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EMPLOYABILITY OF NEPALESE BUSINESS STUDENTS
GRADUATED FROM UNIVERSITY OF APPLIED SCIENCES
IN FINLAND

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The purpose of this thesis was to find out how to make an easy transition from the study to the field of employment in Finland. The goal is to help the Nepalese current or future expatriates and give them an idea of various problems and obstacles they are likely to face. The aim is to provide better information about different issues to concentrate for better employability opportunities in the Finnish labour market.

The theoretical part of the thesis includes basic information about Finnish labor market, Education and Employability skills, Expatriatism, Cross-cultural adaptation and Job search.

Thirteen Nepalese business graduates were interviewed for the research question. A set of interview question were prepared based on the above topic. Qualitative research method was used for the research analysis part. Only male graduates were interviewed, so the prospective of the female graduates as well as the prospective of Finnish employer regarding Nepalese work ethics were not taken into consideration.

Based on the comments given by the interviewees, conclusion and recommendation for the future expatriates were made. Importance of communication and time management skill, being punctual, learning finnish language and choice of city initially for better transition, negotiation of different stages of culture shock and adaptation and being open minded etc., were the key points identified through the research analysis.

The author also finds out the all the graduates were employed, and more than fifty percent were happy with their employment situation.

After the analysis the author has provided some recommendations for future expatriates. The author has identified the importance of Finnish language not only important for job prospects, but also in cross cultural adaptation. Time management and punctuality are the other key skill needed for success in Finland. Being open minded and keen to learn and expand the minds regarding other culture and ways of doing things are also essential for adaptation in Finland. For initial stage, choice of city is also important for essential support and adjustment in Finland.

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1 INTRODUCTION

Many students from all over the world come to Finland for better education in different degree programs. Nepalese students are not an exception too. The main reason for this is that Finland use to provide free quality degrees till 2017. However, coming from different cultures background and understanding, there are many things that are needed to do if one must adjust in unfamiliar environment.

In this thesis report, the main focus is about Nepalese business students, and their transition from graduation to the employment field. Every person like to secure their future with better job opportunities to integrate in the society. However, the transition can be difficult and exhausting if one is not well prepared in advance.

To make an easy transition lot of key factors are needed to be considered. Understanding the Finnish labour market, developing professional and employability skills is a must. Adaptation to a new culture environment is another critical issue that should be handled effectively. Also, Job search can be daunting if the person has not done his homework properly.

Background

This thesis is all about how to successfully make an easy transition for Nepalese students in Finland. Many students from Nepal arrive here in Finland for study or work purposes. Being in a new place, they face many situations different from the home country. So, in this report the author wanted to find out how to make the process easier for the upcoming students or the student currently studying in various university of applied sciences in Finland

Purpose of the thesis

The purpose of the study is to find out how to make an easy transition from the study to the field of employment in Finland. The goal is to help the Nepalese current or future

expatriates and give them an idea of various problems and obstacles they are likely to face. Better information about different issue to concentrate for better employability opportunities in the Finnish labour market. Interview with already graduated student and their opinions will be key in the findings of the report.

Thesis structure

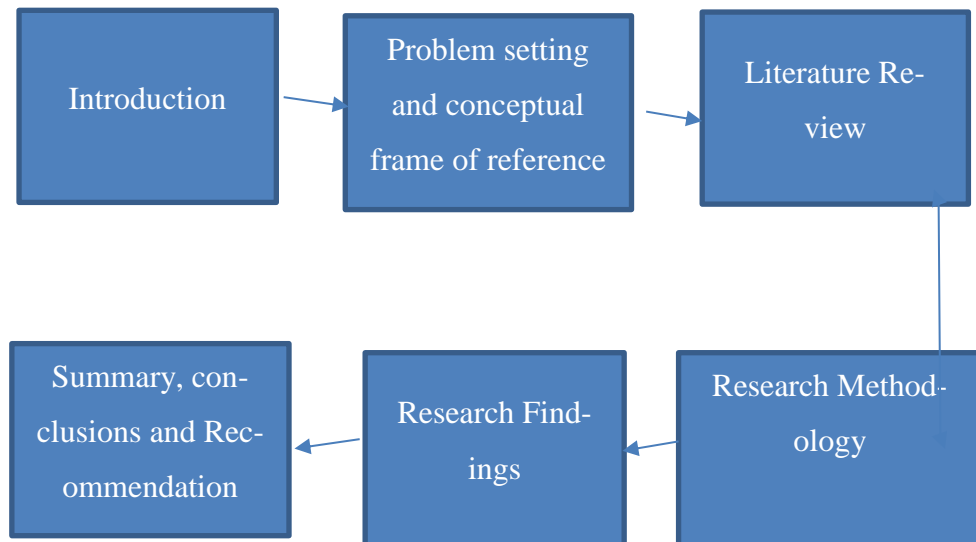


Figure 1. Thesis structure

The above figure is the structure of the thesis. The thesis begins with the introduction part which includes background and purpose. After that, research problem and conceptual frame of reference are described, and after literature review, research methodology, findings and conclusions and recommendation are provided accordingly.

2 PROBLEM SETTING AND CONCEPTUAL FRAME OF REFERENCE.

2.1 Research problems

Nepalese expatriate student often encounters challenges while they are in Finland. Employment is one of the key problem. Therefore, the main research problem for this

study are: To better understand the situation and taking necessary steps needed to prepare those with ease and make an easy transition in the field of employment.

2.2 Research objectives

Based upon the above-mentioned research problems following research objectives were drawn:

- What are the skills needed to be competent in the Finnish labour market?
- What are the cross-culture challenges for Nepalese students in Finland?
- How to adapt to a new cultural environment?
- What are the various ways to search and apply job in Finnish labour market?

2.3 Conceptual frame of reference

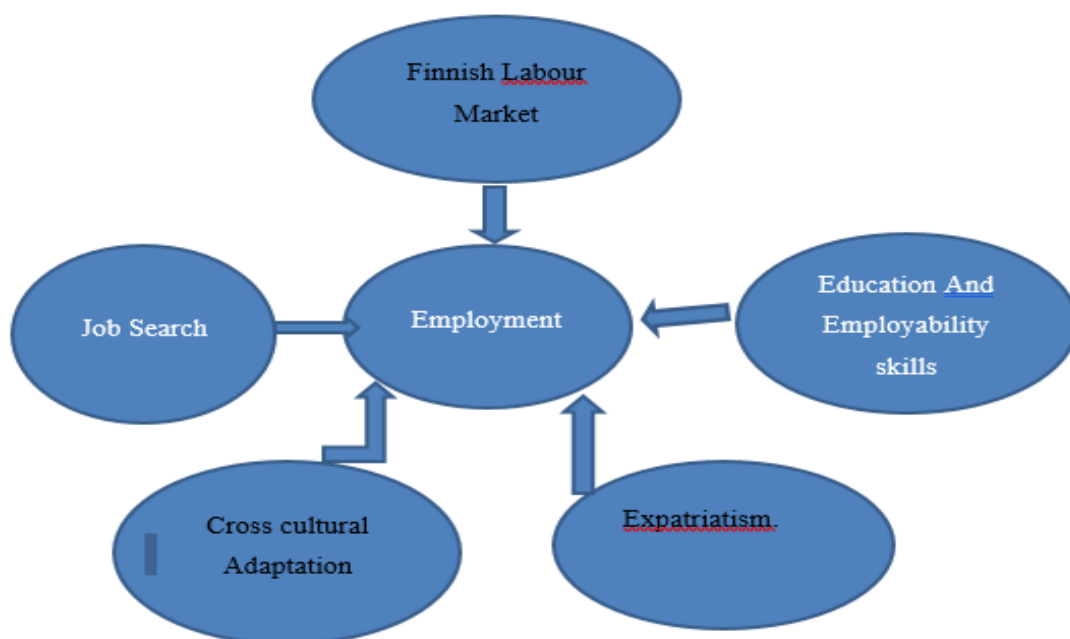


Figure 2. Conceptual frame of reference regarding issues related to employment.

The figure demonstrates the key components necessary to be considered for easy transition to employment prospect for Nepalese expats. Understanding the Finnish labour

market, adaptation to a foreign cultural background as well as having required education and other employability skills are key factors in finding the employment successfully.

3 FINNISH LABOUR MARKET

A labor market is the place where workers and employees interact with each other. In the labor market employer are looking to hire the best employees and the workers compete for the best satisfying job available to them. (Website of Indian economic time 2018)

Overview of the Finnish labor market

The population of the Finland is approximately 5.5 million. The size of the Finland working age population is decreasing yearly, due to an increasing rate of retirement. At the same time, the number of immigrants is growing, and people are staying at work longer.

In Finland, the service industry provides more employment opportunities than the industry and construction sectors. The sectors employing the largest number of people are commerce, transport, hotel and catering services, education, health, and social services. Employment in the service industry is set to increase in the coming years to come.

Some of the biggest employers in Finland are Posti group oy, offering postal and courier services, the OP group (banking and insurance), and ISS palvelut Oy, which provide Real estate and office premises services. Most new mode of employment recently have been with small and medium sized enterprises, and the proportion of micro-enterprises is also growing. For example, the city of Helsinki is the largest single employer in Finland. It offers employment in the sector of education, social and health care services, transport and maintenance etc. (Website of Eures 2018)

Changes in Employment 2017/07-2018/07

	Year/Month		Change
	2017/07	2018/07	2017/07 - 2018/07
	1000 persons		Per cent, %
Population total	4 115	4 123	0,2
Active population total	2 763	2 814	1,8
Employed	2 556	2 631	2,9
– employees	2 240	2 302	2,8
– self-employed persons and unpaid family workers	316	329	4,0
Unemployed	207	183	–11,8
Inactive population	1 352	1 309	–3,2
– persons in disguised unemployment	132	119	–9,9
	Per cent, %		Percentage points
Employment rate, persons aged 15–64	72,0	74,1	2,1
Unemployment rate	7,5	6,5	–1,0
Activity rate	67,2	68,3	1,1

Figure 3. Statistics Finland's Labor Force Survey, population aged 15 to 74 (Website of tilastokeskus 2018)

According to Statistics Finland's Labor Force Survey (July 2018) of native population, around 2.63 million people were in various employment position, whereas, 1.83 thousand people were unemployed. Comparing to year 2017, where unemployment rate stands at 7.5 %, there is an improvement in July 2018 where the unemployment figure stands at 6.5 %.

Unemployed job seeker (by occupation)

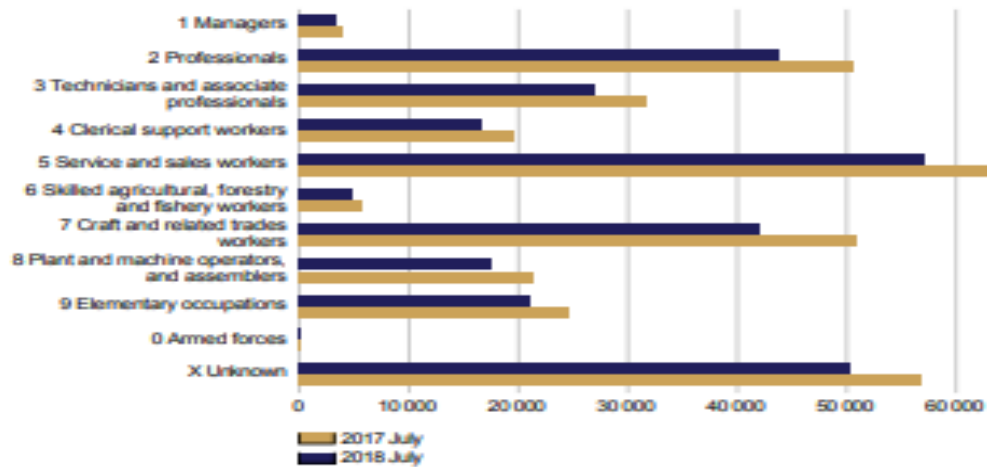


Figure 4. Unemployed Job seeker (Website of Valtioneuvosto 2018)

According to the figure, examined through occupation, unemployment decreased in all groups from July 2017, the most in the groups of craft and related trade workers (-9000), service and sales worker (-7000) and Professional (-6800). So, we can conclude that, every occupation field is improving in relation to the employment.

However, for an expatriate or immigrant, looking for job and settling in a new country has various own challenges and opportunities. Below, I am going in detail about various topics one need to take in consideration for better employment opportunities in Finland.

4 EDUCATION AND EMPLOYABILITY SKILLS

4.1 Education

Education has a vital role in one life in every department.it helps to develop the whole person. It helps to prepare to exist, interact and survive in the world. Education opens a person to whole world of possibilities. Any person can decide what is best for his life

through it. It is essential to learn new things, develop critical skill and not afraid of having different opinion. So, in general education is very important to improve one personal as well as professional life.

Each person is studying and learning in different fields to improve their chances of landing a good job. Getting a degree in respective field is a must. It also helps to enhance other skills for example, team work skill, communication skills, time management etc. which are quite essential requirement in any employment field. The more educated one is the better option they have in their career fields. So, education and employment are correlated. Many employers today require at least college education for even small administrative position.

Overall, in today world education is the major backbone for person development as well as the country development. High literacy rate countries are prosperous, and their citizen are enjoying high per capita income. In general, education helps to become the active member of the society and participate in each and every change that occur there.

4.2 Employability skills

Employment is crucial factor in this modern age to move forward in one's life. Specific job skill is first and foremost criteria in any employment fields. Besides, specific skills, every employer are looking for other general skills which are sometimes called employability skills.

There are eight major skills that employer wants no matter what industry everyone working in. The list is described below:

- **Communication skill:** In every job, communication play a vital role in day to day functioning of any organization. It can be categorized in two parts, speaking and listening skills. Effective spoken communication skill requires to express one ideas and views clearly and confidently in free-flowing manner. Good spoken skills consist of various skills like telephone skills, presentation

skills, persuading and negotiating skills, gathering required information, body language skills.

Good listening skill is all about being interest in what other has to say. It helps to create a better understanding about the situation and deal with it appropriately.

- **Team work skill:** It is one of the important skills needed in any workplace. Team work defines being good at dealing and working with the people, both the people that are working in the organization as well as other that come to contact with the office. Some of the ways we can develop team work skill are through participating in the group assignment with other people, doing volunteer work in the organization, joining special interest group, local team where you can talk and listen others' etc.
- **Problem solving:** Every person encounters various problems in their life and work situation. Dealing with the problem and finding solution is one of the skills that is needed to be successful in modern life. Some of the ways we can develop or improve this skill are through listening and handling complaints in the workplace, doing assignment as part of the studies, talking and listening to another people opinion, taking a skill course etc.
- **Planning and organizing:** Planning and organizing skill is vital in any organization. It is needed to get the task done in time. Good organization skill helps to save the valuable time and reduce unnecessary stress. So, one should have a good planning and organizing skill. Some of the ways to develop this skill are through developing a timetable and following it, participating and helping to organize a community event, doing household chores regularly, managing time in work, study and other family commitments etc.

- **Learning:** It is all about wanting to know new things and to be able to pick up quickly. In this highly competitive age, it is one of the vital skill to have. In this constantly changing workplace environment, learning new things and adapting can be challenging as well as interesting to the people. Some of the way this skill can be developed are through joining online courses, developing new hobbies, reading books and researching new things etc.
- **Technology:** In this rapidly increasing technological era, having general technological knowledge is a most in any workplace. As most of the work is online these days, every employer wants at least basic computer knowledge like word processing, handling email, etc. Some of the ways to develop the skill are through doing online courses, asking for training in the workplace, finding out what technology is used in any workplace and learning it etc.
- **Language skill:** Learning new language is always a challenging as well as interesting prospect. Moving in a new country for new work opportunities can be a challenging in the beginning if the local language is not learnt. So, an individual makes every effort to master the language to excel in the foreign countries. Some of the ways to develop this skill are through joining a language institution, talking and having conversation to new local friend, Practicing everyday with local as well as with friends etc.
- **Self-Management:** It is about getting on the work and doing it efficiently without someone has to constantly check every time. Planning and organization skill, taking responsibility for own action, confidence in oneself etc. all comes under the self-management skills. Some of the ways to develop this skill set are through involving in intern project or work experiences, involving in intern project or work experiences, joining volunteer program, asking new responsibilities at work and showing desire to learn new things etc. (Website of Youth Central 2018)

5 EXPATRIATISM

An expatriate, sometimes abbreviated “expat,” is anyone who is living outside of his or her home country, either on a permanent or temporary basis. (Hess and Linderman, 2002). In the broadest sense, an expatriate is any person living in a different country from where he or she is a citizen in. (Human Resource Certificate Institute, 2008).

Many organization use expatriate as a tool to send key member abroad for various purposes. for example, potential career development, transfer of organizational knowledge, expand into new business market etc.

However, for individual expatriate assignment represent challenges and opportunities both personally and professionally. There is a level of excitement of moving to a new country and operate in a different cultural environment, as well various challenges like culture shock, integration in the society could be a problem.

5.1 Types of Expatriates

Jonathan Reuvid has identified three types of expatriate who react differently in a new cultural environment. (Reuvid 2007, 165) They are as:

- **Chauvinistic Expatriate:** This type of expatriate trying to understand the local ways of doing things, or local colleagues, are minimal. They want to experience the new location, but they do not expect to be changed. They like to follow their own home style way of doing things. Faced with the difficulties of this new environment he or she retreats from what is perceived as a hostile host country and people. (Reuvid 2007,165-166). They are constantly disoriented by the environment and feels constantly at sea. The symptoms are complaining, dependent on drugs or alcohol, marital difficulties and general aggressive tendencies. Fortunately, for most expatriate this is a passing stage happen shortly after their first home leave, when the realities of life are forced upon them, they manage to adapt successfully.

- Go bush: This type of expatriate, much rarer, tends to overidealize all things local. They are keen to adapt in the local environment in all ways possible. They read books, learn language, try the local recipes, local dress and blend in as soon as possible. They totally identify with the host culture, which many of his local colleagues find both patronizing and suspect. (Reuvid 2007,166)
- Open minded Expatriate: The third and probably most appropriate one, but difficult to achieve, is that of the open-minded expatriate. They can accept the new culture and make an attempt to understand it, without abandoning their own values and beliefs. This involves understanding how the host society values and system are reflected in everyday behavior. The differences between the cultures and beliefs are acknowledged, but they are not distinguished as better or worse.

5.2 Problem Faced by the Expatriate

Moving abroad, whether for a short term or permanently, comes with various opportunities and challenges. Expatriates moving to a new country are faced with variety of challenges, including the move itself, family members, search of accommodation as well as integration in the host country. Moving to a new country might seem a great experience at first, many expats have a hard time getting things done in the beginning. The most common problems include are learning the local language, finding a good place to live, making new friends, managing finance and insurance, adapting to a local culture and way of doing things etc.

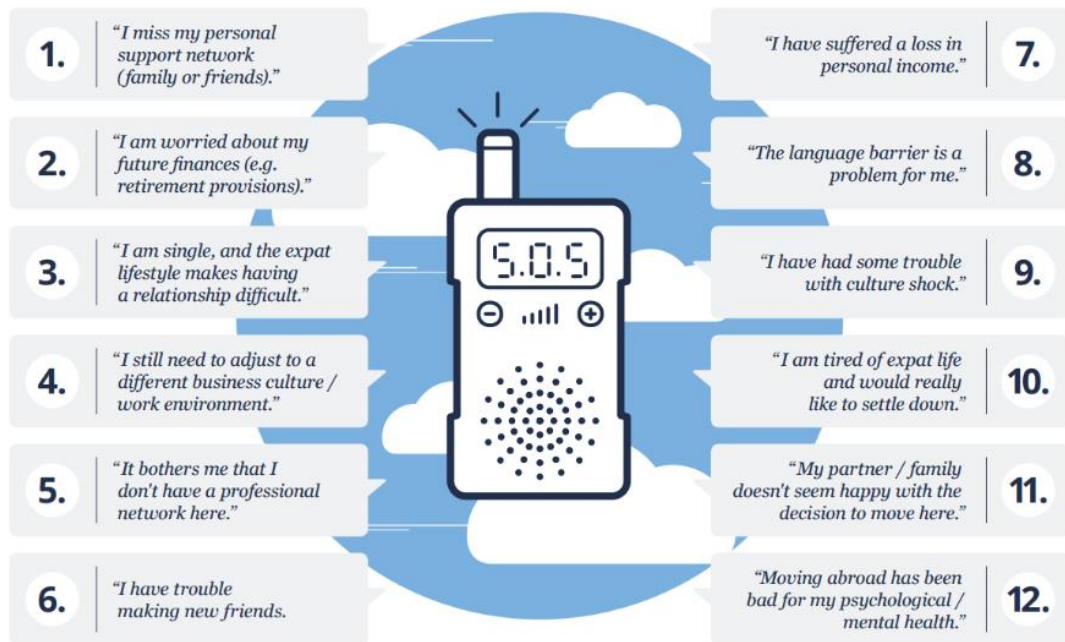


Figure 5. The most common expat problem (website of Inter nations 2018)

In the above figure, the twelve most common problem by expats are mentioned according to Inter Nations Expat survey 2015. It explains that more than half around 52% miss their personal support network, which remains as specific concern on the top of the list. Those between the age of 26 and 30 struggle with the loss of their support system the most. Luckily, only a small percentage of expatriates has a hard time making new friends which stand around 26%. Around 26% are also struggling with the language barrier and culture shock stand around 22%. Almost around 21% are tired of expat life and wants to settle down Moreover, only 10% say that the move has been bad for their psychological health. However, the stats given is general and it depend on according to the destination they live in. (Website of internations 2018)

5.3 Culture shock

The term culture shock is often used to refer to the adjustment process that occur when a person is settling in a new country. Not everyone is affected by culture shock in the same way or to the same degree. It is however typical for human being to undergo some sort of adaptation stress when they move into a new environment. Initially, the

move to a foreign environment result in some excitement, discomfort, as well as irritation, bitterness or even physical discomfort. Here are some stages that everyone goes through while settling in a new country.

- Honeymoon stage: It is the first stage where the person is feeling excited, euphoric of the new environment. Generally, the person engages in exploration of sights and shops, meeting new people, observing the culture, etc. They have a sense of adventure in them. This stage lasts for 1-4 week. (Website of Handels,2018)
- Distress stage: This stage be a crisis period. The person is actively participating in the new environment for example on his job, study etc. Here, the excitement turns into disappointment and it seems there are more and more problem and unpleasant events. The person feels confused, lost, isolated. Familiar support system, family and friends are not accessible to the person. This stage last longer than the honeymoon stage.
- Adjustment stage: The third stage is the adjustment and integration phase, where the person accepts the differences and feel like it is possible to live with them. The person feels more confident and is better able to cope to problem that arises based on the experience gathered. A feeling of isolation disappears and appreciation towards the new culture and environment arises. (Pederson 1995, 3-4)
- Acceptance/ Adaptation stage: The fourth stage is acceptance stage where the person will feel at home and become involved in activities. Living in the target country become enjoyable and one feels comfortable and confident. One can make decision based on his/ her preferences. The importance of finding appreciation in the differences and similarities of both cultures is finally met.
- Re-entry shock: The fifth stage Re-entry shock takes place when the person returns home. The effect is similar of that in regular culture shock. The person returning home often re-examine their values, priorities and what they think of

themselves and their home country. one can have an idealized view of home and when the expectation of total familiarity is not met, it can cause distress. The expectation of being able to pick up exactly where one left off cause problem when reality does not meet the expectation. Spending some time with the friend and family brings the situation in normal. (Pederson 1995,3-4)

5.4 Getting information and support

The adventure is about to begin when the expatriate gets ready for travel, adventure and of course all the work of preparing, moving, settling in, and adjusting. Whether it is the first time or is a seasoned expatriate with several experiences in foreign countries, every move begins in the same way: gathering information about the new assignment and finding the support that one need.

Never underestimate the importance of preparation because it helps to avoid mistakes and unpleasant surprises, gives one idea of what to expect and what to bring with you, reduce the early period of helplessness, and tempers the severity of culture shock. The person feels more confident and be more able to settle in more quickly. (Hess & Linderman 2002,1)

Getting started: the basics

The list of details to be attended to and the projects that need to be completed in a foreign move may seem endless. However, according to Hess & Linderman, here are the basic, one should take care before their move.

One should gather information on passports, visas, and other requirements, find support in moving the belongings. They should also make a head starts on learning the language and culture in the country of their assignment, search specific work-related information and also information about support in obtaining overseas housing. One should also actively search specific information on living condition in the host country,

including schools and spouse employment, and if needed tax, financial and insurance advice.

If an expatriate is moving abroad through his organization or company, chances are they will be provided some level of support. However, one should always be prepared beforehand, to ultimately lessen their stress.

In the case of expatriate students, the situation is quite different. They are not sent to the target country by anyone, and they do not have any organization to help them except some guidelines provided by their universities or colleges. Therefore, it is essential to gather as much information as possible. Once, they arrive, the expatriate community in the host country can be an excellent source of help. They know what you are going through and will sympathize with you. So, one should, start contacting other expatriate right away and start building your own support network. It takes time, but the effort will pay off in the end. (Hess& Linderman 2002,3).

There are few other sources one can look for various information and support which are as follows, the Embassy, consulate or website of your new host country, your own country's embassy in your host country, colleagues in your host country, expatriate group in your host country ,people from your host country living in your home country, websites for expatriates, local publications , tax, financial and insurance advisers etc.

5.5 Integration of Expatriate abroad

People from different countries take different amount to time for integration in the local culture and making new friends. Generally, it depends on each individual characteristic whether they are chauvinistic, go bush or open- minded types of expatriate.

A lot of factor needs to be considered in successful integration in the foreign country for expatriates. As previously described above, gathering information and support is a crucial part in the process as well as negotiating the various stages of culture shock ease the process in integration for the expatriates.

A study by the Institute of Public Policy research has identify common factor and skill necessary to integrate successfully. The report indicates planning particularly in advance is the key factor. Besides that, getting involvement in the local communities and activities helps to build new connections. And Last but not least, learning the language is the key skill one can acquire to communicate, engage and interact in the local community. (Website of Expatra 2018)

6 CROSS CULTURE ADAPTATION

Cultures include assumptions, values, expectations and attitudes that have been built up over time among groups of people. No matter where one goes, or how open minded the person is, there will inevitably be times when your own values, expectations, and habits clash with those of the local Even if the person speak the same language as the host country or share cultural roots, one still need to bridge between your own culture and theirs. (Hess & Linderman 2007,58).

So, adaptation to the new culture for expats is a slow and gradual process. Identifying the cultural differences is a first step.

6.1 Cultural Differences

Cultures are living, changing entities that emerge from a wide range of influences. History, climate, geography, religion economic factors and neighboring cultures all help determine the foods people eat, the way they dress, the homes they live in, and the pattern of their daily lives. Culture are not uniform throughout a country.

Even in different regions of the country there are differences among ethnic groups, generations and even individual. It is incorrect, and even offensive, to expect every individual to fit into some sort of national stereotype.

However, generalization about the culture of a place can be useful as long as they are viewed merely as a guideline to help the expatriate to understand and adapt. (Hess& Linderman 2007, 64)

To understand the culture of the host country, one encounter external differences; expectations, expressed in the form of written and unwritten rules: and underlying attitudes and beliefs

External differences like food, dress, customs, tradition, etc. may pose a challenge at first, these culture traits also provide some of the most colorful, exotic, and enjoyable experiences of overseas life. The external attributes of the host culture are likely to provide more pleasure than pitfalls. However, you will also confront other cultural traits that can present much more a problem: the not-so-obvious values and attitudes of the people around you. (Hess & Linderman 2007,65)

6.1.1 Written and Unwritten rules

The written and unwritten rules of other culture are harder to identify than the colorful and more obvious external differences mentioned above. And if someone break the rules, one might face social embarrassment, legal trouble or even physical danger. One should be prepared for that, before or as soon as possible afterward arriving in a host country. Asking a local contact, experienced expatriate, or cross-cultural trainer can help to ease the process of adaptations of the common rules needed to be understand are: Traffic laws, Dress, Greeting and forms of address, Gestures, Taboos, Shopping, Etiquette, Neighbors, Daily schedule, Smoking, Alcohol and drugs etc.

6.1.2 Attitudes and Values

The attitudes and values of the new host country may present the greater challenges of all, because they are not easy to uncover. Natives of the host country will readily tell about their custom rules (i.e., external differences and written and un written rules), but they may not be able to explain the attitudes and values that guide their behavior - mostly because these are taken for granted and accepted as common sense.

Secondly, some values and attitudes of the host-country locals may clash strongly with your own. So, as one gets to know the country and its people better, they may find that actions that offended at first really do make sense in the context of the local culture.

Nevertheless, a good-faith attempt to understand the local behavior and attitudes prevalent in the host country will reward the expatriate in several ways. One will better understand the people around you, why they do the things as they do, it helps to accept them as they are, and last but not least, it will broaden the thinking's with the exposure to different point of view. (Hess & Linderman 2007, 69)

6.2 Cross-Cultural Communication

As, previously mentioned above, an expatriate settling into a new country encounter different cultural differences than their own. Even, one is open minded, there will inevitably be times when one values, expectations, and habits clash with those of the local people. Even if one speaks same language and share cultural roots, one still need to bridge the gap between your culture and theirs.

Unfortunately, an expatriate cannot assume that the people you meet in your host country will meet you halfway and show understanding for your cultural differences because you are a foreigner. Unlike you, they might never have travel outside or they may even realize that people in other countries have different ways of doing things they accept as normal. As a guest, in the host country an expatriate has the responsibility for reaching out as best as one can and should try to accommodate to the culture around them.

According to Hess and Linderman, there are four general stages in bridging the gap between your culture and another.

- Realize that people in other places have developed different way of dealing with the large and small question of life.

- Familiarize yourself with your own culturally based values, expectations, and attitudes, rather than taking them for granted.
- Study the specific attitudes, expectations, and values of your target culture.
- Learn how to deal with people in another culture based on an understanding of their point of view, whether or not you agree with it or adopt it yourself. (Hess& Linderman 2007, 58-59).

6.3 Cross-cultural skills

According to Hess& Linderman, here are the few ways an expatriate can understand and develop skill for successful integration in the foreign country.

- Putting common sense in context: One should simply realize that people in other places have different of going about their daily lives, and even different ways of thinking. What is considered common sense in one culture make no sense at all to people who grew up in somewhere else. Even if one has never lived overseas, they have probably become aware of some of these differences in encounter with people from different countries, ethnic groups, or even regions within your own country.

To boost the skill in these areas, one should first think the experiences with people from other backgrounds. Or immerse oneself in another culture by spending time in an immigrant neighborhood, watching a foreign movie, or reading a novel written by someone from a different culture. Try to identify ways in which the values, attitudes, and expectations, you encounter differ from your own culture. If someone has not had many cross-cultural experiences, reading books on those subject or even taking cross-cultural communication seminar can be useful for better insights. (Hess& Linderman 2007,59-60)

- Cultural Self-Awareness: Before one can understand another culture, one must become aware of their own. As one begins to realize how one own values, attitudes, and expectations have been shaped by the home culture, one can be

in better position to see things from the point of view of people in other culture.
(Hess& Linderman 2007, 60)

So, one can increase self -awareness through seeking out opportunities taking to immigrants or foreign visitors, reading books that describe one's culture etc.

- Information about the host country: Information is the key to success in a specific culture. Studying up on your new host culture before you arrive will give you a head start on your own adjustment, help you make a favorable impression with the locals as well as prevent embarrassing mistakes. Looking for information that specifically address the new culture, reading literature, popular books and magazines, even children stories from the host country, studying the language if at all possible, trying to meet new people from your host country, taking a seminar that focuses on the culture of your host country etc.. can help to ease the adaptation process.

6.4 Hofstede's Four dimension of culture

Hofstede research in the area of culture and management is known worldwide. His theories are not frequently quoted and applied in cross-cultural research, but also used in prescriptive works on dealing with other cultures. (Browaeys & Price 2008,21).

Hofstede identifies four dimensions of national culture: power distance, uncertainty avoidance, masculinity/ femininity and individualism/collectivism. Although this dimension is independent statistically and occur in all possible combination, some combination is more common. For example, Eastern cultures tend to score higher in power distance and uncertainty avoidance, are collectivist, possess more femininity values. In contrast, western countries tend to be lower power distance and uncertainty avoidance, are more individualistic and possess masculine characteristics.

Hofstede's culture dimension varies greatly between Asian countries and Finland. Understanding what each dimension means, and knowing the differences helps the expatriate for better cultural adaptation.

6.4.1 Power distance

Power distance refers to the extent to which members of a culture expect and accept that power is unequally distributed in society. In high power countries, the superiors - meaning parents, teacher, bosses or people that are older - have more power, whereas in low power distance countries, it tends to be minimal.

In higher power distance cultures, effective managers are benevolent autocrats who are focused on the task. If things go wrong, the subordinates - who are dependent on their superiors - are usually to blame. In low distance cultures, on the other hand, managers are more oriented towards the people in the organization and allow them to participate more in the decision making. The relations between subordinates and superior are more horizontal than vertical. (Browaeys & Price 2008,22).

Table 1. Extremes of Hofstede's 'Power distance' dimension (Browaeys & Price 2008,21).

Low power distance	High power distance
There should be a minimum of inequality since it can exploit others.	Inequality is unavoidable, and everyone has the place they deserve.
If there is a hierarchy in an organization, it is only for the sake of convenience	Hierarchy in an organization reflects natural differences
People who are superiors or subordinates are all the same	Superiors or subordinates are different kinds of people
Everyone should enjoy the same privileges; there should be no status symbols	Power-holders are entitled to privileges and status-symbols.
Subordinates should be consulted.	Subordinates should be told what to do
Individuality is to be respected.	Authority is to be respected.
The manager should be a resourceful democrat.	The manager should be a benevolent autocrat.

The table illustrates the difference between low power distance culture and the high-power distance culture.

6.4.2 Individualism/Collectivism

This dimension concern itself with the relationship between the individual and the group. To what extent are individuals in society autonomous and to what extent are they embedded in the group.

In individualist society, the ties between individual are loose. You are mainly responsible for yourself and your direct nuclear family. Whereas, in the collective society culture, people are part of a close group since birth. One is responsible for the group.

Table 2. Extremes of Hofstede's 'collectivist/Individualist' dimension (Browaeys & Price 2008,23).

Collectivist	Individualist
'We' mentality	'I' mentality
Identity is based on one's social group.	Identity is based on the individual
Decisions are primarily made according to what is best for the group	Decisions are based primarily on individual needs
Relationships prevail over task	Tasks prevail over relationships.
Focus is on belongings to an organization.	Focus is on individual initiative and achievement.
Values differ according to the group	Value standards apply to all.

This table illustrates the common difference between the individualist cultural society and the collective societies.

6.4.3 Masculinity /Femininity

A masculine society is one where assertiveness, achievement, and success are important values. According to Hofstede in masculine societies the emotional gender-roles are strictly divided. Men are expected to be assertive, tough and aim at material success, where women are expected to be modest, tender and oriented towards quality of life. In feminine societies, the emotional gender roles often overlap, Men as well as women are expected to be modest, tender and oriented towards quality of life (Nunez 2007,49-50)

Table 3. Extremes of the ‘masculine/feminine’ dimension (Browaeys & Price 2008,24)

Masculinity	Femininity
Distinct gender roles.	Fluid gender roles.
Men are assertive, women are nurturing.	Men and women in nurturing roles.
Stress in competition and performance.	Stress on co-operation and environmental awareness.
Acquisition of wealth.	Quality of life.
Ambition motivates.	Service motivates.
Live to work.	Work to live.
Sympathy for successful achiever.	Sympathy to the unfortunate.
Independence ideal.	Interdependence ideal.
Managers are expected to be decisive and assertive.	Managers use intuition and strive for consensus.

The table illustrates the difference between masculine and feminine Characteristics in different countries.

6.4.4 Uncertainty avoidance

The fourth dimension measures the extent to which people in a certain culture avoid uncertainty. To what extent do they prefer predictability in their lives, clearly prescribed rules and regulation in their work? Uncertainty avoiding cultures perceive life as a battle against anxiety and stresses as they are afraid of change and the unknown. They appreciate authorities who have right answers, who lay down rules to prevent ambiguities. Culture with low uncertainty avoidance are fond of changes and are not afraid by problems and difficult situations. They perceive that there are always answers to problems and laws are not always effective or necessary in dealing with the deviation-they may be changed if deemed ineffective. (Browaeys & Price 2008,24).

Table 4. Extremes for Hofstede's 'uncertainty avoidance' dimension (Browaeys & Price 2008,25).

Low uncertainty avoidance	High uncertainty avoidance
Uncertainty in life is threatening and must be avoided.	Uncertainty is a fact of life: take things as it comes.
Intolerant of deviant persons and ideas.	Deviance is not a threat.
Predictability and clarity are preferable.	Ambiguity is tolerated.
Concern about security.	Readiness to take risks.
Resistance to change.	Toleration of innovation.
Formal rules and regulations are necessary.	The fewer rules there are the better.
Consensus is better than conflict.	Competition and conflict can be constructive.
Belief in experts and their knowledge.	Belief in generalists and common sense.
There is an inner urge to work hard.	Hard work as such is not a virtue.

The figure clearly illustrates how different people in the culture act in dealing with the uncertain situations.

6.5 Comparison Finland and Nepal

As mentioned above western culture countries like Finland and Asian countries like Nepal has a vast cultural difference. Here, below in the graph we are going to further describe according to Hofstede insights.

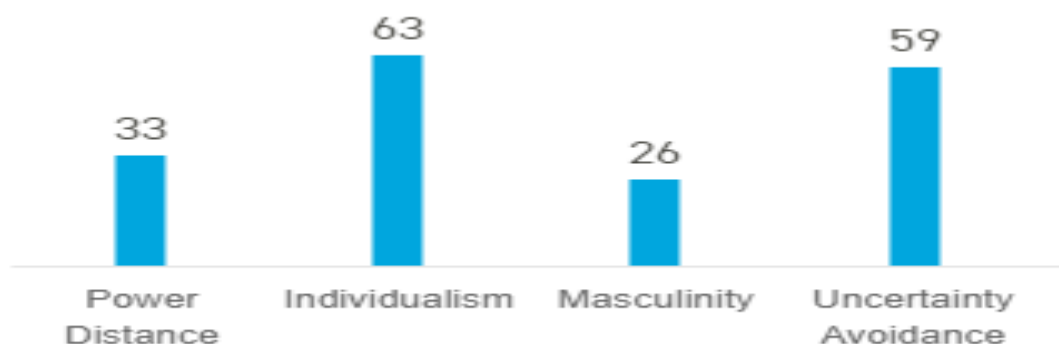


Figure 6. Finland Hofstede Four dimension (Website of Hofstede insights, country comparison 2018)

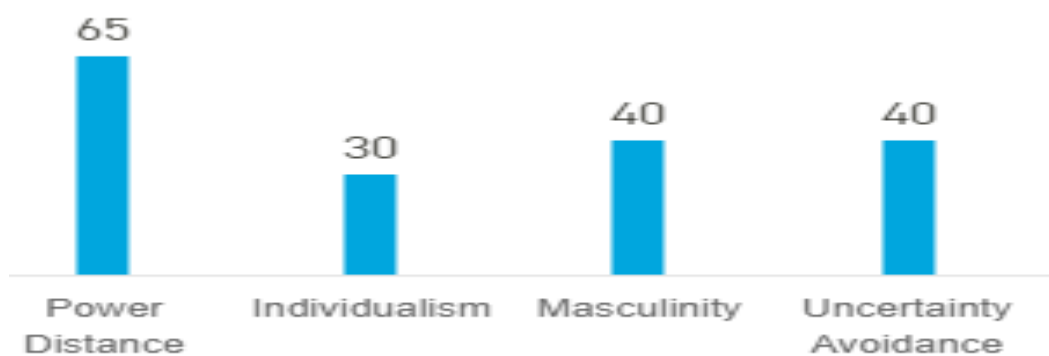


Figure 7. Nepal Hofstede four dimension (website of Hofstede insights, country comparisons 2018)

Comparing the figure between Finland and Nepal, we can clearly see that Power distance between Finland and Nepal has a score of 33 and 65 respectively. It clearly states that Finland has a low power distance where it is opposite in Nepal. In Finland, the power is decentralized, employees and employer have equal participating in decision making whereas in Nepal it is more of autocratic system and the power is centralized.

Regarding Individualism/ Collectivism dimension, a low score of 30 means, Nepal belongs to a collectivist society. The society fosters strong relationships where everyone takes responsibility for fellow members of their groups. Whereas, high score of 63 means, Finland belongs to an individualist society. This means there is a high preference for a loosely-knit social framework in which individuals are expected to take care of themselves and their immediate families only.

The third dimension regarding Masculinity/ Femininity, Nepal has a slightly more points than the Finland. A high score here represents the Masculinity society where the low score belongs to Femininity society. In this case, both belongs to Femininity society where the focus is on “working to live”. Conflicts are resolved by compromise and negotiation. Incentives such as free time and flexibility are favored. Focus is on well-being and status is not shown or emphasized.

Regarding, Uncertainty Avoidance, Finland has a high score of 59 whereas Nepal has a medium score of 40. It means, in Finland there is a high preference for avoiding risks. They maintain right codes of belief and behavior and are intolerant to unorthodox beliefs and ideas. Time is money, people have an inner urge to be busy and work hard, precision and punctuality are the norm, innovation may be resisted, and security is an important element in individual motivation. In contrast, Nepal has a more flexible rule, people are relaxed and not averse in taking risks.

7 JOB SEARCH

It is the act of looking for new employment due to unemployment, underemployment or not satisfied with the current work position or a desired of a better position. The goal of job search is to get an interview with the prospective employer which may lead to getting hired. Basically, people look for job to have a stable income to support their family and also to fulfill their ambition and goals they have.

In this modern technological multicultural society, finding a job has become challenging as well as easier than before. Availability of internet in many places has made it easier for looking job online. Also, there are a lot of other traditional ways one can explore for their job hunting process. However, one must prepare in advance to be worthy to be hired by the employers. Besides academic degree, there are various skills needed for example communication, honesty, sincerity, knowledge of use of technology etc., to be a deserving candidate to be hired.

Below, the author is going to describe various ways to look for job as well as how to apply for the position, one is looking for.

7.1 Ways of searching job

Every person who wants to enter a work force, look for a job in different ways. Here, are the few ways one can look for the job;

- **Online:** Rapid advancement of technology and use of internet in every field, many employers nowadays find it easier to advertise the job online. There are numerous websites especially dedicated to the job search in different fields. So, one can directly visit the website and check the suitable vacancies in the field that they are looking for.
- **Employment agency:** Another popular method for job search is a direct visit to the employment agencies. They act as an intermediate between the employers and the employees. In most countries, there is a publicly funded agency as well as multiple private businesses established to be the link between prospective employees and employer. So, one can directly visit the office or call them and enquire about the position that they are looking for.
- **Newspaper and Television:** This is the most common and traditional method to look for the job. Most of the employers all around the world advertise job vacancies through newspaper. So, one can directly call or visit the address

given to be a prospective employee. Well, television is not so popular as newspaper, but you can still find something advertise over there.

- Notice board: A notice board is a surface intended to publish various public messages for example to advertise job and internship, item to sell, rent as well as various other messages. Generally, it is found in various colleges and universities as well as in public places. So, it is worth looking at those places for short term or long-term job opportunities.
- Direct visit: It is where, a prospective employee can directly visit to an organization and talk to the manager. If the company has not advertised the job position, does not mean they are not looking any new employees to recruit. So, one can search online about the companies, gather information and visit them directly.
- Reference: This is one of the most common and popular method to apply for a job. With the help of one's friend, family, relatives, teacher etc., one can talk to the prospective employer and can apply for a job. There is high chance to land a job through this method as the employer can trust the person who is referencing. (Website of Just landed 2018)

Looking for a job can be daunting if the employees has not succeeded in a long time. One should never lose hope and should keep in trying. Moreover, they should always focus on developing their personality traits. Besides, good academic qualification, every employer looks how the person has presented himself in front of the employers. They say first impression is the last impression. So, to impress the employers, one should know how to apply the job correctly. Building good resume, CV, as well as being comfortable and confident during the job interview is a must to land a job that one is looking for.

7.2 Applying for a job

Searching for a job as well as applying for the required position goes hand in hand. Some of the key step by step guide, one should keep in mind while applying for job are described below:

- Find out about the jobs: The first step one should do is find out what job and in which field they are looking for. Necessary skill and qualification that are needed for that job should be taken into consideration. Various ways like direct contact, use of employment agency, newspaper, online etc. could be used to look for the jobs. I have already described above about the various ways one can use to look for the desired job.
- Write or update the CV: The second important step is to write or update the CV. A good CV should have mentioned all the skill you have gathered, your academic qualification and references. An up to date CV is the first way to impress any prospective employers. So, one should be extra careful in this regard. Writing skill and various experiences which one has not acquired can be a big turn off for any employers. So, it is necessary to provide only the fact.
- Apply for the job: The next step is to apply for the job. It could be done through email, or through online directly, or through employment agencies or directly meeting with the prospective employers. Here, one submits their CV or resume, cover letter as well as fill out the application that is provided to them. One should keep their referees informed, as they might be contacted by the employers that's want to hire.
- Prepare for the interview: The next step depends upon how the prospective employers respond to your job application. Anyways, one should always prepare for the job interview beforehand. One could do research about the possible question that could be asked, writing down the possible answers or they could practice answering interview question with their friends or families etc. Researching and learning through internet could also be helpful in this regard.

- Attend Job interview: The final step depends if one is called to attend a job interview. A lot of preparation is needed to give the best in the interview. One should make sure they arrive in time, dress neat and tidy, and should know why they want that particular job. Being confident and honest are the key element to succeed in any job interview. (Website of career 2018)

After the job interview, one will be informed of the decision according to the company rules and regulation. One could be informed immediately after they finish the interview, or it might take a week or even a month. Even if one is not successful in landing the job at once, it could be a good learning experience for future endeavor.

8 RESEARCH METHODOLOGY

The topic of the thesis is “Employability of Nepalese business graduate from university of applied sciences in Finland”, and this is what the research is concentrate upon.

8.1 Background of the research

Research method used in this thesis was personal interview with support from pre-scripted interview question. There are fifteen questions in total. The interview question will be sent to thirteen Nepalese graduates in advance for familiarity. There were few topics which were discussed in detail in personal interview as.

- Employability skills
- Expatriatism
- Cross cultural Adaptation
- Job search

The main purpose is to find out how they were successful in searching job after graduation and what different things need to take in consideration before to make it for easier transition for future expats.

8.2 Types of data

There are two types of data: qualitative and quantitative.

Qualitative research is a type of scientific research. In general terms scientific research consists of an investigation that:

- Seeks answer to a question
- Systematically used a predefined set of procedure to answer the question.
- Collects evidence.
- Produce findings that were no determined in advance.

Qualitative research is collecting, analyzing and interpreting of data which is done by observing the respondents doing and sayings. It is to understand a given research problem or topic from the perspective of the local population it involves. Qualitative research is especially effective in obtaining culturally specific information about the values, opinions, behaviors, and social context of particular population. (Saunders & Lewis, 151)

Quantitative research is formal systematic process in which numerical data are used to obtain the information about the research. These surveys tend to include large samples anything from 50 to any number of interviews. In other words, quantitative research is the systematic scientific investigation of quantitative properties and phenomena and their relationships. It is bases on deductive approach that uses data for greater precision and objectivity. (Saunders & Lewis 2009, 152)

8.3 Methodology chosen for this thesis

The main research of this topic is done to make an easy transition for Nepalese from their studies to the field of employment in Finland. So, qualitative research method was chosen for this thesis. Qualitative research method is effective in obtaining specific answers about people's values and opinions about a certain topic. In depth personal interview with pre-planned question was chosen. The interview will be done with Nepalese student already graduated from different universities of applied sciences in

Finland. There will be thirteen of them in total. Most of them are working and living in Finland. There are fifteen interview questions in total.

8.4 Validity and reliability of the thesis

There are a few concerns about the validity and reliability of the thesis. The sample size is quite small. There are couple of Nepalese graduates who has already experienced cultural shock beforehand, so, the adaptation process in local culture is easier for them. Therefore, the result may not be same as what it would have been with people, who has not been outside their home country before.

The interviews were all male participants, as this might not accurately provide the female perspective regarding the journey from transition to employment. Female perspective could have provided different insights, which might be useful for the clear picture.

Some Finnish employer perspective could provide more of a clear picture about the employability factors for Nepalese students. This has not been taken into consideration in this thesis.

Also, the literature review of this report, was composed of books written by highly respected authors. Although the use of books was old, the subject matter that is been presented here, rarely subject to change.

9 RESEARCH FINDINGS

In this part the answer given by the interviewee will be put under thorough examination. Summary of the answers given will be interpreted in every part and in some part straight quote of the answer will be given. If there is a clear difference in answer, it will be pointed out as well as other key answers will be highlighted too.

Nepalese Expatriates

Thirteen Nepalese graduates working and living in Finland were chosen for the interview, all of them being male. Six of them has graduated between year 2010 to 2013, five of them has graduated between year 2014 to 2016 and two graduated in year 2017. Around eight Nepalese graduates were living and working in smaller cities like Pori and Rauma, three were in Helsinki and two were from Turku area. The age of the interviewees ranges from 25 to 33-years-old. Skype and face to face conversation was used to gather data provided by the interviews.

All thirteen of them were working in Finland. The employment rate was 100 percent. However, the only concern was about the satisfaction regarding the job. Seven of them were quite happy with the way their life was moving forward in Finland after graduation and the job they were working, whereas others were still searching for their dream job.

Education and Employability skills

Every interviewee agrees that education is the basic requirement to survive and develop further their career in this modern era. So, besides education the first issue we discussed about other employability skill needed to get a job in Finland. All the thirteen interviewees agree communication and learning skill as the key area one should focus for better employment. They unanimously agree Finnish language as one of the vital skills needed to get better job opportunities for career advancement in Finland. Some even show their regret in not learning the language earlier to get the desired job.

Nepalese graduated between year 2010 to 2013 identifies time management skill also a key component one should not neglect. They identified especially in Finland everyone expects to finish the required task given in allocated time schedule. They mentioned that, it was quite surprising in the beginning to adjust to proper time schedule because in Nepalese culture people do not prioritize the time schedule

A couple of graduates pointed out self-management skill as the most fundamental skill. Living as an expatriate, managing everything on their own require tremendous planning and implementation. They highlighted that involving in school projects, gaining work experience and desire to learn new things helped them to land the job they wanted. Three of them mentioned that desire to learn new things whether it is a technology, language etc. and improving every day are the vital skill for success.

Regarding the question about one important skill to have to succeed in Finland, everyone highlighted the Finnish language skill, as the most important one. They identified, having a language, give them better opportunities to land the desired job. It helps for better communication with other Finnish employees in the workplace. They mentioned that, when communication becomes easy, planning and learning new things become easier.

Recent graduates pointed out that even if they were not that good in speaking Finnish, giving interview in Finnish language and showing their genuine attempt to learn, helped them to find a job they wanted.

Expatriatism

When discussion turned into about the types of expats, there was a mixed reaction. A lot of interviewee did not even know about those types of expat. As the author described more clearly to them, they were about to answer more openly. Four Nepalese graduates who came to Finland between 2008 to 2009 described themselves as Chauvinistic expat. They mentioned that coming to the Finland facing completely new culture and ways of doing things make them reluctant to involve in Finnish ways of doing things. But they also clearly highlighted as time passes, they become more of an open-

mindful Expat. Three Nepalese graduates mentioned that, they were more of in a Go bush expatriate. They totally idealize the Finnish ways of doing things, involving in every activity, and keen on learning more and more. They pointed out that being in Finland, we should idealize the host culture and get involved and learn more things.

A couple of graduates who have already immersed themselves into other foreign culture mentioned themselves as an open-minded expat. They highlighted that they were already conscious of difference in values and attitude of Finland beforehand. This helps them to realize that difference and accept the new culture and try to understand it, without abandoning their own values and beliefs.

Since, all Nepalese graduates were male and living on their own, they mentioned that there were various issues and problem while settling down in the Finland initially. They felt that communication was a key problem initially. Though, they were able to manage in English language for most of the tasks, still there were some difficulties in communication as many local would not speak except the local language. They mentioned that finding accommodation was not difficult, as the school, they were studying, provided enormous support.

Five graduates highlighted that studying in the smaller city area, there was not much of a social circle of own community. So, initially, there was a few concerns about the necessary guidance that is needed for everyday struggles for example going to shopping, opening a bank account, visiting hospital etc. They also pointed out that finding jobs was very difficult in those smaller cities initially. In contrast, three interviewees living in capital city mentioned that, there were many helps provided by their Nepalese community in the initial stage. As well as searching job to manage everyday expenses, was not that difficult for them.

Three graduates who have connection to Finland before their arrival mentioned that it was not much of a difficulty for them to adapt learn and gather necessary information for their initial adaptation, as they were given tremendous support. Almost everyone has gathered necessary information from the Finnish Embassy from Nepal and through the internet. As Hess and Linderman mentioned, not to underestimate to gather neces-

sary information for easier transition beforehand, almost all graduates did their preparation beforehand while coming to Finland. They also highlighted that University and the tutor has also given them support after their arrival in the Finland.

Regarding the question of culture shock almost everyone has been outside their home country for the first time. It was not as a surprise as they experience the shock. A couple of graduates who have already been to other foreign countries however, mentioned it was not as shocking for them like other students. Nonetheless, everyone had some degree of shock. They mentioned that they felt wonderful initially, in the new environment as everything was different from the home country, visiting new sites and exploring different places made them joyful. Everyone had a joyous moment about the sight of seeing snow fall for the first time. However, as day went by, they mentioned that, due to college studies, Finnish way of doing things, job pressure, having to do every chore on their own etc., they were much in distress. Almost everyone highlighted that Finnish cold and dark winter weather, make them even stressful. They had never experienced such weather before, some pointed that they started drinking alcohol to release the pressure.

In term of successfully overcoming the culture shock and challenges, almost everyone highlighted that as time went by, they get more used to the new environment. They made new friends, get involved in understanding Finnish culture as well as ways of doing things, learning from other Nepalese graduates, help them to overcome those challenges successfully. As Pederson mentioned, when there is appreciation and understanding of new culture begins, the adjustment process begins, which can be clearly seen by the answer given by the interviewees.

Cross Cultural Adaptation

Regarding the question of cultural differences, every graduate mentioned that there were a lot of differences. The most interesting one was Bring your own item when there is an invitation to any party or occasion. They pointed out that whenever any Nepalese organize a gathering or party with the friends, he or she will have to manage everything on his own whether it is a food or drinks, but in case of Finnish gathering,

they are themselves supposed to bring their own drinks for enjoyment, which was a surprise for all of them. They also realized that the education system was a complete different then the home country. Here in Finland, everything is more of a practical approach, where back home it is more of a theoretical approach. They pointed that Finnish people do not talk much to stranger, but one they get to know you better, they are a different people altogether. Even in general conversation they talk straight to the point where Nepalese people like to talk much. They like to keep a space even in buses and public transportation which was a surprise to every Nepalese graduates. So, clearly everyone mentioned that Finland and Finnish people are more of an individualistic society, where Nepal and its culture is mainly a group oriented. Hofstede Country comparison between Nepal and Finland also clearly highlighted that point.

Almost everyone agreed that the Finnish ways of doing things, their attitude and values were different than the Nepalese. A few notable differences mentioned will be pointed out. Keeping everything to the right side while riding a cycle or driving a car was the common differences experienced by every interviewee. To follow the rule seriously, always on time, keeping a public space with other people , use of technology in every shop and business , maintaining eye contact , calling by the first name , was other differences were pointed out which were clearly different from Nepalese culture. One interesting thing that they mentioned that, Nepalese people never come in given time at any meeting or events.

Other noticeable things that was mentioned is of the drinking culture. They pointed out that most Finnish drink heavily during the weekends and holidays. As mentioned earlier they do not like to talk more and always straight to the point, except when they are under the influence of alcohol.

So, everyone agreed that there were a few challenges to overcome for better adaptation. One of the most key things was punctuality. So, every graduate pointed out that, with the passage of time they realized that the value of time and being punctual was a key element to be successful in Finland. Other differences were successfully negotiated with the better understanding and directly involving in the day to day operation.

Regarding the question of bridging the cultural differences there was a common response. As mentioned earlier, Four Nepalese graduates, who come to Finland between 2008 to 2009 mentioned that, they took time to understand the cultural differences. As they were living in a smaller city in Finland, there were not any Nepalese community to guide them. They pointed out that understanding the cultural differences was a first step. They mentioned that to understand the cultural differences take time. One should be immersed in the day to day activities and gradually learn the differences and act accordingly. They also highlighted that communication was the key element to successfully bridge the differences. Though they took long time to adapt and understand, they also act as support for other Nepalese students who came in later years.

Almost other mentioned that getting support from their teacher, asking question from their Finnish friends as well as consulting their local Nepalese friends helped them tremendously. Last, but not least they also highlighted to observe the Finnish way of doing things and to use common sense as a key to bridge the differences. So, as Hess and Linderman mentioned, realizing, familiarizing with the new culture, understanding and Learning are the key to bridging the gap of cultural differences, almost many Nepalese graduates seems to follow that.

Regarding the question of how they live in Finland whether by adopting the Finnish culture and ways of doing things or following their own cultural tradition, everyone mentioned that, as the time went by, they are following more of an open-minded approach. As mentioned earlier, initially, they were more of mixed expat, but as they understand and keep on learning, the Finnish way of doing things, almost everyone realized that once someone leave their home country and come to foreign place, there will be always new cultural differences and ways of doing this. With this understanding and learning, it helps them to become more of an open minded.

They highlighted that being a Nepalese they never can disregard their culture, but they always can learn and grow from various culture too. As Hess and Linderman mentioned that with exposure to new culture, people mind, and horizon is broadened, which seems to work perfectly in this realization coming from the Nepalese graduates.

Job Search

When discussing about the different ways of searching jobs in Finland, there was a mixed reaction. Initially, few graduates who arrived in Finland earlier at 2008 to 2009 in smaller city responded, finding job was quite difficult. Whereas, other graduates who were living in bigger cities like Helsinki and Turku responded, as not so difficult. However, the means of searching the jobs was quite similar for everyone. Internet was the common method everyone searches into. They mentioned that websites like Mol.fi, monster.fi etc. was the common website used for searching job.

Three graduates also mentioned Personal referral was the best way to find the job as it helps them to find the job successfully. Other mentioned, directly visiting the office or calling directly to them was the best way to search job the job in Finland.

Regarding the experience of job search, most of them has their own stories. As mentioned above graduates studying and living in big cities did not face any difficulties in finding job during studies, while other studying in the smaller cities had some difficulties in finding the job. So, there was a quite a mix reaction. Nepalese living in smaller cities mentioned that it took them a few months even to get an interview. So, they highlighted that it may take even a few day or month, or even a year to find a job initially. So as one gets used to the Finnish system, way of doing things, learn the language, improve their communication and other skill, etc. it makes easier to find the job they wanted.

Everyone agreed that the common obstacle to find the desired job was the proficiency of their Finnish language. They suggested that if you even trying to learn the language and partially communicate in Finnish language, finding the job would not be that difficult. After graduation also, few graduates highlighted that getting a good job they desired is still beyond their reach. They did not even know what the reason behind it but pointed out that for business graduates there are not many job availabilities here in Finland. Of course, the language is the common barrier, but in their opinion, there is more opportunities in Information technology sector than in business.

Two graduates mentioned that due to their uninterest in learning Finnish language, even after their graduation are working whatever job they find in the market place. They pointed out that that the language is too difficult to learn and thinking about moving another country or back home altogether.

Regarding the question of challenges of job search and how to overcome that, everyone seems had a common answer. Initially, there are challenges to find the job in Finland, but one should keep on looking. One should not lose hope even if they are not called for interview.

They mentioned that even luck should be on your side while finding job initially. But, as time goes on, everyone finds the job. Preparing good resume and apply online regularly, even visiting the employer office and directly calling them might help to find a job. Improving personal contact and active in communication are key in finding job.

One important thing, everyone highlighted that if any expat really wants to be successful and find the desired job, they are looking for then, they should start learning Finnish language immediately the moment they touch down in Finland. They stressed out that, learning the language make their transition and integration process quicker and easier.

Future expatriates

Regarding the question about main issues that one should consider for better employment for future expat, there were different issue pointed out. The common point mentioned are as listed as.

- Proficiency of the Finnish language
- Understanding Culture and Finnish ways of doing things
- Importance of time and punctuality
- Cross cultural adaptation
- Communication skill
- Adjustment to harsh winter weather

Regarding the question about suggestion for future expatriates, various points were highlighted by the interviewees which are listed as.

- Gathering information is a first and foremost. Information can search through internet, Finnish embassy of Nepal, Social media, friend and relatives living in Finland, Finland expat forum etc.
- Once arrive in Finland, contacting the local Nepalese community, getting help from colleges, making new friend is key for better understanding the local way of doing things. Communication and desire to learn are the essential tool for success.
- As everyone goes through culture shock, one should not be discouraged but instead make an active participation in understanding the phases and overcoming those challenges through better understanding.
- Learning the Finnish Language or making an active effort to learn is key for success.
- Searching job through online and increasing personal contact is necessary for finding a job.
- Successful integration in the Finnish cultural environment, through learning, developing and broadening the horizon are key for getting the job one wanted in Finland

10 SUMMARY AND CONCLUSIONS

The author gathered data through thirteen Nepalese graduates' interviews to get a clear perspective about their transition process from education to the field of employment in Finland. All thirteen interviewees were cooperative, and I am grateful for that. Based on the research question, the results will be summarized. The result findings give a good idea about their journey from education to the employment sector in Finland. The findings are only through the perspective of Nepalese graduates. Some Finnish employer perspective of the Nepalese workers might have provided a better picture. Nonetheless, it gives a general idea of the transition journey for other students who are planning to come and get better employment in the business sector in Finland.

The result indicates that when one decides to come to Finland, preparation is the key element. Gathering as much information about Finland through various channels like internet, embassy, contacting Nepalese community, host general culture and climate etc. is key for easier transition. When one arrives in Finland, various support is available like tutor, colleges teacher etc. for easier settlement. Location played a vital role in the transition phase. Obviously, in big cities like Helsinki and Turku, there seem to be an easier transition than in other smaller cities, as there seems to be concentration of high Nepalese communities.

The results also indicated that Culture shock is imminent upon arrival in Finland for Nepalese students. However, those who had previously lived in other foreign countries might not experience as like the first newcomers to Finland. For a few weeks or even a month, everyone seems to enjoy the new place, surroundings, atmosphere and culture but as time passes the shock creeps in. Addiction, loneliness, Frustration etc. are the general symptom. However, with proper understanding, that this symptom is temporary, consultation with teacher, friends as well as other Nepalese community people, they seem to successfully negotiate the phases of culture shock.

The results also find out successful adaptation to the cultural difference is key for success in Finland. As many graduates find out that there is vast difference in culture,

ways of doing things, written and un written rules, different attitude and values between Nepal and Finland. The result indicated that Finland is individualistic society whereas Nepal is as a collective society. Many graduates also highlighted that understanding there is a cultural difference is a first step in successfully adapting process. Once the difference in Finnish culture, ways of doing things, attitudes and values are identified, then through proper communication, learning the language, making new friends, observation, using common sense, as well as totally immersing in day to day operation, helps to expand the mind and be more open minded. The result found out almost all graduates were open minded in the latter year, when they successfully adapt to the Finnish culture.

The report also indicates that learning the Finnish language was one of the important skills, not only for better job opportunities in Finland, but also for better communication as well as integration in Finland. Besides, Finnish language, time management and punctuality were other vital skill identified by Nepalese graduates for greater success in Finland.

The report also found that initially during student phase finding job is difficult in Finland unless one arrives in bigger cities like Helsinki or Turku. Popular search method used were through internet, personal referral as well as direct contact and visit to the employer office. But as time went by, through being active in job search, learning and developing Finnish language and understanding Finnish culture and ways of doing things, it was much easier to find the job later.

11 RECOMMENDATIONS

Based on the study and analysis of the interviewees' answers, here are the recommendation that can be made for future expatriates especially Nepalese who want to pursue business faculty in Finland and get better employment opportunities. These recommendations should not be taken as a rule or absolute facts, but rather as an guidelines and issues to think while deciding to enhance their career in Finland.

The preparation is one of the key issues one should look upon before coming to Finland. Preparation can be made through gathering information about through use of internet, contacting Finnish embassy in Nepal, and getting in touch with other Nepalese living and working in Finland, Finland forum, reading books etc. Preparation alone is not enough, but one should be mentally ready to face unpleasant and awkward situation in Finland.

When arrived in Finland, first thing is to do to get help and support from tutor, colleges as well other Nepalese living in Finland for easier transition. One should not hesitate to ask for help even from local and other foreign students.

Observing and learning the cultural differences as well as Finnish way of doing things should be prioritized early on. These help to negate the effect of the different phases of culture shock. As the culture shock is imminent for new comers, getting suggestion from peers, colleges, other Nepalese already settled in Finland should be consulted for suggestion. As the degree of culture shock differ from person to person, desire to learn new culture, being active and open minded is key for better adaptation.

Successful cross-cultural adaption is vital for integration in the Finnish society. It does not happen overnight and takes a gradual and slow process. Th key is to understand and acknowledge the cultural difference and making an active effort to bridge the difference. Desire to learn, participation in Finnish cultural activities, communication, using common sense, cultural self-awareness and being open minded are essential tool for bridging the differences for better adaptation.

Learning Finnish language is the most important one for essentially success in every area. Finnish language proficiency not only helps to get the job one desired, but also make one more comfortable in communication, as well as helps in the integration in the Finnish society. But it is not an easy task to learn the language as many graduates find it too difficult. However, if one wants to be successful in Finland and want to get the job they desire, active effort should be made to learn and communicate in Finnish

language. Listening Finnish songs, reading newspaper, practicing in oral communication as well as joining Finnish language online course might help to learn and speak the language quicker.

One should be aware of selection of cities in Finland while coming to Study. It plays a vital role. There is more concentration of Nepalese in big cities like Helsinki and Turku. Initially, it helps to get better support from Nepalese communities as well as, there are more job opportunities in bigger cities than the smaller ones.

Time management and being punctual are the vital skill necessary in Finland to be successful. To a Nepalese newcomer this might be a shock as, Nepalese are more lenient about time and being punctual. One should value the time here in Finland as it mostly the way the Finnish people operate.

Finding job in Finland depends on various factors. Knowledge of Finnish language, location of the cities etc. play a vital role. So, one should not be discouraged initially, but should keep on improving himself, his language, communication skill as well as confidence level. Eventually, as time passes everyone find the job they are looking for.

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APPENDIX

Interview

Age:

Gender:

Graduation date:

Employability skill

1. What are the different skills required besides one's education for better employment?
2. Can you please mention one important skill that you should really improve for better job opportunities?

Expatriatism

3. What type of expat do you belong (Chauvinistic, Go bush, open minded)?
 - Chauvinistic: minimal integration in host country
 - Go bush: over indulgence of host country culture and values.
 - Open minded: Medium or careful about both culture and tradition.
4. What are the various problems you faced while settling in Finland?
5. How did you get the basic information and support?
6. Did you experience culture shock? If yes, how did you face the challenges and overcome it?

Cross cultural adaptation

7. What kind of cultural challenges/differences have you met in Finland?
8. Have you found Finnish attitude and way of doing things different from your own? if yes, how did you overcome that?
9. How did you bridge the cultures differences for better adaptation?
10. How did you adapted to Finnish ways or did you kept your own customs?

Job search

11. What are the different ways you use for searching job in Finland?
12. What is your experience regarding job search?
13. Was it easy to find job or did you face several challenges? If yes, please share your job search challenges and how did you overcome it?

Future expatriates

14. Could you please mention the main issues one should look into to find better employment in Finland for future expatriates?
15. What are the suggestion you would like to give for future expatriates?