

ABSTRACT

This study examines the management of citizenship diversity at the management level in the context of Foreign Direct Investment (FDI) companies in the labor-intensive industry in Indonesia. The research focuses on the dominance of the expatriate population at the top management level and its impact on local managers. Through interviews, observations, and in-depth analysis, the study reveals the experiences, perceptions, and views of both foreign and local managers regarding this dynamic.

The aim of this research is to delve into and understand the phenomenon of expatriate dominance in top management that affects the interaction between foreign and local managers, as well as its impact on their performance. Additionally, the study identifies factors influencing managerial performance in a culturally diverse workplace. This provides a foundation for FDI companies to develop better management strategies, promote collaboration, and leverage the contributions of local managers.

The research also offers valuable insights for both foreign and local managers in enhancing their managerial capabilities. By understanding each other's experiences, they can enrich their understanding of cultural differences, build better working relationships, and optimize team collaboration. These findings contribute to the literature on international management and cross-cultural work relationships, enhancing our understanding of the roles of foreign and local managers in the context of FDI in the labor-intensive industry.

Keywords: *Foreign Direct Investment Companies, Labor-Intensive Industry, Diversity Management, Expatriate Dominance, Work Culture*

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