



LAMPIRAN 1

Kuesioner Penelitian

Respondent number:

QUESTIONNAIRE EXPATRIATES TEACHERS

Dear Sir/Madam,

My name is Maria de Rosary Happy .S and I am a post graduate student of Magister Management in Soegijapranata Catholic University Semarang. For the purposes of my theses proposal which discuss about foreign workers / expatriates working in Indonesia, especially those working as teachers in Semarang, then plead with the willingness of yours to please complete a questionnaire that i have provided.

In connection with this questionnaire please fill it in accordance with your opinion about various outcomes of intercultural experiences and the impact on expatriates teachers communities and other people. All information will be kept confidential and no names will be used.

Thank you very much for your help and cooperation to fill this questionnaire.

RESPONDENT IDENTITY

Please complete all questions below:

1. Full name : _____
2. Email address : _____
3. Address : _____
4. Telephone : _____

5. Nationality : _____

6. Native language : _____, I also speak _____

7. I have worked as a teacher in Semarang (list dates and year) : _____

8. Office : _____

9. Gender : Male Female

10. What is your current age in years? : _____

11. Education level (check highest level): University (4 years) Masters
 Doctorate

12. Visa Status : _____

13. Motivation to work in Semarang : Sister School/Joint program

Missionary Salary Others,.....

14. What Subject do you teach? : _____



INSTRUMENT OF INTERCULTURAL COMPETENCE

The questions below connecting with your perceptions about various outcomes of intercultural experiences and the impact on expatriates teachers communities and other people. Kindly choose and circle the number from 1 (that shows strongly disagree) to 5 (that indicates strongly agree) in the right side of the statements and fill up the blank lines under the questions.

Attitudes

1.	I'm willing to learn the culture or language in Semarang (Indonesia)	1	2	3	4	5
2.	While in host country, I open-minded with other cultures	1	2	3	4	5
3.	I'm not always adapt in new situations of Semarang (Indonesia)	1	2	3	4	5
4.	I'm not sure I can deal with the stresses of adjusting to Semarang culture	1	2	3	4	5
5.	I don't try to understand difference behavior people, especially Semarang people.	1	2	3	4	5
6.	I don't care what the host people consider my behavior, whether good or bad.	1	2	3	4	5
7.	I believe that I am able to do and working together in a team with Indonesian people, including Semarang people.	1	2	3	4	5

a. How you behave towards the people you meet in Semarang or this country?

b. What factors that inhibit and encourage success in your job?

Knowledge & Comprehension

8. I don't understand about the norms in Semarang (Indonesia)	1	2	3	4	5
9. I know the rules for expressing verbal behaviors in other culture	1	2	3	4	5
10. I don't know some culture signs in Semarang (Indonesia)	1	2	3	4	5
11. I strive to understand and learn the Indonesian (or Semarang) culture.	1	2	3	4	5
12. When meet conflict situations in host country, I prefer dispassionate	1	2	3	4	5
13. I don't know about common behavior of people in Semarang (Indonesia)	1	2	3	4	5
14. I find out that Semarang people are very different with average Indonesian people I have met.	1	2	3	4	5

How you identify behaviors guided by culture and engage in new behaviors in other culture?

Skills

15. I'm not be able to speak and understand Indonesian language	1	2	3	4	5
16. I can show my flexibility when communicate with people in Semarang (Indonesia)	1	2	3	4	5
17. I able to maintain good relationship with people in Semarang (Indonesia)	1	2	3	4	5
18. I have a lot of Indonesian (Semarang) friends.	1	2	3	4	5
19. If I am in difficult situation, I can't discuss with others and solve it	1	2	3	4	5
20. I'm not be able to adapt in different culture and language	1	2	3	4	5
21. I'm involved in some Indonesian community.	1	2	3	4	5

What will you do if you meet different culture situation in Semarang (Indonesia)?

Other Comments:

1. Could you tell me how you can deal with the stresses of adjusting to a new culture?

2. While you are in Semarang (Indonesia), could you share your good and bad experienced ?

3. a. Tell me how you learn about the culture or language in Semarang (Indonesia)?
b. Did you find any difficulties?

4. Tell me how do you survive in a circumstances where the culture is completely different with yours?

5. Kindly tell me how many Indonesian (Semarang) people outside of the school system do you know well by listing the name, profession, and address?

No.	Name	Profession	Address
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			

External Outcome

1. I able to adapt in varying intercultural communication styles	1	2	3	4	5
2. I understand how to express verbal behaviors in intercultural situations	1	2	3	4	5
3. I able to speak Bahasa Indonesia (host language) fluently	1	2	3	4	5
4. I able to interact with people from other cultures	1	2	3	4	5
5. I able to speak uses the conversation pattern with people from othe cultural background	1	2	3	4	5
6. I able to handle situation when meet conflict with other cultures	1	2	3	4	5
7. I understand how to communicate in formal or informal situations of host culture	1	2	3	4	5
8. I able to develop any new intercultural relationship	1	2	3	4	5
9. I able to maintain communication with people from host culture	1	2	3	4	5
10. I understand common behavior of people in Semarang (Indonesia)	1	2	3	4	5

Please add other comments here, if you wish

Semarang, 2013

Respondent,

(.....)

- Thank you -

Respondent number:

QUESTIONNAIRE EXPATRIATE TEACHERS PERFORMANCE

Dear Sir/Madam,

My name is Maria de Rosary Happy .S and I am a post graduate student of Magister Management in Soegijapranata Catholic University Semarang. For the purposes of my theses proposal which discuss about foreign workers / expatriates working in Indonesia, especially those working as teachers in Semarang, then plead with the willingness of yours to please complete a questionnaire that i have provided.

In connection with this questionnaire please fill it in accordance with your opinion about the performance of expatriate teachers who works in your school. All information will be kept confidential and no names will be used.

Thank you very much for your help and cooperation to fill this questionnaire.

RESPONDENT IDENTITY

Please complete all questions below:

1. Full name : _____
2. Email address : _____
3. Address : _____
4. Telephone : _____
5. Nationality : _____

6. Native language : _____, I also speak _____

7. I have worked as a teacher in Semarang (list dates and year): _____

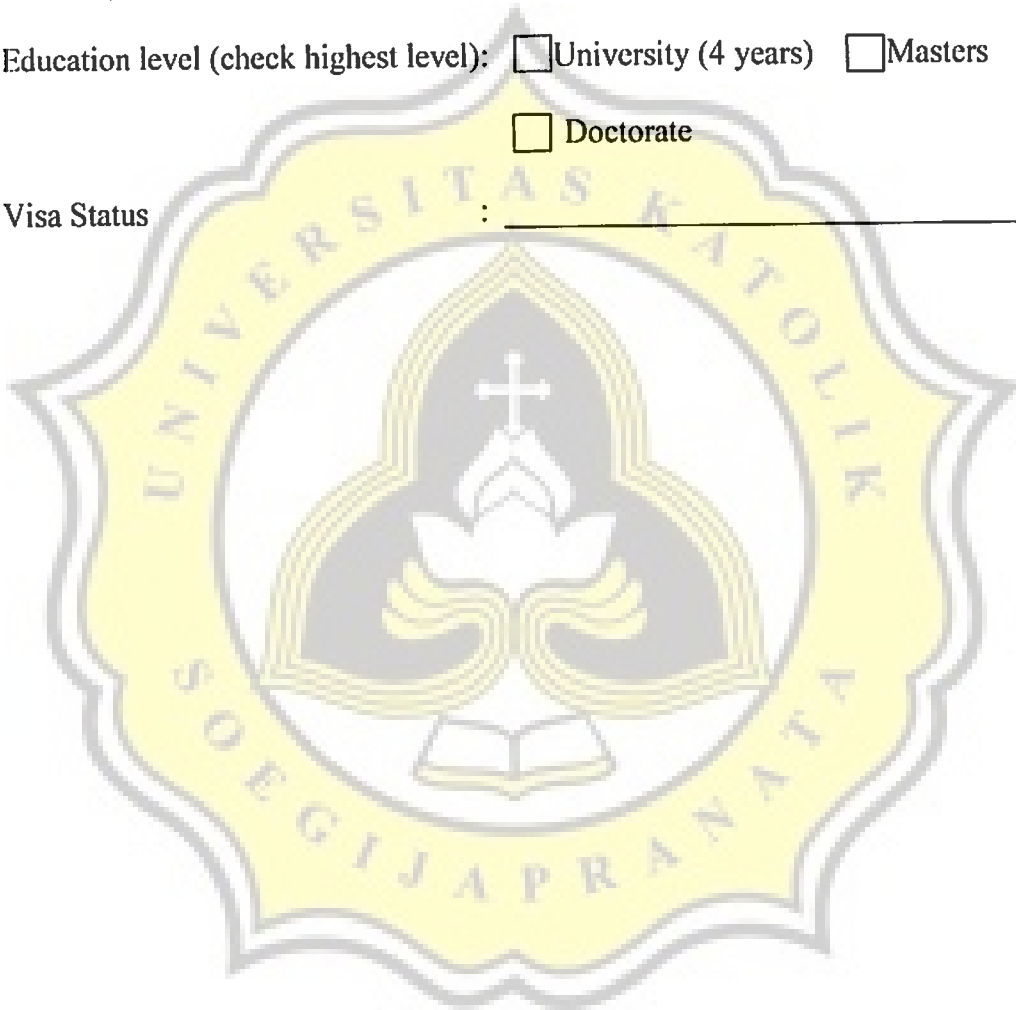
8. Office : _____

9. Gender : Male Female

10. What is your current age in years? : _____

11. Education level (check highest level): University (4 years) Masters
 Doctorate

12. Visa Status : _____



INSTRUMENT OF EXPATRIATE TEACHERS PERFORMANCE

The questions below connecting with your perceptions about the performance of expatriate teachers who work in your school. You have to choose one of the answers below by giving circle on the number. The higher score indicates the greater high performance.

The questionnaire is based on assessment of the performance of teachers in Indonesia.

Never	Rare	Often	Always
1	2	3	4

1. Pedagogic Competence

1. Understanding students well	1	2	3	4
2. Readiness to give lessons and or practicum	1	2	3	4
3. Able to utilize media and learning technologies	1	2	3	4
4. Able to give score to students's assignments and tests	1	2	3	4

2. Professional Competence

1. Able to explain the subjects / topics lessons appropriate	1	2	3	4
2. Able to answer students's questions clearly and in accordance with the questions	1	2	3	4
3. Able to relate the topic lessons with other relevant topic	1	2	3	4
4. Able to mastering the current issues in the lessons taught	1	2	3	4

3. Personality Competence

1. Able to control his/her selves in various situations and conditions	1	2	3	4
2. Wise in taking decisions	1	2	3	4
3. Being a role model in attitude and behavior	1	2	3	4
4. Fair in its treatment of students	1	2	3	4

4. Social Competence

1. Able to express his/her opinion	1	2	3	4
2. Able to accept criticism, suggestions, and opinions of others	1	2	3	4
3. Able to get along with students and colleagues	1	2	3	4
4. Tolerance to student's diversity	1	2	3	4

Sumber : Widoyoko (2012 : 203)

Semarang, 2013

Respondent,

(.....)

-Thank you-

LAMPIRAN 2

Identitas Responden



IDENTITAS RESPONDEN

R	ASAL NEGARA	LAMA MENGAJAR	NAMA SEKOLAH	GENDER	USIA	PENDIDIKAN	STATUS VISA	MOTIVASI	BIDANG STUDI
	X1	X2	X3	X4	X5	X6	X7	X8	X9
1	1	1	1	2	1	1	1	2	8
2	2	1	1	2	1	3	2	4	8
3	3	1	1	2	1	3	2	4	8
4	4	1	2	1	1	1	1	3	3
5	1	2	2	2	4	2	1	2	9
6	5	1	2	2	4	2	1	2	2
7	6	1	2	2	2	1	1	1	4
8	1	3	3	1	2	1	1	3	6
9	1	1	2	1	3	1	1	3	3
10	1	4	2	2	2	1	1	2	9
11	7	1	3	1	2	1	1	3	9,7
12	1	4	2	2	2	2	1	2	9
13	1	4	2	1	2	1	1	2	1
14	7	2	3	1	3	1	1	3	1,2
15	8	1	3	2	1	1	1	3	1
16	9	1	4	2	1	1	1	4	3
17	4	2	5	2	2	2	1	3	8
18	4	2	5	1	2	1	1	3	8
19	4	2	5	2	2	2	1	2	9
20	1	2	6	1	3	2	1	3	3,1
21	1	2	6	1	3	1	1	2	1,13,6
22	1	1	6	2	5	2	1	2	1,11,12,10
23	1	2	6	2	3	1	1	3	3,1
24	5	1	6	2	4	2	1	2	5
25	1	2	6	2	2	2	1	2	1

KETERANGAN

ASAL NEGARA	LAMA MENGAJAR	NAMA SEKOLAH	GENDER	USIA
1. Filipina	1 = 0,3 -1.8	1. Maria Regina School	1 = L	1 = 21 - 26
2. Finlandia	2 = 1.81 - 3.3	2. BBS Jangli	2 = P	2 = 26.5 - 31.5
3. Jerman	3 = 3,32 - 4.8	3. BBS Siranda		3 = 31.6 - 35.6
4. Amerika	4 = 4,83 - 6.3	4. SMA Krista Mitra		4 = 36,7 - 41,7
5. India		5. Semarang Int School		5 = 41,8 - 46,8
6. Cina		6. Singapore Int School		
7. Singapura				
8. Australia				
9. Rusia				

PENDIDIKAN	STATUS VISA	MOTIVASI	BIDANG STUDI
1 = S1	1 = Working Visa	1 = Sister School	1 = Matematika
2 = S2	2 = Social Visit	2 = Salary	2 = Biologi
3 = S1 in process		3 = Lain-lain	3 = Bahasa Inggris
		4 = Volunteer	4 = Bahasa Cina
			5 = Bahasa India
			6 = Olah Raga
			7 = Teknologi Informasi
			8 = Pengetahuan Umum
			9 = Science
			10 = Sejarah
			11 = Akuntansi
			12 = Bisnis
			13 = Geografi

LAMPIRAN 3

Tabulasi Tanggapan Responden



TABULASI TANGGAPAN RESPONDEN

TABULASI ATTITUDES

Responden	1	2	3	4	5	6	7	Jumlah
X ₁	5	5	4	4	5	1	5	29
X ₂	5	5	2	1	1	2	5	21
X ₃	5	5	1	1	1	1	5	19
X ₄	5	4	1	1	2	1	4	18
X ₅	5	5	1	1	1	1	5	19
X ₆	3	3	1	1	2	1	5	16
X ₇	5	4	2	2	1	1	2	17
X ₈	5	5	1	1	1	1	5	19
X ₉	3	3	3	3	1	1	3	17
X ₁₀	3	4	3	2	3	3	5	23
X ₁₁	5	5	4	2	1	2	4	23
X ₁₂	5	5	1	1	1	1	5	19
X ₁₃	5	5	1	1	1	1	5	19
X ₁₄	4	4	1	1	1	1	5	17
X ₁₅	5	5	3	1	1	1	5	21
X ₁₆	5	4	2	1	1	1	4	18
X ₁₇	5	5	2	2	2	1	5	22
X ₁₈	5	5	1	1	1	1	5	19
X ₁₉	5	5	2	1	1	1	5	20
X ₂₀	5	5	4	2	1	1	5	23
X ₂₁	4	4	1	1	1	1	5	17
X ₂₂	4	5	2	1	1	1	5	19
X ₂₃	4	4	4	2	2	1	5	22
X ₂₄	3	3	5	5	2	2	4	24
X ₂₅	5	4	2	2	1	1	5	20

TABULASI KNOWLEDGE & COMPREHENSION

Responden	1	2	3	4	5	6	7	Jumlah
X ₁	5	5	4	5	5	4	4	32
X ₂	1	3	4	5	3	1	1	18
X ₃	2	4	1	5	3	2	1	18
X ₄	2	4	3	3	3	1	4	20
X ₅	2	3	4	4	1	3	2	19
X ₆	2	3	2	3	3	3	2	18
X ₇	4	2	3	5	4	2	2	22
X ₈	1	5	3	5	1	3	1	19
X ₉	3	3	3	3	2	3	3	20
X ₁₀	2	2	3	2	3	2	2	16
X ₁₁	3	3	2	4	3	2	3	20
X ₁₂	1	4	4	5	3	1	1	19
X ₁₃	1	5	1	5	5	1	1	19
X ₁₄	2	4	4	4	2	2	1	19
X ₁₅	1	4	4	3	1	1	3	17
X ₁₆	2	3	3	4	4	3	2	21
X ₁₇	2	4	2	4	2	2	2	18
X ₁₈	1	4	2	2	2	2	5	18
X ₁₉	2	4	4	4	4	2	5	25
X ₂₀	1	5	2	5	1	1	5	18
X ₂₁	1	5	2	5	5	1	5	24
X ₂₂	2	4	4	4	2	4	5	25
X ₂₃	2	3	2	4	3	2	2	18
X ₂₄	2	4	4	3	2	2	3	20
X ₂₅	1	5	4	4	4	1	5	24

TABULASI SKILLS

Responden	1	2	3	4	5	6	7	Jumlah
X ₁	4	5	5	2	5	1	1	23
X ₂	1	5	4	3	4	1	4	22
X ₃	3	4	4	4	1	1	3	20
X ₄	3	3	3	1	4	1	2	17
X ₅	2	5	5	5	1	1	4	23
X ₆	3	4	5	1	2	1	3	19
X ₇	4	4	5	4	2	2	3	24
X ₈	2	1	5	5	1	1	1	16
X ₉	1	3	3	2	3	1	3	16
X ₁₀	3	3	3	2	3	2	3	19
X ₁₁	2	4	4	3	2	2	2	19
X ₁₂	1	4	4	4	1	1	3	18
X ₁₃	4	5	5	1	4	1	1	21
X ₁₄	1	4	4	1	1	2	1	14
X ₁₅	2	4	4	3	3	1	3	20
X ₁₆	4	4	5	3	2	1	1	20
X ₁₇	4	4	4	5	4	2	4	27
X ₁₈	2	5	5	2	1	1	2	18
X ₁₉	4	4	4	2	2	1	2	19
X ₂₀	2	5	5	2	2	1	1	18
X ₂₁	4	5	5	2	2	1	2	21
X ₂₂	4	2	5	4	2	2	1	20
X ₂₃	3	4	5	4	2	1	4	23
X ₂₄	5	3	3	2	3	4	2	21
X ₂₅	1	5	5	4	1	1	3	20

TABULASI EXTERNAL OUTCOME

Responden	1	2	3	4	5	6	7	8	9	10	Jumlah
X ₁	5	5	2	5	5	5	4	5	4	5	45
X ₂	4	4	1	5	5	4	3	5	4	3	38
X ₃	5	4	4	5	4	4	4	5	4	4	43
X ₄	4	4	2	4	3	4	5	3	2	4	35
X ₅	4	3	3	4	3	4	3	4	4	4	36
X ₆	3	2	1	2	2	3	4	2	4	4	27
X ₇	4	4	1	4	3	3	1	4	5	4	33
X ₈	5	5	2	4	2	3	3	4	3	5	36
X ₉	3	3	2	5	5	5	5	5	5	5	43
X ₁₀	3	3	2	3	2	3	2	2	3	3	26
X ₁₁	4	4	4	4	4	4	3	4	4	4	39
X ₁₂	5	4	4	5	5	5	3	5	4	5	45
X ₁₃	5	4	2	4	4	4	4	4	4	4	39
X ₁₄	4	4	5	5	4	4	3	4	5	4	42
X ₁₅	4	4	4	4	4	4	4	4	4	4	40
X ₁₆	4	4	2	4	4	3	4	4	4	3	36
X ₁₇	4	4	3	4	4	4	4	4	4	4	39
X ₁₈	5	4	4	5	4	5	5	5	5	5	47
X ₁₉	4	4	2	4	2	4	4	4	4	4	36
X ₂₀	5	2	2	4	2	4	4	4	4	5	36
X ₂₁	5	2	2	4	2	4	4	4	4	5	36
X ₂₂	5	4	2	4	4	4	4	4	4	4	39
X ₂₃	4	4	3	3	3	4	4	4	3	3	35
X ₂₄	4	4	1	4	3	3	3	4	4	3	33
X ₂₅	4	3	2	5	5	5	4	5	5	4	42

LAMPIRAN 4

Jawaban Responden Terhadap Kuesioner Terbuka dan Wawancara



KUESIONER TERBUKA

How you behave towards the people you meet in Semarang or this country?

No.	Jawaban Responden	Jumlah	%
1.	<i>Adapt with the new environment</i>	3	12 %
2.	<i>Trying to speak Bahasa Indonesia</i>	2	8 %
3.	<i>Always nice</i>	5	20 %
4.	<i>Open mind and open heart</i>	3	12 %
5.	<i>Reciprocating</i>	2	8 %
6.	<i>Give a smile without words</i>	2	8 %
7.	<i>Respect & honesty</i>	2	8 %
8.	<i>Tolerance</i>	1	4 %
9.	<i>Act politely</i>	5	20 %
TOTAL		25	100%

What factors that inhibit and encourage success in your job?

Inhibit

No.	Jawaban Responden	Jumlah	%
1.	<i>Communicating in Bahasa Indonesia</i>	5	20 %
2.	<i>Random scheduling</i>	3	12 %
3.	<i>Differences in working habits, disorganization, and misunderstandings</i>	3	12 %
4.	<i>Keeping emotional</i>	5	20 %
5.	<i>Bureoucracy</i>	2	8 %
6.	<i>Overwork</i>	3	12 %
7.	<i>Difficult to encourage independence with the students when they all have nannies to cater their needs</i>	1	4 %
8.	<i>Parent volunteers is inhibiting</i>	3	12 %
TOTAL		25	100%

Encourage

No.	Jawaban Responden	Jumlah	%
1.	<i>Work environment</i>	4	16 %
2.	<i>Student achievement</i>	2	8 %
3.	<i>Friendly colleagues</i>	3	12 %
4.	<i>Understanding new culture</i>	3	12 %
5.	<i>Salary</i>	1	4 %
6.	<i>Love profession and God</i>	2	8 %
7.	<i>Talent & skills in the field of work</i>	2	8 %
8.	<i>Opportunity</i>	1	4 %
9.	<i>Relevant past experience</i>	2	8 %
10.	<i>Parent community is very supportive and helpful</i>	1	4 %
11.	<i>Personal motivation</i>	1	4 %
12.	<i>All people speak English in school</i>	3	12 %
TOTAL		25	100%

How you identify behaviors guided by culture and engage in new behaviors in other culture?

No.	Jawaban Responden	Jumlah	%
1.	<i>By observing how local people treat foreigners</i>	4	16 %
2.	<i>By tone of speaking</i>	2	8 %
3.	<i>Through gesture</i>	4	16 %
4.	<i>Respecting other culture</i>	5	20 %
5.	<i>By their (local people) attitudes</i>	2	8 %
6.	<i>By asking local Indonesians</i>	4	16 %
7.	<i>Pay attention to what happens around</i>	1	4 %
8.	<i>Read a lot information about the culture and customs</i>	1	4 %
9.	<i>Learn about different cultures</i>	2	8 %
TOTAL		25	100%

What will you do if you meet different culture situation in Semarang (Indonesia)?

No.	Jawaban Responden	Jumlah	%
1.	<i>Try to be polite</i>	2	8 %
2.	<i>Open mind and open heart</i>	4	16 %
3.	<i>Adapt & accept towards new culture</i>	5	20 %
4.	<i>Keeping a good impression</i>	2	8 %
5.	<i>Silent and observe</i>	4	16 %
6.	<i>Respectfully</i>	4	16 %
7.	<i>Patient</i>	2	8 %
8.	<i>Asking if dont understand</i>	2	8 %
TOTAL		25	100%

Could you tell me how you can deal with the stresses of adjusting to a new culture?

No.	Jawaban Responden	Jumlah	%
1.	<i>Open minded</i>	5	20 %
2.	<i>Hang out</i>	5	20 %
3.	<i>Focus on goal as a teacher</i>	3	12 %
4.	<i>Adjust & respect Indonesian culture</i>	5	20 %
5.	<i>Make a phone to family or friends</i>	3	12 %
6.	<i>Watching movies</i>	1	4 %
7.	<i>Praying</i>	1	4 %
8.	<i>Exercises</i>	2	8 %
TOTAL		25	100%

While you are in Semarang (Indonesia), could you share your good and bad experienced ?

Good experienced

No.	Jawaban Responden	Jumlah	%
1.	<i>Meet Semarang people who are helpful and friendly</i>	9	36 %
2.	<i>Good variety and delicious food</i>	5	20 %
3.	<i>Invited in the Church activity</i>	1	4 %
4.	<i>Very trusting people</i>	1	4 %
5.	<i>Taxi drivers are kind and friendly</i>	3	12 %
6.	<i>Learning new Bahasa everytime when go to the market</i>	2	8 %
7.	<i>Visiting all the places around Semarang</i>	3	12 %
8.	<i>Participating in school events</i>	1	4 %
TOTAL		25	100%

Bad experience

No.	Jawaban Responden	Jumlah	%
1.	<i>Difficulties communicating with local people</i>	4	16 %
2.	<i>See foreigners like a freak</i>	4	16 %
3.	<i>If purchase, the price is higher than local people</i>	1	4 %
4.	<i>The ATM took 1 juta from account & the Bank couldn't do anything about it</i>	1	4 %
5.	<i>Disparity between the rich and the poor</i>	1	4 %
6.	<i>Semarang people are very traditional, they dont easily accept change</i>	5	20 %
7.	<i>Terrible habit , like smoking in angkots and malls, airport waiting area</i>	4	16 %
8.	<i>Traffict</i>	3	12 %
9.	<i>Lost laptop inside the train</i>	1	4 %
10.	<i>Taxi driver kept the argo change</i>	1	4 %
TOTAL		25	100%

Tell me how you learn about the culture or language in Semarang (Indonesia)?

Did you find any difficulties?

No.	Jawaban Responden	Jumlah	%
1.	<i>Learn culture and language from local people, difficult at first time</i>	7	28 %
2.	<i>Learning language from dictionary yes, difficult to remember the words</i>	4	16 %
3.	<i>Listening to conversations closely, participating in school events, using google translate, Did not find too many difficulties</i>	8	32 %
4.	<i>Search in the internet, learned from friends in Indonesia, visit the museum Did not find too many difficulties</i>	5	20 %
5.	<i>Private lessons, not too difficult</i>	1	4 %
TOTAL		25	100%

Tell me how do you survive in a circumstances where the culture is completely different with yours?

No.	Jawaban Responden	Jumlah	%
1.	<i>Respecting other cultures</i>	5	20 %
2.	<i>Learn the language</i>	1	4 %
3.	<i>Open minded</i>	3	12 %
4.	<i>Ready to smile & apologize</i>	2	8 %
5.	<i>Accepting and adapting new culture</i>	4	16 %
6.	<i>Talking & mingle with the local people</i>	3	12 %
7.	<i>Patient and Tolerance</i>	3	12 %
8.	<i>Observe the situation and ask someone to clarify</i>	3	12 %
9.	<i>Provide a good translation programme on the phone</i>	1	4 %
TOTAL		25	100%

Wawancara dilakukan dengan tiga orang ekspatriat dari tiga negara yang berbeda.

No.	Pertanyaan	Jawaban Responden 1	Jawaban Responden 2	Jawaban Responden 3
1.	<p><i>“What your opinion about always being nice, open-mind and open-heart, quickly adapt to the new environment and be polite to the culture in the host-country? “</i></p>	<p><i>“In my opinion open-mind and open-heart is an attitude that can increase my knowledge and skills in the study of culture in other countries. By always being nice and being polite, then those around us will also be good for us otherwise. As an expatriate, i should also be able to quickly adapt to the environment in order to work well.”</i></p>	<p><i>“Always nice, i feel the people are always good but they not ready to explain, and use hand just we say we dont know, just try on and speaking tidak tahu, but the people are really good. And open-mind, i think my culture is the best one and i admire your culture (Indonesian culture), i appreciate your culture but i can not adapted to your culture and open-heart is always being willing to accept the differences and new things in different cultural environments, always being nice and appreciate any differences that exist such as respect for their own culture.”</i></p>	<p><i>“I think open-mind and open-heart is an attitude that means willing to accept differences and adapt to the culture in the host-country.”</i></p>

No.	Pertanyaan	Jawaban Responden 1	Jawaban Responden 2	Jawaban Responden 3
2.	<p>“What do you think whether communicating using Bahasa Indonesia become a major factor that inhibits you in achieving success in your job?”</p>	<p>“Yes, indeed language is an important communication tool. Because Bahasa Indonesia is the language of communication in a social environment in Indonesia, sometimes I find it difficult when communicating with Indonesian people.”</p>	<p>“I dont think so because the school that i work, everyone know English, so no problem. Sometimes, if I was outside of my workplace i difficult in communicating with the local people.”</p>	<p>“Yes, because language is the primary means of communication in relationships. Especially if i am in another country, of course it is very important. If in school and at home its not too problematic, but if i hang out with local people sometimes become problematic because I dont know what they say.”</p>
3.	<p>“In your opinion is the environment and colleagues in school is one of the factors that drive you to success? If yes, please explain.”</p>	<p>“Yes, because in my daily life i interacting with them. If, i can not adapt to the environment and my colleagues in school, i think my job will be slightly delayed.”</p>	<p>“Yes, because in my opinion, work environment they have to develop and colleague is a factor that can increase my potential in developing career.”</p>	<p>“Yes, because one of the places to develop the potential and gain a lot of positive things are in the work environment and colleagues.”</p>

No.	Pertanyaan	Jawaban Responden 1	Jawaban Responden 2	Jawaban Responden 3
4.	<p><i>"Did you find any difficulties when learning about a new culture and new language, especially when in Semarang? How do you react?"</i></p>	<p><i>"At first I found it difficult, but in time they all can be overcome by learning from local people around me."</i></p>	<p><i>"When i came in Indonesia my school is given me one book about Bahasa, but mostly i learned from my Indonesian's friendsi will asked them .When i go by taxi i communicate only with the taxi driver and i go for shopping i will asked them if i want to find a shop i dont know and before I came to Indonesia i found lots of information about Indonesian culture by searched the Internet or asked friends who have came to Indonesia. I also use google translate to translate words from mobile phone which I do not know. "</i></p>	<p><i>"At first iis become problematic, makes me stressed but I tried to listen to the local people in everyday conversation. so long I understand deeply. I also participate in school activities that involve local people. "</i></p>