

Appendix

Table1-1:Support for travel for expatriates

		A.Home leave system for the expatriate			B.Home leave system for accompanying family members		
		Yes	No	Total	Yes	No	Total
United States	n	76	3	79	68	8	76
	(%)	(96.2)	(3.8)	(100.0)	(89.5)	(10.5)	(100.0)
United Kingdom	n	38	2	40	35	3	38
	(%)	(95.0)	(5.0)	(100.0)	(92.1)	(7.9)	(100.0)
Australia	n	7	1	8	7	0	7
	(%)	(87.5)	(12.5)	(100.0)	(100.0)	(0.0)	(100.0)
Germany	n	32	4	36	29	5	34
	(%)	(88.9)	(11.1)	(100.0)	(85.3)	(14.7)	(100.0)
Denmark	n	12	2	14	12	2	14
	(%)	(85.7)	(14.3)	(100.0)	(85.7)	(14.3)	(100.0)
France	n	24	0	24	21	3	24
	(%)	(100.0)	(0.0)	(100.0)	(87.5)	(12.5)	(100.0)
Finland	n	8	0	8	6	1	7
	(%)	(100.0)	(0.0)	(100.0)	(85.7)	(14.3)	(100.0)
Canada	n	11	2	13	11	2	13
	(%)	(84.6)	(15.4)	(100.0)	(84.6)	(15.4)	(100.0)
Switzerland	n	23	1	24	20	4	24
	(%)	(95.8)	(4.2)	(100.0)	(83.3)	(16.7)	(100.0)
Italy	n	5	1	6	4	2	6
	(%)	(83.3)	(16.7)	(100.0)	(66.7)	(33.3)	(100.0)
India	n	8	0	8	8	0	8
	(%)	(100.0)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)
Sweden	n	10	0	10	8	1	9
	(%)	(100.0)	(0.0)	(100.0)	(88.9)	(11.1)	(100.0)
Norway	n	2	0	2	2	0	2
	(%)	(100.0)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)
the Netherlands	n	3	0	3	3	0	3
	(%)	(100.0)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)
Korea	n	5	1	6	6	0	6
	(%)	(83.3)	(16.7)	(100.0)	(100.0)	(0.0)	(100.0)
Hong Kong(China)	n	4	0	4	4	0	4
	(%)	(100.0)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)
Belgium	n	3	0	3	3	0	3
	(%)	(100.0)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)
New Zealand	n	3	1	4	3	1	4
	(%)	(75.0)	(25.0)	(100.0)	(75.0)	(25.0)	(100.0)
Other	n	4	2	6	2	3	5
	(%)	(66.7)	(33.3)	(100.0)	(40.0)	(60.0)	(100.0)
Total	n	278	20	298	252	35	287
	(%)	(93.3)	(6.7)	(100.0)	(87.8)	(12.2)	(100.0)

Chi-square analysis

	Value	Degrees of freedom	Asymptotic significant probability	Value	Degrees of freedom	Asymptotic significant probability
Pearson's Chi-square	21.181	18	.270	20.094	18	.328
Likelihood ratio	20.236	18	.320	19.058	18	.388
Linear relationship	2.335	1	.127	1.685	1	.194
The number of valid cases	298			287		

Table1-2:Support for travel for expatriates

		C.Temporary visits to Japan for non-accompanying family members			D.Vacation trip to a third country for the expatriate		
		Yes	No	Total	Yes	No	Total
United States	n	17	53	70	8	68	76
	(%)	(24.3)	(75.7)	(100.0)	(10.5)	(89.5)	(100.0)
United Kingdom	n	9	28	37	7	30	37
	(%)	(24.3)	(75.7)	(100.0)	(18.9)	(81.1)	(100.0)
Australia	n	3	3	6	0	6	6
	(%)	(50.0)	(50.0)	(100.0)	(0.0)	(100.0)	(100.0)
Germany	n	2	31	33	3	30	33
	(%)	(6.1)	(93.9)	(100.0)	(9.1)	(90.9)	(100.0)
Denmark	n	1	12	13	0	13	13
	(%)	(7.7)	(92.3)	(100.0)	(0.0)	(100.0)	(100.0)
France	n	3	18	21	4	17	21
	(%)	(14.3)	(85.7)	(100.0)	(19.0)	(81.0)	(100.0)
Finland	n	1	6	7	1	7	8
	(%)	(14.3)	(85.7)	(100.0)	(12.5)	(87.5)	(100.0)
Canada	n	2	10	12	1	11	12
	(%)	(16.7)	(83.3)	(100.0)	(8.3)	(91.7)	(100.0)
Switzerland	n	5	14	19	4	15	19
	(%)	(26.3)	(73.7)	(100.0)	(21.1)	(78.9)	(100.0)
Italy	n	3	3	6	1	5	6
	(%)	(50.0)	(50.0)	(100.0)	(16.7)	(83.3)	(100.0)
India	n	3	4	7	0	6	6
	(%)	(42.9)	(57.1)	(100.0)	(0.0)	(100.0)	(100.0)
Sweden	n	5	5	10	1	9	10
	(%)	(50.0)	(50.0)	(100.0)	(10.0)	(90.0)	(100.0)
Norway	n	2	0	2	0	2	2
	(%)	(100.0)	(0.0)	(100.0)	(0.0)	(100.0)	(100.0)
the Netherlands	n	3	0	3	0	3	3
	(%)	(100.0)	(0.0)	(100.0)	(0.0)	(100.0)	(100.0)
Korea	n	0	5	5	1	4	5
	(%)	(0.0)	(100.0)	(100.0)	(20.0)	(80.0)	(100.0)
Hong Kong(China)	n	0	3	3	1	2	3
	(%)	(0.0)	(100.0)	(100.0)	(33.3)	(66.7)	(100.0)
Belgium	n	0	3	3	0	3	3
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
New Zealand	n	1	2	3	1	2	3
	(%)	(33.3)	(66.7)	(100.0)	(33.3)	(66.7)	(100.0)
Other	n	3	2	5	1	4	5
	(%)	(60.0)	(40.0)	(100.0)	(20.0)	(80.0)	(100.0)
Total	n	63	202	265	34	237	271
	(%)	(23.8)	(76.2)	(100.0)	(12.5)	(87.5)	(100.0)

Chi-square analysis

	Value	Degrees of freedom	Asymptotic significant probability	Value	Degrees of freedom	Asymptotic significant probability
Pearson's Chi-square	42.370	18	.001	12.023	18	.846
Likelihood ratio	43.588	18	.001	15.075	18	.657
Linear relationship	3.841	1	.050	.432	1	.511
The number of valid cases	265			271		

Table1-3:Support for travel for expatriates

		E.Vacation trip to a third country for accompanying family members			F.Other	
		Yes	No	Total	Yes	Total
United States	n	8	68	76	1	1
	(%)	(10.5)	(89.5)	(100.0)	(100.0)	(100.0)
United Kingdom	n	7	29	36	1	1
	(%)	(19.4)	(80.6)	(100.0)	(100.0)	(100.0)
Australia	n	0	5	5	0	0
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(0.0)
Germany	n	3	29	32	0	0
	(%)	(9.4)	(90.6)	(100.0)	(0.0)	(0.0)
Denmark	n	0	13	13	0	0
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(0.0)
France	n	4	16	20	0	0
	(%)	(20.0)	(80.0)	(100.0)	(0.0)	(0.0)
Finland	n	0	7	7	1	1
	(%)	(0.0)	(100.0)	(100.0)	(100.0)	(100.0)
Canada	n	1	11	12	0	0
	(%)	(8.3)	(91.7)	(100.0)	(0.0)	(0.0)
Switzerland	n	2	16	18	0	0
	(%)	(11.1)	(88.9)	(100.0)	(0.0)	(0.0)
Italy	n	1	5	6	0	0
	(%)	(16.7)	(83.3)	(100.0)	(0.0)	(0.0)
India	n	0	6	6	0	0
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(0.0)
Sweden	n	1	9	10	0	0
	(%)	(10.0)	(90.0)	(100.0)	(0.0)	(0.0)
Norway	n	0	2	2	0	0
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(0.0)
the Netherlands	n	0	3	3	0	0
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(0.0)
Korea	n	1	4	5	0	0
	(%)	(20.0)	(80.0)	(100.0)	(0.0)	(0.0)
Hong Kong(China)	n	1	2	3	1	1
	(%)	(33.3)	(66.7)	(100.0)	(100.0)	(100.0)
Belgium	n	0	3	3	0	0
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(0.0)
New Zealand	n	1	2	3	0	0
	(%)	(33.3)	(66.7)	(100.0)	(0.0)	(0.0)
Other	n	1	4	5	0	0
	(%)	(20.0)	(80.0)	(100.0)	(0.0)	(0.0)
Total	n	31	234	265	4	4
	(%)	(11.7)	(88.3)	(100.0)	(100.0)	(100.0)

Chi-square analysis

	Value	Degrees of freedom	Asymptotic significant probability	Value
Pearson's Chi-square	12.556	18	.817	4
Likelihood ratio	15.720	18	.612	
Linear relationship	.100	1	.752	
The number of valid cases	265			

Due to no variance is observed in item F.Other of Q12.Support for expatriates and accompanying family members,statistic can not be computed.

Table2-1: Financial support by the dispatching organization

		1.Language study for the expatiate			2.Language study for accompanying family members		
		Yes	No	Total	Yes	No	Total
United States	n	65	14	79	47	32	79
	(%)	(82.3)	(17.7)	(100.0)	(59.5)	(40.5)	(100.0)
United Kingdom	n	35	5	40	16	24	40
	(%)	(87.5)	(12.5)	(100.0)	(40.0)	(60.0)	(100.0)
Australia	n	6	2	8	5	3	8
	(%)	(75.0)	(25.0)	(100.0)	(62.5)	(37.5)	(100.0)
Germany	n	25	13	38	13	25	38
	(%)	(65.8)	(34.2)	(100.0)	(34.2)	(65.8)	(100.0)
Denmark	n	7	7	14	3	11	14
	(%)	(50.0)	(50.0)	(100.0)	(21.4)	(78.6)	(100.0)
France	n	19	5	24	9	15	24
	(%)	(79.2)	(20.8)	(100.0)	(37.5)	(62.5)	(100.0)
Finland	n	6	2	8	3	5	8
	(%)	(75.0)	(25.0)	(100.0)	(37.5)	(62.5)	(100.0)
Canada	n	8	5	13	8	5	13
	(%)	(61.5)	(38.5)	(100.0)	(61.5)	(38.5)	(100.0)
Switzerland	n	21	3	24	13	11	24
	(%)	(87.5)	(12.5)	(100.0)	(54.2)	(45.8)	(100.0)
Italy	n	3	3	6	0	6	6
	(%)	(50.0)	(50.0)	(100.0)	(0.0)	(100.0)	(100.0)
India	n	8	0	8	2	6	8
	(%)	(100.0)	(0.0)	(100.0)	(25.0)	(75.0)	(100.0)
Sweden	n	7	3	10	8	2	10
	(%)	(70.0)	(30.0)	(100.0)	(80.0)	(20.0)	(100.0)
Norway	n	1	1	2	0	2	2
	(%)	(50.0)	(50.0)	(100.0)	(0.0)	(100.0)	(100.0)
the Netherlands	n	2	1	3	2	1	3
	(%)	(66.7)	(33.3)	(100.0)	(66.7)	(33.3)	(100.0)
Korea	n	5	1	6	3	3	6
	(%)	(83.3)	(16.7)	(100.0)	(50.0)	(50.0)	(100.0)
Hong Kong(China)	n	4	0	4	1	3	4
	(%)	(100.0)	(0.0)	(100.0)	(25.0)	(75.0)	(100.0)
Belgium	n	3	0	3	2	1	3
	(%)	(100.0)	(0.0)	(100.0)	(66.7)	(33.3)	(100.0)
New Zealand	n	1	3	4	1	3	4
	(%)	(25.0)	(75.0)	(100.0)	(25.0)	(75.0)	(100.0)
Other	n	3	3	6	1	5	6
	(%)	(50.0)	(50.0)	(100.0)	(16.7)	(83.3)	(100.0)
Total	n	229	71	300	137	163	300
	(%)	(76.3)	(23.7)	(100.0)	(45.7)	(54.3)	(100.0)

Chi-square analysis

	Value	Degrees of freedom	Asymptotic significant probability	Value	Degrees of freedom	Asymptotic significant probability
Pearson's Chi-square	31.772	18	.023	33.097	18	.016
Likelihood ratio	32.825	18	.018	37.049	18	.005
Linear relationship	2.531	1	.112	2.073	1	.150
The number of valid cases	300			300		

Table2-2: Financial support by the dispatching organization

		3.Support for health exams			4.Support for private accident insurance		
		Yes	No	Total	Yes	No	Total
United States	n	31	48	79	24	55	79
	(%)	(39.2)	(60.8)	(100.0)	(30.4)	(69.6)	(100.0)
United Kingdom	n	26	14	40	22	18	40
	(%)	(65.0)	(35.0)	(100.0)	(55.0)	(45.0)	(100.0)
Australia	n	6	2	8	5	3	8
	(%)	(75.0)	(25.0)	(100.0)	(62.5)	(37.5)	(100.0)
Germany	n	14	24	38	8	30	38
	(%)	(36.8)	(63.2)	(100.0)	(21.1)	(78.9)	(100.0)
Denmark	n	7	7	14	9	5	14
	(%)	(50.0)	(50.0)	(100.0)	(64.3)	(35.7)	(100.0)
France	n	17	7	24	11	13	24
	(%)	(70.8)	(29.2)	(100.0)	(45.8)	(54.2)	(100.0)
Finland	n	7	1	8	6	2	8
	(%)	(87.5)	(12.5)	(100.0)	(75.0)	(25.0)	(100.0)
Canada	n	7	6	13	9	4	13
	(%)	(53.8)	(46.2)	(100.0)	(69.2)	(30.8)	(100.0)
Switzerland	n	15	9	24	12	12	24
	(%)	(62.5)	(37.5)	(100.0)	(50.0)	(50.0)	(100.0)
Italy	n	6	0	6	4	2	6
	(%)	(100.0)	(0.0)	(100.0)	(66.7)	(33.3)	(100.0)
India	n	6	2	8	5	3	8
	(%)	(75.0)	(25.0)	(100.0)	(62.5)	(37.5)	(100.0)
Sweden	n	9	1	10	8	2	10
	(%)	(90.0)	(10.0)	(100.0)	(80.0)	(20.0)	(100.0)
Norway	n	0	2	2	1	1	2
	(%)	(0.0)	(100.0)	(100.0)	(50.0)	(50.0)	(100.0)
the Netherlands	n	1	2	3	2	1	3
	(%)	(33.3)	(66.7)	(100.0)	(66.7)	(33.3)	(100.0)
Korea	n	3	3	6	3	3	6
	(%)	(50.0)	(50.0)	(100.0)	(50.0)	(50.0)	(100.0)
Hong Kong(China)	n	3	1	4	4	0	4
	(%)	(75.0)	(25.0)	(100.0)	(100.0)	(0.0)	(100.0)
Belgium	n	2	1	3	2	1	3
	(%)	(66.7)	(33.3)	(100.0)	(66.7)	(33.3)	(100.0)
New Zealand	n	3	1	4	2	2	4
	(%)	(75.0)	(25.0)	(100.0)	(50.0)	(50.0)	(100.0)
Other	n	5	1	6	3	3	6
	(%)	(83.3)	(16.7)	(100.0)	(50.0)	(50.0)	(100.0)
Total	n	168	132	300	140	160	300
	(%)	(56.0)	(44.0)	(100.0)	(46.7)	(53.3)	(100.0)

Chi-square analysis

	Value	Degrees of freedom	Asymptotic significant probability	Value	Degrees of freedom	Asymptotic significant probability
Pearson's Chi-square	40.125	18	.002	39.309	18	.003
Likelihood ratio	44.948	18	.000	42.292	18	.001
Linear relationship	10.440	1	.001	12.319	1	.000
The number of valid cases	300			300		

Table2-3: Financial support by the dispatching organization

		5.Information on related work in the home company			6.Visits by the headquarters company		
		Yes	No	Total	Yes	No	Total
United States	n	11	68	79	29	50	79
	(%)	(13.9)	(86.1)	(100.0)	(36.7)	(63.3)	(100.0)
United Kingdom	n	7	33	40	11	29	40
	(%)	(17.5)	(82.5)	(100.0)	(27.5)	(72.5)	(100.0)
Australia	n	2	6	8	2	6	8
	(%)	(25.0)	(75.0)	(100.0)	(25.0)	(75.0)	(100.0)
Germany	n	6	32	38	15	23	38
	(%)	(15.8)	(84.2)	(100.0)	(39.5)	(60.5)	(100.0)
Denmark	n	5	9	14	6	8	14
	(%)	(35.7)	(64.3)	(100.0)	(42.9)	(57.1)	(100.0)
France	n	6	18	24	12	12	24
	(%)	(25.0)	(75.0)	(100.0)	(50.0)	(50.0)	(100.0)
Finland	n	2	6	8	5	3	8
	(%)	(25.0)	(75.0)	(100.0)	(62.5)	(37.5)	(100.0)
Canada	n	0	13	13	2	11	13
	(%)	(0.0)	(100.0)	(100.0)	(15.4)	(84.6)	(100.0)
Switzerland	n	5	19	24	11	13	24
	(%)	(20.8)	(79.2)	(100.0)	(45.8)	(54.2)	(100.0)
Italy	n	2	4	6	2	4	6
	(%)	(33.3)	(66.7)	(100.0)	(33.3)	(66.7)	(100.0)
India	n	2	6	8	2	6	8
	(%)	(25.0)	(75.0)	(100.0)	(25.0)	(75.0)	(100.0)
Sweden	n	4	6	10	2	8	10
	(%)	(40.0)	(60.0)	(100.0)	(20.0)	(80.0)	(100.0)
Norway	n	0	2	2	1	1	2
	(%)	(0.0)	(100.0)	(100.0)	(50.0)	(50.0)	(100.0)
the Netherlands	n	0	3	3	1	2	3
	(%)	(0.0)	(100.0)	(100.0)	(33.3)	(66.7)	(100.0)
Korea	n	3	3	6	3	3	6
	(%)	(50.0)	(50.0)	(100.0)	(50.0)	(50.0)	(100.0)
Hong Kong(China)	n	1	3	4	1	3	4
	(%)	(25.0)	(75.0)	(100.0)	(25.0)	(75.0)	(100.0)
Belgium	n	0	3	3	1	2	3
	(%)	(0.0)	(100.0)	(100.0)	(33.3)	(66.7)	(100.0)
New Zealand	n	1	3	4	3	1	4
	(%)	(25.0)	(75.0)	(100.0)	(75.0)	(25.0)	(100.0)
Other	n	0	6	6	4	2	6
	(%)	(0.0)	(100.0)	(100.0)	(66.7)	(33.3)	(100.0)
Total	n	57	243	300	113	187	300
	(%)	(19.0)	(81.0)	(100.0)	(37.7)	(62.3)	(100.0)

Chi-square analysis

	Value	Degrees of freedom	Asymptotic significant probability	Value	Degrees of freedom	Asymptotic significant probability
Pearson's Chi-square	19.286	18	.374	16.926	18	.528
Likelihood ratio	22.511	18	.210	17.293	18	.503
Linear relationship	.859	1	.354	1.415	1	.234
The number of valid cases	300			300		

Table2-4: Financial support by the dispatching organization

		7.Society and living Information concerning home country			8.Information on housing in the home country		
		Yes	No	Total	Yes	No	Total
United States	n	12	67	79	19	60	79
	(%)	(15.2)	(84.8)	(100.0)	(24.1)	(75.9)	(100.0)
United Kingdom	n	4	36	40	4	36	40
	(%)	(10.0)	(90.0)	(100.0)	(10.0)	(90.0)	(100.0)
Australia	n	0	8	8	1	7	8
	(%)	(0.0)	(100.0)	(100.0)	(12.5)	(87.5)	(100.0)
Germany	n	6	32	38	4	34	38
	(%)	(15.8)	(84.2)	(100.0)	(10.5)	(89.5)	(100.0)
Denmark	n	3	11	14	1	13	14
	(%)	(21.4)	(78.6)	(100.0)	(7.1)	(92.9)	(100.0)
France	n	2	22	24	0	24	24
	(%)	(8.3)	(91.7)	(100.0)	(0.0)	(100.0)	(100.0)
Finland	n	0	8	8	1	7	8
	(%)	(0.0)	(100.0)	(100.0)	(12.5)	(87.5)	(100.0)
Canada	n	1	12	13	3	10	13
	(%)	(7.7)	(92.3)	(100.0)	(23.1)	(76.9)	(100.0)
Switzerland	n	4	20	24	4	20	24
	(%)	(16.7)	(83.3)	(100.0)	(16.7)	(83.3)	(100.0)
Italy	n	1	5	6	2	4	6
	(%)	(16.7)	(83.3)	(100.0)	(33.3)	(66.7)	(100.0)
India	n	2	6	8	1	7	8
	(%)	(25.0)	(75.0)	(100.0)	(12.5)	(87.5)	(100.0)
Sweden	n	1	9	10	2	8	10
	(%)	(10.0)	(90.0)	(100.0)	(20.0)	(80.0)	(100.0)
Norway	n	0	2	2	0	2	2
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
the Netherlands	n	0	3	3	0	3	3
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Korea	n	0	6	6	0	6	6
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Hong Kong(China)	n	0	4	4	1	3	4
	(%)	(0.0)	(100.0)	(100.0)	(25.0)	(75.0)	(100.0)
Belgium	n	0	3	3	0	3	3
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
New Zealand	n	0	4	4	1	3	4
	(%)	(0.0)	(100.0)	(100.0)	(25.0)	(75.0)	(100.0)
Other	n	1	5	6	1	5	6
	(%)	(16.7)	(83.3)	(100.0)	(16.7)	(83.3)	(100.0)
Total	n	37	263	300	45	255	300
	(%)	(12.3)	(87.7)	(100.0)	(15.0)	(85.0)	(100.0)

Chi-square analysis

	Value	Degrees of freedom	Asymptotic significant probability	Value	Degrees of freedom	Asymptotic significant probability
Pearson's Chi-square	10.111	18	.928	17.093	18	.517
Likelihood ratio	14.341	18	.707	21.870	18	.238
Linear relationship	.893	1	.345	.543	1	.461
The number of valid cases	300			300		

Table2-5: Financial support by the dispatching organization

		9.Repatriation career planning support			10.Advice on overseas education for children		
		Yes	No	Total	Yes	No	Total
United States	n	22	57	79	11	68	79
	(%)	(27.8)	(72.2)	(100.0)	(13.9)	(86.1)	(100.0)
United Kingdom	n	17	23	40	2	38	40
	(%)	(42.5)	(57.5)	(100.0)	(5.0)	(95.0)	(100.0)
Australia	n	0	8	8	0	8	8
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Germany	n	16	22	38	1	37	38
	(%)	(42.1)	(57.9)	(100.0)	(2.6)	(97.4)	(100.0)
Denmark	n	1	13	14	0	14	14
	(%)	(7.1)	(92.9)	(100.0)	(0.0)	(100.0)	(100.0)
France	n	8	16	24	1	23	24
	(%)	(33.3)	(66.7)	(100.0)	(4.2)	(95.8)	(100.0)
Finland	n	1	7	8	0	8	8
	(%)	(12.5)	(87.5)	(100.0)	(0.0)	(100.0)	(100.0)
Canada	n	3	10	13	1	12	13
	(%)	(23.1)	(76.9)	(100.0)	(7.7)	(92.3)	(100.0)
Switzerland	n	10	14	24	0	24	24
	(%)	(41.7)	(58.3)	(100.0)	(0.0)	(100.0)	(100.0)
Italy	n	2	4	6	0	6	6
	(%)	(33.3)	(66.7)	(100.0)	(0.0)	(100.0)	(100.0)
India	n	2	6	8	2	6	8
	(%)	(25.0)	(75.0)	(100.0)	(25.0)	(75.0)	(100.0)
Sweden	n	3	7	10	4	6	10
	(%)	(30.0)	(70.0)	(100.0)	(40.0)	(60.0)	(100.0)
Norway	n	1	1	2	1	1	2
	(%)	(50.0)	(50.0)	(100.0)	(50.0)	(50.0)	(100.0)
the Netherlands	n	2	1	3	1	2	3
	(%)	(66.7)	(33.3)	(100.0)	(33.3)	(66.7)	(100.0)
Korea	n	0	6	6	1	5	6
	(%)	(0.0)	(100.0)	(100.0)	(16.7)	(83.3)	(100.0)
Hong Kong(China)	n	3	1	4	0	4	4
	(%)	(75.0)	(25.0)	(100.0)	(0.0)	(100.0)	(100.0)
Belgium	n	2	1	3	0	3	3
	(%)	(66.7)	(33.3)	(100.0)	(0.0)	(100.0)	(100.0)
New Zealand	n	2	2	4	0	4	4
	(%)	(50.0)	(50.0)	(100.0)	(0.0)	(100.0)	(100.0)
Other	n	1	5	6	0	6	6
	(%)	(16.7)	(83.3)	(100.0)	(0.0)	(100.0)	(100.0)
Total	n	96	204	300	25	275	300
	(%)	(32.0)	(68.0)	(100.0)	(8.3)	(91.7)	(100.0)

Chi-square analysis

	Value	Degrees of freedom	Asymptotic significant probability	Value	Degrees of freedom	Asymptotic significant probability
Pearson's Chi-square	26.381	18	.091	36.566	18	.006
Likelihood ratio	31.240	18	.027	33.385	18	.015
Linear relationship	.305	1	.580	.103	1	.749
The number of valid cases	300			300		

Table2-6: Financial support by the dispatching organization

		11.Support for non-accompanying family members			12.Safety measures		
		Yes	No	Total	Yes	No	Total
United States	n	7	72	79	8	71	79
	(%)	(8.9)	(91.1)	(100.0)	(10.1)	(89.9)	(100.0)
United Kingdom	n	3	37	40	6	34	40
	(%)	(7.5)	(92.5)	(100.0)	(15.0)	(85.0)	(100.0)
Australia	n	0	8	8	1	7	8
	(%)	(0.0)	(100.0)	(100.0)	(12.5)	(87.5)	(100.0)
Germany	n	1	37	38	2	36	38
	(%)	(2.6)	(97.4)	(100.0)	(5.3)	(94.7)	(100.0)
Denmark	n	0	14	14	1	13	14
	(%)	(0.0)	(100.0)	(100.0)	(7.1)	(92.9)	(100.0)
France	n	0	24	24	4	20	24
	(%)	(0.0)	(100.0)	(100.0)	(16.7)	(83.3)	(100.0)
Finland	n	0	8	8	0	8	8
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Canada	n	1	12	13	3	10	13
	(%)	(7.7)	(92.3)	(100.0)	(23.1)	(76.9)	(100.0)
Switzerland	n	0	24	24	3	21	24
	(%)	(0.0)	(100.0)	(100.0)	(12.5)	(87.5)	(100.0)
Italy	n	0	6	6	0	6	6
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
India	n	1	7	8	3	5	8
	(%)	(12.5)	(87.5)	(100.0)	(37.5)	(62.5)	(100.0)
Sweden	n	0	10	10	1	9	10
	(%)	(0.0)	(100.0)	(100.0)	(10.0)	(90.0)	(100.0)
Norway	n	0	2	2	0	2	2
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
the Netherlands	n	0	3	3	0	3	3
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Korea	n	0	6	6	0	6	6
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Hong Kong(China)	n	0	4	4	1	3	4
	(%)	(0.0)	(100.0)	(100.0)	(25.0)	(75.0)	(100.0)
Belgium	n	0	3	3	0	3	3
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
New Zealand	n	2	2	4	0	4	4
	(%)	(50.0)	(50.0)	(100.0)	(0.0)	(100.0)	(100.0)
Other	n	0	6	6	1	5	6
	(%)	(0.0)	(100.0)	(100.0)	(16.7)	(83.3)	(100.0)
Total	n	15	285	300	34	266	300
	(%)	(5.0)	(95.0)	(100.0)	(11.3)	(88.7)	(100.0)

Chi-square analysis

	Value	Degrees of freedom	Asymptotic significant probability	Value	Degrees of freedom	Asymptotic significant probability
Pearson's Chi-square	27.863	18	.064	15.267	18	.644
Likelihood ratio	22.635	18	.205	16.786	18	.538
Linear relationship	.345	1	.557	.021	1	.886
The number of valid cases	300			300		

Table2-7: Financial support by the dispatching organization

		13.Information from and visits by labour unions			14.Risk management		
		Yes	No	Total	Yes	No	Total
United States	n	0	79	79	2	77	79
	(%)	(0.0)	(100.0)	(100.0)	(2.5)	(97.5)	(100.0)
United Kingdom	n	0	40	40	2	38	40
	(%)	(0.0)	(100.0)	(100.0)	(5.0)	(95.0)	(100.0)
Australia	n	0	8	8	1	7	8
	(%)	(0.0)	(100.0)	(100.0)	(12.5)	(87.5)	(100.0)
Germany	n	0	38	38	0	38	38
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Denmark	n	0	14	14	1	13	14
	(%)	(0.0)	(100.0)	(100.0)	(7.1)	(92.9)	(100.0)
France	n	1	23	24	2	22	24
	(%)	(4.2)	(95.8)	(100.0)	(8.3)	(91.7)	(100.0)
Finland	n	0	8	8	0	8	8
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Canada	n	0	13	13	0	13	13
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Switzerland	n	0	24	24	1	23	24
	(%)	(0.0)	(100.0)	(100.0)	(4.2)	(95.8)	(100.0)
Italy	n	0	6	6	0	6	6
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
India	n	1	7	8	3	5	8
	(%)	(12.5)	(87.5)	(100.0)	(37.5)	(62.5)	(100.0)
Sweden	n	0	10	10	1	9	10
	(%)	(0.0)	(100.0)	(100.0)	(10.0)	(90.0)	(100.0)
Norway	n	0	2	2	0	2	2
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
the Netherlands	n	0	3	3	0	3	3
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Korea	n	0	6	6	0	6	6
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Hong Kong(China)	n	0	4	4	1	3	4
	(%)	(0.0)	(100.0)	(100.0)	(25.0)	(75.0)	(100.0)
Belgium	n	0	3	3	0	3	3
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
New Zealand	n	0	4	4	0	4	4
	(%)	(0.0)	(100.0)	(100.0)	(0.0)	(100.0)	(100.0)
Other	n	0	6	6	2	4	6
	(%)	(0.0)	(100.0)	(100.0)	(33.3)	(66.7)	(100.0)
Total	n	2	298	300	16	284	300
	(%)	(0.7)	(99.3)	(100.0)	(5.3)	(94.7)	(100.0)

Chi-square analysis

	Value	Degrees of freedom	Asymptotic significant probability	Value	Degrees of freedom	Asymptotic significant probability
Pearson's Chi-square	23.154	18	.185	36.518	18	.006
Likelihood ratio	9.687	18	.942	25.855	18	.103
Linear relationship	.788	1	.375	6.078	1	.014
The number of valid cases	300			300		

Table2-8: Financial support by the dispatching organization

		15.Other		
		Yes	No	Total
United States	n	1	78	79
	(%)	(1.3)	(98.7)	(100.0)
United Kingdom	n	1	39	40
	(%)	(2.5)	(97.5)	(100.0)
Australia	n	0	8	8
	(%)	(0.0)	(100.0)	(100.0)
Germany	n	1	37	38
	(%)	(2.6)	(97.4)	(100.0)
Denmark	n	0	14	14
	(%)	(0.0)	(100.0)	(100.0)
France	n	0	24	24
	(%)	(0.0)	(100.0)	(100.0)
Finland	n	0	8	8
	(%)	(0.0)	(100.0)	(100.0)
Canada	n	0	13	13
	(%)	(0.0)	(100.0)	(100.0)
Switzerland	n	0	24	24
	(%)	(0.0)	(100.0)	(100.0)
Italy	n	0	6	6
	(%)	(0.0)	(100.0)	(100.0)
India	n	0	8	8
	(%)	(0.0)	(100.0)	(100.0)
Sweden	n	0	10	10
	(%)	(0.0)	(100.0)	(100.0)
Norway	n	0	2	2
	(%)	(0.0)	(100.0)	(100.0)
the Netherlands	n	0	3	3
	(%)	(0.0)	(100.0)	(100.0)
Korea	n	0	6	6
	(%)	(0.0)	(100.0)	(100.0)
Hong Kong(China)	n	0	4	4
	(%)	(0.0)	(100.0)	(100.0)
Belgium	n	0	3	3
	(%)	(0.0)	(100.0)	(100.0)
New Zealand	n	0	4	4
	(%)	(0.0)	(100.0)	(100.0)
Other	n	0	6	6
	(%)	(0.0)	(100.0)	(100.0)
Total	n	3	297	300
	(%)	(1.0)	(99.0)	(100.0)

Chi-square analysis

	Value	Degrees of freedom	Asymptotic significant probability
Pearson's Chi-square	3.432	18	1.000
Likelihood ratio	4.274	18	1.000
Linear relationship	1.334	1	.248
The number of valid cases	300		

Table 3-1: Satisfaction with compensation compared by nationality of company headquarters

	Frequency	Average value	Standard deviation
United States	73	20.27	4.29
United Kingdom	38	20.58	4.62
Australia	8	18.00	3.70
Germany	35	20.69	4.48
Denmark	11	22.64	1.57
France	21	19.33	3.60
Finland	7	18.57	5.80
Canada	12	19.17	4.24
Switzerland	22	19.64	3.16
Italy	6	21.33	6.06
India	8	26.63	2.39
Sweden	10	22.30	3.89
Norway	2	21.50	4.95
the Netherlands	3	17.67	3.21
Korea	6	19.33	3.08
Hong Kong(China)	4	17.75	3.50
Belgium	3	20.67	1.53
New Zealand	4	24.75	1.89
Other	3	19.00	5.57
Total	281	20.46	4.27

Table 3-2: Satisfaction with workplace compared by nationality of company headquarters

	Frequency	Average value	Standard deviation
United States	77	15.83	2.67
United Kingdom	40	14.75	2.48
Australia	8	14.63	1.69
Germany	37	15.51	2.32
Denmark	14	16.00	2.00
France	23	15.96	2.27
Finland	7	14.71	2.29
Canada	12	15.17	2.55
Switzerland	24	15.04	2.51
Italy	6	16.83	2.93
India	8	16.25	3.77
Sweden	10	15.60	4.77
Norway	2	16.00	1.41
the Netherlands	3	14.67	1.15
Korea	6	14.67	2.50
Hong Kong(China)	4	12.50	2.65
Belgium	3	15.00	1.00
New Zealand	3	14.33	3.79
Other	6	15.83	2.64
Total	300	15.47	2.61

Table 3-3: Satisfaction with career and superiors compared by nationality of company headquarters

	Frequency	Average value	Standard deviation
United States	40	12.85	3.88
United Kingdom	30	13.03	3.16
Australia	4	14.00	1.41
Germany	18	13.11	3.20
Denmark	5	10.60	3.51
France	6	13.67	3.39
Finland	2	8.50	2.12
Canada	9	12.78	3.15
Switzerland	16	11.69	4.14
Italy	3	14.67	1.53
India	8	19.38	1.06
Sweden	4	14.50	3.79
Norway	2	12.50	4.95
the Netherlands	1	16.00	.
Korea	2	15.00	1.41
Hong Kong(China)	2	11.50	4.95
Belgium	0	.	.
New Zealand	1	7.00	.
Other	1	11.00	.
Total	157	13.11	3.70

