

Local Global Workers: Understanding the experiences of host national employees working in multinational corporations/organisations

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Abstract

The world economy continues to grow, and technologies that support mobility of information, goods and people are being developed. In this trend, highly mobile professionals, namely expatriates, migrate, live and work abroad including in Indonesia. During their assignments, they come to know Indonesians and their country, and in doing so they experience the Indonesian culture. At the same time, the multinational corporations/organisations where expatriates work provide space where Indonesian employees, so-called Host Country Nationals (HCNs), can also encounter, interact and understand other cultures through the expatriates. HCNs, in a sense, stand at the forefront of globalisation within their country and local communities. However, ethnographic studies of HCNs' experiences are rare, as are those of expatriates. In this paper, I will review the literature in which the perspectives and experiences of host country nationals are observed in relation to the lived experiences of expatriates. Through a review of the literature, I will consider the impact on HCNs of their work experiences in multinational corporations/organisations and the role of HCNs for the future of Indonesia.