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Investigation about the barriers of international job seekers to get recruited in Norway: An analysis of language competency of international job applicant on getting hired, and impact of job seekers cultural background on the recruiters hiring decisions.

By :Roshanak khademolrezaeian

Student number: 208032

Advisor: Tone Therese Linge

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Abstract

This research paper investigated the barriers of the international skill workers in order to find a job and getting recruited by focusing on various industrial and engineering fields. This study is based on qualitative method. Also I review the previous research about job seeker's problem and the effect of different conditions on the process of employment. All the related data has been collected through the open ended questionnaires. In particular, I narrow down the target of my research to find out the importance of speaking Norwegian and the impact of the stereotyping and prejudgment of the host recruiters on the hiring decisions.

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Chapter 1

Introduction

The primary motivation for choosing this topic about recruitment of international job applicants in Norway as my master's thesis was derived from real situations and experiences that I have had during my international student life in Norway. Having contact with a group of international students and keeping in close touch with their worries about their future careers have contributed to my enthusiasm in doing this research. Specifically, I chose to research in the field of nationality stereotypes and languages, and how these factors affect the ability of international job applicants to get recruited. By evaluating different parameters and observing various aspects, I have set out to examine how these factors affect the hiring of foreigners in Norwegian companies.

Finding a good job opportunity and looking for a higher standard of life is always a significant goal for all kind of immigrants, who try to achieve their goals in developed countries. On the other hand, the level of acceptance and demand of their adopted society will affect immigrants' goals.

The immigrant populations of Norway are heterogeneous, consisting of peoples from different nationalities and very diverse cultures of Europeans, such as Swedes, Danes, and other immigrants from Northern and Eastern Europe, as well as non Europeans. The majority

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of Europeans belong in the labor market, and came to Norway for work, or to find better occupational opportunity.

On the other hand, the immigrants from non-Western countries, such as Pakistan, Iraq, Iran, Somalia, Turkey, Sri Lanka and Bosnia-Herzegovina, immigrate to Norway by the sort of very different reason, such as political and economical conditions, or even come as asylum seekers in order to have better social or economical conditions (Brekke, 2007).

Employing people with a diverse range of backgrounds, cultures, life experiences, and language skills can add a significant value to a company's outcome. Open recruitment and inclusive processes of hiring provide a greater choice of talent to choose from for most international companies in the developed world.

Background

Norway is well known as a developed country with high standard level of life style, and good economy support, with a population of about 4,827,038 ("Statistics Norway," 2011). There was a growth observed in the Norway labor market of about 14 per cent or 8,300 job vacancies from the 1st quarter of 2010 to the 1st quarter of 2011 ("Statistics Norway," 2011). There are nearly 69,000 job vacancies available, and most of these job vacancies are in the private sector. The society demand in each field is as follows in the first quarter of 2011: administrative and support service activities (9 400); residential care activities (8 500); and professional, scientific and technical activities and construction, with a total of 15 900 job vacancies ("Statistics Norway," 2011).

According to these statistics it is not far from mind that these companies may be looking for high skill workers since they don't have enough qualified personnel to work with

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high-tech and advanced technology in order to support the high market growth. Therefore, Norwegian policies and businesses are eager to hire skilled workers from all around the world.

In 1980 less than 100 000 of the Norwegian population consisted of immigrants, but this statistic has changed over the last 20 years, and in January 2006 the immigrant population was raised to around 387000 .In general, the population of immigrants formed around 8.3% of the whole population of Norway in 2006(Brekke, 2007).

This cultural variety and nationality differences of immigrants, both Europeans and non-Europeans, could be considered as a workforce opportunity. The challenging question is how these immigrants or international job applicants could find job in Norway? And what sort of barriers they are faced with regarding to their contact with organizations?

In fact there are lots of limitations and restrictions associated with the origin of immigration, which provide obstacles for immigrants to get involved with the host country. For example: learning a new language, adapting with the new culture, and understanding the new rules and regulation of the receiver society. At the same time the potential and ability of host society, and also its general perception toward immigrants and other cultures, has very significant role toward accepting and involving newcomers.

The good economic conditions and the cooperative and positive attitudes of Norwegian governmental regulations provides job opportunities for skilled workers and specialists .Norway has a diverse work force, predominantly in the engineering and industrial field, with employees from different cultures, backgrounds and language skills. However, the Norwegian labor market seems very concentrated on full mastery of the Norwegian language, so someone who can speak will have better chance to attain a job(Liebig, 2009).

It is always important, but very challenging in a diverse society, to stay away from discrimination against minorities, and to overcome any sort of nationalistic or prejudicial emotions about language and culture stereotypes(Breen, 2006).

Conduction of the Study

The main purpose that motivated me to do this research was to discover the possible challenges and limitations of international job seekers in finding a job in Norway. I investigated this matter from different angles, since a topic involving immigrants' challenges in a new society is not an easy process and takes time. My aim is to find out the impact of language skills (eg, whether an immigrant can speak Norwegian) for international job applicants and moreover, I will take a look at the impact of stereotypes or other specific characteristics which are associated with different nationalities in getting hired in Norway. In other words, I will try to discover to what extent the impression and perception of hiring response toward immigrants (cultures, stereotypes, behavior, and characteristic) influence recruiting practices in Norway.

Aim of the Study

Subsequently my aim in this research is to attempt to find out the stems of barrier in the hiring system of Norway. In general, by looking at the influence of recruiters' perceptions about different applicants' nationality stereotypes and their cultural backgrounds, we can gain an interesting point of view in this matter. Moreover, this research is done to study the role of host language competency in the hiring system among international job applicants.

The recruitment process consists of employers looking to hire new staff. It involves attracting people on a regular basis, and enough number with the related qualification. It also consists of encouraging the qualified people to apply for the specific position in the company. In general, the recruiting process consists of some steps: 1) strategic planning, 2) human resources planning, which should determine the shortage of employees to be recruited, 3) hiring to attract individuals for the needed positions from either internal(within company) sources or external sources (hiring people from outside by published advertisement) (Ronel, 2006).

In particular, my research questions are as follows:

- 1) Is host language competency important for recruiters when they hire new employees?**
- 2) Are recruiting practices and hiring decisions affected by the recruiter's assumptions about international job seekers' cultural background?**

Chapter 2

Literature review

Cultural differences and diverse background of international job applicant

In the current management literature, diversity includes variety in race, gender, nationality of origin, ethnicity, ability, or even the geography of origin. In other words, we can say that cultural diversity is the variety of human societies and cultures that you can find within specific part of one country or in certain district. Diversity management is a concern because of its importance in establishing understanding between different cultures and bringing out the potential among people of other nations. At the first level it focuses on the common signs and symbols or behavior that people from the same cultural or nationality group use to communicate with each other. At the second step is the set up of behaviors, symbols or cultural knowledge that are accrued among groups of people who are interacting with each other and share a commonality known as a group identity. This is the start point for creating borders between nationalities and cultures: some individual perceive themselves as belonging to a

specific group or nationality, and each group has specific behavioral patterns and potential or even certain rules(Larkey, 1996)

Organizational Behavior (OB) is the study of the behavior of people, individuals and groups in organizations. By gathering different kinds of objective data including human, organizational and social data, it tries to improve and create better relationships among different groups(Hiriyappa, 2009).

Organizational behavior indicates that several processes affect minorities' opportunity to be accepted in a group and become adapted with the new domestic group. In general the interactions pattern all organizations, however, discover that most of the staff has a tendency to communicate with those who are similar to them and even use the same language. Occasionally, some sort of racism or sexism might come into being, whether consciously or unconsciously, because of mainly cultural unawareness among natives toward new comers. These conditions put minorities in the exclusion situation in a given organization(Larkey, 1996).

The preferences of each society are to deal with the specific nationality stereotypes by simply indicating the exclusion or inclusion of minorities' groups in the society. Each nationality stereotype has a popular belief about different groups in society or types of individuals. According to these points of view the critical part of the judgments about minority groups is that domestic hiring responses do not evaluate individuals, but rather evaluate based on ethnicity that an individual belongs to, and it might be not fair.

"Exclusion is predicted on perception of cultural differences, especially differences in status. Inclusionary behavior, in contrast, is more likely when the categorical distinction are not made in the first

place, and individuals are perceived based on their own characteristics

"(Larkey, 1996)p476.

There are many related studies and research proves that some specific ethnicities or nationality groups of immigrants face employment disadvantages in the hiring process and work atmosphere. There are many examples of immigrants from European and developed countries that prosper under the same rights and standards of employment regulations as natives of the host country, but at the same time immigrants from non-European countries are challenged with barriers to finding a job and dealing with employment disadvantages (Brekke, 2007).

Refer to the finding of Lionel & Don (2007) who argues that each country according to its culture and history has special tendency to hire some characteristics more. In this relation various nationality or stereotypes' perceptions that associated with each country, will involved and influenced the raters and hiring responses decisions. Such as: appertaining toward all Japanese, which they are group oriented. This stereotype gives the japans the priority of getting hired first in any project or position that need group work(Laroche & Rutherford, 2007).

According to the famous theory of individualism and collectivism presented by Hofstede (1997) &, Oyserman & Coon & Kemmelmeier (2002) individualism refers to the tendency of people to look after themselves. In cultures that emphasize individualism, people only think about themselves and consider them to be independent, unique, and special; in such cultures, more value is placed on individual goals than group goals. Countries with individualism-oriented cultures include the United States, Australia, New Zealand and the United Kingdom. In contrast, collectivism is the tendency of people to be in groups and to look after each other. Such cultures include Japan, China, Venezuela, and Indonesia (Oyserman,

Coon, & Kemmelmeier, 2002). The differences present in foreign cultures could be used for advantage by various groups of immigrants in getting hired in specific positions.

So far, sometimes keeping the balance of diversity in an organization may lead to attempts by the management to be "color blind" towards ethnic, race, nationality and gender of the international staff and try to treat everyone equally. However, it should be noted that being blind toward all the cultural differences could be kind of unfair if the organization is not aware of how to take advantage of these varieties. Hence always keeping the balance as well as being optimistic regarding cultural differences is helpful. For instance, in a multicultural company Asian Americans might often be less vocal in meetings, and therefore are often denied promotion to higher management positions. In certain business cultures, there are individuals who are perceived as assertive leaders by their vocal showing of abilities. Normally in these situations, then, the specific minority group will be discriminated against, although he or she could be very qualified (Nwachuku & Ivey, 1991).

Host language and occupation

One of the most important features of society is the range of occupations existing in it. By analyzing occupations, we can find out about the quality of society. Each organization in society has a close link with the society's economy. Without understanding the native language, an applicant's place in the job market is not exactly defined. Language is necessary in order to develop a mutual relationship, speak about the market, pass on information, and discuss duties or tasks(Nelson, 1987).

When language is used in the context of communication, it is also bound up with the culture in a very complex way. The fact is that language expresses cultural reality. Also, language is an important factor for creating a complete experience among social groups: people from the same social group choose to communicate through the same language, whether via

email, face to face talk, or even spreading information through the media, for example newspapers (Claire, 1998).

In every common situation, each occupation makes and develops its own language, including certain idioms and expressions that are used in daily routine conversation. Specific occupations can therefore help in the evolution of language; in other words, language has special effects on communication between different parts of the market, including individual enterprise and even chain stores or factories. The range of the effects language has on social groups has no age limitation. There is a close relationship between language and occupation, especially in situations of instruction, interview, discussion, conference, briefing, appointing and disciplining(Wright, 2000).

Host languages impact hiring practices of international job seekers

Recruiting people from diverse cultures is an important and challenging practice that many companies are turning to in order to get a better understanding of different markets. It opens the door for increased creativity, new ideas, and better expansion of the company with the establishment of new branches in new places as business grows.

Consideration should be given to the domestic workforces that hire the international job applicants and all the diverse cultures that they are faced with. It is significant to point out that the diverse linguistic backgrounds may pose another challenge recruiting internationals in addition to adapting them with new conditions and native staff.

There are two sorts of activities in the occupation field that have close links with language. The first one is about a direct ability to understand basic things like job interviews, team briefings, disciplinary tribunals, conferences, and marriage ceremonies. The second one is about giving a description for something, such as discussing a problem, telling a manager about an incident, or asking an expert for guidance(Nelson, 1987).

According to Tange & Luring (2009) language skills are considered a symbolic source that individuals use to express cultural and social behavior, and are the focus of companies when hiring applicants with the ability to speak the dominant host language to make the organization's communication easier (Tange & Luring, 2009).

Migrants or international employees who speak the host country's language provide for themselves the opportunity to get access to a wide range of formal and informal connections, and enable them to become "engaging in the social bonding" of the organization and the host society- to be part of the big group for which they want to work for and participate in.

The other barrier associated with language deficiency in some multicultural organizations is that some native employees cannot speak a second business language such as English. The domestic staff might feel uncomfortable communicating with their international colleagues in English due to anxiety over making bad impressions in others' minds because of their weakness in language. This limitation could lead to less communication and small chats in multinational organizations, which probably creates limitations for hiring responses to keep the balance among native speakers and international applicants (Tange & Luring, 2009)..

The multilingual challenges in international companies are always there and play the role of competitor with the national language of the firm. Placing emphasis on not speaking the host language among internationals could decrease the amount of social codes that are associated with the national speech of society (Tange & Luring, 2009).

According to recent findings in a Swedish study, the percentage of recruiting among immigrants who speak the host language is higher, compared to those who cannot speak the language. However, when variable languages and abilities are involved in the hiring process, country of origin, such as being Nordic, European, or non-European, is insignificant (Dan, 2001). The latter situation is apparently more common in Scandinavian countries because of the need to hire skilled workers since they have a tight skilled labor market.

"The employer will be less motivated to discriminate against the people of ethnic minority backgrounds who have solid language skills since they are expected to be more productive than people with poor language skills"(Brekke, 2007)P232.

Speaking the language of the host country is a very challenging and significant issue in the work place or even in getting hired. Those who have better language skills can present themselves better by being able to explain their skills and abilities better, and are thus able to more easily persuade a given company to hire them. More effective and impressive communication skills increase their entering chance to the company, compared to people with lower language levels.

Another issue related to language and hiring international applicants is the administrative and documentation part of work in most companies; all the industrial, technical documents are based on the domestic language. In fact, many companies' work is focused on maintenance service and customer orders, which are all to in the region's specific language rather than a broader business language such as English. More language proficiency gives job seekers a better chance at finding suitable work(Berman, Lang, & Siniver, 1892).

The findings of Franciska Krings & Jose Olivares 2007 indicate that discrimination among second generation immigrants in Switzerland is significant even though they grew up in the host country with close dependence on Swiss culture, studied there and received the same certification as native children, and possessed the same fluent language skills as the natives. Second generation immigrants still faced four times less opportunity to be hired compared to natives (Krings & Olivares, 2007).

This is due to their membership in nationality groups disliked by the general population, and the negative perceptions and stereotypes about them in society denied them

many opportunities. Discrimination in the recruitment process might happen because of the unwillingness of interviewer to interact with the applicant and might ultimately be the reason for exclusion and rejection. Rater perception, rather than qualification for a given position, might become the reason for not landing a job (Krings & Olivares, 2007).

Obviously learning the language of the receiver country will be the growth and key point for the international applicant, especially in the work atmosphere. Native speakers will have more opportunity to land a given job, while immigrants with different levels of language fluency are faced with more limitations (Berman et al., 1892).

"Knowledge of the native language may facilitate job search, similarity the jobs with which workers are best match may change rapidly as they acquire fluency in the language of the host country" (Berman et al., 1892)p2.

According to Krings & Olivares 2007, raters evaluations of a job applicant's abilities, such as language or personal skills, is easier to distinguish from a CV for technical positions, since they require less interpersonal and language skills. On the other hand, positions that need high levels of social skills will be more difficult cases to evaluate simply by looking at a resume because of social limitations such as language, personal skills, and behavioral factors that cannot be evaluated without a face to face meeting. Those kind of abilities are not visible from documents and are more better assessed during an interview (Krings & Olivares, 2007).

In order to correlation between speak English and finding job or earning more money among immigrants, there is perception that mostly in the international work forces every one speak English .And it is the business and the standard language in order to get involved to the international work atmosphere, for more immigrants that move to the developed countries (Berman et al., 1892).

The finding of the Berman & Long & Siniver (1892) paper indicate reported that language proficiency is maybe sort of delegate for some proficiency or skills in the host country, getting the master of language in the host country will make immigrants more familiar with the rule and regulations of the society. It also has important impact on the type of job that they get hired in the receivers' country. As individual learning the language will be beneficial for immigrant, to get good connections in the society and more involving to the main stream of country(Berman et al., 1892).

The empirical literature on the some economic fields try to investigate the level of adaptation and corporation of different nations in US work force, the analysis shows that, English speaking Hispanic Americans do better in the labor market than non-English speaking ones. Even in the US as a very diverse and multicultural society .speaking and reading fluency affect earnings, with reading fluency playing the more important role. The same Studies about the Hebrew language skills in Israel prove the same findings. It could be consider as a prove that speaking the host language is inseparable part of the immigrants' success to find job(Lazear, 1997).

Nationality stereotypes and Prejudice toward job applicant

Refer to the Dahl (1995) “stereotype” is a term that was first used by an American journalist in 1922. In simple words, it means "a picture in our head". Stereotypes are people’s perceptions of each other, which are not gained through direct experience, but are rather just based on hearing or other sources. Moreover, stereotypes are more often used with reference to racism and discrimination(Dahl, 1995).

Stereotypes are some sort of beliefs and attitude about the members of special social groups. Or particularly a set of judgments and thinking toward personality and characteristics of special group of people (Barfoot., 1997).

There is a very close relationship between stereotypes and prejudice, and sometimes it is difficult to distinguish between the two terms. The meaning of prejudice according to the New English Dictionary is:

"A feeling favorable or unfavorable toward a person or thing, prior to, or not based on, actual experiences"(Dahl, 1995).

But in general, prejudice is more negative, and generally it is a dislike based on defective generalization, which might be felt or expressed toward a group of people. Also it could be very close to prejudgment, so if a person is able to see his or her wrong judgment and is successful in not repeating those, it cannot be considered as prejudice (Dahl, 1995).

Presumably, in some societies, lack of regulation and legislation toward immigrants make the situation hard for them in getting the society resources such as (finding job). By noting that, although it may not be true if all the immigrants' barriers in finding a job or getting access to the social welfare of the receiver country be considered as prejudice against minorities, it could be because of unawareness of the host country about the immigrants' issues (Esses, Jackson, & Armstrong, 1998).

By the way, there are always different opinions towards immigrants and job seekers' situation and according to Brekke (2007):

"The study from Norway indicates that the non-western minorities are more negatively affected by local unemployment than the majority and the western minorities."(Brekke, 2007) p 231.

The immigrants' cultural background and their positive or negative reputation could influence the host attitude. It is assumable that sometimes social and physical conditions of immigrants in their land, such as political, economical, religious tendency, and their education level, could be the source for host land to support or excluded migration.

"Unfavorable attitude toward immigrants and immigration are most likely to be present when a country is experiencing poor economic condition and high level of unemployment"(Esses et al., 1998) p719.

The competition among natives and immigrants for resources of society and obtaining the most favorable jobs has always been challenging. Host countries often take the conservative route, and avoid excess transfer of power or hiring immigrants for critical positions, even if they do have the necessary good skill and experience. As mentioned earlier, the applicant's nationality stereotypes, or his or her cultural schema will influence the degree that the host country allows involvement in society and defines their level of trustworthiness. (Esses et al., 1998).

According to Nwachuku & Ivey (1991), some factors that might have an impact on a company's decision to recruit a minority member include: the image of the company toward foreign applicant; and the level of representation that minorities have in the work force. All in all, closed eyes always bring conflict and limitation in order to have innovation and new achievements. So it could be a good reminder for the companies to be more involved with the international community and try to accept more difference in order to change the general image of the company toward minorities and develop a wiser recruiting system(Nwachuku & Ivey, 1991).

Moreover, there are other factors that intervene in the acceptance and cooperation of minorities, such as different communication and characteristic styles (stereotypes), systematic barriers or personal attitudes and prejudices (Nwachuku & Ivey, 1991).

The negative stereotypes about special ethnic group will increase the probability of getting recited and in the other side belonging to the group with like nationality stereotypes, would have more important impact to evaluate as a suitable person to get the position Moreover among the hiring responsible, the expectations to have an interview with the dislike

ethnic groups are less favorable than the well like groups. It is the consequence of the all bad and negative feeling that comes up in their mind by the dislike nationality group or (stereotypes) (Krings & Olivares, 2007).

There are lots of examples in the respect of connecting these elements to the real situation. For example, the stereotypes that make blacks "good athletes but poor scholars" this could be lead to justify, not promoting black s to the decision making positions. When it comes to the recruiting system barriers for instance , the high status positions are usually offer to the dominant, in the other hand low position is mostly given to the minorities groups (Nwachuku & Ivey, 1991).

As it mentions earlier the stereotypes are some general perception that creates in the people's mind about different nationality, which is not fair to expand it to the all people from same nationality and vice versa. For instance most of the white job applicants choosing for the high status jobs compare to the black. And the most rejection for the minorities is in the position that they have visual and close contact with the costumers, most owners looking for the staffs who are match with the organization goal, and culture. Hiring fewer minorities in the specific position, such as (front office, selling or advertising) because of avoiding to have close interaction of minorities with the native client(Derous, Nguyen, & Ryan, 2009).

The hiring responsible are not always aware ,of unconscious influence of their prejudgments based on their imagination or hearing toward others, which cloud lead to discrimination or exclusion of specific group.

Some beliefs and attitudes of recruiting responsible, about the racial and ethnic minorities may lead to the stereotyping toward special minority group. Some beliefs such as; Asian make good technical workers but poor mangers, or white workers believes about minorities will take the job opportunity and just use the welfare program of society. These

perceptions just increase the limitation of immigrants, and postponed their involving process with the host society. All in all these attitudes and stereotypes hinder the recruitment opportunity for minorities(Nwachuku & Ivey, 1991) .

One of the most crucial and challenges of minority or immigrants in the host countries is facing with Prejudice .which is sort of unfavorable perception about special groups of people based on their nationality and citizenship rather than their ethnicity. It should be noted that all kind of unfavorable attitude cannot consider as prejudice, if the perceptions are biased on the "reasonable "beliefs and logical justification and based on cause and effect reactions ,and not an emotional feeling behavior could not consider as a prejudice (Esses et al., 1998).

Referring Newman (1997)equal recruiting opportunity should be providing for the all international job seekers, without attention to race, color, nationality, religion, gender. Two applicants with the equal probabilities of success on the job should have same opportunity to get hired. But the hiring decision is also dependent on the strategy and recruiting policies of the firm in order to deal with people from the various backgrounds(Newman, 1979).

According to the EEO laws(equal employment opportunity) employers should be color blind in order to recruiting applicant and make hiring decision based on the credentials not nationality or race(Newman, 1979).

The size of company is also providing a compatible condition for the international job seekers and native applicants. That in some extend it could be lead to discrimination in order to recruitment applicant .Some of the large international companies monitored by the compliance job agencies and this lead to more equal opportunity to get hired by large companies(Newman, 1979). It is understandable that mostly international company with huge number of employees and facilities have ability to hire more international and challenging with the different languages and cultures, also get the benefit from all these varieties, and compare that to small

local companies that have preferences to more hire natives which also can speak the host languages. The priority and needed of the host country to hire skilled workers could decrease the specific prejudice toward minorities. Due to provide their society benefits, also will increase their level of adaption with the foreigners.

According to the Eriksson & Lagerstrom (2007) represented an investigation on a sort of on line "applicant database job search" by the name "My CV". They were looking to find any discrimination based on nationality and gender, age among Swedish work force. Their achievement shows that women compare to men received lower contact, also applicant with foreign –sounding names received lower contact compare to applicant with Swedish name ,and it could be somehow related to the nationality of job applicant (Eriksson & Lagerstrom, 2007).

Job applicant nationalities are important and affected their chance of getting hired, based on their nationality stereotypes also due to belonging to the certain ethnic group in some case they stay away from recruitment discrimination. Actually the discrimination is not implementing at the same level for all foreigners or migrant and the second generation of migrant which growth in the new country will faced less discrimination and contradictory (Krings & Olivares, 2007).

Moreover the degree of prejudice probably getting high in the situation that, receiver's countries feel treated because of the immigrant position in the companies or society. Then the raters will be more conservative to give the critical and important position to the foreign. Far away to think that there are eligible and qualified the same as inhabitance(Derous et al., 2009).

Furthermore, the members of dislike foreign ethnic will be more discriminated compare to the well liked foreign ethnic group. Because of the negative stereotypes which is associated with the dislike group(Krings & Olivares, 2007).

Concentrate on nationality prejudice or stereotypes by the raters will predict discrimination toward hiring decision system. Prejudice and limitation of some recruiting system in some of the firms toward foreigners, especially with the non-European nationality or various ethnic groups is provide critical condition for minorities to find job .consequently this uncertainty and non –awareness of the receivers society about the ability and skills of immigrants will influence the hiring decisions in a negative way(Krings & Olivares, 2007).

Some Literature by Derous& Nguyen & Ryan (2009) present an example in the Netherlands that most of the Arab origin immigrants got the most rejection from their job application also they have highest unemployment rate compare to the natives . Exclusions are happening in some nationality and cultural background, because of special stereotypes witch associated with those and influenced the hiring decisions(Derous et al., 2009).

Copping with the variety of the international job applicant's cultures for the recruiters responses is known as barriers, to decide how to trust on the international job applicant. And there is always some prejudgment that influenced recruiters decisions some positive and good such as the reputation of the graduated from the Japan "Tokyo University" that they are one of the best minded in the country. Also the same perception about the graduate of the industrial university of India, they will receive good offers from the companies since they are still student(Laroche & Rutherford, 2007).

Recruiting process will be ineffective and unfair if just international applicant drop out because of the special stereotypes that associated with their nationality, or due to recruiters prejudice toward some nationalities. Without any attention to the potentials and skill of the international applicant ,company's owner deprived their business of having skilled workers(Derous et al., 2009).

The impact of some social disorders in the host country, on providing some special attitude and perception (prejudice or stereotypes) toward special nationality cloud is very significant. Such as 11 September attack in 2001 in USA, which facing Arabs with the sort of social prejudice that put some limitation for them to getting haired in the international businesses. Statistic shows that some of the political events and interactions can increase the prejudice or discrimination in the labor market toward specific nationalities or ethnic groups (Derous et al., 2009).

Cultural Influence of CV information

Sometimes the conflicts and misunderstandings occur because of the lack of language skills and cultural differences of the host and guest country. It could be a reason that international applicants can not able to describes and explain their skills in the effective way, and influenced the recruiting system, in order to get positive respond(Laroche & Rutherford, 2007).

In the recruiting system extraction of the job applicant information is collected from their resume could be also a good, be also sources for making the hiring decisions. After the qualification, education and experiences background of the applicant, two other parts of the resume are the particular interest: 1)applicant names and2) affiliation ,which could be reason to discriminate minorities or international job applicants(Derous et al., 2009).

The other probably due to picking employee, is the process of equivalent resume of the applicant in order to hiring qualified one. It is difficult to analysis the resume and judge which one of the applicants is more qualified among lots of the same resume. Sometimes even very small factors could have impact on the hiring decision, such as; the cases that picture of applicant are attached to the resume so it can still influence the diction of judges. (Newman, 1979).

Names are important part of job applicant personality, and a clear evidence of the applicant nationality. In this relation, some study findings proved that in the united state even resume with the "African American" names received 50% fewer responding for interview than those with the "white names" sounding. Also the studies in the Belgium, Germany, Spain, the Netherlands shows that the most of employers reject immediately applicant within the Arabian nationality especially with the Arabian names, without checking the candidate's resume or qualification(Derous et al., 2009).

Beside all these, the cultural and academic style of resume writing in the receiver's country is important in order to influence recruiters, to build a good understanding and perception of applicant skills and ability. The point is using some technical and academic words in the resume, which has special meaning in each land and it just makes a sense if the applicant uses those at the right place. This is the tricky point for international job applicant to be aware of common way of writing resume. For example in the North America by using the word "drafted plan", the applicant will be considered as an engineering technician ,also by using the word" designed plan" the applicant will be known as an engineer(Laroche & Rutherford, 2007).

Recruiters' decisions based on the international applicant's CV could be considered as important factor for the international job applicants that more or less cover the cultural expectation of receiver's countries. There are always some challenges and cultural difference that recruiters are faced with the international applicant's CV information .For example the education degree does not have the same qualification everywhere, the diploma in "Eastern Europe" is closer to the master degrees that granted in the north America .And the bachelor degree witch granted from Filipino university are equal with the three years community college in north America. Considering all these differences making hiring decision will be more difficult for recruiters' responsible in the host country (Laroche & Rutherford, 2007).

No doubt that each society has priority and essentiality, lead them to hired from the same or closer culture, for instance; very hierarchal countries or organization, looking for high educated employees which graduate from very famous university, so as much as educated as much as getting high and better positions. Thus the probability of recruiting people with the same or close cultural, language ,education qualification and background to the host country is dramatically high(Laroche & Rutherford, 2007).

Chapter 3

Related theories for the difficulties and challenges of minority in the host society

There are many social theories that explain the human and humanities interactions in the role of immigrants and host societies. In this paper particularly I point out to the some of the related theory to the topic of research. The theories are explaining the interactions of the inhabitant and minorities in the host or (developed) society.

Each of these social theories look at the case of immigrants and their difficulties or limitation in the host land , such as; finding a job, cultural challenges, language barriers, etc from various perspectives. Statistical discrimination is a theory that put lights on the stereotyping of each different nationality groups, and provides discrimination based on some wrong assumption toward different nationality productivity. The realistic group conflict theory is about the competition and conflicts among host and guest groups in the society, to achieve the sources. According to this theory as long as minority's' goals overlapping natives benefit and aims they belong to the "in group" but when the situation turns and their goals do not cover each other, minority will be discriminated and consider as "out groups" . The social identity theory generally explain the host country tendencies to a group of people or nationality that have more close feeling , culture, language ,background and history with them. These two theories are more or less about the same subject and have some similarities, and

consider those group that have close culture and language with their background more "in-group". The last theory which could be connected somehow to the minority groups and their challenges in the host society is named social network theory. According to this theory having network from the native society is could consider as advantage for international job seekers or minorities in the host society. In order to catch the new information about job vacancies or even using native friends as reference in the resume.

Statistical discrimination theory

statistical discrimination theory, is about the minority groups ,and the work productivity assumptions that refer to each nationality groups of workers(Brekke, 2007).

"The employer may avoid employing people (minority)with non western backgrounds if they are assumed (rightly or wrongly) to have on average lower productivity, for example, due to cultural differences or poorer language skills"(Brekke, 2007) p4.

The statistical discrimination theory is explaining the effect of racism and sexism on the hiring and emplacement of the employees based on the evaluation of their skills. In this theory the assessment of employers is more or less depend on that ,to what extend the employees fill the expectation of the employers. The assumption of keep up the wage-maximizing by staffs and profit-maximizing behavior by employers is a significant factor to evaluate the productivity. So the employees that are inactive in this function will be considering as out of market(Schlicht, 2009).

Statistical discrimination occurs when an employer uses average characteristics of groups to predict individual worker productivity. This is common in the labor market when employers are screening job candidates and use group characteristics, and evaluation such as race or sex that they have to estimate the worker productivity. Since the employer has

insufficient and unclear awareness about a potential of employee's actual productivity. Also on the other hand the costs of observing the job candidates are high also, so an employer may use group characteristics to evaluate productivity (Anderson & Hauptert, 1999).

For instance an employer might think that "women have higher probability of quitting as compared to men in deciding whether to hire and train an individual female job candidate". Therefore the other conditions that provide the motivation to discriminate statistically are related to employers (his or her) attitude towards "risk". The more risk averse employer is more likely to accept the behavioral difference compared to employers with less risk averse attitude (Anderson & Hauptert, 1999).

The hiring cost of an employee is quite high and includes the costs of processing, screening applications and interviewing selected candidates before making a hiring decision. From the economic side it could be considered as a discrimination decision. But when the expected productivity of the worker is more than the estimated costs of hiring, the employer will be eager to pay these costs, instead to hire efficient workers. In contrast if the expected gain is low and could not cover the high expected cost, then the employer will not want to pay the costs and hire the applicant. Instead, employers will use group type as a proxy for employee productivity (Anderson & Hauptert, 1999).

Realistic group conflict theory

Realistic group conflict theory is trying to explain the competitions and conflicts between "in groups" and "out groups" members to get access to the limited resources of society. No matter if the resources are social or material (Muzafar, B. Jack, & Carolyn, 1988).

The "realistic group conflict" theory is one of the theories that explain the prejudice and stereotypes which happen due to competition between groups (inhabitants and foreigners). The theory is based on, the intergroup behavior and attitude, and introduces each group goal

and interests .when all the aims and goals of both groups are in the same way and computable, the result will be positive behavior and perception. In the other hand incompatible aim, provide the negative attitudes. Then probably the group's conflict is because of the completion among those groups that scared them, to not scarify their advantage or goals(Esses et al., 1998).

For instance, if the host country population believes that immigrants take away jobs, they would be expected to have more negative attitudes towards those immigrants. By the way Immigrants can take away jobs from the local citizens in some cases which they have competitive job skills. Then the conflict will increase, if the host country believes that immigrants are similar or even better than them in the important work dimensions(Zarate, Garcia, Garza, & Hitlan, 2004).

According to the Esses & Jackson & Armstrong (1998), the following three steps are basic elements of realistic group conflict theory. 1) The intergroup conflict to get the society resources increased and each group try to obtain more advantage. 2) The more conflict among intergroup, will increase the antagonism of host group about threaten, and more conflict with unfavorable behavior of out group (immigrants) members. 3) when the completion for resources is present the contiguity and relation will be increased intergroup opposition(Esses et al., 1998).

The group conflict theory discussing the barriers and restriction that minorities are facing with those in the host country, after appearing some disorders behaviors. The natives reflection in order to deal with the or immigrants will change when they received some sort of threaten such as (economic, political, religious, or morality) from the minorities group that live in their society as immigrants (Derous et al., 2009).

In order to connect the theory to the real situation, I can point out to some kind of terrorist attack, kidnapping, bootleggers, and burglaries or any immoral behaviors. Therefore

when this kind of behaviors observing from the some groups of immigrants in the host country, it could ruin whole their reputation of the individual with the same origin. And it makes the situation difficult for others immigrants to get trusted, or provide barrier to find jobs for the foreigners.

Social network theory

Social network theory is a pattern of friendship, communication or supports are existing among the members of a social system or group. An active network consists of ties between actors that change over time. Many of the relations in network analysis naturally cover this requirement of step by step change, such as friendship, trust, and cooperation(Randall, 1983).The group that create based on the strong ties was linked to the fewest organizations and individual memberships were concentrated in the same organizations which formed a close network. Groups that appear basis on the weak ties, on the other hand, have more linked to organizations that were loosely knit and individual memberships tended to be spread throughout these organizations(Randall, 1983).

Armengol & Zenou (2011) indicate that a network of information about employment opportunities can be transfer between even two friends, neighbors through word-of-mouth communication. So if workers can match their skills with such a vacancy will use either formal or informal methods. When an unemployed worker hear directly from a vacancy, then if they got the job, it is considered as a formal method (since the social network plays no role).but if the worker hearing directly from a vacancy from someone that employed already, in case that she or he get the job, it could be assume that unemployed workers getting a job with the help other local social network. Although the size of network is a considerable subject, and the

stability of unemployment rate will decrease according to the network size, specially with small network while it increase in the crowded networks(Armengol & Zenou, 2001).

Social network theory is emphasis on the individual connection and communication in the firms with the key persons, to take short cut to get a good job positions. Being a minority in the host country, provide itself some limitation to get in the social net work and find connections for getting in to organizations(Brekke, 2007).

Social identity theory

Social identity theory is defined as the ways which people from different groups behave toward each other, that might be originated from their perception toward out group. It consist of two main themes: 1) individuals interaction with others from the same and common cultural background ,2) the way that individuals communicate with other groups that came from different cultures. This theory originally published in early work in Britain by Tajfel (1982). This theory is about the "intergroup" and "out group" phenomenon and relations which consists: social factors, perception and social beliefs, which might be considered as aspects of racism, prejudice, and discrimination.

The basic idea of theory is about the social category (e.g., nationality, political affiliation) of individual and their belonging to the special group, which provides a definition of each characteristic that associated with each group. Each of these memberships is represented in the individual member's minds as social identity that both describes and prescribes one's attributes as a member of that group and that is, what one should think and feel, and how one should behave (Hogg, Terry, & White, 1995).

When a specific social identity becomes remarkable, in the certain context of society, thus the self-perception becomes in-group, stereotypical and normative. In contrast the relevant perceptions of out-group members become out-group stereotypical. Accordingly the intergroup

behavior turned competitive and discriminatory properties due to some degrees based on the nature of relations among the groups(Hogg et al., 1995).

Social identity theory is tried to explain group member's behavior, and define each aspect of group member behavior in a specific categorization, according on their self "belief structure ". Afterwards it point out to people's beliefs. The theory is about the nature of relations between their own groups and the relevant out groups. The point is, these believes are not necessarily based on truth, and it could be noted as a stability and legitimacy of intergroup relations.

"For example, a group that believes its lower status position is relatively legitimate and stable but that it is quite possible to pass psychologically into the dominant group (i.e., acquire a social identity as a member of the higher-status group) will be unlikely to show much solidarity or engage in much direct intergroup competition. Instead members will attempt, as individuals, to misidentify and gain psychological entry to the dominant group. In contrast, a group that believes its lower status position is illegitimate and unstable, that passing is not viable, and that a different social order is achievable will show marked solidarity and will engage in direct intergroup competition"(Hogg et al., 1995)p260."

The social identity theory could consider as discriminatory behaviors against minorities and special nationality groups but should not necessarily expand to the all the group members. (Derous et al., 2009).

Chapter 4

Methodology

There is no one best way of implementing the research method. The best method is the one that would be fit to the research subject. so the method of a research is so related to the topic that researcher is going to find out about (Silverman, 2006).

This is a descriptive study by the attempt to investigate the recruiter's perception on hiring decisions, toward nationality stereotypes of international job applicant. Also the impact of speak Norwegian on recruiting process. I choose to employ the qualitative method because of the congruency with the subject of research .since it is a very touchy subject, and need more close communication with the target group, to draw their trust, in order to share their real perceptions about the research topic.

I believe so by applying the qualitative method the opportunity of collecting more valid information will increase, due to having close interaction between the interviewers with the interviewee. Qualitative method is the good way to document peoples' emotion and feelings which also could be sort of quality in the real situation(Silverman, 2006).

As it mention earlier the purpose of the research is to implement the specific method in order to collecting the data that could be fit to answers to the research questions. The flexibility of qualitative method provides the opportunity for researcher to collecting more detailed. By applying the open ended questioners, that provide the condition for the participants to mention their ideas and experiences freely (Michael, 1987).

Sample

In this research the study group was purposive sampling ,it also known by the name Judgment sample .It is sort of common sampling , and researcher choose these sample by purpose to get the productive answer to the research questions. This sampling system involves the set of specific variables that might be important and effective on the research area. "This is a more intellectual Strategy than the simple demographic."(Martin, 1996).

The participant in this study consist a group of people who are involving in the hiring practice such as (recruiters or HR advisor, also international employees).The selection of study group is done by purpose, in order to see how these two groups perceived this process from two opposite angels. Then in order to gathered, reliable information, I have to hear the both groups of recruiters' consultant and the other hand the international employees that get recruited, to see how they feel during interview and their challenges to get hired especially if they cannot speak Norwegian.

At next step I start to contact with the HR of some multicultural engineering companies and consultant hiring companies to get appointment for interview .Also try to find some international employees for interview, to see their point of view about difficulties of getting recruited in Norway as foreigners. I have to admit that it was not easy to get time from HR for

interview, but those clients that accept (ether HR adviser or employees) that I had contact with them seemed so interested and cooperative.

I interviewed totally 11 persons, both international employees and recruiters. Among these, there were 5 HR consultant from the international engineering companies, 2 HR adviser from the consultant hiring companies and 3 international employees. Bellow is the list of participants for interviews.

Table1: Summery profile of HR interviewee

Companies name	Position of participant	Gender
Aker Solutions	HR adviser	Male
Dong energy	HR adviser	Female
GE	HR adviser	Female
subsea 7	HR adviser	Female
Tieto	HR adviser	Male
Tek garden (consultant company)	HR consultant	Female
Manpower (Consultant company)	HR consultant	Female

Table 2: Profile summery of international employees:

Companies name	Position of participant	Nationality	Gender
Aker Solutions	Instrument engineer	Palestine	Mail
Aker Solutions	Piping engineer	Korean-Norwegian	Mail
Schlumberger	Environment engineer	Colombia	Female
Aker Solutions	Instrument engineer	Iran	Mail

Data collection

All the 11 interviews done in the participant's office, and each interview takes between 20 to 40 minutes. The whole conversations are recorded in order to refer to it later on and to use in the analysis part, but all the records will be treated anonymously, and all the conversations were in English.

Due to effectively carry out this research, I choose to use namely semi-structured open-ended interviews that are conducted at the face-to-face level with each participant. This type of interviewing consists of a process in which the researcher and participants are involved in the conversation and the interviewer asks open-ended questions, then listens to the answers and records the whole discussion.

A successful interview is a kind of "intimate and personal sharing of information with trusted friends and all the answers should be treated confidentially and respectfully (Morse & Field, 1996). Applying the semi-structured questionnaire gives more opportunity to both the interviewer and the interviewee to discuss the subject. By the aim of understanding the complex behavior of participants without imposing on their attitudes (Fomtana & Fery, 2005).

The fact that researchers should be neutral during the implementation of the interviews is significant, also it is the interviewer's responsibility to not make the interviewee aware of his or her feelings or ideas about the subject (Fomtana & Fery, 2005).

The advantage of open-ended semi-structured questions is to achieve, to the real experience and viewpoint of the interviewee which is more close to the reality of the social world. It would be helpful to explore the new approach to look at the research subject. Open-ended interviews collect a wide range of information, toward the subject of research.

Considering Silverman's, 2004 point of view that besides this advantage this is a difficult responsibility for the researcher to explore authentic information (Silverman, 2004).

I designed two separate groups of questions within the supervisory of my mentor. By the name (**HR question**) and, (**International employee's questions**). Each group of the questions (HR, and international employee questions) divided in the four main parts, such as 1-back ground and demographic information, 2- diversity and work force, 3-nationality stereotypes impact on recruiting practices, 4-the importance of language. By the aim at understand the recruiting barrier for international job seekers and see the impact of recruiter's attitudes and perception toward various nationality stereotypes of hiring job applicant on hiring dictions.

Data analysis

After conducting the interview, the significant part is transcribed and analysis each conversation (interview), this is the challenging part of implementing qualitative method.

The significant part of data analysis is Interpretation and analysis so many amounts of qualitative data that gathered through the researcher and participant conversation. Include various and interesting perceptions of participants toward the subject.

Collecting all the key themes and information from all the interviews and document them, is quite helpful to get an overview toward the whole amount of data (Miles & Huberman, 1994). The analysis method that employed in this research is Meta matrix analysis which sum up all the interviews ,in to the understandable and accessible tables(Miles & Huberman, 1994).

The Meta matrix analysis implement in fallowing manner: 1) I collected all the citation horizontally from the left to the right. 2) In order to the make Meta matrix more effective the key questions of the questioners and the participant answers divided in the main themes and get inserted in the table (See appendix 5.1 &5.2) . This way of representing the result provide more accessible and understandable conclusions ,based on the each interviewee answers .In order to see whether or not there is consistency among each interviewee point of view or not.

Limitation of the research

In the qualitative study the validity is consist the interpretation and observations of the researcher in a way that cover the research questions. In the other validity means that, if the researcher measured or observed the correct variables (Silverman, 2004).

As I mentioned earlier in this paper all the data collect through the face to face interviews, then all the answers and conversations recorded by the permission of the participants. So I use the sound files to transcript and interpret their answer in the implementation and analysis part of paper. Hence all the 11 interviewee answers are documented and available in a format of sound track, as evidence due to check the validity of paper afterwards. But I have to mention that people have different interpretation from the same subject, ant it is the matter that should be concerned in qualitative studies.

Reliability is depend on the essentiality of explicitly describe the observation and the answer of participants. Reliability implies that if the other researchers doing the same study get the same answers or not. There are different types of reliability in the qualitative study that should be noticed. Such as 1) quixotic reliability: which is referring to the circumstances that in each interview or observing is happen. , 2) diachronic reliability: this one is referring to the stability of finding over the time.3) Synchronic reliability: refers to the similarity of

observations within the same time frame. Synchronic reliability, in contrast to diachronic reliability, rarely involves observations of same and similar things. Rather it concerns itself with particularities of interest to the research in future (Kirk & Miller, 1986).

In this research during the face to face interviews, I try to keep myself objective (not involve my personal idea), toward the answers of participants in order to have correct and reliable interpretation of what they said. I do the interviews with both group of recruiting advisors and international employees as two groups that involving in the same process due to increase the reliability of the finding. Also to have unbiased interpretation toward their answers by hearing both groups opinions. But the other problematic issue that associated within the qualitative social approach is that, in the social phenomenon nothing is stable, and interference variable could affect individual perceptions toward social subjects. Refer to the diachronic reliability the result of this paper, and answers of participants is also could change by changing in the (economical condition, labor market or increasing the economic crises) than there is no guarantee to get the same answer from the participants over the time.

Moreover along the interviews some of the participants share their authentic experience toward the subject, and those could be consider as rich sources in to get close to answer the research questions. Also it brings some new Idea for the further researches. Also it should not be far from mind, that sometimes participants put their idea in answers or hide some part of reality. Plus that they were aware that their statements will use in this study. So I believe to some extend that they gave to some questions very conservative answers.

However there is always some difficulty in the case of reliability proven in the qualitative method and always in the qualitative methods the validity has priority that reliability and it is more focused on that. (Kirk & Miller, 1986).

Chapter 5

Implementation of the data

The purpose and the aim of this chapter is to impalement the qualitative data that collected from the interviews with both groups of international employees and human recourse. The collected date from interviews represented in some main themes and categories to make large amount of information that gathered from the participants more integrated and cohesive. Also provide comparative argue based on the perceptions of international employees and HR experiences toward recruiting practices under the fallowing parts.

Human resources perspective

In this part the data, represent the perception and idea of recruiting advisories in three different areas.

- 1) Diversity and workforce regulation for international job applicant.
- 2) The importance of speak Norwegian for foreigners' job applicant to get hired.

3) The impact of stereotypes and cultural characteristics, which associated with the foreign job applicant on hiring practices.

1) Diversity and workforce regulation

Almost all the HR advisors that participant in this research had positive view toward implementing diversity among employees and they almost believe that companies can get good advantage of hiring international employees. Such as; 1) provide good opportunity to expand their branches in other lands, since they have some employees from there, who are familiar with the culture, role and regulations. 2) In the other hand, gathering different nationality bring new themes and ideas to the company, 3) in order to keep the atmosphere of organization active and alive. 4) At the meantime the host country take the opportunity of hiring expert and qualified workers from all over the world.

Additionally during the all 7 interviews that I had with the human resources, they were all agreed that Norwegian government also has very positive and supportive view to heir international skilled workers especially when it comes to the industrial field. According to the Norwegian regulation all the international workers have the same right and benefit the same as natives.

According to the some of the human resources comment the supportive regulation of the government is clearly seen in the new rules that is published by the UDI on their official webpage (UDI., 2006) from 2009, by the name "job seekers visa" for the skilled job applicant. It is sort of a good prove that Norwegian government is interested to attract skilled workers to find job in Norway (UDI., 2006).

"If the international job applicant proved that they are skilled workers, they can be granted a residence permit to study Norwegian for a total

of one year. They can be granted such a permit even if the purpose of the stay is to find employment in Norway"(UDI., 2006).

Interviewee 2 (HR)

"For the private market there is not very strict regulation toward hire international skilled workers, and we do not feel any barrier"

Interviewee 3 (HR)

"We consider diverse cultures during recruiting; even we are interested to have these diverse groups, but not that much wide that had negative effect on group performance. The qualification is also important...."

2) Relation of speaking Norwegian and getting job

First of all most of the interviewees (HR advisor), had common agreed that the ability of speak Norwegian, is very helpful in order to get involve with the host society and peers in the work atmosphere. In general they more emphasize that learning the language will lead to enjoying more from their social life and being in the Norwegian culture. But they did not mention any, direct link between the ability to speak the host language and getting recruited, they just think that ability of speak Norwegian could be consider as advantage in order to getting hired. Along the all interviews recruiters point out and emphasizing on the qualification of the applicant which has priority for them when it comes to the hiring decision situation.

Generally during all the interviews there were two main topics that all the participants point out to those somehow, as factors that probably could affect the relation of language and finding job such as:

- 1) The demand of position and ability of speak Norwegian.
- 2) The length that international applicant want to stay in the host country and the relation of that to the language.

Interviewee 2(HR)

"If we have two applicant one international and one Norwegian with the same qualification, in order to choose one of them, we will look at the personality, after that we will note to their length of stay in Norway and at the forth step probably we consider language, whether she or he speak Norwegian or not... "

Interviewee 4(HR)

"This company language is English and we have several employees that cannot speak Norwegian and we expect them to speak English, and beside that we offer them some Norwegian courses also...."

Interviewee 5 (HR)

"Language has important role at the managerial level and dealing with the employees, if managers cannot communicate well to their employees

in order to solve problem or any personal issues, because of lack of language proficiency it will be problem for sure...."

2.1) Connection of Position demand and language proficiency

The identity of the position or job demands was one of the reasons that HR advisors emphasizes on speak Norwegian. If the position demand, is more calculation and measurements (office work), the impact of language proficiency will slightly decrease on their performance. But if applicant or engineers hired for the jobs that need to inspection others work, for instance monitoring construction works, or some position that need to keep contact with the labors on the oil platforms they need host language. Or even any other position that need to contact with the customers, the demand for host language will be increased. Since the communication and conversation with the labors or technicians and customers in general need to have ability of speak Norwegian the employers preferences is to hire Norwegian speakers , because of the low level labors that cannot speak English well. So the importance of language will increase, when the recruiters are going to heir for engineers for the practical and executive work.

Interviewee 1 (HR)

"With the oil and gas industry, the language will be problem, when it comes to the some practical and offshore work, or construction jobs. Since most people that work there cannot speak English and communicate will be difficult, moreover that the company owner prefers native speakers for those positions ..."

Interviewee 5 (HR)

"Some of the big oil company that we work with uses lots of documentation in Norwegian to make sure that they have all the details about the all project. And imagine how international employees can prepare Norwegian documents if they do not have any knowledge about that....."

Interviewee 3(HR)

"Our company is international and then speak English is not problem, considering that in some department and position we use to speak Norwegian and we have to hire someone that speak Norwegian to understand the documents, such as HR and administration positions..."

2.2) the length that international job seekers planning to stay

During the interviews, most of the participants point out to the relation of language proficiency and length of stay toward hiring decision. The lengths that job applicant have planned to stay in the host land has very significant impact on hiring decision. Hiring international skill workers is costly for the company, in compare to hire natives. Such as: cost of training programs, the language courses, etc. The companies pay whole the cost to settle down the international skilled workers in order to covet the lack of expert workers in Norway.

Interviewee 1 (HR)

"Learning the language is depending on the time that international employees want to spend in the host country and their work contract if the contract temporary or permanent....."

Interviewee 2(HR)

"After the qualification and characteristic of applicant the other important factor that probably can influence the hiring decision is the length that applicant will stay in Norway. So if we choose Norwegian is that because we are sure that they stay here and we will have them for long term....."

Interviewee 6 (HR)

"For the long term projects, for sure we prefer local which speak Norwegian, and they have whole family here. But the international staffs probably just stay for some years to get experience and then move back home....."

3) Stereotypes impact on hiring decisions (HR perspective)

In this part the aim of the open ended (semi structured) questioner was to investigate the relation of nationality stereotypes of job seekers with the hiring decisions, in three main areas. Such as: 1) impact of recruiter's prejudgment and their personal view point toward international applicant.2) investigate the work efficiency among international and Norwegian employees 3) discuss the perception of hiring responses toward difficulties of international job seekers to get recruited.

3.1) Nationality stereotypes and hiring decision

Regarding the nationality stereotypes impact on hiring decision, all of the participants answers, was negative toward that. All the participants (HR) deny in different ways the impact of their personal believes and prejudgments in order to making hiring decisions. According to their answers they try hard to avoid of stereotyping, and judging applicant because of the

different nationality characteristic that associated or cultures. They claimed that they are aware of not affected by their personal believes and perceptions when they make the hiring decisions. And try to avoid of any kind of prejudice or pessimistic view toward international applicant.

Interviewee2 (HR)

"I hope and try to not do prejudgments of groups that I work with. I try to avoid of getting influence by my perception toward others especially when I made hiring decision. By the way the first important factor is the applicant qualification, and their grads, no matter that where they are come from ..."

Interviewee 3(HR)

"Well as a recruiter you should be aware of the normal tendency to the people that speak the same language and nationality as you. So I always try to not bias by that. Also I try to look at the applicants (resume), very objective. But sometimes it is very difficult to be natural since we are human and have sense .Any way awareness is very important, and the best way is to notice that, how this person can be fit to the organization and the position based on their personality and characteristic ..."

Interviewee 5 (HR)

"We are aware of our work force demand, so when we doing interview with international we just try to see their qualification. I and my other colleagues try to avoid of getting involve with the religion, gender, or politic issues of applicant in our decision. Then we try to be neutral and not affected by interviewees cultural or nationality backgrounds...."

Interviewee 3(HR)

"We had Brazilian manager, and based on his cultural background and his previous work atmosphere he was too much in to hierarchal system and very top to down. That in Norway we are not use to that .so the thing that we did it was that we had lots of dissection and meeting with him to convenient and explain to him that how is our work behavior in this organization and how we do interact and empower things to each other ..."

Interviewee 6 (HR)

"There is different type of people with special characteristic, which happen because of their culture. And people have different mind and manner to do things. For instance: we had contracts during one year with a group from Russia and suddenly we see the different in the organization when they are lots of Russian work to gather. They had different way of saying things and doing things. And it leads to miss understandings for other staffs...."

3.2) Work efficiency among international and Norwegians

The participants had quiet different answers toward this matter. They had different perception and explanation toward work efficiency among natives and internationals. Some of them said direct and frankly that international are more hard workers. In the other hand I have

some answers exactly in the opposite side. But more or less the applicants connected the degree of efficiency to the background, culture and previous work experience of staff.

The other interesting point that they mentioned, was about the nature of the work condition in Scandinavia in general, which is not so in rush and fast.

Interviewee 2(HR)

"In this company we have quite divers' employs. But I have to mention if they are from background that had quite high demanding work atmosphere, compare to the Norwegian work behavior, they are harder workers..."

Interviewee 3(HR)

"In the case of efficiency I guess there is a kind of stereotype, that international work better compare to Norwegian, which I necessarily do not want to share that. I thought it is kind of depending on each person...."

Interviwee4 (HR)

"I can just refer the work efficiency, to the experiences (outside Norway) of the staffs. Since I know that work condition and employers demand is different outside of Scandinavia. Also it is very different from person to person..."

Interviewee 5 (HR)

"There are cultural differences among staffs for sure, I am not sure if I can connect that to the work efficiency or not. But in general they are different approach to the working day. In Scandinavia and north Europe we have, the main work hours are between seven to eight hours. If you go to the south Europe they have more long breaks and working atmosphere. And for me it is hard to say, like Chinese work harder or more than Norwegian. I think it is the way that they use to it..."

Interviewee 6(HR)

"Norwegian society and work atmosphere is quite and little slow. Most of the international that work here are positively surprised by this condition. Because we have less working hours compare to the most of other countries..."

Difficulties of international to get recruited

First barrier that most participants point at was the language proficiency. And connect that again to the length of stay of international, and at the second position connect that to the job demands that applicant apply for. According to the hiring responsible the hiring process among international is costly for the company due to supply the adaptation cost for international staffs. Hence it will be wasting investment if the international employees leave the country in short time before they turned to be efficient for the firm. More over the relevant work experience of applicant has significant impact on the final hiring decision.

Interviewee 1(HR)

"The first problem could be the language for the international .And the other challenge for the international is that, they are not familiar with the Norwegian standards which called (norsok) that means in English (competitive standing of the Norwegian off shore sector).And it is about the standard procedure of doing work (project) from the first to the last step. And not necessarily all the companies put effort to teach theses to the new international staffs, then prefer to hired one that already have the knowledge and experience ..."

Interviewee2 (HR)

"I think the most challenging barrier of the international is the language, not just at work, because in most of international company we can speak English. But in their social life they need that. The other thing that might be considered is the length that the applicant wants to stay in here. Because we cannot investment on employees that do not have plan for long time..."

Interviewee 3(HR)

"I think it is quite fair completion for the international applicant that already live in Norway to find job, compare to other with apply for the position from outside. Because bring them here is so risky and costly for I think all the companies...."

Interviewee 5(HR)

"I think the barrier is more related to the language barrier, not cultural differences of applicant. I do not mean by language just to do

the professional engineering work, we more focused to motivate internationals to make communication with other peers or their managers. We encourage the international staffs to participant in the language course for sure, for their benefit..."

International employees' perspective toward finding job in Norway

This part of paper is containing the qualitative data which gathered from the interviewees with the international job applicant that get recruited already. By focus on four main areas, to study the view point of the international employees toward getting hired in Norway and the difficulties that they observed as foreigners.

- 1) The international job seekers challenge to get job.
- 2) Job opportunity in Norway.
- 3) The importance of speak Norwegian of the position that international hired for.
- 4) Adaptation to Norwegian workforces.

1) The international job seekers challenge to get job

The answers in this part are based on the individual experience and judgment of participants in different situation and barrier that they had to get recruited. In general they point out to the some factors such as 1) difficulties that international fresh graduate facing with since they do not have enough experience. 2) Studied at the Norwegian universities or at least in the Scandinavian area. 3) Having a kind of connection to enter to the organization, through a good reference (native), part time or summer jobs offer, master thesis.

Interviewee 1(Akersolutions)

"It was not easy to get job in Norway for me, first of all I was a foreigner here and I did not finish my study in Norway. Moreover when you are fresh graduate from outside of Norway it is big issue to find job. So for me it was not easy to find job. Also I think speak the language is very helpful to get the job..."

Interviewee 2(Akersolutions)

"The first thing that I noticed was that, most of the HR did not have enough information about universities and system in USA. Then in my case it was difficult to explain to them my educational qualification for them....."

Interviewee3 (schlumberger)

"I think find job here is super difficult, and in some certain ways it is not fair even. If you are fresh graduate, you have to compete with the group of other fresh graduate that speak Norwegian and English. Moreover they are so emphasizing on having related experience in your background. The other challenge I think is finding a net or good reference, to somehow finding a way to get in the organization...."

2) Job opportunity in Norway

The entire participant had same and positive opinion toward job opportunity in Norway, right now in compare to many other developed countries. The applicant is able to fulfill the employers' criteria.

Interviewee 1(Akersolutions)

"Being honest compared to the so many countries there are good market in Norway, although that getting recruited probably as a fresh graduate, without experience is not easy...."

Interviewee 3(schlumberger)

"In my opinion in Norway compare to the some other country there are good opportunities to getting hired, mainly in the oil industry....."

3) The importance of speak Norwegian for international job applicant

The international employees claim that language has very significant impact on hiring decisions, and it could affect hiring process from different angles. Almost all of them agreed that ability of speaking Norwegian is considered as an advantage, due to some reasons such as: it could be prove for employers that, job applicant will stay for long period in Norway. It increases the range of the position that could be match with the applicant skills.

Interviewee 1(Akersolutions)

"Even when you hired, you will see that ability to speak Norwegian is very helpful. In my position I have to go to many courses which some of them are in Norwegian and in this situation you will see the benefit of language. Then you will see that you can develop yourself in the company...."

Interviewee 2(Akersolutions)

"It has a good impression on the other when you are initiative to speak Norwegian with them. And I think speak Norwegian is sort of helpful to get job. Also it is easier to communicate with your colleagues in the way that make more sense ..."

Interviewee 3(schlumberger)

"In my job I do not need Norwegian, because we have contact with most English speaking customer. But I really need the language for socializing to my colleges. And I think it is understandable that Norwegian wants to speak their mother tang..."

4) Adaptation to Norwegian workforces

All the international interviewees were so satisfy about the organization atmosphere. According their answers, most of the international are very acceptable in the Norwegian organizations.

Interviewee 1(Akersolutions)

"I think getting adapted to work in Norway is not very stressful and complicated. And we have also lots of team building program at our company, which is very helpful to getting involved with the Norwegian community and their work attitude..."

Interviewee 3(schlumberger)

"I feel at the beginning it was difficult to bonding with Norwegian culture, but after sometimes you will manage to get connection with

them. I think also this society is kind of very open minded and optimistic toward international people"

Chapter6

Discussion:

In this chapter I am going to build a discussion between the some of the related theory and empirical finding. The finding are will be good sources to expand the discussion, which is consist both group (HR and international employees opinion toward getting recruited in Norway), in order to answer to the main research questions. That mention at the bellow:

- 1) Is host language competency important for recruiters when they hire new employees?
- 2) Are recruiting practices and hiring decisions affected by the recruiter's assumptions about international job seekers' cultural background?

Due to answer to the research questions I want to start the discussion by look at the view point of hiring responsible and international employees toward the impact of speaking Norwegian in order to get recruited. The discussion is going further by interpreting the opinions of these two groups about the influence of stereotyping and cultural differences of minority applicant, on the hiring decisions. Finally the last part of discussion is about the role of governmental policies toward hiring international job applicants.

Language proficiency and getting recruited

One of the most challenging issues for most of the migrant in the host country is language and it has key role to get accepted in the job market. Migrants with high skills of reading and writing and speaking the language of the host country have higher employment chance to get recruited compare to those that have poor language ability. language is known as part of culture, and it count as a fundamental issues and challenges of immigrants in the host society (Rooth & Saarela, 2007).

In the language part of this research I did investigation about the importance and essentiality of speaking Norwegian, in order to get recruited in the Norwegian firms, by noticed to the idea of both groups of international employs and HR advisors. Although most of the HR advisors, at the first of the language discussions mention that, they did not choose applicant just because of the language ability, and the qualification and characteristic of the candidate are count as well, as a very significant variables. According to the HR point of view the essentiality of speaking Norwegian is not just because of the work identity, it is needed for socializing with the host country.

Interviewee 5 (HR)

"I was in the situation to choose among two applicants (Norwegian and Indian). The Norwegian guy had good and related experience, and the Indian applicant was so young less experience and tremendous interesting education. Both of them did good interviews, and it was big discussion in company in order to choose one of them. After lots of the evaluation about their characters and their qualifications, we take the Indian applicant. Since we believe that in next 10 years his will have more profit for the company. And I am sure it was the best diction. So sometimes the specific qualifications and characters overwhelm than the language proficiency...."

According to this example and some other similar quotes ,that I point out to them in the implementation part ,I would like to say that, when the employees really need engineers (workers)to put in the project, such as emergency situation they will not consider the language as barrier for internationals, due to fulfill their needed .

In fact there are many variables that could affect positively or negatively the relation of spoken Norwegian and getting recruited in Norway. But along the interviews participants point out to some of factors that was quite connected to the importance of speaks the host language and find job. The factors that human resources, point out to those, as it mentioned in the chapter 4, consists: the demand of the position to speaking the host language, Second: the relation of speaking Norwegian and communicating or socializing with the host society that could extend the length of stay of international workers. No doubt that language proficiency also has critical role in order to increase the opportunity of finding job and also adaptation with the host country.

Obviously the important point here is the connection of language and culture of a host country, language is the shape that people perceived their world and culture(Samovar & Porter, 1999).

Since in this research the focus was on the engineering and industrial field and most of the answers of hiring responses proved that, in the technical field, they can fulfill their needed by the hiring international engineers, no matter if they cannot speak Norwegian. It always will be easier for educated and skilled workers immigrants to deal with, do not speak the host country language to some extent, Such as the needed of receivers' society to the professionals' workers. Especially for some of the positions that engineers need to do measurements and calculation parts of project. But the importance of speaking the language will rise up in the positions that employees need to keep in touch with low level labors and getting involved with inspection works and responsibilities, which they have to communicate with the native that mostly cannot speak any other language except their mother tang.

Generally language is a collection of signs that carrying the cultural values of a nations. And speakers identify themselves and other based on the language that they speak and sign and

symbols which they send to each other, language create part of the social identity of the countries' population (Claire, 1998). Refer to the social identity theory that early on represented by Tajfel (1982) defined, the relation of individual in the groups by focusing on the phenomenon of "in group" and "out group". And it means that host society has preferences to interact with group of people that have same or at least similar language, culture and background, to them. Hence introduce them as " in-group" , and minorities will be out group for the host society.

When a society has a very large majority of individuals from one culture, individuals from minority groups will be adapt more quickly. But in the other hand when governments protect and support minority interests more than normal, the incentives to banding with the majority language and culture will reduce(Lazear, 1997).

Therefore, language is not simply communication, but it is a way to coordinate behavior(Lazear, 1997). When the recruiters are emphasis on speaking the host language ,it is not just because of professional work, they afraid to investment on the individual that are not sure how long they can stay in the host country. Speak the language is very helpful to make the immigrants' situation more stable, and the ability of speak the language can improve their communication skills with native collegians and find friends.

Language is a standard that reflects and express and individuals group members and their relationship with the others (Samovar. & Porter., 1999) . Hence it is logical when Norwegian showing preferences to hiring someone that can understand their language and cultural better.

The finding of this study about the opinion of international employees shows that, they were totally aware of the importance of language but the contradictions appear when minority getting discriminated for the position that does not need the master of speaking Norwegian.

The fact is that, learns and speaks the new language for international job seekers, skill workers and mostly experts, who are able to speak English, is sound strange. Science they are known that host country needs their skills and they can do the professional job with English. But they faced with the resistance of the firms or even the society to accept them since they cannot speak their language (Norwegian language).

I think the situation of each society in order to deal with the immigrants is different and it is not comparable with each other. However, Norway's economies are growing from exploitation of offshore energy resources and expand that to more technology-based manufacturing. Furthermore, industrial resign, globalization and technological advances are changing the skill requirements of the business sectors. Hence in Norway the industry faced with growing demand for high-skilled workers, also predict specifically to fulfill the shortages of engineers and researchers(OECD., 2004).

Subsequently, this condition provide good opportunity for the international skill workers, to make the Norwegian recruiters convinced that moving their preferences from hiring Norwegian speakers to the other international applicants. But these kind of situation always have two sides; in one hand for the immigrants it is providing better job opportunity in developed country such Norway, and the other side it is beneficial for the host society To attract skilled workers, labors with the lower salary compare to natives, and the economical circulation.

Recruiting responsible and nationality stereotypes

Along the whole face to face interviews all the HR participants claim that, they are trying to stay away from stereotyping and prejudice toward international applicant. Moreover in the role of recruiting responsible that involve with the humanities, they are completely aware of the negative consequence of stereotyping and emphasis on hire special nationality, gender or

ethnic, which is completely in contrast with the human rights regulations. Subsequently they are aware that by stereotyping they will lose the change of hire some of the expert and qualified international applicant.

Interviewee 4(HR)

"We do not ask question about age, religion, when interviewing people. And I never mixed the hiring decision with my personal view or my pre judgment. I really do not consider stereotypes when I recruiting someone, in this company. We are just looking for qualified applicant. We have in this company 15 different nationality, just in our branch in Norway. And I never experience that we excluded someone, because of nationality stereotypes. We just consider just the personality of the applicant, if this person is fit for the company and position afterwards or not..."

Referring to the ("Statistics Norway," 2011)the number of employment among EU is quite high in Norway (both in Western and Eastern Europe) .Interestingly there was otherwise a weak decline observe among the other groups, except the Asian group, which still had a slight growth in unemployment("Statistics Norway," 2011).

This trend could be also defined by the "theory of social identity" (Tajfel, 1982) which Europeans nationality are consider as more "in group" since the culture is more closer and the host country have more awareness and information about their cultures and countries . In compare to the African or Asian which might be consider as more "out group"(Hogg et al., 1995) & (Tajfel, 1982). Plus that Norwegian society needs different kind of workers, so it is beneficial to keep in touch with closer country and cultures.

Since the "theory of social identity" explain the relation of group members and their belonging to the specific cultural group, but it also might be provide as discrimination toward specific nationality groups. (Tajfel, 1982) &(Hogg et al., 1995).

It is so obvious that people prefer to interact with someone that have more information about them or even have some common background with each other. In the other word, the host society tendency to hire "in group" is more, because they want to keep up dominant the European cultural of organizations. So the preference to hire individual from nationality that have similar, religion, culture, history, even the language with the host society will increased.

In relation of this matter one of the HR interviewee, point out to the interesting example ,she said there is a work standard in Norway for engineering work , which more European (East and West)are familiar with, compare to the other international applicant. Therefore it is so beneficial for the companies to hire someone that more or less are aware of those standards in order to save the training cost.

Interviewee 1(HR)

"The Norwegian standards which called (norsok), which include all the work regulation from the start point of the project to the end .It means in English (competitive standing of the Norwegian off shore sector). And most of the Europeans applicants are more or less familiar with these standards..."

In the Norwegian workforce the demand for professional and educated workers are quite high .Hence the industrial field in order to fulfill their workers shortage will expand their searching range to hire from various nationalities. Therefore It sounds logical that the receivers' society looking for qualified and efficient workers.

Interviewee 3(HR)

"The thing that I am familiar with is that in the engineering field, there are kind of tendency to hire Indian. And this is happen, because they are sort of people that very fallow the employers' orders...."

Interviewee 1(HR)

"There are good construction engineers among Filipinas, good IT engineers among Indian, and Poland have good piping engineers...."

Refer to the "statistic discrimination theory" that presented by Anderson & Hauptert (1999) and Brekke (2007) an explanation has been provided about the assumption of efficiency and productivity of various groups. The theory also provided a division of high productive and low productive among different nationality groups. According to this theory the host employers are screening the job applicant based on their group characteristic such as nationality, race, gender, etc, instead of their individual skills or abilities, in order to make the hiring decision. Therefore it could be lead to exclude some qualified applicant, and it is sort of stereotyping people (Brekke, 2007) &(Anderson & Hauptert, 1999).

According to interview results with the hiring responses, it is not expected that "social statistic theory" is applicable for the whole Norwegian workforce. My interpretation is that, it could be applicable, in some cases for instance; when they hire people from India and get good result from cooperation with them. Then they expand the positive characteristic of Indian to all other Indian applicants. So I came to conclusion that the tendency of hiring some nationality will increase in this way.

The HR answers regarding the relation between work efficiency of native and international applicants, and getting recruited present that, it is not a challenging and does not

have a high level of importance for the Norwegian society. So when the companies hired employees with the Indian or other Asian origins for instance and get good impression and feedback of them such as: (hard working, less demand, quality of work) they just continued to employ from the same group, without any pre planning.

Interviewee 2 (HR)

"Definitely there are some differences among the staffs that came from different background, when you work with the Asian employees, and ask them something for instance, if they know how to work with the specific soft ware? According to their culture they want to be very helpful or sacrifice their boss. So they say YES, but you have to consider that they might did not have complete knowledge of that. Which is totally different from Norwegian culture, if you give them responsibility and asked that if they know how to do that, and they say YES you can trust that more..."

The hiring advisors perceptions and answers showed that as long as someone copes with the group, and fulfill the project demands they do not compare the efficiency of international and native staffs. So they avoid of draw a border among international and natives in order to choose the more efficient nations to hire. And try to acting very open minded, by explaining that they accept the entire people different characteristics, no matter if the applicants are famous as hard workers or not.

International employees' barrier to get recruited

The international employees' answers and perspective about the impact of the stereotypes that associated with their nationality or culture, on their process of finding job was kind of neutral. In the other word it is better to say they were not sure about that, since they get recruited as international.

Interviewee 2 (Aker solutions)

"I am half Korean half Norwegian, I really did not feel any negative reaction because of my nationality during the interview but, I heard from lots of friend that it is good that I have Norwegian name. Also during the time that I applied for the job some places ask me if I can prove that I am Norwegian (send copy of ID).by the way really I do not know if exclusion happen or not..."

The answers illustrate that interviewee from the Middle East and Latin America had more negative point of view about the fairness of hiring process.

Interviewee 4 (Aker solutions)

"I am Iranian; I have experienced that got rejection because of my nationality from one of the international companies. It was mention in their rejection mail that due to some political and sanction limitation I cannot work there..."

Unexceptionally along the interviews, all the international employees point out to the some factors which they experienced those as barriers in the way of finding job. Those factors could be considered as kind of exclusion or sort of unfairness for some groups of international skilled workers. Such as: being graduated from one of the Norwegian or at least one of the

Scandinavians Universities. Due to some reasons: 1) Find good connection or reference in order to introduce them to the industries, especially when they do not have work experience in their background ,like a fresh graduates. 2) Lack of information of hiring advisors about the qualification of abroad universities that make the situation difficult for international job applicant to explain their qualification.

In this relation there is a theory by the name "social network theory "which is about the relations of individual in the society, and their interactions. This theory is about the friendship network, and the way that they fulfill their demands in the relationship. such as: trust, and cooperation among friends (Randall, 1983) &(Armengol & Zenou, 2001). Find a connection for minorities group to get in organizations is always helpful. My intention is not that everyone who has found a job because of their connections, but knowing someone could make job seeking process more efficient.

According to the social network theory, finding references among native for the international job applicant is an advantage. It can provide more job opportunity for the international job seekers .Plus that it has positive effect on the hiring responsible decision. In the other hand having a good network, will prepare the more opportunity to get information about different job vacancies, in the in the host country (Armengol & Zenou, 2001) & (Randall, 1983).

Governmental policies in order to hire international job applicant in Norway

All the participants in this research prove that Norwegian government has positive and corporative rule and regulation toward accepting international expert workers. All the positive and corporative role of government lead to the decrease unemployment rate in Norway specifically in the industrial field .Referring to the official website of " Norway statistic" in

general unemployment rate among immigrants decreased from 7.8 per cent in February 2010 to 7.7 per cent in February 2011 ("Statistics Norway," 2011).

Conclusion

In general, this research was about the barrier of international job seekers and immigrant to find job in Norway. The final aim is obtained by investigating in two main areas of recruiting process which is included: the impact of stereotypes and cultural difference of international applicant, and the importance of speak Norwegian on the hiring decision or any judgment that is made after a period of discussion or thought it, relating to getting of job opportunities.

This research is conducting in the qualitative method by focusing and studying the barriers of getting recruited in the engineering and industrial fields. All the data is collected from the face to face interview within totally 11 participants include 4 international employees and 7 hiring advisors. As it mentions earlier, the main target of this study is focused on the impact of job applicant's stereotype and their skill to speak Norwegian on getting recruited. The finding of this research illustrate that unlikely among two parameters, namely stereotype and language. The language and related stuffs has more effect on the recruiting process of international job applicant in Norway. Totally, we can say that the language is the sole criterion for getting job opportunities.

It should be mentioned that the applicability of the result is based on the current situation of the Norwegian society. The reaction of the host society toward the international job seekers in any host society is depended on the social, cultural, and economical condition of the receivers' community.

There are many different reason are involving to reduce the impact of job applicant nationality stereotype on the hiring decision .Such as: 1)awareness of the Norwegian firms' recruiters toward their demand to the skill workers so they try to attract qualified applicant to

compensate their needs, 2) the good economical condition of the country. Because of the economic potential that is available in Norway, this country has been a strong economic performance over the last decade, largely based on exploitation of its oil wealth (OECD., 2004).

In particular, different type of immigrants have various point of view toward learning the host language based on their situation, for instance the refugees or political immigrants in the receivers country have no choice of expectation to learn the language that give them the ability to find job ,if they do not have any specific education or skills. But the condition and expectation of the skilled workers and educated people who can speak English is different, they expect to find job easier. But the employers demand at least in Norway is to have an ability to speak Norwegian, which is consider for proving the local firms that the international employees will stay for the long time in the host society. In the other hand, shortage of expert engineers especially in the executive and practical part of their industrial projects increase the chance of applicant who speaks Norwegian language. But for better understanding of the host culture and feel being a part of society, learning the domestic language is essential.

Future work

In order to make the result of this research more applicable the number and the variety of samples could be increased than the current one .Also there is a potential in this subject to investigated in different work categories. Such as: financial, social works or hospitality fields, to see the international job applicant challenges to get recruited in the various working places in Norway.

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Appendix

Semi- structured (open-ended) interviews schedule:

First group of interview questions (HR questions)

Background information:

How old are you?

What kind of company are you working for?

What is your position in the company?

How long have you been work for this company?

Diversity and workforce regulation:

Do you consider diverse cultures when you are interviewing international job applicant?

What do you think about impact of language and nationality prejudice on hiring minorities?

What do you think about nationality stereotypes and cultural differences in general?

What do you think in general about the government politics of hiring minority in the Norwegian workforce?

Stereotypes:

As a HR advisor how do you perceive the impact of your politic view or religious believe, on recruiting other nationality?

What is your viewpoint about work efficiency among foreigner and Norwegian?

What is the effect of nationality stereotype of job applicant on the position that you hired them for?

What do you think about the impact of stereotypes and nationality Differences in recruitment and hiring minority?

What do you think as HR advisor about the international job seekers difficulties in Norway to get hired?

How do you trust as a HR advisor in order to hire applicant from different nationality and stereotypes?

How you can stay away, from the impact of nationality stereotypes of job applicant in order to the hiring decisions?

How do you think that International companies in Norway could be affected by recruiting employees from different nationality stereotypes?

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Do you have any specific experience (good or bad) of working with the different nationalities, coworkers that want to share here?

Language:

As a hiring responsible what do you think about the importance of speaking Norwegian for international job applicant?

How do you feel when you are working with people from different countries and cultures witch can't speak Norwegian?

When you choosing people for interview, what factors did you attend after academic qualification? (Nationality, language, religious ...)

What language do you prefer to speak in the company's official meeting?

How important is it to hiring Norwegian speaking employees in your company? Why?

Do you have any specific comment that you can mention about this discussion?

Second group of interview questions (Internationals employees)

Background information:

How old are you?

What kind of company are you working for?

What is your position in the company?

How long have you been working in this field?

How did you find this job throw consultant companies or independent application?

Diverse nationality and stereotypes:

What kind of challenges are you facing as a minority in the company?

How easy did you find out to get recruited in Norway as international job applicant?

What do you think about job opportunity in Norway for international job seekers?

What did you think about the most important barrier of get recruited in Norway as international applicant?

Did you feel any discrimination because of your nationality during the recruitment process?

What is the majority of you co workers nationality?

How do you think that your company can improve the hiring process?

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What do you think about the impact of nationality stereotypes on recruiting process?

Languages:

What is the importance of speak Norwegian in your job?

What is the impact of speak Norwegian on getting hired by Norwegian firms as an international applicant?

How did you adapt yourself with Norwegian work environment?

What do you think about the cultural differences and language barrier as an international employee in the company that you work for?

How did you perceived your manager attitude about foreign workers?

Do you have any experience of getting rejected because of not speak Norwegian or your nationality in Norway?

Do you have any specific comment that you can mention about this discussion?

5.1) Meta matrix table of Hiring responsible answers

Hiring responsible answers

Diversity and work forces regulations	Number of responses out of 7
Do you concern diverse cultures when you are interviewing international job applicant?	
Concerned	7
Not concerned	0
Impact of governmental policies in order to hire international job applicant?	
Positive	7
Negative	0
Stereotypes	
In your view point what is the Impact of nationality stereotypes of job applicant on the hiring decisions?	
Positive	5
Negative	2
Neutral	0
What is your view point about the work efficiency among natives and international employees?	
International workers are more efficient.	3
Norwegian workers are more efficient.	1
There is no difference among Norwegian and international workers.	3
Language	
What is the importance of speaking Norwegian in order to get recruited?	
Important because of position demand	2
Important because of length of stay	3
Important because of socializing with the host society	2

5.2) Meta matrix table of international employees answers

International employees

What are the International job seekers challenges to get recruited?	Number of responses out of 4
Being a fresh graduate	1
Having native reference or connection to get recruited	2
Graduated from Scandinavian universities	1
What do you think about job opportunity in Norway?	
High opportunity	4
Low opportunity	0
The importance of speak Norwegian for international job applicant?	
Important because of position demand	3
Important because of length of stay	0
Important because of socializing with the host society	1
How is the adaptation to the Norwegian work forces and socializing with the native peers?	
Easy	3
Challenging	1