and Muhammad Safuan, 2012; Tahira, Syed Fida and Khalid, 2014; Yanadori Yoshio, 2015; Irma Wani *et al.*, 2018). From what the expatriate academician mentioned above, independent expatriates who have a lot of international experience gain the advantage by being given the opportunity to hold various important positions at the university. This may illustrate that expatriate academicians like them indeed have high ambitions in consolidating their careers (Rudie *et al.*, 2016; McNulty and Vance, 2017; Saba, Dilek and Gamze, 2018; Irma Wani *et al.*, 2020)

Harmony of the Host Country

Apart from that, the significance of career verdure and wellness in the host country is also seen through the peaceful situation in Malaysia which is associated with the expatriate scenario while in the country of origin. Forced to live a bitter life and through a career in an insecure country environment has proven that expatriate movement out of the country of origin is due to the situation in the insecure country (Bygnes, 2017; Muhammad Safuan *et al.*, 2017; Irma Wani, 2019b; Irma Wani *et al.*, 2020). Malaysia is one of the countries that is indeed able to guarantee peacefulness from all forms of chaos and is often the choice of expatriate academicians to continue their lives and careers.

Based on Table 5 below, a total of 29 expatriate academicians have linked the peaceful situation in Malaysia as a matter that gives positive significance to their comfort in pursuing a career in private university in Malaysia as a professional academician.

Table 5: Significance of Career Verdure and Wellness in Terms of Harmony of the Host Country

| University I | University II | University III |
|------------------------|------------------------|------------------------|
| Expatriate Academic 1 | Expatriate Academic 13 | Expatriate Academic 23 |
| Expatriate Academic 2 | Expatriate Academic 14 | Expatriate Academic 24 |
| Expatriate Academic 3 | Expatriate Academic 15 | Expatriate Academic 26 |
| Expatriate Academic 6 | Expatriate Academic 16 | Expatriate Academic 27 |
| Expatriate Academic 7 | Expatriate Academic 17 | Expatriate Academic 29 |
| Expatriate Academic 9 | Expatriate Academic 18 | Expatriate Academic 30 |
| Expatriate Academic 10 | Expatriate Academic 19 | Expatriate Academic 31 |
| Expatriate Academic 11 | Expatriate Academic 20 | Expatriate Academic 32 |
| Expatriate Academic 12 | Expatriate Academic 21 | Expatriate Academic 33 |
| | Expatriate Academic 22 | Expatriate Academic 35 |

Based on interviews conducted on peaceful situation in Malaysia as a cause that gives positive significance to the verdure and wellness of expatriate academicians’ career, these factors have given confidence to expatriate academicians in pursuing careers in the host country. This can be supported by the statement of Expatriate

Academician 1, 18 and 33 which states that peacefulness in Malaysia has helped their careers a lot and this can be seen clearly through the original statement below:

“As an expatriate who always move from one country to another like me, the important factor to take into consideration is the political situation in that country.

There is no expatriate who would come to a country if the country is in the unsafe state even though the salary offered is high. Personal safety is the important issue for every human being in this world. Malaysia is peaceful, far from all forms of chaos unlike in my country which is full of revolts every day and everywhere. My life is stressed and feeling unsafe. Malaysia is the right choice for me and my family." (Expatriate Academician 1)

"The peaceful and harmony environment existed in Malaysia gives the best opportunity to my children to get the best opportunity to further study in this country without any disturbance compared to my country of origin. Since the beginning, the political situation in Malaysia is very stable. If there is any form of chaos happens that comes from the citizen or outsider, the government is able to control the situation quickly. This gives a hundred percent believe to me and my family that we are safe to be in this country." (Expatriate Academician 18)

"I came to Malaysia on the recommendation of my expatriate friends who have been serving in this University for quite a long period of time. There is no negative comment about the politics in this country. No street demonstration, picket or strike from the citizen like in my country. In fact, they praised the system of government in Malaysia where every citizen receives equal opportunities regardless of race and religion. The same conducive culture has also been applied here to the international staff employees by receiving equal treatment with local staff." Expatriate Academician 33)

From the original statement given by Expatriate Academician 1, 18 and 33 proves that the peaceful situation in Malaysia has brought a new perspective and spirit to their careers as expatriate academicians which helps smoothen their career planning without any complications. Through the statement given by the three expatriate academicians clearly shows their regret while in the country of origin that does not give any meaning to their careers due to the instable political situation in their country. The insecurity environment caused by negative issues such as war, riots that occur in a country will certainly cause the education system to not develop and in turn will lead to negative effects on the provision of infrastructure that will hamper a country's educational goals (Bygnes and Flipo, 2017; Van Hear, Bakewell and Long, 2017; Muhammad Safuan *et al.*, 2017). With the security being guaranteed in this country, it will definitely make the expatriate academicians feels safe throughout their career in the host country. The existence of peaceful political in the country is very important for expatriate academicians because it guarantees the positive significance towards their careers.

CONCLUSION

The overall discussion in this research clearly proves that the academic results of expatriates in doing expatriation is Malaysia in general, and in private universities in Malaysia in particular have given many advantages to their career development as an academician. The findings of the study obtained from all the above expatriate academicians have shown that they use various criteria to relate the significance to the verdure and wellness of their careers as an expatriate academician. The variety of themes obtained from the feedback given by the expatriate academicians have shown that they used various elements to justify every expatriate decision made.

The themes discussed above are obtained through the results of expatriates conducted by expatriate academicians abroad who have been able to give positive significance to the verdure and wellness of their careers where such things will not be obtained compared to when they were in their home country. All four findings have shown that all expatriate academicians have fully utilise the opportunities while serving in this host country. The advantage of expatriation over the consolidation of individual careers opens up opportunities for expatriate academicians to experience and enjoy the benefits of being in the host country. Apart from that, all the research findings obtained above clearly show that the significance of expatriate results for expatriate academician is to have dependence on each other where the main purpose of expatriation is done is to change lives for the better and more secure.

This can be seen when all 35 expatriate academicians involved will relate one theme to the other representing each decision for themselves. Every decision taken by expatriate academician is being thoroughly planned to ensure the decision made is the right action. All the findings stated by the 35 expatriate academicians in this research are in accordance with the assessment of their personal perspective which is not influenced by any interested parties. The experience of serving in the home country greatly influences the decisions taken due to the surrounding conditions and the quality of life in the home country which is not very satisfactory.

From an international human resource management perspective, employers should be aware that the positive significance of career verdure and wellness is indeed synonymous with the expatriate community when discussing the issue of expatriation. The advantages gained will expose expatriate academicians to new things which can give them a sense of difference in their lives and careers. The implications for the context of the management of a country's institutions of higher learning should be aware that the nature of a career as an expatriate academician is to find better opportunities than what they have achieved before. This opportunity is an encouragement that succeeds in attracting the interest of expatriate academicians to do expatriation from one country to another.

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