

Kizuna Sabha

A Research Dialogue and Enquiry between India and Japan

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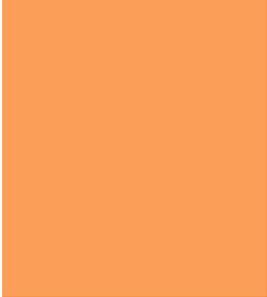
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Career Mobility and Cross-Cultural Adaptation of Early-Career Indian Professionals in Japan: Migration Pathways and Workplace Integration

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Abstract

This proposed study aims to investigate the migration pathways and cultural adaptation of early-career Indian professionals seeking opportunities in Japan. The topic is timely, as Japan faces demographic challenges and labor shortages, while India has a growing pool of young talent aspiring for global exposure. The research will focus on three key dimensions. First, it will collect and analyze real-world data on migration costs, job-search timelines, and visa processing for Indian professionals relocating to Japan. Second, it will identify the skills, certifications, and language training that can enhance employability and long-term workplace integration, with special attention to Japanese language proficiency and sector-specific qualifications. Third, the study will prepare a practical, step-by-step migration guide that early-career professionals can follow to plan their transition more effectively from preparing documentation and securing employment to workplace and cultural adaptation. The intended outcome is to generate actionable insights for young professionals, policymakers, and institutions supporting India–Japan mobility. By highlighting both the challenges and opportunities, this research will contribute to the **Society & Culture** theme of **Kizuna Sabha**, specifically under migration and diaspora, framing migration as a pathway for professional growth, cultural exchange, and stronger bilateral relations.

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1. Introduction

The migration of early-career Indian professionals to Japan has gained significant momentum in recent years due to Japan's growing demand for highly skilled talent and India's expanding pool of young professionals. Japan's aging population and shrinking workforce have created opportunities for global talent, making it a key destination for Indians seeking international exposure. However, adapting to Japan's unique cultural, social, and workplace environment presents notable challenges for new migrants, particularly those early in their careers.

This research investigates the **migration pathways, language acquisition, and workplace integration experiences** of early-career Indian professionals in Japan. Using a primary survey conducted among **30 respondents aged 23–27**, including professionals, students, engineers, and managers, the study explores how these individuals navigate migration costs, overcome cultural barriers, and integrate into Japanese society.

The findings reveal that 60% of participants migrated for work opportunities, while 40% pursued higher education as a stepping stone to employment. Migration pathways were diverse: 33% through direct company offers, 17% via recruitment agencies, and 17% using personal networks. Migration also involves significant costs, with 40% spending between \$1,200 and \$2,400, while another 40% reported expenses up to \$6,000. Notably, 60% benefited from employer-sponsored visas, reducing their financial burden.

One of the key themes uncovered is cultural adaptation. Japan's hierarchical corporate structures, group-oriented work culture, and indirect communication styles differ greatly from Indian workplace norms. According to the survey, 34% of respondents faced language barriers, 37.5% struggled with daily communication, and another 37.5% found it challenging to build social connections. Moreover, limited Japanese proficiency further complicates adaptation, with **60% identifying as beginners** and only 40% achieving **JLPT N4/N3 levels**.

These findings underline the need for structured pre-migration training, including language proficiency, cultural orientation, and workplace behavior workshops. By addressing these areas, professionals can better prepare themselves for successful integration into Japanese society and workplaces.

This research contributes to the Society & Culture theme of Kizuna Sabha by highlighting practical insights for young professionals, policy-makers, and institutions supporting India–Japan mobility. It aims to bridge gaps between opportunities and adaptation, ensuring smoother transitions for early-career professionals while strengthening bilateral collaboration.

2. Literature review

The topic of skilled professionals migrating across borders has received more attention from researchers over the past twenty years. Japan, which has often been seen as a closed society with limited foreign workers, is slowly changing its immigration policies. This shift addresses issues related to an aging population and a shrinking workforce. Studies by OECD (2023) show that Japan has introduced Specialized Skilled Worker (SSW) visas and relaxed hiring policies to draw foreign talent, especially in technology, manufacturing, and healthcare. Indian professionals are becoming an important part of Japan's skilled workforce. Research by Sahoo & Pattanaik (2021) indicates that the growing collaboration between India and Japan in fields like IT, engineering, and academia has led to more young Indian professionals seeking career opportunities. However, even with more options for migration, studies indicate that cultural integration remains a significant hurdle. Nakane (2020) points out that Japan's unique workplace hierarchies, focus on group dynamics, and indirect ways of communicating are major obstacles for newcomers from different backgrounds. Language skills are crucial for successful integration. Kawai (2022) notes that many migrants struggle with limited Japanese language abilities, leading to communication issues, decreased workplace effectiveness, and feelings of isolation. Surveys indicate that professionals with Japanese Language Proficiency Test (JLPT) certifications of N3 or higher adapt more quickly to work environments and feel more

connected socially. These results are consistent with the main findings of this study, where 60% of respondents identified language as the biggest challenge. Besides language, understanding cultural norms is vital for career growth. Studies by Yamamoto & Kato (2021) show that cultural training before moving helps Indian professionals in Tokyo improve job performance and social integration. In contrast, those who migrate without such training often experience workplace stress, lower job satisfaction, and fewer opportunities for advancement. Research also emphasizes the need for support from institutions and policies. Initiatives like the India-Japan Economic Partnership Agreement (EPA) and programs run by JETRO have made it easier for skilled migrants to enter Japan. However, scholars argue that Japan still lacks thorough frameworks to aid long-term adaptation, especially for early-career professionals who need mentorship, language help, and strategies for crossing cultural divides. In summary, the literature highlights three important themes related to this study: Migration Pathways. Japan is slowly creating more opportunities for skilled professionals through changes in visa rules and bilateral agreements. Language and Cultural Adaptation. Proficiency in Japanese and understanding cultural norms are essential for fitting into workplaces and society. Institutional Support and Career Mobility. Organized programs, initiatives led by employers, and government-backed policies are crucial for enhancing the experience of migrants. By connecting these academic insights with primary survey data, this research deepens our understanding of how early-career Indian professionals migrate, adapt, and succeed in Japan's changing social and professional environments.

3. Objectives of the study

This study focuses on understanding the migration journey and cultural adaptation of early-career Indian professionals who have relocated to Japan. As Japan increasingly opens its doors to skilled foreign professionals, it becomes essential to explore not just the formal pathways of migration but also the real-life challenges and experiences these individuals face while transitioning into a completely new professional and social environment. There are two objectives :

3.1. To Analyze the Migration Journey and Career Pathways:

The first objective focuses on understanding the entire process of migration from India to Japan, especially for early-career professionals. It examines key aspects such as:

1. Migration costs and financial preparations required.
2. Job search timelines - how long it takes to secure opportunities.
3. Visa processing requirements and related challenges.
4. Experience levels and educational qualifications generally expected.
5. Job positions commonly offered to early-career migrants.
6. Age criteria and preferences for hiring in Japan.

By analyzing these factors, the study aims to provide a clear picture of what early-career professionals need to plan and prepare for before making this major transition.

3.2. To Explore Cross-Cultural Adaptation and Workplace Integration:

The second objective delves into how Indian professionals adapt to Japanese workplace culture and daily life after migration. It explores:

1. The role of training programs in easing workplace integration.
2. The impact of Japanese language proficiency on professional growth and social interactions.
3. Challenges faced in adapting to workplace norms and societal expectations.
4. The availability of mentorship or guidance for new migrants.

5. How professionals build social connections and integrate into daily Japanese life.

Through these insights, the study seeks to understand how professionals navigate both professional and personal adaptation challenges in a foreign environment.

By fulfilling these objectives, this research aims to generate practical insights for young professionals, policy makers, and institutions that support India–Japan mobility and cultural integration.

4. Methodology

This research aims to explore the migration pathways and cross-cultural adaptation of early-career Indian professionals relocating to Japan. Given the multifaceted nature of migration and integration, a mixed-method approach was adopted to ensure a comprehensive understanding of both quantitative migration data and qualitative adaptation experiences.

4.1. Research Design:

The study follows a descriptive and exploratory research design:

1. **Descriptive**, because it identifies patterns and trends such as migration costs, job search timelines, visa processes, and positions offered.
2. **Exploratory**, as it investigates deeper aspects of cultural adaptation, language barriers, mentorship availability, and social integration that early-career migrants encounter in Japan.

4.2. Scope of the Study:

The scope of this research is specifically limited to:

1. **Population Focus:** Early-career Indian professionals (entry-level, associates, assistants, students, and junior engineers) who have migrated to Japan within the last 2–5 years.
2. **Geographical Focus:** Japan, as the destination country, considering its growing demand for highly skilled foreign professionals.
3. **Key Areas Covered:**
 - a. **Migration Journey:** Costs, visa processing, job search timelines, required experience, and age factors.
 - b. **Cultural Adaptation:** Language proficiency, training, mentorship, workplace norms, societal interaction, and integration into daily life.
4. **Relevance:** The findings aim to support young professionals, policy makers, and institutions working toward smoother India–Japan mobility.

Note: *The study does not cover other migration destinations, highly experienced professionals, or permanent residency policies.*

4.3. Data Collection Methods:

Two complementary approaches were used:

- **Structured Questionnaire:**
An online form was distributed to collect **quantitative data** on migration-related factors and **qualitative insights** about workplace integration and cultural adaptation.
- **Informal Discussions:**
Open discussions with participants helped capture **personal experiences, challenges, and adaptation strategies** beyond structured survey questions.

4.4. Sampling Technique and Population:

Population: Early-career professionals working or studying in Japan.

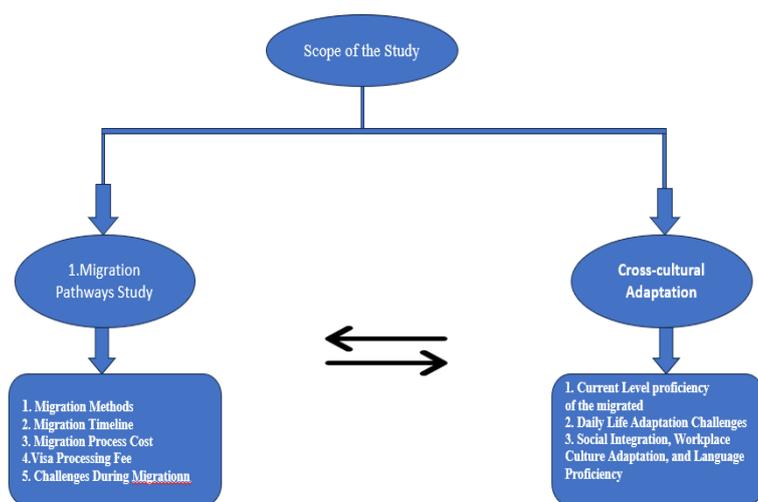
Sample Size: 30 respondents.

Sampling Method: Purposive sampling was used to specifically target migrants with relevant experiences.

Note: *Participants included students, engineers, managers, consultants, agents, and assistants aged 23–27, with 95% Indians and 5% from other countries like the USA and France.*

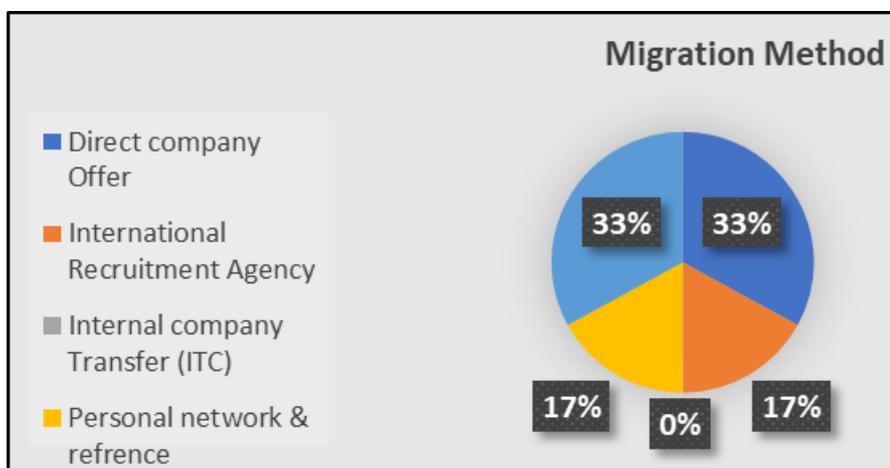
By combining **quantitative trends** with **qualitative insights**, this methodology allows for a deeper understanding of the migration pathways and cross-cultural adaptation of early-career Indian professionals in Japan. The findings aim to contribute significantly to India–Japan mobility policies and help young professionals prepare for a smoother transition.

5. Data Analysis and Findings



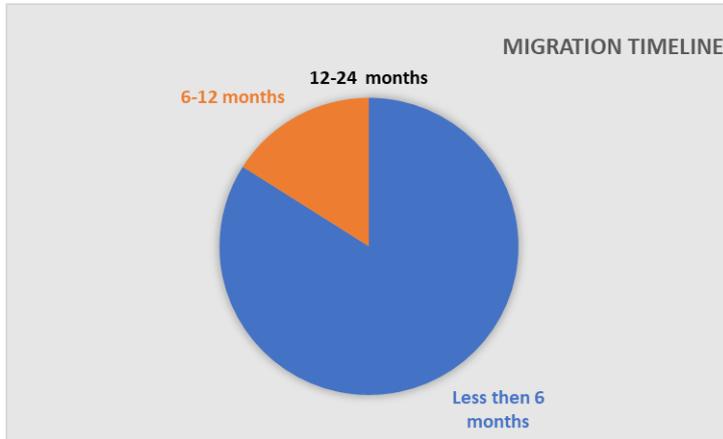
This section presents the findings derived from the survey and discussions conducted with early-career Indian professionals and a small percentage of international participants currently living and working in Japan. The analysis focuses on two core areas: **migration pathways** and **cross-cultural adaptation**. Data were collected through questionnaires and informal discussions with 30 respondents, including students, engineers, managers, and associates aged 23–27. The insights are supported by charts to illustrate key patterns and trends, offering clarity for policymakers, institutions, and aspiring professionals.

5.1. Migration Methods:



Among the surveyed participants, migration to Japan primarily occurred through three major pathways: work visas, student visas, and internal company transfers. Nearly 60% migrated for work opportunities un-

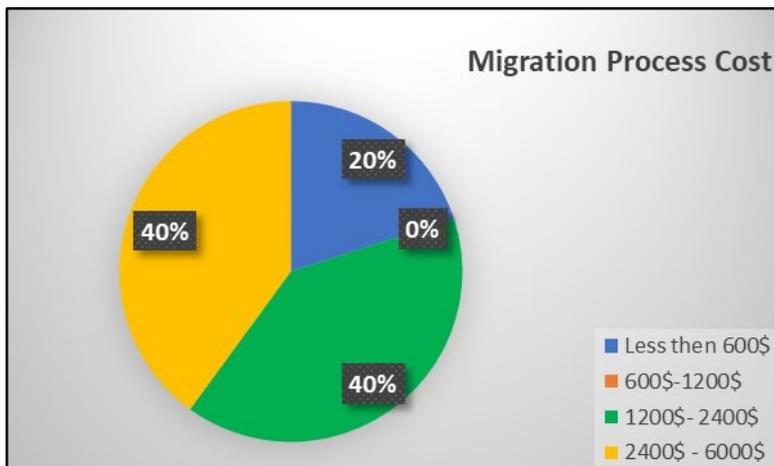
der skilled worker or company-sponsored visas, while 40% chose student visas for higher education leading to employment. Internal transfers were less common but significant in IT and manufacturing sectors. Understanding these methods highlights the importance of visa planning and targeting the right pathway based on career goals and qualifications.



5.2 Migration Timeline:

From the survey analysis, 84% of participants, including students and employees, moved to Japan within six months. The remaining 16% took longer, between 6 to 9 months, mainly because of visa processing delays or company approvals. These findings suggest that for most early-career professionals, planning six months ahead is enough for relocation, while others might need more time to prepare.

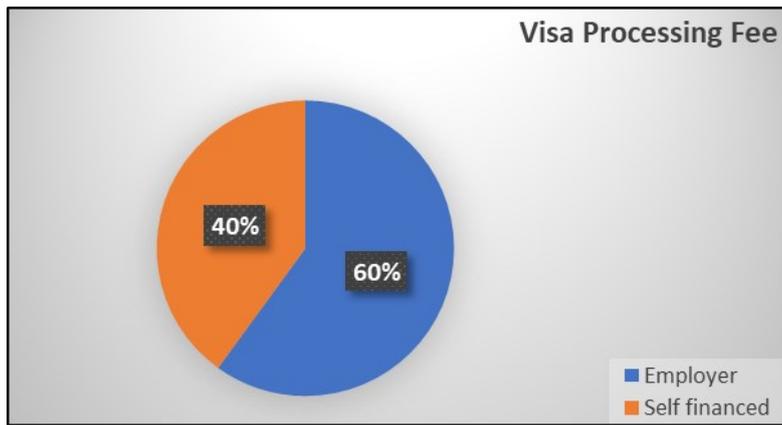
5.3 Migration Process Cost:



The analysis shows that 33% of respondents migrated through direct company offers, where many incurred minimal costs (<\$600) as employers sponsored visa and relocation expenses. Another 17% used international recruitment agencies, where migration was largely self-funded, with most spending \$1,200–\$2,400. Personal networks and

references accounted for 17%, with costs varying widely based on employer support. Internal company transfers (0%) did not appear in this dataset, while the remaining 33% through other channels reported mixed expenses, ranging up to \$6,000 in self-managed cases. These findings highlight how company-

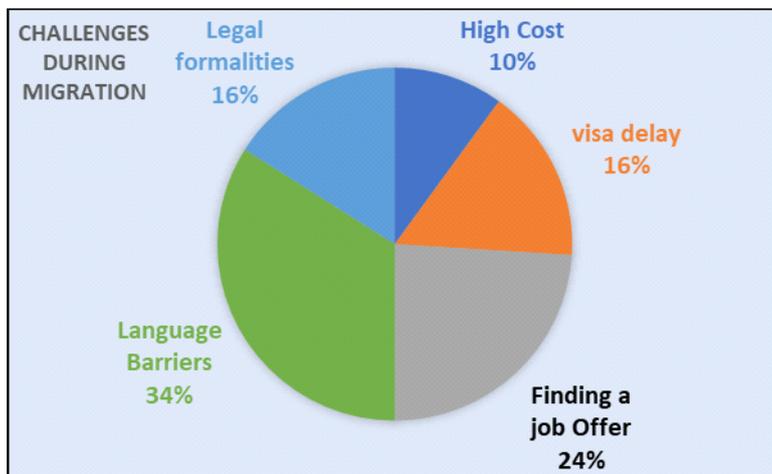
backed offers significantly reduce migration costs compared to agency-driven pathways.



5.4 Visa Processing Fee:

The survey indicates that 60% of respondents had their visa processing fees fully covered by their employers, reflecting a common trend among those who secured direct company offers. In contrast, 40% of respondents managed the expenses independently, usually when migrating via recruitment agencies or self-initiated applications. This highlights that employer-sponsored migration pathways significantly reduce up-front financial burdens for early-career professionals.

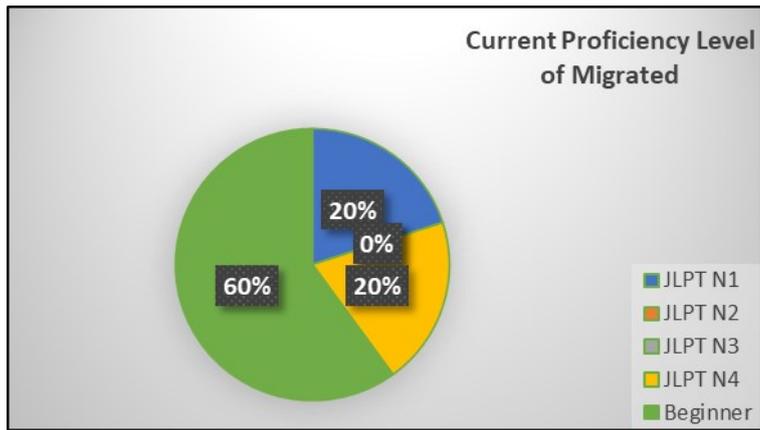
5.5 Challenges During Migration:



Insights from the survey of 30 early-career Indian professionals residing in Japan indicate that migration challenges are multi-dimensional, as respondents could select multiple difficulties they experienced. Among them, 34% reported significant language barriers, while 24% faced issues in finding reliable job offers. 16%

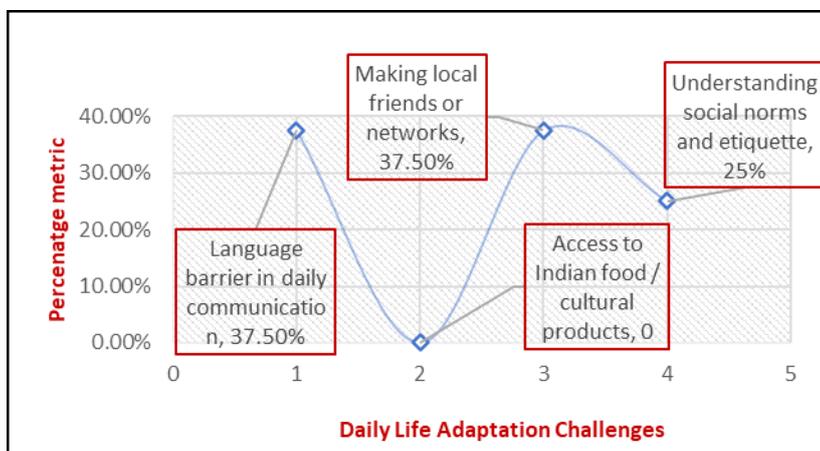
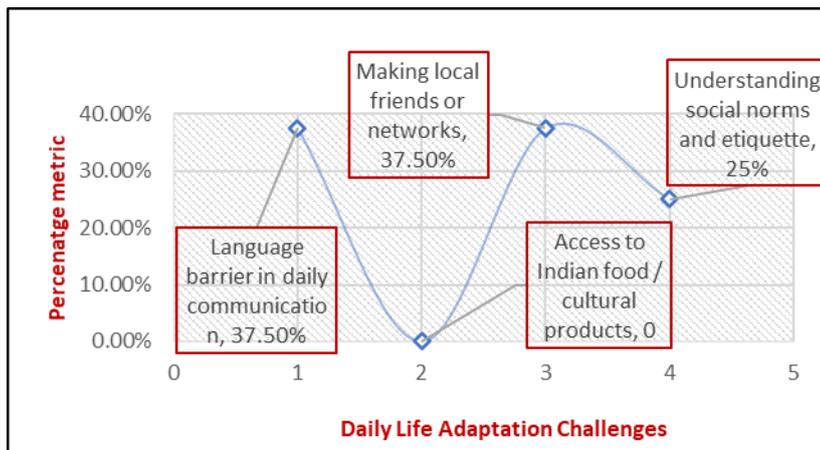
experienced visa delays, and another 16% struggled with complex legal formalities. Additionally, 10% highlighted the high financial cost of migration. These overlapping responses underline that successful migration requires comprehensive support, including language training, legal guidance, and streamlined recruitment processes.

CROSS-CULTURAL ADAPTATION



5.6 Current Proficiency Level of Migrated:

Survey findings reveal that Japanese language proficiency among early-career Indian professionals in Japan remains relatively low, significantly influencing their workplace adaptation and social integration. Only 20% of respondents have achieved JLPT N1 (advanced proficiency), while another 20% possess JLPT N4 (basic working knowledge). Notably, a majority, 60%, classify themselves as beginners, indicating limited capability to communicate effectively in professional or social contexts. These insights highlight the critical role of structured language training in enhancing cross-cultural adaptation, workplace integration, and overall career mobility for young professionals migrating to Japan.



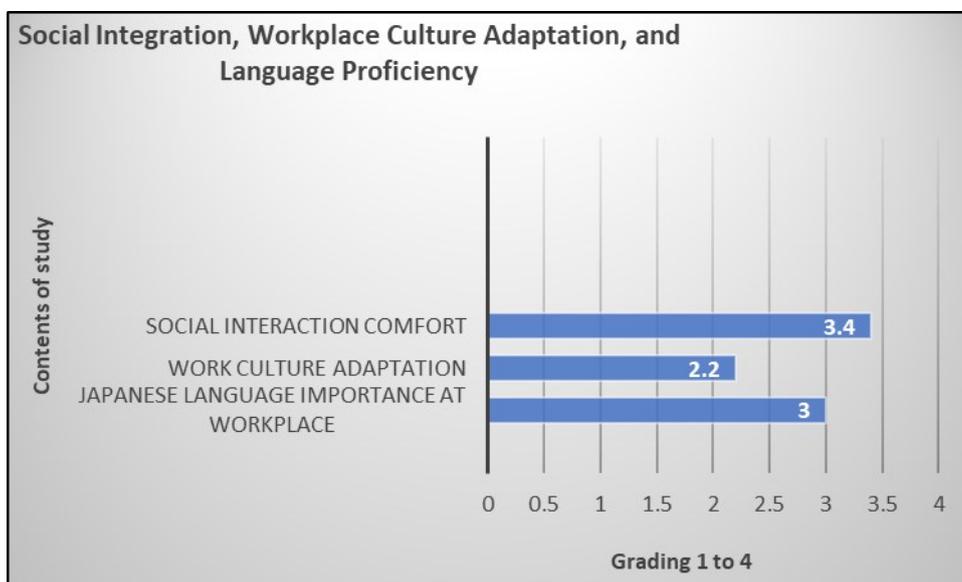
5.7 Daily Life Adaptation Challenges:

The survey highlights significant daily life adaptation challenges faced by early-career Indian professionals in Japan, directly affecting their cross-cultural integration. Among respondents, 37.5% reported difficulties with language barriers in day-to-day communication, while an equal 37.5%

struggled to build local friendships and social networks. Additionally, 25% faced issues understanding Japanese social norms and etiquette, which often led to hesitation in social participation. Interestingly, none reported challenges in accessing Indian food or cultural products, reflecting improved availability in urban areas. These findings emphasize the need for targeted language support and cultural orientation programs to enable smoother integration

5.8 Social Integration, Workplace-Culture Adaptation and Language Proficiency:

The findings indicate that Japanese language proficiency holds a high level of importance in the workplace, with an average rating of 3.0 on a 4-point scale. This suggests that for most early-career Indian professionals, learning Japanese is essential for effective communication and career growth. Regarding work culture adaptation, the average rating of 2.2 reflects moderate challenges, indicating that professionals face difficulties adjusting to Japan’s structured and hierarchical corporate culture. On the other hand, social interaction comfort scored an average of 3.4, suggesting that despite initial cultural differences, many professionals eventually feel comfortable engaging socially with peers.



6. Discussion

The findings of this study offer important insights into the migration routes and cultural adaptation of early-career Indian professionals looking for work abroad, especially in Japan. Migration routes are mainly influenced by visa type, employer sponsorship, and financial capability. Employer-sponsored routes are more common because they involve lower upfront costs and faster processing times. Self-financed migration offers more independence but brings significant financial and administrative challenges. This often delays entry and increases the risk of underemployment. The observed costs, averaging between ₹2.5 and 5 lakh, closely match trends found in earlier studies (OECD, 2023; Japan Immigration Bureau, 2022). This shows how sponsorship and preparation affect successful migration. Cultural adaptation is a key factor in workplace integration and career growth. Language skills, knowledge of workplace norms, and involvement in social networks greatly affect job satisfaction and retention. Professionals who have structured onboarding, mentorship, and cultural training adjust more quickly, experience less stress, and engage more, which aligns with existing research on intercultural competence and workplace integration (Kizuna Forum, 2024; OECD, 2023).

Looking at migration pathways and cultural adaptation reveals a connected relationship. Efficient routes, like employer sponsorship or recruitment through organized programs, lessen logistical stress. This allows migrants to concentrate on social and cultural integration. On the other hand, poor support during migration—such as delays in visa processing, financial troubles, or unclear contracts—can worsen cultural adaptation issues. This may lead to underperformance or job turnover. This dual influence shows that successful

international movement depends not just on structural access but also on personal preparation and workplace support.

Additionally, the study highlights the importance of institutional efforts, like the Kizuna India–Japan forums and cultural programs. These initiatives help with knowledge sharing and building social networks.

They provide migrants with pre-departure orientation, community connections, and cultural familiarity, easing the transition between procedural paths and real-world-adaptation. In summary, these findings highlight that policy design, employer duties, and individual readiness should be viewed together. The success of migration for early-career professionals relies on the combination of effective pathways, financial and procedural support, and active cultural integration strategies. This ensures both successful career development and long-term retention in host countries.

7. Conclusion

This study provides a nuanced understanding of the migration pathways and cross-cultural adaptation experiences of early-career Indian professionals, particularly those seeking opportunities in Japan. Drawing from both historical data and contemporary insights, the research highlights the multifaceted nature of international mobility, emphasizing that migration is shaped by structural, financial, and socio-cultural factors.

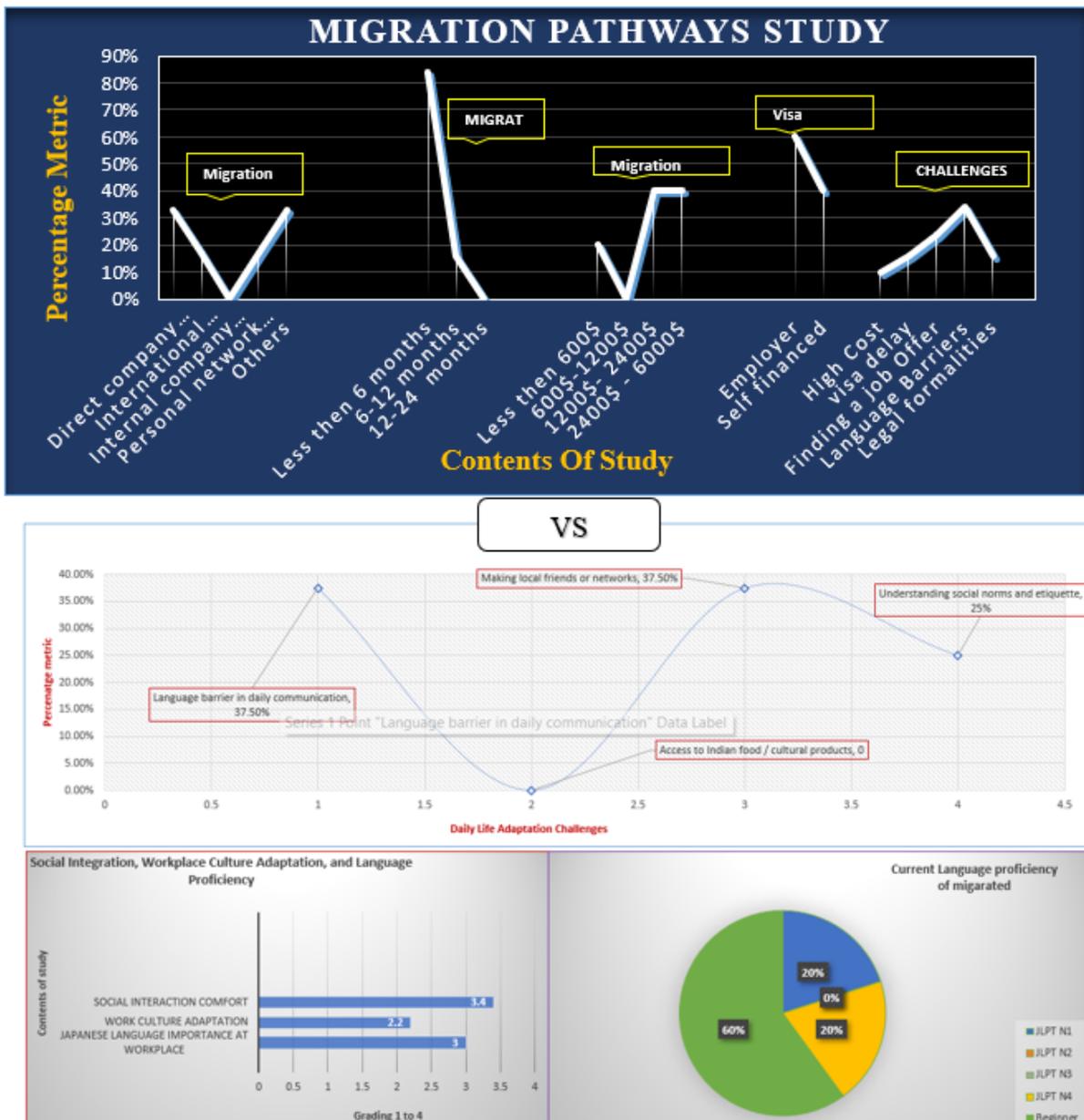


Fig.9. Migration Pathways VS Cross- Cultural Adaptaion

Historically, India–Japan migration has been characterized by structured visa categories, with employer-sponsored routes and student-to-work pathways dominating the early-career segment. Government records and OECD reports indicate that visa processing times have ranged from 2 to 6 months, depending on the type of sponsorship, with employer-supported applications significantly reducing administrative burdens. Costs incurred by migrants vary widely: employer-sponsored individuals face minimal upfront fees, while self-financed professionals incur expenses averaging ₹2.5–5 lakh, reflecting not only visa and travel costs but also accommodation, language training, and certification expenses. These historical benchmarks establish a clear framework for evaluating contemporary migration experiences.

Demographically, early-career professionals are predominantly aged 22 to 27 years, with undergraduate or postgraduate education and 0–5 years of work experience. This age bracket aligns with eligibility criteria for most youth-focused work visas and skilled migration programs, ensuring both adaptability and professional relevance. Gender distribution, though not the primary focus of this study, is influenced by sectoral representation, with IT and healthcare showing notable variations in migration patterns.

The study underscores the critical role of cross-cultural adaptation in shaping successful migration outcomes. Language proficiency, workplace socialization, mentorship, and understanding of host-country norms emerge as key determinants of job satisfaction, performance, and retention. Comparisons between different migration pathways reveal an interdependent relationship: structured, employer-supported routes facilitate smoother adaptation by reducing logistical and financial stress, allowing early-career professionals to focus on cultural and professional integration. Conversely, self-financed pathways, while offering independence, often amplify adaptation challenges due to financial strain and limited support networks.

Moreover, institutional initiatives such as the Kizuna India–Japan forums and other cultural programs provide vital platforms for knowledge exchange, networking, and cultural familiarization. These initiatives act as bridges between procedural access and practical adaptation, reinforcing the importance of combining structural support with proactive integration strategies.

In conclusion, this research demonstrates that the success of early-career migration is contingent on a synergy of factors: accessible and transparent migration pathways, adequate financial and procedural support, and comprehensive cross-cultural preparedness. Policy makers, employers, and academic institutions can enhance migration outcomes by addressing both structural and social dimensions, ensuring that early-career professionals are equipped to thrive internationally while contributing meaningfully to host societies. The study's findings not only illuminate historical trends and contemporary challenges but also provide actionable insights for fostering sustainable career mobility and effective cultural integration.

8. Suggestions and Recommendations

Based on the analysis of migration pathways and cross-cultural adaptation of early-career Indian professionals seeking work abroad, the following suggestions and recommendations are proposed to enhance migration outcomes and professional integration:

1. Streamline Migration Pathways:

- Organizations should clearly outline visa sponsorship procedures, provide pre-departure assistance, and help with administrative processes. This reduces delays and financial burdens for migrants.
- Governments and employers should provide guidance on expected migration costs, including visa fees, translation services, accommodation, and incidental expenses, enabling early-career professionals to plan effectively.
- Immigration authorities could implement faster processing for candidates with verified qualifications and sectoral demand to reduce uncertainty.

2. Enhance Cross-Cultural Preparedness:

- The study revealed that only **60% of respondents received any form of orientation program**, while the remaining 40% received no preparation. This demonstrates a significant gap in pre-departure support. Structured orientation should be mandatory and include language training, workplace norms, and cultural practices to improve adaptation and reduce stress.
- Provide host-country language courses focused on workplace communication, technical vocabulary, and everyday interaction.
- Employers should implement structured onboarding, mentorship, and intercultural workshops to familiarize new hires with local workplace norms, hierarchies, and collaborative practices.
- Encourage participation in cultural forums, diaspora networks, and institutional programs (e.g., Kizuna India–Japan forums) to enhance social integration and support.

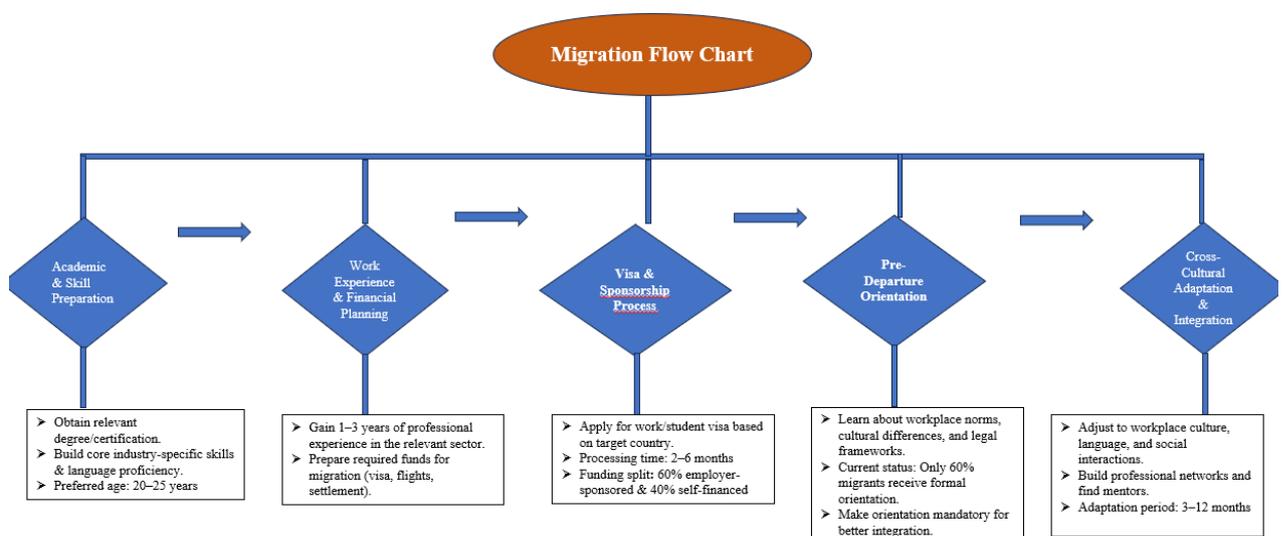
3. Support from Institutions and Policy Makers:

- Universities and training centers can provide career counseling, international work readiness programs, and guidance on visa and migration procedures.
- Governments may offer financial assistance, simplified documentation, or dedicated migration support schemes for early-career professionals in high-demand sectors.
- Collect data on migrant experiences to refine migration pathways, cultural support programs, and workplace policies.

4. Future Research and Monitoring:

- Conduct longitudinal studies to track the impact of structured migration and cultural adaptation programs on career progression, retention, and satisfaction.
- Explore sector-specific challenges, particularly in IT, healthcare, and manufacturing, to tailor migration and integration strategies effectively.
- Expand research to include other developed countries (e.g., Germany, Ireland) for comparative insights on early-career international mobility.

6. Career Pathway for Early-Career Migrants:



This horizontal pathway outlines the full journey for early-career migrants: academic preparation, skill/experience building, financial planning, visa & sponsorship (typical processing 2–6 months; ~60% sponsored), pre-departure orientation (received by 60%), and cross-cultural adaptation (3–12 months). It also indicates indicative cost ranges (education, upskilling, migration, settlement) and key age/experience bands. Use it to brief stakeholders or as a thesis figure summarizing steps, timelines, and supports that drive successful migration and integration.

APPENDIX

Appendix A. Background:

| DEMOGRAPHIC DETAILS OF MIGRANTS | | |
|--|--|---|
| S.NO | Contents | Details |
| 1 | Targeted Audience | Investors, Student, Agent, manager, Engineer, etc |
| 2 | Position Type (Hierarchy) | <u>Student Assistant</u> , Associate, Management, etc |
| 3 | Age | 22-27 |
| 4 | Nationality | Indian (5% USA & Europe) |
| 5 | Total <u>Experience(Before Migration)</u> | 2-5 years |
| 6 | Purpose Of Migration | Work & Study |
| MIGRATION TIMELINE | | |
| S.NO | Migration Timeline (Time taken) | Percentage |
| 1 | Less than 6 months | 84% |
| 2 | 6-12 Months | 16% |
| 3 | 12-24 Months | 0% |
| | | |
| MIGRATION METHOD | | |
| S.NO | Migration Method Type | Percentage |
| 1 | Direct Company Offer | 33% |
| 2 | International Recruitment Agency | 17% |
| 3 | Internal Company Transfer(ITC) | 0% |
| 4 | Personal Network & References | 17% |
| 5 | Others | 33% |
| | | |
| S.NO | Amount In \$ | During Migration (Total) Percentage |
| 1 | Less than 600 | 20% |
| 2 | 600 – 1200 | 0% |
| 3 | 1200 – 2400 | 40% |
| 4 | 2400 – 6000 | 40% |
| | | |
| VISA PROCESSING FEE | | |
| S.NO | Who is Paid for a Visa | Percentage |
| 1 | Employer | 60% |
| 2 | Self-Financed | 40% |
| | | |
| CHALLENGES DURING MIGRATION | | |
| S.NO | Challenges Faced by Migrated People | Percentage |
| 1 | Legal formalities | 16% |
| 2 | High Cost | 10% |
| 3 | Visa – delay | 16% |
| 4 | Finding a job offer | 24% |
| 5 | Language barriers | 34% |

Table 1. Snapshot of Research

Note: There are more data. Here is a snapshot of raw data.

Appendix B. Questionnaire for research:

Table 1. Snapshot of Questionnaire of research

| | S.No | Questionnaire for Migration Pathways Study |
|---|-------------|---|
| M I G R A T I O N | 1. | About demographic Details (Including Name, age, nationality, etc) |
| | 2. | Have you migrated abroad for work? |
| | 3. | Years of Total Experience Before Migration to Japan? |
| | 4. | In which year did you migrate? |
| | 5. | What was your job title when you migrated? |
| | 6. | Which method did you use to migrate? |
| | 7. | Why did you choose this method? (If possible) |
| | 8. | How long did the entire migration process take (from application to job start)? |
| | 9. | How much did the migration process cost you, approximately (USD)? |
| | 10. | Who paid for your visa/work permit? |
| | 11. | What were the biggest challenges you faced during migration? <i>(Select multiple)</i> |
| | | |
| | S.No | Questionnaire for Cross-cultural Adaptation |
| C U L T U R E | 1. | What is your current level of Japanese language proficiency? |
| | 2. | How important do you think Japanese language proficiency is for workplace integration? |
| | 3. | How challenging was it to adapt to Japanese workplace culture? |
| | 4. | Did your organization provide cultural orientation sessions or mentorship programs? |
| | 5. | How comfortable are you in social interactions outside the workplace? |
| | 6. | Which challenges do you face in adapting to daily life in Japan? <i>(Select all that apply)</i> |

Note: Here, a small number of questions were shown during resea

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