

The evolving field of global mobility: responses to global volatility (2013-2022)

Abstract

Purpose: A decade has passed since Dabić et al. (2015) published a systematic review of the evolution of the expatriate literature from 1970-2012. Moreover, the past five years have been turbulent, with many global crises affecting organizational approaches to the global movement of people, particularly expatriate workers. Thus, this article seeks to understand how global mobility has continued to evolve during such turbulence and propose avenues for future research.

Design/methodology/approach: In this study, we undertook a constructive replication (Köhler & Cortina, 2021) of the systematic literature review conducted by Dabić et al. (2015), informed by guidelines offered by Donthu et al. (2021) for the period 2013 to 2022. We conducted a performance analysis of 1517 academic articles about expatriates and broader globally mobile workers. Additionally, we analyzed all expatriate-related special issues published in the past decade and provide a narrative review of seminal works from the past five years.

Findings: The expatriation field has grown exponentially; greater attention has been paid to contextualizing research, particularly concerning emerging markets, although the field remains Western-dominant. Our analysis stresses the increasingly strategic nature of expatriation at a time when global staffing has become dramatically challenging. Thus, our review highlights the need for more interdisciplinarity at different levels between expatriation and the field of strategy. **We argue the need for a multifaceted understanding of the expatriation experience.**

Originality: We offer a constructive replication of a bibliometric literature review extended by a narrative analysis to complement a critical perspective on a large set of bibliographic data on the broad subject of expatriation. This addition offers an integrated view of the different themes identified by the bibliometric analysis and paves the way for future replication studies to examine how fields evolve.

Keywords: Bibliometric review, Performance analysis; Expatriates; Global mobility; Replication study; Literature review, Narrative review

Introduction

In 2015, Dabić, González-Loureiro and Harvey published the results of a systematic literature review which summarized four decades' worth of research on expatriation. Their review highlighted that, despite four decades (1970-2012) of growth, there was a lack of higher-order content within the field. Dabić et al. (2015) allied the expatriate research agenda to consider context and organizations more broadly and called for efforts to employ systematic approaches. The topic of expatriation has grown exponentially over the past decade (2013-2022) with expatriate adjustment and performance, global mobility-related development and understanding of the variety of expatriate experiences among the evolving and enduring challenges (Caligiuri & Bonache, 2016).

Since Dabić et al.'s (2015) work, unprecedented global volatility has been caused by COVID-19, the trade war between the US and China, increased xenophobia, Brexit, and, more recently, Russia's war in Ukraine. This volatility has had a significant impact on global mobility, bringing to the fore multiple complexities. In some cases, the focus has turned to expatriation's dark side (Bader, Schuster, Bader & Shaffer, 2019) and global mobility responses to worldwide calamities (Bader, Faeth, Fee & Shaffer, 2022), while in other work, scholars have raised questions about potential alternatives to traditional notions of global mobility (Selmer et al., 2022).

The expatriate literature continues to gain traction, so the time is ripe for reviewing this evolving field. In these troubled times, it is essential to reflect on what we have learned since 2012 and what remains to be researched within the expatriation field. Beyond knowledge development, global mobility and human resources (HR) practitioners face unprecedented challenges and need research to support their decision-making. The past five years, particularly since COVID-19, the war in Ukraine and inflation levels, have led organizations to (re)examine their mobility strategies (Mercer, 2022) to navigate increasingly complex expatriate deployment and develop flexible, personalized solutions. Thus, despite the relative recency of other bibliometric reviews (e.g., Dabić et al., 2015; Andersen, 2021), there is value in examining how the literature has evolved in recent years. To examine how the expatriation field has evolved, we used performance analysis to develop an evidence base that 'recognizes the importance of different constituents in a research field' (Donthu et al., 2021: 288). Such reviews contribute to knowledge by uncovering nascent themes to challenge and advance existing theories (Breslin & Gatrell, 2020). Furthermore, literature reviews are essential in identifying and refining future research avenues (Cropanzano, 2009).

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3 In this article, we report on a replication study of the systematic review published by Dabić et
4 al. (2015) to understand the evolution of expatriate research over the past decade. Replication
5 studies are helpful and arguably essential because they improve integrity (Harzing, 2016),
6 prompt debate, and refine theory (Dau, Santangelo & van Witteloostuijn, 2022). Thus, by
7 replicating the systematic literature review conducted by Dabić et al. (2015) and informed by
8 Donthu et al.'s approach (2021) for the past ten years, this approach can help us understand
9 how the field of expatriation has continued to evolve.

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11 Our article is structured as follows: firstly, we outline our methods for replicating the work of
12 Dabić et al. (2015). Next, we report on the evolving field of expatriate research before
13 presenting our narrative review. Finally, we conclude the article with a summary discussion
14 highlighting future research avenues.

23 **Methods**

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25 In this article, we intended to replicate the systematic literature review conducted by Dabić et
26 al. (2015). However, in the spirit of constructive replication (Köhler & Cortina, 2021), we
27 have followed the guidelines published by Donthu et al. (2021) to enhance reliability and
28 validity. Therefore, we have only replicated the performance analysis component of Dabić et
29 al.'s (2015) work. This decision helps to distinguish our paper from other recent bibliometric
30 reviews, such as Andresen's (2021) work which employed a science mapping approach.

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32 We further the constructive replication by including a synthesis of special issues over the past
33 decade and a narrative review of 10% of the most cited papers from the top ten journals with
34 the highest proportion of expatriate-related articles, as informed by our performance analysis.

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36 Next, we outline our literature search and analysis approach, following Donthu et al.'s (2021)
37 five-step process. First, we reiterate the aims and scope of the review; next, we explain the
38 bibliometric analysis technique selected, and then we lay out the data collection strategy
39 followed by the bibliometric analysis. The final step, the bibliometric summary, is presented
40 in the next section.

51 ***Aims and scope***

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53 The study aims to replicate the performance analysis aspect of Dabić et al. (2015) and
54 examine how the expatriation field has evolved over the past ten years. Constructively, we
55 replicate the study but also extend the scope to recognize how forms of global mobility have
56 diversified.

Bibliometric analysis technique

To achieve the study's aim, we focus on the field's constituents; thus, we adopt a performance analysis approach and examine contributions to the field through publication-related and citation-related metrics.

Data collection strategy

In the original study, the Social Science Citation Index (SSCI) database of the ISI-Web of Knowledge, provided by Thomson-Reuters, was used for the literature search (Dabić et al., 2015). Clarivate now owns SSCI, and Web of Knowledge has been rebranded as Web of Science, the database used for the current literature search. Following the work of Dabić et al. (2015), we conducted a data-based driven literature search (Hiebl, 2021). Whereas Dabić et al. (2015) restricted their search to the title and keywords, in the spirit of constructive replication (Köhler & Cortina, 2021), following Andersen's (2021) search strategy, we extended our search to include abstracts to return a broader range of articles.

Dabić et al. (2015) limited their search to the lexeme 'expatriat*', while Andresen (2021) also included the 'repatriate(s)', 'international assignment' and 'global assignment'. We were informed by earlier works (Kraimer et al., 2016; López-Duarte et al., 2017; Selmer, 2017) and recognizing the turbulence of the past five years and the increase in less traditional forms of expatriation. Therefore, we extended the search criteria also to include: flexpatriat*, global commut*, international commut* (Mayerhofer et al., 2007), inpatriat* (Reiche, 2007). Using a wildcard (i.e., '*') ensured that all forms of the lexeme were returned, for example, inpatriate, inpatriates, and inpatriation.

To maximize the relevance of the studies, we selected only those publications within the Web of Science categories of Management, Business, Psychology Applied, Sociology, Social Sciences Interdisciplinary or Economics. Additional filters were applied to limit the result type to 'article', published from 2013 to 2022. While we recognize that the quality of journals can differ significantly, at this stage, we followed Andersen (2021) and included articles from all journals the search returned. A final manual check was completed to remove duplications and include only articles published in English. This final stage resulted in a total of 1517 articles which we report upon in this paper.

Bibliometric analysis

Following Dabić et al. (2015) and informed by Andersen (2021), we conducted a performance analysis of the 1517 downloaded articles to uncover how the expatriate research

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3 field had evolved over the past decade. As mentioned, significant global events have occurred
4 during the past decade, not limited to the Arab Spring, Brexit, and COVID-19; however, we
5 recognize the lag between global events unfurling and academic papers being published.
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8 Therefore, to identify new trends and emerging topics, we thematically analyzed and
9 synthesized the topics of special issues relating to expatriation from the top ten journals with
10 the most expatriate-related published articles. In an effort towards constructive replication
11 (Köhler & Cortina, 2021), this is an additional step to the approach taken by Dabić et al.
12 (2015) and Andersen (2021), which complements the analysis by providing insight into the
13 topics that are of growing interest.
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19 *Narrative review method*

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21 Replicating Dabić et al.'s (2015) bibliometric performance analysis on more recent literature
22 and drawing on Andersen's (2021) mapping of the expatriation literature from 1998 to 2017
23 clarifies emerging subjects in the field. However, to hone our understanding of how those
24 subjects have evolved and to consider new research avenues, we offer a narrative analysis
25 (Snyder, 2019) in a constructive approach to replicating Dabić et al.'s (2015) systematic
26 review. We focused our narrative review on 2018-2022 because this timespan had not been
27 covered by Andersen (2021), and many of the global crises and turbulent events affecting
28 global mobility happened during these five years.
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35 We followed a set of steps to facilitate the selection of articles for our narrative review. Firstly,
36 we determined the journals that published the most relevant articles between 2018 and 2022.
37 Secondly, we calculated 10% of the total number of publications in each journal, which enabled
38 us to establish the number of papers to include from each journal. Thirdly, we introduced an
39 inclusion criterion that mandated papers to be published in a journal with at least one additional
40 publication that fell within the inclusion criteria. This criterion guaranteed that the review was
41 meaningful and allowed for a more profound analysis of the selected papers. As such, we
42 excluded several journals that had only one paper that met the inclusion criteria. Finally, we
43 chose the requisite number of papers based on the most citations, which amounted to 28.
44 However, given the lengthy timespan in publishing academic articles, we acknowledge that the
45 journals with the highest cited articles in our sample tend to have been published in 2018-2019.
46 Consequently, we had only a partial view of the impact of the turbulent phenomena we recently
47 experienced. To remedy this shortcoming, we reviewed the publications of the fifteen most
48 influential expatriation authors listed in Table 4 and included their publications from 2022,
49 resulting in 41 that served as the foundation for our narrative review (see Appendix 1).
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3 We started our analysis by reviewing and summarizing the articles having in mind emerging
4 themes resulting from our bibliometric analysis in comparison with Dabić et al. (2015) and
5 Andersen (2021). Since we aimed to understand the evolution of the recently emerging themes
6 in the expatriation literature, we highlighted each article's research questions and findings.
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8 Then in line with our purpose to develop a research agenda on expatriation and to reflect on
9 the different conceptual frameworks used in the literature, we devoted categories to the
10 methodology used and the contributions of these papers. Finally, both authors reviewed those
11 categories from an inductive perspective, comparing them to categories used to study
12 expatriation, brought to light before the extreme volatility of the global environment started
13 (Dabic et al., 2015; Andersen, 2021) to account for the emergence of the central thematic issues
14 studied in the expatriation literature as of 2017 and how they relate to each other.
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22 **Evolving expatriate research patterns: 2013-2022**

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25 Next, we present the findings from the bibliometric analysis.

26 *The volume of expatriate-related publications*

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29 The first finding from this review is the volume of literature growth in the past decade. For
30 example, Dabić et al. (2015) reported 438 studies spanning four decades, Andersen (2021)
31 reported 1650 articles between 1998 and 2017, whereas, since 2013, we have identified 1517
32 articles.
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37 Figure 1 shows the number of articles published and citations for each year from 2013 to
38 2022, drawn from the Web of Science Citation Report.
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41 [FIGURE 1 AROUND HERE]

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43 Over the past decade, there were 34 special issues published in the ten journals with the most
44 expatriate-related articles. The most frequently occurring themes from these special issues
45 related to expatriation in a specific context, for example, a region, sector, or type of
46 expatriate, reflect the increasing need for context in research (Cooke, 2018). The information
47 relating to these special issues is detailed in Table 1.
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52 [TABLE 1 AROUND HERE]

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54 The most prominent theme emerging from the special issues published in the past decade
55 focused on types of expatriates or diverse international working arrangements beyond the
56 traditional notion of the assigned expatriate (AE), for example, virtual assignments,
57 commuter assignments and inpatriates. These diverse working arrangements include self-
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3 initiated expatriation (SIE) (Doherty, Richardson & Thorn, 2013), a topic which has grown in
4 prominence and responds to the increasingly diverse global labour market. However, there
5 was a lack of conceptual clarity among scholars of SIE as a construct. In addition, these
6 emerging and increasingly complex forms of expatriation drew attention to intersecting topics
7 within the field, for example, gender and work-life balance, global careers, underpinned by a
8 greater need for broader contextualization (Mayrhofer & Reiche, 2014) and rethinking
9 expatriate outcomes (Brewster et al., 2014).

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16 The shift in perception of the notion of expatriates brought international migrants into
17 consideration within the field. International migrants were identified as playing a crucial role
18 in the global labour market, addressing challenges such as skills shortages (Guo & Al Ariss,
19 2015; Harjo et al., 2021). Thus, the notion of who constituted an expatriate broadened further.
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23 The increasingly diverse portfolio of global workers stimulated examining this group's
24 workplace diversity and inclusivity (Farndale et al., 2015). However, apparent challenges,
25 such as the clash between formal and informal institutions, emerge when examining how
26 diversity and inclusion traverse international barriers. As the profile of expatriate workers
27 diversified and continued to evolve, particularly among those deemed 'non-traditional
28 expatriates' so too did consideration for those affected by expatriation, such as expatriate
29 workers' families (Shaffer & Westman, 2015; McNulty & Hutchings, 2016), a broader
30 categorization of stakeholders affected by the expatriation process (Froese & Toh, 2017) and
31 marginalized (LGBT) employee voices about expatriation (Wilkinson, Gollan, Kalfa & Xu,
32 2018). Considering individuals and groups on the periphery of the expatriation process has
33 surfaced tensions between organizational and national cultural contexts. The evolution of
34 international working arrangements has paved the way for novel research, such as the Muslim
35 diaspora in the West (Syed & Pio, 2017), contributing to our understanding of this complex
36 field.

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47 Research dedicated to emerging markets formed the next most prominent theme. In 2013,
48 Tung, Paik and Bae examined Korean human resource management (HRM) in a global
49 context. Dowling and Donnelly (2013) adopted a similar regional focus in recognition of the
50 growing discourse surrounding the 'Asia Pacific century'. Afiouni, Ruël and Schuler (2014)
51 contextually focused on a greater understanding of HRM in the Middle East. A year later,
52 Cooke, Wood, and Horwitz (2015) examined multinational corporations (MNCs) originating
53 from emerging African economies to understand the HRM research and practice implications.
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60 Then, in 2016, Sheldon and Sanders focussed on contextualizing HRM in China to explore

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3 differences. Zhu, De Cieri, Fan and Zhang (2018) took a more holistic approach to examine
4 how the growth of emerging market MNCs affects the global marketplace and the subsequent
5 impact on expatriate management. Most recently, Jack, Huang, Sun and Guo (2019)
6 examined IHRM implications of internationalization on emerging markets (contextualized in
7 the Chinese financial sector). The increasing attention paid to specific geographic settings
8 appears to be in response to a shared understanding of the importance and necessity of
9 contextualization, as some scholars have already stated (e.g., Mayrhofer & Reiche, 2014).
10 While this contextualization is invaluable in challenging traditional notions within the field,
11 more effort must be made to continue representing views of the global south and
12 decolonizing management theory (Banerjee, 2022).
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21 Two other topics appeared within the theme of context. Firstly, a sector-specific focus, in
22 which McNulty et al. (2017) highlighted the need to understand expatriation beyond MNCs
23 by focusing on global mobility in the sports, religious, education and non-profit sectors. In
24 parallel, Farndale et al. (2017) sought to chart the landscape and anatomy of international
25 HRM (IHRM) in MNCs. Secondly, a collection of works examined expatriation within
26 dangerous settings and the implications for the safety and security of expatriate staff
27 (Bartram, Cavanagh & Hoye, 2017; Pinto, Bader & Schuster, 2017).
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33 More recently, and arguably unsurprisingly, scholarly attention has turned to trends and crises
34 and the subsequent impact on expatriation. For example, Wilkinson and Wood (2017)
35 considered global trends and crises when exploring comparative capitalism and HRM.
36 Kwong, Demirbag, Wood and Cooke (2021) examined the impact of high uncertainty
37 contexts on global mobility, for example, how forced lockdowns prevented expatriates from
38 international relocation and repatriation. Most recently, Bader et al. (2022) considered global
39 mobility in times of crisis, focussing on the impact of COVID-19.
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46 Other special issues published in the past decade highlight important debates within the
47 expatriate literature, including efforts to synthesize developments and emerging challenges in
48 IHRM (Pudelko, Reiche & Carr, 2015). In 2013, Davis, Parkes and Budhwar argued for the
49 crucial transfer of learning across boundaries to facilitate good and ethical HR practices.
50 Nevertheless, there are challenges to HRM practices and theory in environments rife with
51 uncertainty and instability (Pocztowski, 2015). Finally, Jepsen et al. (2014) presented
52 personal experiences of academics with international careers.
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3 In 2018, Mockaitis, Zander and DeCieri (2018) explored the relationship between global
4 teams and IHRM recognizing the increase of global teams in international organizations,
5 while O'Donohue, Hutchings and Hansen (2018) examined expatriates' psychological
6 contracts. In 2019, Liu, Cooper and Tarba (2019) examined the positive relations between
7 expatriation and resilience. Most recently, Dabić et al. (2021) examined knowledge sharing
8 and its management in an international work environment: drivers, challenges, and
9 consequences, not the least because of the ramifications of COVID-19 and the increasing
10 usage of digital working arrangements.
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17 Across the special issues, we can draw that there is an increasing need for context in research
18 related to expatriation. The 34 special issues published in the ten journals with the most
19 expatriate-related articles over the past decade revealed the emergence of diverse working
20 arrangements, such as virtual assignments, commuter assignments, and self-initiated
21 expatriation, which have challenged the traditional notion of AEs. The shift in the perception
22 of expatriates also broadened to include international migrants and workplace diversity and
23 inclusivity. The special issues also highlighted the need to consider individuals and groups
24 affected by expatriation, such as expatriate workers' families and marginalized employee
25 voices, which has surfaced tensions between organizational and national cultural contexts.
26 Moreover, emerging markets and sector-specific focus, particularly in the sports, religious,
27 education, and non-profit sectors, have emphasized a need for contextualization. Lastly, the
28 impact of trends and crises on expatriation, such as high uncertainty contexts, has recently
29 gained scholarly attention.
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40 Broadly, there are relatively few special issues published on expatriation; this could be due to
41 the creation of the *Journal of Global Mobility* attracting expatriate-centric papers.

42 Furthermore, the broadening modes of global mobility may also explain why special issues
43 on expatriation are predominately in the *Journal of Global Mobility* and *The International*
44 *Journal of Human Resource Management*.
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49 ***Summary of first author's country***

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51 Table 2 shows the breakdown of the first author's country. Just over 63% are accounted for
52 by English-speaking countries, a very slight increase from the 62% reported by Dabić et al.
53 (2015). Notable changes include the equal distribution of papers from English-speaking
54 nations (namely, the USA, England, and Australia) rather than the dominance of US
55 perspectives, as Dabić et al. (2015) reported. Importantly, two Middle Eastern nations, the
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3 United Arab Emirates (UAE) and the Kingdom of Saudi Arabia, feature, neither of which
4 were previously listed. This emergence may reflect the economic boom and increase of
5 expatriate workers - including scholars - in the region. Encouragingly, emerging Asian
6 economies continue to be among the top contributors to the field, reflecting the findings of
7 Dabić et al. (2015).
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14 While the US perspective still appears dominant, the percentage of papers has halved in the
15 past decade; however, as other English-speaking nations have increased the percentage of
16 publications, there has been a shift in the field from being US-centric to Western-centric.
17 Therefore, while the countries have diversified, the perspectives offered remain narrow,
18 reinforcing the continuing need for broader perspectives and increased contextualization
19 within the field. This contextualization deficit indicates that the convergence versus
20 divergence debate remains current (Biemann, Mayrhofer & Koch-Bayram, 2021).
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23 ***Prolific research journals***

24 In 2015, Dabić et al. reported that three journals accounted for 48% of published articles
25 between 1970 and 2012. Recognizing our expanded search criteria, ten journals now account
26 for 36% of the published articles in the past decade, indicative of the rise in the prevalence of
27 the expatriation literature base and its intersection with other fields (Table 3). Two journals
28 account for 20% of the articles. *The International Journal of Human Resource Management*
29 previously accounted for about 30% of publications. However, even with 11%, it remains the
30 journal with the highest proportion of expatriate-related articles, followed closely by the
31 *Journal of Global Mobility*, with 9% of publications, reflecting its inception and target as
32 being the ‘home of expat research’. Comparing the Herfindahl and Hirschman concentration
33 index (H), the concentration has changed to demonstrate much less density in the number of
34 journals (H=1673 to H=265), reiterating the rise in prevalence of expatriation literature base
35 and its intersection with other fields.
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53 Therefore, while it can be said that a larger number of different journals are now covering the
54 field, there is a heavier focus on HRM than international business (IB), and two journals still
55 publish most expatriate-related articles.
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58 ***Prolific authors within the field***

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3 Table 4 shows the top 15 most cited authors, representing 226 articles (14.8%) of the total
4 papers in this review. The citations equate to 11082 citations, over 58.4% of the total citations
5 (n=18948). These findings indicate that the top 15 most cited authors represent a decreased
6 proportion of articles over the past decade, with a decrease of 8% on the figure reported by
7 Dabić et al. (2015). Similarly, the total citations have decreased by 8.4% in the past decade,
8 indicating a slightly reduced dominance within the field.
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16 Firstly, considering the frequency of authors' citations (Table 4, column 'a'), the top-three
17 authors are Harzing with 2299 citations (12.1% of total citations), Brewster with 1824
18 citations (9.6% of total citations) and Bader with 1641 citations (8.7% of total citations).
19 Interestingly, the percentage of total citations for the most cited authors has proportionality
20 increased in the past decade.
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25 The results change if we consider productivity as the total number of papers published by
26 each author (i.e., Table 4, column 'c'), which shows the top-three authors as Brewster with 26
27 papers, Lauring with 25 papers and Selmer with 20 papers. Furthermore, if we consider the
28 average number of citations per paper, the top-three authors are Harzing (average of 192
29 citations for 12 papers), Bader (average of 149 citations for 11 papers) and Froese (average of
30 75 citations for 13 papers). Therefore, six authors account for the core advancement of
31 research in the past decade (compared to eight authors for the previous four decades).
32 Notably, three authors, Brewster, Selmer, and Shaffer, are also featured in the review by
33 Dabić et al. (2015).
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41 ***Most frequently cited articles*** 42

43 Table 5 shows the top ten most frequently cited articles, where one search lexemes appeared
44 in the article title or author keywords published in the past decade.
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50 The average number of citations per year is approximately 1911, a significant increase in
51 yearly citations (previously reported as 137 Dabić). This increase could be explained by the
52 growing volume of published research and the broader array of articles published during this
53 period. Alternatively, the field's diversification, enhanced search criteria, and use of broader
54 terms such as migrants and SIEs may also help explain this difference. In other words, more
55 choices of nuanced papers could have increased citations.
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3 Three of the ten articles focus on SIEs, underlining the attention this emergent group have
4 received in the past ten years. The other articles explore definitions of expatriates, challenges
5 within the field and practices such as knowledge transfer and global talent management.
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8 Thus, considering only the most frequently cited papers, compared to the review by Dabić et
9 al. (2015), the focus remains primarily within the HRM field.
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12 **Narrative review**

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14 As delineated in the methods section, the articles chosen for the narrative review were analysed
15 through the lens of emergent themes derived from our bibliometric investigation of the
16 expatriation literature, compared with those posited by Dabić et al. (2015) and Andersen (2021).
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18 Thus, the present narrative review is configured around four central topics.
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22 ***Strategic perspectives of expatriation***

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24 The first theme of our narrative review captures the strategic perspective on expatriation. The
25 theme was informed by Dabić et al.'s (2015) proposition of comprehending expatriation's
26 strategic nature and links with IHRM and Andersen's (2021) observation of expatriation
27 research growth linked to MNC international strategies.
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31 We identified recurrent endeavours to clarify the interplay between global talent management
32 and expatriation (Tarique & Schuler, 2018) to understand alternative forms of expatriation (e.g.,
33 short-term assignees, flexpatriates, IB travellers) and more strategic global staffing approaches
34 (Collings & Isichei, 2018). Beyond individual experiences, the strategic outlook on global
35 staffing stressed the link between expatriation and MNC strategy. Indeed, the lack of talent
36 constitutes a barrier to strategic change; hence, MNCs need to prioritize and invest in global
37 talent management (Meyer & Xin, 2018). Kawai and Chung (2019) illustrate this perspective
38 by demonstrating how expatriate managers' knowledge transfer can enhance subsidiary
39 performance.
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43 This theme persisted in 2022 with conceptualizing knowledge transfer impact initiated by
44 inpatriates on subsidiary performance (Kim, Reiche & Harzing, 2022) and HR's role in
45 preparing expatriates to optimize this knowledge transfer (Peltokorpi, Froese, Reiche & Klar,
46 2022). In addition, expatriates' international training has been investigated from the novel
47 perspective of MNCs hosted in emerging economies (Patel, Varma, Sengupta, Prikshat & Park,
48 2022). Likewise, research published in 2022 attempted to clarify the converging benefits of
49 international assignments for MNCs and individuals (Andresen et al., 2022), with the
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3 conservation of resources theory being recurrently employed in this pursuit (Biswas, Mäkelä
4 & Andresen, 2022; Hsu, Chen, Chiang & Shaffer, 2022; Kanstrén & Mäkelä, 2022).

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7 Consequently, the first theme from our narrative analysis synthesizes our advancing
8 comprehension of how international HR should manage talent for the mutual benefit of
9 individuals and MNCs. Furthermore, it accentuates the central role that this responsibility
10 should be granted within MNC strategy.
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13 14 ***New forms of expatriation and diversity of the expatriates' population***

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17 Our second theme encapsulated the multifarious forms of expatriation, an issue raised by
18 precedent reviews, and examines the implications of recent advances in the field, such as the
19 subject of SIEs (Andersen, 2021). Our analysis of expatriation-themed special issues highlights
20 the need to understand better new forms of expatriation and diversity within the expatriate's
21 experience. This need for understanding is critical regarding international migrants' experience,
22 given their crucial role in addressing skills shortages (Harjo et al., 2021). To optimize emerging
23 global staffing arrangements, we contend that a nuanced understanding of diverse forms of
24 expatriation is imperative (Collings & Isichei, 2018).
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31 The increasing prevalence of global virtual teams (GVTs) has triggered the need for HRM
32 interventions to address issues stemming from interpersonal relationships, stress, and cultural
33 differences that hinder their performance as a priority (Adamovic, 2018). The COVID-19
34 pandemic has amplified the significance of technology and virtual global interaction,
35 underscoring the emergence of virtual global mobility as a theoretical construct (Selmer et al.,
36 2022). The development of digital technologies replacing traditional forms of work provokes
37 consequential questions about future forms of globally mobile work.
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44 The life experience of different types of expatriates' experiences also emerged: female
45 expatriates (Bader, Stoermer, Bader & Schuster, 2018) or highly skilled female immigrants
46 (Colakoglu, Yunlu & Arman, 2018). More recently, scholars have focused on advancing
47 knowledge of different categories of expatriates and the nuance of context, for example,
48 minorities, low-status expatriates in the UAE (Haak-Saheem, Liang, Holland & Brewster,
49 2022), diplomats (Zhang, Luring & Liu, 2022), SIE women in the UAE (Haak-Saheem,
50 Hutchings & Brewster, 2022), and, self-initiated academics (Marhajan, Stoermer & Froese,
51 2022). We also recognize the importance of studying the impact of expatriation on the
52 expatriate's partners' well-being (Kanstrén & Mäkelä, 2022; Biswas et al., 2022) and children
53 (Caselius and Mäkelä, 2022). Moreover, Host Country Nationals (HCNs) constitute another
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3 important category of stakeholders affected by the expatriates whose experiences are starting
4 to be investigated (Heizmann, Fee & Gray, 2018; Hsu, Chen, Chiang and Shaffer, 2022).

7 Thus, our review of recent literature on different forms of expatriation and their impact on
8 various stakeholders reveals a knowledge gap in the interplay between expatriates and HCNs.
9 Therefore, further research is needed to comprehend this interrelation's consequences fully.

12 ***Interplay between expatriates and HCNs***

15 Our third analytical theme delves into the interplay between expatriates and HCNs. Building
16 on Andersen's (2021) observation of expatriates' adaptation to the local environment, we argue
17 that it is crucial to understand the broader categorization of stakeholders affected by
18 expatriation, particularly the HCNs.

22 Recent literature has highlighted the relational experience between HCNs and expatriates,
23 focusing on knowledge sharing (Heizmann, Fee & Gray, 2018; Ali, Ali, Leal-Rodriguez,
24 Albort-Morant & 2019). However, scholars have also emphasized the (often-hidden) issue of
25 power imbalances in these relationships (Bonache et al., 2016), which remains unresolved in
26 2022 (Guttormsen & Luring, 2022; Haak-Saheem, Liang, Holland & Brewster, 2022).
27 Notably, the perspective on the expatriate-HCN relationship has expanded in recent literature
28 beyond the support provided by HCNs as social agents (Toh & DeNisi, 2007). Instead, the
29 focus has shifted towards the potential transformational role of expatriates on HCNs, their
30 impact on subsidiary dynamics (Fee, 2020; Bayraktar, 2019), and their influence on team-level
31 and individual creativity (Ali et al., 2019).

34 Our analysis indicates that there has been a growing use of the conservation of resources theory
35 to comprehend the gains (and losses) experienced by expatriates and HCNs working together
36 (Hobfoll, 1989). One of the recurrent benefits for both groups has been the development of
37 intercultural competencies, mainly through the construct of cultural intelligence (CQ),
38 investigated in various geographic contexts using quantitative methodologies. For instance, the
39 difference in career capital gains between AEs and SIEs was measured in Finland (Dickmann,
40 Suutari, Makela, Tanskanen & Tornikoski, 2018).

43 Other research shows that cross-cultural training in global teams in IT offshoring sectors
44 improves CQ and is significantly related to individual task performance (Presbitero &
45 Toledano, 2018). For example, in Croatia, expatriates' CQ positively affects conventional and
46 reverse knowledge transfer (Vlajcic, Caputo, Marzi & Dabic, 2019). Furthermore, expatriates'
47 cognitive and metacognitive CQ have been found to impact innovativeness by improving their

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3 ability to recognize opportunities abroad (Lorenz, Ramsey & Richey, 2018). However, in the
4 Thai context, the influence between Chinese expatriate CQ and supervisor subordinates' *guanxi*
5 with Thai employees was not established (Charoensukmongkol, 2021). This discrepancy in the
6 Asian context may raise questions about the universality of CQ as a construct of individual
7 achievement, which may not be meaningful in collectivist cultures.
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12 More recent research has pointed out that expatriates' competency recognition by HCNs may
13 vary depending on the host context influenced by power imbalances between emerging and
14 developed countries. For instance, skilled expatriates from headquarters in India to Australia
15 lost intellectual capital in the context of their host subsidiary in Australia because their
16 competencies were less valued in their host context (Mohyuddin, Sengupta, Patel, Prikshat,
17 Varma, 2022).
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23 ***Contextualizing expatriate experience***

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25 Our final theme focuses on contextualizing the expatriate experience within a broader
26 perspective, building on the call by Dabić et al. (2015) to expand beyond the US-centric view
27 and includes diverse geographical and organizational contexts.
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31 Our review of Andersen's (2021) work and expatriation-themed special issues demonstrated
32 growing efforts to understand expatriate experiences in different contexts. Our performance
33 analysis of first-author countries also revealed the emergence of authors from the UAE and the
34 Kingdom of Saudi Arabia who contributed to the global mobility literature in their countries
35 (Tahir, 2018; Haak-Saheem et al., 2022). However, many organizational contexts and
36 geographical locations still require investigation, including diverse sectors such as religion,
37 education and not-for-profit sectors (McNulty et al., 2017).
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44 Our analysis identified a pressing need to comprehend expatriation as a multifaceted
45 experience within its specific context. Therefore, developing frameworks that link the
46 individual expatriate experience to the organizational and macro environments becomes
47 essential.
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51 Such models could help elucidate how crises and other factors can trigger expatriate crises at
52 different levels, as demonstrated by the person-fit environment conceptual framework
53 (McNulty et al., 2019) and global talent management systems for high-talent expatriates
54 (Tarique & Schuler, 2018). Moreover, as discussed, power imbalances in emerging economies
55 also require contextualization to understand the relationship between HCNs and expatriates.
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Beyond geographical contexts, turbulences induced by the global crises and their impact on expatriation experiences cannot be ignored. Therefore, in the most recent papers, scholars have emphasized the need to assess and support expatriates' well-being. For example, research has noted burnout among expatriate diplomats (Zhang, Luring & Liu, 2022), job tensions for self-initiated academics (Marhajam, Stoermer & Froese, 2022), the well-being of low-status expatriates from underrepresented groups (Haak-Saheem et al., 2022), and well-being of AE and SIE in Finland (Mäkelä, Suutari, Rajala & Brewster, 2022).

Our narrative review underscores the importance of the expatriate experience, the strategic perspective, new forms of expatriation, expatriates-HCN relations and the contextualization of the expatriate's experience. However, these categories alone are insufficient to capture expatriation's increasingly complex and multifaceted nature. Our review demonstrates that essential issues expatriates face are highly interwoven. At the individual level, the expatriate experience is influenced by HCN interactions, impacting both parties and the subsidiary's performance. Thus, understanding the interplay between expatriates and HCNs becomes vital for organizational-level impact, highlighting the critical role of IHRM in MNC strategy.

In turn, reviewing the increased focusing on expatriation in context and understanding the expatriation experience in context highlights the need to understand the macro environment, especially the geographic location, which becomes essential for organizations to make strategic decisions. Furthermore, understanding interrelation power imbalances between emerging and developed economies becomes vital.

Thus individual expatriates' experience needs to be understood in context and under a strategic lens, highlighting expatriation as a multifaceted experience between the macro, meso and micro levels (as summarized in Figure 2). While our analysis identifies that progress has been made, the field of expatriation still suffers from fragmentation.

[INSERT FIGURE 2 AROUND HERE]

Our performance analysis, special issue synthesis and this narrative review demonstrate the breadth and diversity of the current expatriation literature. Simultaneously, it highlights the need for continuing contextualization, understanding inequalities, and developing intercultural competencies. Our narrative analysis integrates these issues, emphasizing the need to view expatriation as a multifaceted experience across macro, meso, and micro levels.

Discussion

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3 This article sought to understand the evolution of expatriate research over the past decade by
4 replicating the performance analysis component of the bibliographic review published by
5 Dabić et al. (2015). In addition, a narrative review of the most influential papers from the past
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7 five years was conducted to synthesize how the field has evolved and identify areas where
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9 further attention is required to advance our understanding of this complex yet fascinating
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11 topic.
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14 Dabić et al. (2015) highlighted that expatriate research focused mainly on HRM. Over the
15
16 past decade, this focus has continued with a broad orientation to consider the management of
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18 expatriates. While the topic is addressed within the IB literature, it is undoubtedly more
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20 dominant within the HRM discipline. Dabić et al. (2015) also reported that research was
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22 limited to the Asiatic zone, encouraging increased research on emerging economies, as
23
24 reflected in the special issues published during the past decade.

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26 Similar to Dabić et al. (2015) indicate that research has focused on relationships between
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28 subsidiaries and headquarters, whereas research in the last decade has examined the flow of
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30 people and work between headquarters and subsidiaries. Notably, there has been greater
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32 recognition that those headquarters are not limited to developed Western economies.

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34 The literature between 1970 and 2012 was predominantly conducted from a US perspective
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36 (Dabić et al., 2015); while in the last decade, we have seen a move away from research being
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38 US-dominant, it remains Western-dominant. Thus, we would benefit from diversifying our
39
40 knowledge of expatriation by seeking opportunities to understand the topic from the Global
41
42 South perspective. In addition, such diversification will aid our understanding of how formal
43
44 and informal institutions affect the expatriate experience and how organizations and
45
46 individuals may navigate tensions that emerge in multicultural settings.

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48 An underresearched area reported by Dabić et al. (2015) reflected that research had focused
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50 mainly on needs from an organizational perspective, presenting the trends of MNCs,
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52 subsidiaries and HRM functions. In the past decade, we found that greater attention has been
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54 paid to contextualizing research, particularly concerning emerging markets where we can
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56 explore the lived experience of expatriates and not just the managerial component. The past
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58 decade has undoubtedly provided a broader understanding of whom expatriates are and built
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60 on earlier notions and traditional expatriate taxonomies. As citations indicate, significant
attention has been paid to the emergent group of SIEs.

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3 Dabić et al. (2015) called for research assessing the impact of expatriates on performance
4 outcomes, particularly intangible indicators such as innovativeness and knowledge transfer.
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6 However, while knowledge transfer and internationalization have received greater attention,
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8 research on expatriates' impact on performance outcomes, such as innovativeness and
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10 entrepreneurship, remains underdeveloped. Furthermore, despite the fragmented results over
11
12 the expatriate cycle, there has been little progress in integrating and rationalizing these
13
14 findings into a general theory. Therefore, there is a need to continue converging empirical
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16 results on the expatriate lifecycle.

17 ***Future research avenues***

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20 Our review underscores the pressing need to embark on research to explain the intricacies of
21
22 expatriation in light of the ambiguous and contested conceptualization of expatriates and the
23
24 diverse contexts within which they operate. Therefore, it is imperative to develop an
25
26 integrated understanding of the interplay between the different levels of analysis, namely, the
27
28 country, organizational, and individual levels, implicated in the expatriation experience. In
29
30 particular, attention must be directed towards clarifying the extent to which geographic
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32 location and power imbalances affect the influence of IHRM within the MNC strategy,
33
34 shaping the expatriate experience and their interactions with HCNs.

35
36 Scholars (see, for example, Tarique & Schuler, 2018; Stoermer et al., 2018) have proposed
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38 several intriguing conceptual frameworks and categories to facilitate the exploration of the
39
40 expatriate experience and the interplay between different levels of analysis. However, to fully
41
42 comprehend the complexities of expatriation, it is essential to focus on power imbalances, as
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44 emphasized in Heizmann et al.'s (2018) works and broadens the scope of the investigation
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46 beyond Western and Asian contexts.

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48 To comprehensively address the impact of power imbalances in a multilevel analysis of the
49
50 expatriation experience, we recommend a novel epistemological approach that combines
51
52 positivism and interpretivism. Sanchez et al. (2022) have recently advocated integrating these
53
54 two approaches to studying expatriation. To do so, we propose adopting a multi-paradigmatic
55
56 approach in cross-cultural management (Romani, Primecz & Topcu, 2011; Romani, Barmeyer
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58 & Primecz, 2018). This approach combines positivist and interpretative investigations within
59
60 Arte to understand the development of French-German hybrid management practices
(Barmeyer et al., 2019). The authors started their analysis with positivist categories, such as

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3 Hofstede's dimensions between French and German managers, to interpret the hybrid practices
4 developed by German and French Managers in this specific context.

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7 Applying existing conceptual models combined with an interpretative approach could help us
8 to understand the interplay between different levels of analysis and how contextual factors
9 influence this interplay. Integrating multiple paradigmatic perspectives is crucial for expanding
10 knowledge production in the expatriate field. Introducing new paradigmatic approaches is
11 important because it challenges mainstream assumptions related to the norms of a specific
12 research field which, by influencing paradigmatic choices, impacts the type of knowledge
13 produced (Piekkari, Gaibrois & Johannsson, 2022).

14
15
16 The review of language-sensitive IB literature shows that introducing new interpretivism
17 paradigms in language-sensitive IB enabled us to clarify our understanding of the role of
18 language and communication in specific contexts. For instance, studying discursive practices
19 co-constructed in a specific domain, as suggested, instead of employing predetermined
20 positivist categories of language mastery levels, reveals inclusive language practices in
21 multilingual organizational settings (Gaibrois, 2018; Langinier & Ehrhart, 2020).

22
23
24 Nevertheless, integrating diverse paradigmatic approaches and interdisciplinary lenses remains
25 methodologically challenging but can be overcome by leveraging the Grand Social Theory
26 (Chudzikowski & Mayrhofer, 2011). The authors demonstrate how Bourdieu's theory of
27 practice can be used to overcome conceptual impediments related to interdisciplinary inquiries.
28 In this context, we put forward three conceptual frameworks that have the potential to
29 operationalize a multilevel analysis of the expatriation experience in situ, commencing with a
30 scrutiny of the interplay from the country-level perspective, followed by the organizational and
31 individual perspectives.

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34 An interdisciplinary approach incorporating geographical considerations is likely to augment
35 our understanding of the degree of influence at the country level (i.e., the home and host
36 countries) by expounding why people depart from their country and why specific locations are
37 more appealing than others (Choudhury, 2022). Moreover, regulations and other tensions
38 impeding cross-border mobility will shape MNCs' strategies, impacting and restricting
39 individual choices. In this regard, geographic flexibility is crucial for novel work arrangements
40 that have emerged following COVID-19 but are challenging to implement in certain countries.
41 Guttorsmen and Luring (2022) pave the way for such an innovative interdisciplinary approach
42 by applying a new mobility paradigm (Breines et al., 2021) to global mobility. Drawing on this
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3 approach enables the authors to raise crucial concerns in the field, such as the contextual
4 meaning of expatriation, the perceptions and experiences of immobile individuals regarding
5 mobility, the impact of inequality and privilege, as well as social and material resources on
6 mobility, and the role of history in the mobility experience (Guttorsmen & Lauring, 2022). For
7 instance, such geographical perspectives can improve our understanding of the difference in
8 expatriation experience in highly international places that welcome a high proportion of
9 foreigners, such as Luxembourg (Langinier & Froehlicher, 2018) or the UAE (Rodriguez &
10 Ridgway, 2019), compared to countries like Japan, which has one of the lowest rates of
11 foreigners (Andresen, Pattie & Hippler, 2020). This distinction inevitably links to the diverse
12 natures of expatriate- HCN interplay.

13
14 To commence the organizational approach, we contend that the theory of practice (Bourdieu,
15 1977) offers us the opportunity to enhance our comprehension of the meaning of expatriation
16 in specific contexts and how it is related to power imbalances, thus integrating inequalities
17 between Western and other contexts, mobile and immobile people, HCNs and expatriates.
18 Bourdieu's Theory of Practice (1977) illuminates the interactions between habitus, capital and
19 field, underscoring the various resources individuals employ to advance their position in a
20 given field (Özbilgin et al., 2005). For Bourdieu and Wacquant (1992), the field is a social
21 space where individuals possess different forms of capital and represents the platform for
22 symbolic struggles between dominant and subordinate individuals to safeguard their positions

23
24 We suggest that a theoretical framework based on Bourdieu's theory of practice (1977) can
25 enhance our understanding of power dynamics in a specific field or, in Bourdieusian terms,
26 "the rules of the game" in an organizational environment and the impact of the socio-cultural
27 environment on the expatriate experience. This framework allows us to explore the interplay
28 between macro, organizational, and individual levels of analysis (Özbilgin et al., 2005).
29 Through this lens, we can identify the competencies, or "capitals" in Bourdieusian terms, that
30 are recognized and valued in a given field, improving the expatriate's position.

31
32 For instance, in the Big Four field (leading international audit and advisory firms: Deloitte,
33 Ernst & Young, KPMG and PwC), commercial logic prevails; consequently, auditors seeking
34 promotion to the partnership must excel in developing client relationships in different
35 environments. However, the capital value to achieve this objective differs across contexts
36 (Spence et al., 2015). For example, in multicultural environments like Luxembourg,
37 intercultural and multilingual skills are crucial to building relationships in a highly international
38 setting (Langinier et al., *forthcoming*). Conversely, in France, attending the right *grande école*

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3 carries more weight (Spence et al., 2015), while *guanxi* with an influential national player is
4
5 crucial in Japan (Spence et al., 2017).
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7 In other organizational contexts, other dynamics play a more prominent role, forefronting the
8
9 interplay between host and home identification, highlighting the importance of understanding
10
11 the socio-cultural environment's impact on the expatriate experience (Zhang, Luring & Liu,
12
13 2022). By applying the theory of practice to organizational contexts, we can gain a more
14
15 nuanced understanding of the power dynamics at play and the role of context in shaping the
16
17 expatriate experience.

18 By applying the theory of practice to the study of expatriation, we can better understand power
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20 dynamics and how they shape the individual experience of expatriates in specific contexts. This
21
22 approach can help us identify the competencies (or capitals) valued and legitimized in different
23
24 contexts, thus developing a more nuanced understanding of what it means to be an expatriate.
25
26 Furthermore, by focusing on the meaning people give to their managerial practices in different
27
28 interpretative contexts, we can better understand the limitations of using a Western concept
29
30 like CQ to understand the expatriation experience of individuals from developing economies.

31 Drawing on the conservation of resources theory (Hobfoll, 1989; Hobfoll et al., 2018), we can
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33 also better understand how expatriates conserve, develop, or lose resources concerning their
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35 organizational and geographical environment. This theory has already been applied to account
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37 for expatriates' well-being (Biswas, Mäkelä & Andresen, 2022) and knowledge transfer (Hsu
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39 et al., 2022), but its broader use could help us better understand the spirals of gain or loss for
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41 expatriates, HCNs, and the MNC. Furthermore, by exploring the benefits of intercultural skills
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43 for individuals and the MNC, we can strengthen IHRM practices and develop a more strategic
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45 approach to managing different forms of expatriation.

46 Finally, we suggest that interdisciplinary approaches, such as drawing on anthropology
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48 (Chanlat, 2022), could be a fruitful avenue for understanding how people give meaning to their
49
50 experiences and what concepts they use in their specific contexts (d'Iribarne, 2022). This
51
52 interpretivist perspective can help us develop a more nuanced understanding of expatriation
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54 and the challenges expatriates face in diverse contexts.

54 **Conclusion**

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56 Despite the broadened search criteria used in this review, it is reasonable to claim that the
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58 interest in the expatriate field of research has grown over the past decade, building on the
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60 valuable knowledge established over the former four decades. The increasing complexity of

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3 the global market and many forms of global mobility indicate the need for continuing
4 research in this field. Moreover, this empirical and theoretical research needs to become more
5 robust as we navigate the uncertainties and volatility that global phenomena such as the
6 COVID-19 pandemic present.
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10 Importantly, we call for scholars to continue challenging our understanding of whom
11 expatriates are by researching and addressing the practical implications to a more diverse
12 range of stakeholders. The past decade has shown us that traditional AEs are potentially only
13 a small group within the field of expatriates. The different forms of expatriation, the
14 development of migration, and the sometimes-blurred difference in definition challenge the
15 concept of expatriation. The debates observed during the last decade about the definition of
16 SIEs, for example, depending on whether an individual originates from a developed or
17 developing nation and moves to another developed or developing nation affects whether they
18 are labelled an SIE or migrant worker (Al Ariss & Crowley-Henry, 2013). This perpetuating
19 debate raises the question of the Western-centred approach definition of the word expatriate.
20 As organizations respond and adapt to the complexity of factors affecting the global
21 movement of people, we must challenge the status quo of whom we research and whom we
22 address in publishing our research. To advance our understanding of the field and positively
23 impact society, we must look beyond the managerial lens and focus on individuals and
24 entities, often at the periphery of our research.
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36 This article brings a methodological contribution as it is the only study that seeks to replicate
37 a systemic literature review to examine how a field has evolved. In addition, we performed an
38 incremental constructive replication study (Köhler & Cortina, 2021) by adding the analysis of
39 special issues dedicated to expatriation and a narrative review of influential papers to
40 emphasize the topic of interest for expatriate scholars. Furthermore, our replication study
41 brings to light the importance of context, the different forms of expatriation, the need to link
42 individual experience with organizational and the macro-level and the importance of bringing
43 more diversity in expatriation research, reflecting recent discussion by senior scholars at the
44 symposium on expatriation at the 2022 *European Academy of Management Conference*.
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53 Finally, having completed this replication study, we call for more scholars to conduct
54 replication systematic literature reviews to garner a deeper understanding of the evolution of
55 knowledge within and across different disciplines. The field has evolved dramatically over
56 the past half-century, and the rapid pace of global development implies that while we are
57 progressing, there remains a long road ahead before a general theory on managing expatriates
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3 is developed. Perhaps the journey's end should focus less on managing expatriates and more
4 on reconceptualizing and reconciling the expatriate experience. Replicating the systematic
5 literature review conducted by Dabić et al. (2015) has allowed us to contribute to and
6 continue analyzing how the field of expatriation is evolving. We hope to see another
7 replication study in ten years to continue examining the field's evolution.
8
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28 *International Journal of Human Resource Management*, 29(11), 1787-1798.

Table 1: Summary of special issues

No.	Authors	Year	Journal	Special Issue Title
1	Davis, Parkes & Budhwar	2013	<i>The International Journal of Human Resource Management</i>	Bridging difference – national and organisational adaptation for responsible performance
2	Doherty, Richardson & Thorn	2013	<i>Career Development International</i>	Self-initiated expatriation: Career experiences, processes and outcomes
3	Dowling and Donnelly	2013	<i>Journal of World Business</i>	Managing people in global markets—The Asia Pacific perspective
4	Tung, Paik & Bae	2013	<i>The International Journal of Human Resource Management</i>	Korean human resource management in the global context
5	Afiouni, Ruël & Schuler	2014	<i>The International Journal of Human Resource Management</i>	HRM in the Middle East: toward a greater understanding
6	Brewster et al.	2014	<i>The International Journal of Human Resource Management</i>	Exploring expatriate outcomes
7	Jepsen et al.	2014	<i>The International Journal of Human Resource Management</i>	International academic careers: personal reflections
8	Mayrhofer & Reiche	2014	<i>Journal of Global Mobility</i>	Context and global mobility: diverse global work arrangements
9	Cooke, Wood & Horwitz	2015	<i>The International Journal of Human Resource Management</i>	Multinational firms from emerging economies in Africa: implications for research and practice in human resource management
10	Farndale, Biron, Briscoe & Raghuram	2015	<i>The International Journal of Human Resource Management</i>	A global perspective on diversity and inclusion in work organisations
11	Guo & Al Ariss	2015	<i>The International Journal of Human Resource Management</i>	Human resource management of international migrants: current theories and future research
12	Pocztowski	2015	<i>The International Journal of Human Resource Management</i>	Expatriation and Performance Management

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13	Pudelko, Reiche & Carr	2015	<i>The International Journal of Human Resource Management</i>	Recent developments and emerging challenges in international human resource management
14	Shaffer & Westman	2015	<i>Journal of Global Mobility</i>	Expanding the boundaries of research on global employee families
15	Froese & Toh	2016	<i>Journal of Global Mobility</i>	Expatriates in context – expanding perspectives on the expatriate situation
16	McNulty & Hutchings	2016	<i>The International Journal of Human Resource Management</i>	Looking for global talent in all the right places: a critical literature review of non-traditional expatriates
17	Sheldon & Sanders	2016	<i>The International Journal of Human Resource Management</i>	Contextualizing HRM in China: differences within the country
18	Bartram, Cavanagh & Hoye	2017	<i>The International Journal of Human Resource Management</i>	The growing importance of human resource management in the NGO, volunteer and not-for-profit sectors
19	Farndale et al.	2017	<i>The International Journal of Human Resource Management</i>	A vision of international HRM research
20	McNulty et al.	2017	<i>Journal of Global Mobility</i>	Beyond corporate expatriation - global mobility in the sports, religious, education and non-profit sectors
21	Pinto, Bader & Schuster	2017	<i>Journal of Global Mobility</i>	Dangerous moves and risky international assignments
22	Syed & Pio	2017	<i>The International Journal of Human Resource Management</i>	Muslim Diaspora in the West and International HRM
23	Wilkinson & Wood	2017	<i>The International Journal of Human Resource Management</i>	Global trends and crises, comparative capitalism and HRM
24	Mockaitis, Zander & DeCieri	2018	<i>The International Journal of Human Resource Management</i>	The benefits of global teams for international organizations: HR implications

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| 25 | O'Donohue, Hutchings & Hansen | 2018 | <i>The International Journal of Human Resource Management</i> | Psychological contracts: enhancing understanding of the expatriation experience |
| 26 | Wilkinson, Gollan, Kalfa & Xu | 2018 | <i>The International Journal of Human Resource Management</i> | Voices unheard: employee voice in the new century |
| 27 | Zhu, De Cieri, Fan & Zhang | 2018 | <i>The International Journal of Human Resource Management</i> | Expatriate management in emerging market multinational enterprises (EMNEs): reflection and future research agenda |
| 28 | Jack, Huang, Sun & Guo | 2019 | <i>The International Journal of Human Resource Management</i> | IHRM implications of the Internationalization of Chinese banking and financial institutions |
| 29 | Liu, Cooper & Tarba | 2019 | <i>The International Journal of Human Resource Management</i> | Resilience, wellbeing and HRM: a multidisciplinary perspective |
| 30 | Dabić et al. | 2021 | <i>Journal of Global Mobility</i> | Knowledge Sharing and its Management in an International Work Environment: Drivers, Challenges and Consequences |
| 31 | Hajro et al. | 2021 | <i>Journal of World Business</i> | Global migrants: Understanding the implications for international business and management |
| 32 | Kwong, Demirbag, Wood & Cooke | 2021 | <i>The International Journal of Human Resource Management</i> | Human resource management in the context of high uncertainties |
| 33 | Bader et al. | 2022 | <i>Journal of Global Mobility</i> | Global mobility in times of global calamity: COVID-19 reactions, responses, and ramifications for the future of work |
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Table 2: Breakdown of papers by first author’s country (top 25).

<i>Countries</i>	<i>Record Count</i>	<i>Percentage of 1,517</i>	<i>Bar chart of total papers</i>
USA	370	24.39	■
England	269	17.73	■
Australia	190	12.53	■
People's Republic of China	138	9.10	■
Germany	137	9.03	■
United Arab Emirates	81	5.34	
Canada	76	5.01	
France	72	4.75	
Finland	63	4.15	
Netherlands	58	3.82	
Denmark	54	3.56	
Japan	52	3.43	
Malaysia	47	3.10	
Spain	47	3.10	
Taiwan	44	2.90	
South Korea	39	2.57	
India	34	2.24	
Singapore	31	2.04	
New Zealand	30	1.98	
Ireland	28	1.85	
Switzerland	28	1.85	
Saudi Arabia	26	1.71	
Austria	24	1.58	
Norway	24	1.58	
Pakistan	22	1.45	

TABLE 3: Top-25 journals publishing articles related to expatriates.

Publication Titles	Record count	Percentage of 1,517	Bar chart of total papers
1. International Journal of Human Resource Managen	174	11.47	■
2. Journal of Global Mobility	140	9.23	■
3. Journal of World Business	43	2.83	
4. International Journal of Intercultural Relations	31	2.04	
5. Thunderbird International Business Review	30	1.98	
6. Cross Cultural & Strategic Management	29	1.91	
7. International Journal of Cross Cultural Managemer	28	1.85	
8. Personnel Review	28	1.85	
9. International Business Review	27	1.78	
10. Journal of International Management	26	1.71	
11. Career Development International	23	1.52	
12. Human Resource Management	22	1.45	
13. Journal of Business Research	21	1.38	
14. Employee Relations	19	1.25	
15. Asia Pacific Journal of Human Resources	18	1.19	
16. European Journal of International Management	17	1.12	
17. International Journal of Organizational Analysis	16	1.05	
18. Management International Review	13	0.86	
19. Journal of International Business Studies	12	0.79	
20. Human Resource Management Review	12	0.79	
21. International Journal of Emerging Markets	12	0.79	
22. European Journal of Training and Development	10	0.66	
23. European Management Review	9	0.59	
24. International Journal of Manpower	9	0.59	
25. Journal of Knowledge Management	7	0.46	

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TABLE 4: Top-15 most cited authors.

<i>Authors</i>	<i>(a) Frequency of author citations¹</i>	<i>(b) Percentage of author citations (n = 18948)</i>	<i>(c) Number of author's papers</i>	<i>(d) Average citations per paper (a/c)</i>	<i>(e) Percentage of author's papers (n = 1517)</i>
Harzing, Anne-Wil	2299	12.13	12	191.58	0.79
Brewster, Chris	1824	9.63	26	70.15	1.71
Bader, Benjamin	1641	8.66	11	149.18	0.73
Froese, Fabian	972	5.13	13	74.77	0.92
Lauring, Jakob	729	3.85	25	29.16	1.65
Dickmann, Michael	603	3.18	17	35.47	1.12
Shaffer, Margaret A.	532	2.81	18	29.56	1.25
Selmer, Jan	515	2.72	20	25.75	1.32
McNulty, Yvonne	496	2.62	12	41.33	0.79
Hutchings, Kate	348	1.84	12	29.00	0.79
Varma, Arup	339	1.79	13	26.08	1.06
Makela, Liisa	296	1.56	11	26.91	0.79
Stoermer, Sebastian	214	1.13	12	17.83	0.79
Fee, Anthony	171	0.90	12	14.25	0.79
Shortland, Susan	103	0.54	12	8.58	0.79

¹ Reflects the total number of citations for all the papers the author has in the ISI-Web of Science database

TABLE 5: Top-10 most cited articles in the period 2013-2022.

<i>Authors</i>	<i>Total citations (2013-2022)</i>	<i>Average citations per year</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
1. Andresen et al., (2014)	156	15.6	24	19	25	23	21
2. Cerdin & Selmer (2014)	151	15.1	12	17	20	33	19
3. Collings (2014)	132	13.2	16	23	17	19	11
4. Al Ariss & Crowley-Henry (201)	128	11.6	14	20	14	17	6
5. McNulty & Brewster (2017)	125	17.9	12	22	20	33	29
6. Harzing et al. (2016)	110	13.8	16	31	17	14	15
7. Sidani & Al Ariss (2014)	109	10.9	11	18	15	13	12
8. Froese & Peltokorpi (2013)	109	9.9	14	14	14	16	0
9. Caligiuri & Bonache (2016)	106	13	18	19	23	19	16
10. Baruch et al. (2013)	104	9.5	14	4	8	19	9

Source: ISI-Web of Science – Social Science Citation Index

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FIGURE 1: Evolution of scientific literature on expatriates.

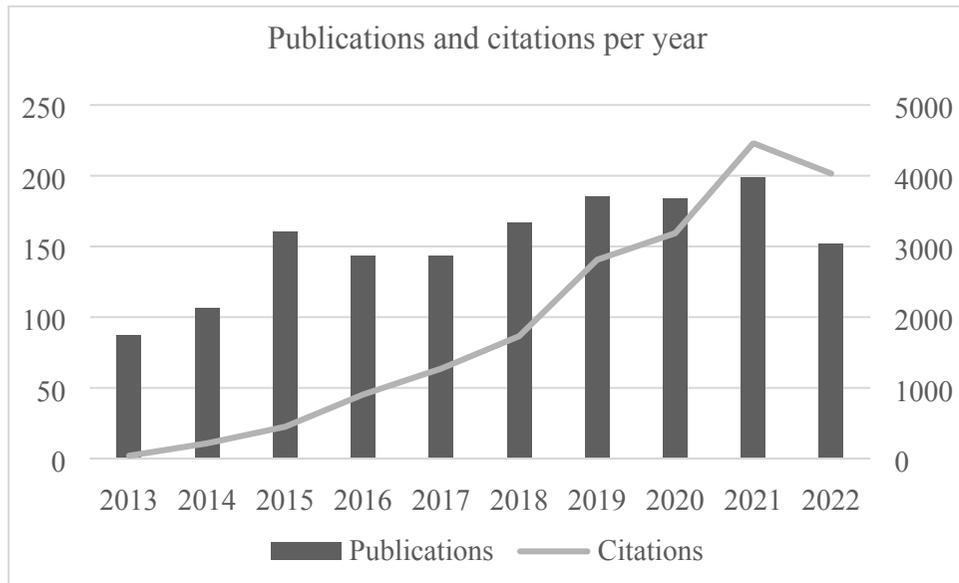


Figure 2: Nature of the interplay that defines expatriation



Appendix 1: Articles included in the narrative review

Adamovic, M. (2018). An employee-focused human resource management perspective for the management of global virtual teams. *The International Journal of Human Resource Management*, 29(14), 2159-2187.

Ali, I., Ali, M., Leal-Rodríguez, A.L. & Albort-Morant, G. (2019). The role of knowledge spillovers and cultural intelligence in enhancing expatriate employees' individual and team creativity. *Journal of Business Research*, 101, 561-573.

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Bader, B., Stoermer, S., Bader, A.K. & Schuster, T. (2018). Institutional discrimination of women and workplace harassment of female expatriates: Evidence from 25 host countries. *Journal of Global Mobility*, 6(1), 40-58.

Baluku, M.M., Löser, D., Otto, K. & Schummer, S.E. (2018). Career mobility in young professionals: How a protean career personality and attitude shapes international mobility and entrepreneurial intentions. *Journal of Global Mobility*, 6(1), 102-122.

Bayraktar, S. (2019). A diary study of expatriate adjustment: Collaborative mechanisms of social support. *International Journal of Cross Cultural Management*, 19(1), 47-70.

Bebenroth, R. & Froese, F.J. (2020). Consequences of expatriate top manager replacement on foreign subsidiary performance. *Journal of International Management*, 26(2), 100730.

Charoensukmongkol, P. (2021). How Chinese expatriates' cultural intelligence promotes supervisor-subordinate Guanxi with Thai Employees: The mediating effect of expatriates' benevolence. *International Journal of Cross Cultural Management*, 21(1), 9-30.

Chen, Y. P., & Shaffer, M. (2018). The influence of expatriate spouses' coping strategies on expatriate and spouse adjustment: An interdependence perspective. *Journal of Global Mobility*, 6(1), 20-39.

Colakoglu, S., Yunlu, D.G. & Arman, G. (2018). High-skilled female immigrants: career strategies and experiences. *Journal of Global Mobility*, 6(3/4), 258-284.

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