

## DAFTAR PUSTAKA

- Aftab, R., Mahmood, A., & Abdullah, M. (2022). Language And Culture: A Study In The Sociolinguistic Perspective. *Journal of Positive School Psychology*, 2022(9), 5398–5412. <http://journalppw.com>
- Ahmed, S. K. (2024). The pillars of trustworthiness in qualitative research. *Journal of Medicine, Surgery, and Public Health*. <https://doi.org/10.31219/osf.io/se58y>
- Ao, Y. (2016). The Impact of Cross-Cultural Communication on Foreign Managers' Leadership Style in China-Based International Organization. *Open Journal of Social Sciences*, 04(09), 99–118. <https://doi.org/10.4236/jss.2016.49010>
- Cheng, J. (2019). Dynamic relationality toward congruence: a symbiotic solution to cross-cultural negotiations. *International Journal of Conflict Management*, 30(5), 657–679. <https://doi.org/10.1108/IJCMA-03-2019-0050>
- Creswell, J. W., & Poth, C. N. (2018). *Qualitative Inquiry and Research Design: Choosing Among Five Approaches* (Vol. 4).
- El Boubekri, A., & Saidi, B. (2022). Cross-cultural adaptation of international students in Moroccan higher education: the case study of Sub-Saharan African students at Mohammed First University. *Saudi Journal of Language Studies*, 2(3), 170–186. <https://doi.org/10.1108/sjls-04-2022-0046>
- Erkkilä, L. (2010). *Internal Communication Issues in a Multinational Company: Logonet Group*.
- Glazer, S., & Karpati, T. (2014). The role of culture in decision making. *Cutter IT Journal*, 27(9), 23–29.
- Griffin, E., Ledbetter, A., & Sparks, G. (2015). A First Look at Communication Theory. In *Studying for a Foundation Degree in Health*. <https://doi.org/10.4324/9781315684635-12>
- Heldal, F., Sjøvold, E., & Stålsett, K. (2020). Shared cognition in intercultural teams: collaborating without understanding each other. *Team Performance Management*, 26(3–4), 211–226. <https://doi.org/10.1108/TPM-06-2019-0051>
- Hofstede, G., & Hofstede, G. J. (2010). *Cultures and Organization: Software for the Mind* (Vol. 3). McGraw-Hill.
- Hofstede, G., Hofstede, G. J., & Minkov, M. (2010). Cultures and Organizations. In *Cultures and Organizations*.
- Hofstede Insights. (n.d.). *Country Comparison Tool*. The Culture Factor Group. Retrieved May 5, 2024, from <https://www.hofstede-insights.com/country-comparison-tool?countries=germany%2Cindonesia>

- Holmes, S. N., & Illing, J. (2021). Breaking bad news: Tackling cultural dilemmas. *BMJ Supportive and Palliative Care*, 11(2), 128–132. <https://doi.org/10.1136/bmjspcare-2020-002700>
- Imakwuchu, O., & Billy, I. (2018). Cross-Cultural Team Management. *The Business and Management Review*, 9(3), 9–10.
- Imelda, D., & Elsera, M. (2018). Strategi Adaptasi Budaya Para Ekspatriat di Tanjungbalai Karimun. *Jurnal Masyarakat Maritim*, 2(1), 24–32. <https://doi.org/10.31629/jmm.v2i1.1688>
- Indira Gandhi National Open University. (2021). *Cross Cultural Communication*.
- International Organization for Migration. (2023). *World Migration Report 2022*. <https://worldmigrationreport.iom.int/wmr-2022-interactive/>
- Katerina, R., & Aneta, R. (2014). The Impact of Globalization on the Business. *Economic Analysis*, 47(3–4), 83–89. <https://doi.org/10.1353/btf.2005.0001>
- Khelifi, Y. (2023). *Your Guide to Working on Global Teams*. Harvard Business Review. <https://hbr.org/2023/07/your-guide-to-working-on-global-teams>
- Kim, Y. Y. (2017a). Integrative Communication Theory of Cross-Cultural Adaptation. *The International Encyclopedia of Intercultural Communication*, 1–13. <https://doi.org/10.1002/9781118783665.ieicc0041>
- Kim, Y. Y. (2017b). Stress–Adaptation–Growth Dynamic. In *The International Encyclopedia of Intercultural Communication* (pp. 1–6). Wiley. <https://doi.org/10.1002/9781118783665.ieicc0071>
- Kulich, S. J., & Condon, J. C. (2015). *Linking Culture & Communication*. Culture and Communication: Celebrating a Centennial of E. T. Hall’s Contributions. <https://www.futurelearn.com/info/courses/intercultural-communication/0/steps/11071>
- Levine, S. S., Apfelbaum, E. P. A., Bernard, M., Bartelt, V. L., Zajac, E. J., & Stark, D. (2014). Ethnic Diversity Deflates Price Bubbles. *PNAS*, 111(52).
- Luqman, G., & Agathsy, F. (2024). Intercultural Communication in Multinational Work Environments: A Comparative Analysis of Communication Patterns and Cultural Factors. *KAMPRETJournal*, 3(2), 56–64.
- Mangundjaya, W. L., Gandakusuma, I., & Arumi, M. S. (2023). Power Distance, Uncertainty and Commitment to Change. *JURNAL SCIENTIA*, 12(03), 2852–2860. <http://infor.seaninstitute.org/index.php>
- McKinsey. (2015). *Diversity Matters*.
- Mekarisce, A. A. (2020). Teknik Pemeriksaan Keabsahan Data pada Penelitian Kualitatif di Bidang Kesehatan Masyarakat. *Jurnal Ilmiah Kesehatan Masyarakat*, 12(3).
- Mertens, D. M. (2014). *Research and Evaluation in Psychology and Education* (Vol. 4). SAGE Publications, Inc.

- Muhamad, N. (2023, July 26). *Tiongkok Mendominasi Tenaga Kerja Asing di Indonesia pada Semester I 2023*. Databoks.  
<https://databoks.katadata.co.id/datapublish/2023/07/26/tiongkok-mendominasi-tenaga-kerja-asing-di-indonesia-pada-semester-i-2023>
- Neeley, T. (2015). *Global Teams that Work*. Harvard Business Review.  
<https://hbr.org/2015/10/global-teams-that-work>
- Ninsiana, W. (2018). The Relationship between Language and Culture: a Sociolinguistic Perspective. *Advances in Social Science, Education and Humanities Research*, 280, 343–347.
- Okoro, E. (2019). Intercultural Communication Competence in Multinational Competitiveness: Literature Review and Synthesis. *Journal of Business & Economic Policy*, 7(2). <https://doi.org/10.30845/jbep.v7n2p1>
- Panocova, R. (2020). *Theories of Intercultural Communication*.
- Panocová, R. (2020). *Theories of Intercultural Communication*. www.unibook.upjs.sk
- Pop, A.-M., & Sim, M. (2022). Cross-cultural Communication in Multinational Companies. *The Annals of the University of Oradea. Economic Sciences*, 31(31(1)), 324–332. [https://doi.org/10.47535/1991auoes31\(1\)031](https://doi.org/10.47535/1991auoes31(1)031)
- Radha, B. (2020). *Communication Research Methods*.
- Rahayu, A. (2023, November 3). *Daftar Negara Asal Tenaga Kerja Asing Terbanyak di Indonesia Tahun 2023*. Good Stats.  
<https://data.goodstats.id/statistic/analisahayu/daftar-negara-asal-tenaga-kerja-asing-terbanyak-di-indonesia-tahun-2023-FK2Iz>
- Raiyan, M. S., & Hasan, A. (2023). Exploring the Multicultural Working Environment and Cultural Adaptation. In *Centria University of Applied Science* (Issue November).
- Rock, D., & Grant, H. (2016). *Why Diverse Teams Are Smarter*.
- Rozkwitalska, M. (2019). Learning experiences in mono-and intercultural workplace interactions – the job-demands-resources approach. *Journal of Workplace Learning*, 31(5), 305–323. <https://doi.org/10.1108/JWL-11-2018-0140>
- Samovar, L. A., Porter, R. E., McDaniel, E. R., & Roy, C. S. (2017). *Communication Between Cultures* (9th ed.). Cengage Learning.
- Satu Data Ketenagakerjaan. (2022, July 18). *Pengesahan Rencana Tenaga Kerja Asing yang Berlaku di Indonesia Bulan Januari - Mei Tahun 2022*. Kementerian Ketenagakerjaan Republik Indonesia.
- Stahl, N. A., & King, J. R. (2020). Expanding Approaches for Research: Understanding and Using Trustworthiness in Qualitative Research. *Journal of Development Education*, 44(1), 26–28. <https://doi.org/10.4135/9781483329574>

- Taherdoost, H. (2021). Data Collection Methods and Tools for Research; A Step-by-Step Guide to Choose Data Collection Technique for Academic and Business Research Projects Authors. *International Journal of Academic Research in Management (IJARM)*, 10(1), 10–38. <https://hal.science/hal-03741834>
- TAN, S. K., & Masuyama, T. (2018). Intercultural Communication in a Multicultural Workplace: Challenges and Strategies of Effective Intracultural Communication. *研究年報= The Journal of International Business*, 41–52.
- Tripathy, M. (2019). Subduing Cultural Stereotype & Ethnocentrism In Business Organizations: A Soft Skills Stance. *Jurnal Sosial Humaniora*, 12(1), 28. <https://doi.org/10.12962/j24433527.v12i1.4897>
- Varner, I., & Beamer, L. (2008). *Intercultural Communication in the Global Workplace, Fifth Edition*.
- VLAD, M., & STAN, S. (2018). The Influence of Cultural Differences and its Application in Multinational Organizations. *Management Dynamics in the Knowledge Economy*, 6(3), 405–422. <https://doi.org/10.25019/mdke/6.3.04>
- Wahyu Adi, T. J., & Musbah, A. (2017). The Cultural Differences Influences on Knowledge Sharing Activities in Construction Project Collaboration. *IPTEK Journal of Proceedings Series*, 0(1), 85. <https://doi.org/10.12962/j23546026.y2017i1.2197>
- Weck, M., & Ivanova, M. (2013a). The importance of cultural adaptation for the trust development within business relationships. *Journal of Business and Industrial Marketing*, 28(3), 210–220. <https://doi.org/10.1108/08858621311302868>
- Weck, M., & Ivanova, M. (2013b). The importance of cultural adaptation for the trust development within business relationships. *Journal of Business and Industrial Marketing*, 28(3), 210–220. <https://doi.org/10.1108/08858621311302868>
- Yin, R. K. (2018). *Case Study Research and Applications. Sixth Edition* (Vol. 6).
- Zaidah, N., Affini, L. N., Setyorini, A., & Nur'Aini, S. (2023). Cross-Cultural Adaptation of Darmasiswa International Students in Central Java Indonesia. *Lensa: Kajian Kebahasaan, Kesusastraan, Dan Budaya*, 13(2), 189. <https://doi.org/10.26714/lensa.13.2.2023.189-203>
- Zhao, M. (2023). Cultural Adaptation and Learning of German in a German-Owned Enterprise: A Qualitative Study. *Proceedings of the 2022 4th International Conference on Literature, Art and Human Development (ICLAHD 2022)*, 1425–1433. [https://doi.org/10.2991/978-2-494069-97-8\\_183](https://doi.org/10.2991/978-2-494069-97-8_183)

M U L T I M E D I A  
N U S A N T A R A