Research Handbook of Expatriates

Edited by

Yvonne McNulty

School of Human Development and Social Services, Singapore University of Social Sciences, Singapore

Jan Selmer

Department of Management, Aarhus University, Denmark

Edward Elgar PUBLISHING

Cheltenham, UK • Northampton, MA, USA

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 3 04/04/2017 08:55

© Yvonne McNulty and Jan Selmer 2017

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical or photocopying, recording, or otherwise without the prior permission of the publisher.

Published by
Edward Elgar Publishing Limited
The Lypiatts
15 Lansdown Road
Cheltenham
Glos GL50 2JA
UK

Edward Elgar Publishing, Inc.
William Pratt House
9 Dewey Court
Northampton
Massachusetts 01060
USA

A catalogue record for this book
is available from the British Library

Library of Congress Control Number: 2016957243

This book is available electronically in the Elgaronline
Business subject collection
DOI 10.4337/9781784718183

ISBN 978 1 78471 817 6 (cased)
ISBN 978 1 78471 818 3 (eBook)

Typeset by Servis Filmsetting Ltd, Stockport, Cheshire

File supplied to L Wager for personal use - Not for sharing or posting

Contents

List of contributors viii
Foreword by J. Stewart Black xx
Preface xxiv
Acknowledgements xxvi

PART I HISTORY OF EXPATRIATE STUDIES AND ITS CURRENT STATE OF PLAY

1 Introduction: overview of early expatriate studies, 1952 to 1979 3
Yvonne McNulty and Jan Selmer

2 The concept of business expatriates 21
Yvonne McNulty and Chris Brewster

3 Expatriates: a thematic research history 61
Jan Selmer

PART II HISTORICAL AND CONTEMPORARY FOUNDATIONS OF EXPATRIATE STUDIES

4 Expatriate adjustment 83
Thomas Hippler, Arno Haslberger and Chris Brewster

5 Expatriate performance 106
Leanda Care and Ross Donohue

6 Expatriates to and from developed and developing countries 133
Lisa Clarke, Akhentoolove Corbin and Betty Jane Punnett

7 Global talent management: what does it mean for expatriates? 148
David G. Collings and Michael Isichei

8 Expatriates' safety and security during crisis 160
Anthony Fee

PART III TYPES OF EXPATRIATES

9 Self-initiated expatriates 187
Jan Selmer, Maike Andresen and Jean-Luc Cerdin

10 Lesbian, gay, bisexual, transgender and intersex (LGBTI) expatriates 202
Ruth McPhail

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 5 04/04/2017 08:55

11 Inpatriates: a review, synthesis and outlook of two decades of research 218
Miriam Moeller and B. Sebastian Reiche

12 Female expatriates: towards a more inclusive view 241
Kate Hutchings and Snejina Michailova

13 Millennial expatriates 261
Marian Crowley-Henry and Mary Collins

14 International business travellers, short-term assignees and international commuters 276
Liisa Mäkelä, Kati Saarenpää and Yvonne McNulty

PART IV EXPATRIATES IN DIVERSE COMMUNITIES

15 Military expatriates 297
Kelly L. Fisher

16 Missionary (religious) expatriates 316
Braam Oberholster and Cheryl Doss

17 Expatriate academics: an era of higher education internationalization 335
Jan Selmer, Jodie-Lee Trembath and Jakob Lauring

18 Sports expatriates 350
Harald Dolles and Birnir Egilsson

19 Expatriates in Aidland: humanitarian aid and development expatriates 368
Anthony Fee

PART V RESEARCHING EXPATRIATES AND EXPATRIATES AS RESEARCHERS

20 Methodological issues in expatriate studies and future directions 393
Phyllis Tharenou

21 Expatriate research for and with practitioners 416
Michael Dickmann

22 Case study research on expatriates 434
Julia Richardson

PART VI FUTURE DIRECTIONS IN EXPATRIATE RESEARCH

23 Biculturals, monoculturals and Adult Third Culture Kids: individual differences in identities and outcomes 451
Kathrin J. Hanek

24 Global families 468
Min Wan, Romila Singh and Margaret A. Shaffer

File supplied to L Wager for personal use - Not for sharing or posting

25 Publishing research on expatriates: advice for PhD candidates and early career researchers 490
Jan Selmer and Yvonne McNulty

Index 529

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 7 04/04/2017 08:55

Contributors

Maike Andresen (PhD, Helmut-Schmidt-University, Germany) is Professor of Human Resource Management at University of Bamberg in Germany. She has served as a visiting scholar at Copenhagen Business School and Tilburg University. She is a faculty member of a joint Masters programme in European Human Resource Management together with Vlerick Business School, EM Lyon, Radboud University Nijmegen, Luiss Business School and Riseba University. Maike has contributed numerous peer-reviewed articles to leading academic journals and to edited volumes, and published and edited ten books. She currently serves on several editorial boards of academic journals and book series including *Human Resource Management Journal* and *The International Journal of Human Resource Management*. Her primary research interests are in the area of international mobility, global career management, management and organization development, work flexibilization and diversity management.

Chris Brewster (PhD, London School of Economics, UK) is Professor of International Human Resource Management at Henley Business School, University of Reading, UK; Nijmegen University, the Netherlands; the University of Vaasa, Finland; and ISCTE, Lisbon, Portugal. He had substantial experience as a practitioner and gained his Doctorate from the LSE before becoming an academic. He researches in the field of international and comparative HRM. Chris has consulted with major international companies and international organizations such as the UN and the EU, and taught on management programmes throughout the world. He is a frequent international conference speaker. He has written or edited around 30 books, including, recently, the *Handbook of Research on Comparative Human Resource Management*, *Managing Performance Abroad: A New Model for Understanding Expatriate Adjustment* and *Varieties of HRM: A Comparative Study of the Relationship between Context and Firm*. He has also published more than 100 book chapters and more than 200 articles in refereed journals. In 2002, Chris was awarded the Georges Petitpas Memorial Award by the practitioner body the World Federation of Personnel Management Associations in recognition of his outstanding contribution to international human resource management; and in 2006 Chris was awarded an Honorary Doctorate by the University of Vaasa, Finland.

Leanda Care (PhD, Monash University, Australia) is research partner with Igamix Management and Consulting, Macau and Hong Kong, consulting in Asia's casino industry. She has coordinated MBA programmes at Asia Pacific International College, Melbourne and the University of Saint Joseph, Macau, where she established the Career Centre. Leanda is currently a Contributing Editor to the *Macau Daily Times* and manages the newspaper's virtual copy-desk team. She is academic editor for research projects in the Department of Management at Monash University. Leanda is frequently invited to comment on educational policy, careers and expatriation in Macau and has presented at conferences and business seminars in USA, Australia, Italy, Portugal, and throughout Asia. She has published in leading academic journals including the *International Journal*

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 8 04/04/2017 08:55

of Human Resource Management, in industry journals such as *Casino and Gaming International*, and magazines such as *Inside Asian Gaming*. She is an award-winning academic reviewer and an invited reviewer for journals and major conferences in her field. Current research interests include institutional support for mobile professionals, and academic honesty. In addition to a doctorate, Leanda holds an MBA from the Melbourne Business School, the University of Melbourne, Australia.

Jean-Luc Cerdin (PhD, Toulouse University, France) is Professor of Human Resource Management at ESSEC Business School in France. In addition to a Doctorate he also holds a MSc from the London School of Economics. He worked as a practitioner in human resource management before becoming an academic. He has served as a visiting professor at Rutgers University and University of Missouri St-Louis, and a visiting scholar at Wharton. He researches, publishes and consults in three primary areas: international human resource management, expatriation management, and career management. He has contributed numerous articles to academic and professional journals. He has also published books on expatriation and career management.

Lisa Clarke participated in the AFS Scholarship programme where she spent a year studying in Norway before acquiring a Bachelor of Arts Honours Degree in French with a Minor in Spanish (1994) from the University of the West Indies, Cave Hill Campus (UWI). She was then awarded a one-year contract to teach in France. After working in tourism for several years which saw her using her skills as far away as Kenya, armed with new qualifications of a Master of Science Degree (Distinction) in International Management (2004), she ventured into the area of Trade Negotiations at the Barbados Private Sector Trade Team and while there, attained a Certificate in International Trade Policy (2005). She also has certificates in Basic Accounting, Records Management, and Law and Business (2006). Lisa began to lecture part-time in the areas of culture and management in 2004 and to deliver workshops in French and Spanish at both the undergraduate and graduate levels at the UWI and is currently pursuing her MPhil/PhD in Management Studies with a focus on job insecurity, organizational commitment and well-being. She won a 'Distinguished Paper' award from the International Symposium on Business and Management in 2015.

David G. Collings (PhD, University of Limerick, Ireland) is Professor of HRM at Dublin City University Business School, Ireland, where he leads the HR Directors' Roundtable and is Joint Director of the Leadership and Talent Institute. He previously held academic appointments at the University of Sheffield, UK and National University of Ireland Galway and visiting appointments at King's College London and Strathclyde University, UK. His research and consulting interests focus on talent management and global mobility. A key focus of his recent work is on understanding how employees add value in organizations and how organizations can support key employee groups, including international assignees, in generating sustainable performance. In 2014 and 2015 he was named as one of the most influential thinkers in the field of HR by *HR Magazine* and in 2015 he was awarded the President's award for research by Dublin City University. He has published numerous papers in leading international outlets and seven books. He is currently editing *The Oxford Handbook of Talent Management* with Wayne Cascio and Kamel Mellahi. He sits on a number of editorial boards including *British Journal of Management*, *The*

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 9 04/04/2017 08:55

International Journal of Human Resource Management and *Journal of Management Studies*. He is Senior Editor at *Journal of World Business* and former Editor-in-Chief of *Human Resource Management Journal* and the *Irish Journal of Management*.

Mary Collins (EdD, Dublin City University, Ireland) works in the organization development and talent management field. Her current role as Senior Executive Development Specialist with RCSI Institute of Leadership involves working with senior leaders in the healthcare sector to develop their management and leadership capabilities. Mary is also involved in academic work with the IOL including lecturing on a range of Masters programmes and supervises research at masters and doctoral levels. Prior to joining RCSI, Mary was Head of Talent and Learning for Deloitte Ireland for seven years. Her research focus during her professional doctorate was looking at enhancing the psychological contract of 'Generation Y' in the professional service sector to enhance performance and engagement levels. She is now a regular conference and key note speaker in this area. Mary is an Accredited Professional Executive Coach with the Association of Coaching (AC) and is qualified in the use of a range of psychometric and personality assessment instruments. Mary is a graduate member of the Psychological Society of Ireland (PSI). Mary is one of the authors of a book published in 2014 with the Institute of Chartered Accountants titled *Managing Smart People and Other Professionals*.

Akhentoolove Corbin (PhD, University of the West Indies) is a lecturer in the Department of Management Studies (DOMS), Cave Hill Campus at University of the West Indies. Dr Corbin leads the Group For Leadership Competitiveness and Harmony (GLEACH), which is a DOMS research group dedicated to analysing and publishing papers related to the relationships between leadership, harmony in organizations and competitive outcomes. He has published refereed papers and articles in academic journals, magazines and daily newspapers spanning areas of leadership, human resource management and culture. In addition to his PhD, Dr. Corbin holds a BSc degree in Management from the University of the West Indies and is a graduate of the London School of Economics and Political Science (LSE) where he was awarded a MSc degree in Personnel Management and Industrial Relations with Distinction. He was awarded the 'Lecturer of the Year Award' in 2006 by students of the Social Sciences Faculty. As a practitioner, Dr Corbin has extensive experience in the fields of Human Resources Management and Service Quality Management, having worked in both public and private sector organizations. Specifically, he has worked in the hospitality sector as both Human Resource Manager and HR consultant. Dr Corbin is a member of several boards: Chairman, Barbados Productivity Council; Chairman, Barbados National Human Resource Development Advisory Council; Deputy Chairman, Cave Hill Campus, University of the West Indies, Academy of Sport Advisory Board; and Member, Board of the Barbados National Art Gallery Board.

Marian Crowley-Henry (PhD, Lancaster University, UK) is tenured at Maynooth University, Ireland, where she teaches and researches in the broad discipline of human resource management (HRM). Her research interests are in the areas of international HRM, migration, careers and identity. Her current research includes studies on Millennials' careers, the careers of skilled migrants, and the careers of lesbian, gay, bisexual and transgender (LGBT) employees. Marian has held prior lectureships at Ceram

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 10 04/04/2017 08:55

(now Skema) Sophia Antipolis (France) and Dublin Institute of Technology (Ireland). Her research has been published in peer-reviewed academic journals including *European Management Journal*, *Career Development International*, *Journal of Organizational Change Management* and *International Studies of Management and Organization*, as well as in edited book chapters. She regularly presents her work at international conferences. Prior to academia, Marian was employed in the Europe, Middle East and African headquarters of multinational organizations in Germany and France.

Michael Dickmann (PhD, London University, UK) is Professor of International Human Resource Management at Cranfield University, School of Management, UK. Michael lectures in the areas of international and strategic HRM. He first worked in Cranfield University during his PhD on International Human Resource Management (IHRM). After being the Global Head of Human Resources in a multinational corporation based in Munich, Germany he rejoined Cranfield to lead its work in the areas of national cultures, global mobility and IHRM. His research focuses on human resource strategies, structures and processes of multinational organizations, cross-cultural management, international mobility, global careers and change management. He is the director of the Cranfield MSc in Management, a highly innovative, practice-centred masters that incorporates an internship with leading-edge organizations. Michael has published more than 100 academic and professional papers and reports. He is the lead author of three books on international HRM and global careers, part of the acclaimed Routledge series on global human resource management. His latest book *International Human Resource Management – Contemporary HR Issues in Europe*, co-edited with Chris Brewster and Paul Sparrow, was published by Routledge in 2016. Since 2012 he has been the Editor of *The International Journal of Human Resource Management*. Michael has a first class Honours degree in Economics from London University and an MSc in Industrial Relations and Personnel Management from the London School of Economics and Political Science. Michael has several years of work experience with major consultancies and in industry. He has conducted a variety of consulting and research assignments with cutting edge multinational organizations mostly from the financial, automotive, telecommunications, chemical, electrical engineering and electronics industries. He has also consulted to humanitarian agencies, governments, and the United Nations. He has worked in his native Germany, Australia, the USA, Colombia, Spain and Britain, and speaks English and Spanish fluently.

Harald Dolles (Dr rer. pol., Friedrich-Alexander University Erlangen-Nuremberg, Germany) is Professor of Sport Management at Molde University College, Specialized University in Logistics, in Molde (Norway). He also holds a (part-time) Professorship in International Business at the University of Gothenburg, Centre for International Business Studies, Gothenburg (Sweden). Harald frequently contributes to scientific development in the fields of international business, international human resource management, Asian studies and sports management. Harald is Immediate Past Chair of the European Academy of Management (EURAM) Strategic Interest Group on 'Managing Sport', a network of academics, practitioners, athletes and sport officials whose interests revolve around aspects of internationalization, professionalization and commercialization of sports in theory and in practice. He also serves as European Editor to *Sport, Business and Management* published by Emerald. Harald has a publication stream of

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 11 04/04/2017 08:55

articles and books, most recently 'Advancing knowledge about governance, sponsorship and talent development in sports – Best Paper from the "Managing Sport" track at the EURAM Annual Meeting in Valencia 2014' (*Sport Business and Management*, 2015, with Winand), *Asian Inward and Outward FDI – New Challenges in the Global Economy* (Palgrave Macmillan, 2014, with Alvstam and Ström) and *Handbook of Research on Sport and Business* (Edward Elgar Publishing, 2013, with Söderman).

Ross Donohue (PhD, Queensland University of Technology, Australia) is Senior Lecturer in the Department of Management at Monash University, Australia. He is a registered psychologist and a member of the Australian Psychological Society. Ross has practised as an organizational psychologist for 15 years and has provided extensive consultancy work to industry and government. His current research interests relate to personality-environment fit and career change; the professional and career development of parliamentarians; the influences of emotional intelligence and transformational leadership on career advancement and performance; psychological contracts and organizational justice; the predictors of organizational commitment; expatriate performance; and the leading indicators of occupational health and safety. Ross has published in leading international journals such as the *Journal of Vocational Behavior*,*The International Journal of Human Resource Management*, *Human Resource Development International*, *Journal of Employment Counseling*, *Safety Science* and *Accident*, *Analysis and Prevention*, and has authored book chapters on careers and employment. He has co-authored a book on *Management Research Methods* published by Cambridge University Press.

Cheryl Doss (PhD, Trinity Evangelical Divinity School, USA) is Associate Professor of Mission at Andrews University in Michigan, USA and director of the Institute of World Mission, the missionary training organization of the Seventh-Day Adventist world church. The child of missionaries, she served with her husband, a seminary professor, as a nurse and teacher in the country of Malawi for 16 years. After returning to the US, she attained her Doctorate in Educational Studies with a minor in Intercultural Studies and began researching and writing in the areas of missionary family transition and intercultural education for missionaries. Since joining the Institute of World Mission in 2000, she has travelled extensively teaching intercultural studies to missionaries and church leaders from around the world.

Birnir Egilsson has an academic background in engineering management and sport management. Currently, he is a PhD student and lecturer at Molde University College, Specialized University in Logistics, in Molde (Norway). His research interests are targeting migration and integration issues in the sporting landscape and more recently operation management of professional institutions in sports. His PhD thesis project focuses on football, looking into the various supply chains of professional football clubs with the purpose of providing understanding of if, why and how football clubs utilize supply chain management strategies and practices.

Anthony Fee (PhD) is a Senior Lecturer at the University of Technology (UTS) Business School in Sydney. His research focuses on the experiences of global workers, particularly expatriates working within the international aid and development sector. He is an Associate Editor of the *Journal of Global Mobility* and the author of more than 50 articles, book chapters and conference papers, including publications in academic journals such

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 12 04/04/2017 08:55

as *Human Relations*, *Journal of World Business* and *The International Journal of Human Resource Management*.

Kelly L. Fisher (PhD, Monash University, Australia) is an Assistant Professor at the College of Business and Public Policy at West Chester University, USA. She completed her PhD in 2010 where she conducted a case study on combat leadership in a cross-cultural context. Her first teaching position was delivering a '3C' cultural competency course online to deployed airmen for the Air Force Cultural and Language Center. She has published in leading journals such as *Military Psychology* and *Journal of Organizational Behavior*, and presented at conferences sponsored by the Academy of Management (national and affiliates), International Leadership Association, Australian and New Zealand Academy of Management, and Inter-University on Armed Forces and Society, among others. Her research interests are at the intersection of leadership, culture, and context. Her prior career to academe was in the United States Navy.

Kathrin J. Hanek (PhD, University of Michigan, USA) is an Assistant Professor of Management in the Department of Management and Marketing at the University of Dayton. Dr Hanek studies the intersections between identity, culture, and decision-making processes and outcomes, with a particular interest in conflicting identities and contexts. Her research has been published in top journals such as the *Journal of Applied Psychology* and been presented at conferences such as the Academy of Management Annual Meeting. She earned a PhD and a Master's degree in Psychology from the University of Michigan and a Bachelor's degree magna cum laude in Psychology, Economics, and English from Northwestern University. Dr Hanek has received numerous accolades including the Pat Gurin Distinguished Lecture Award from the University of Michigan and the William A. Hunt Award from Northwestern University.

Arno Haslberger (PhD, Johannes Kepler Universität, Austria) is a Senior Research Fellow at Middlesex University in London, UK. He researches on cross-cultural adjustment and expatriate management. His research has appeared in *Human Resource Management* (US), *Journal of Managerial Psychology*, *The International Journal of Human Resource Management*, *European Journal of International Management*, *Human Resource Management Review*, and others. He has edited a book on self-initiated expatriates with Vlad Vaiman and written a book on expatriate adjustment with Chris Brewster and Thomas Hippler. He is on the editorial board of the *European Journal of International Management* and *The International Journal of Human Resource Management*. Arno has lived and worked in the United States, United Kingdom, Germany, and Spain. Besides working in academia, he has held human resources positions in multinational corporations. In addition to his doctorate in sociology, Arno also holds a Master of Science in Industrial Relations from Loyola University, Chicago.

Thomas Hippler (PhD, University of Limerick, Ireland) is a Senior Lecturer in International Management at the University of Essex (UK). His research interests are in the area of global mobility management, with his current research activities focusing on international assignments and expatriate adjustment. Questions relating to conceptual and methodological considerations in expatriate adjustment research are at the core of his present work. Other interests relate to the motives for seeking or accepting global mobility opportunities. Prior to joining the University of Essex, Thomas held faculty positions

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 13 04/04/2017 08:55

in human resource management and international business at Swansea University (UK) and Queen's University Belfast (UK). His work has been published in *Human Resource Management* (US), *The International Journal of Human Resource Management*, and others. His book (with Arno Haslberger and Chris Brewster) *Managing Performance Abroad: A New Model for Understanding Expatriate Adjustment* (Routledge Studies in Human Resource Development) was published in 2014. Thomas is a member of the Academy of Management, Academy of International Business and the International Academy of Intercultural Research. He serves on the editorial review boards of the *Journal of International Business Studies* and the *Journal of Managerial Psychology*. Thomas holds a PhD in International Human Resource Management.

Kate Hutchings (PhD, University of Queensland, Australia) is Professor of HRM in the Department of Employment Relations and Human Resources, Griffith University, Australia. Kate has held visiting research positions in Denmark, France, USA, and UK and has taught short courses in China and Malaysia. Kate has undertaken a range of management roles across universities, served on boards of not-for-profit organizations, and is a member of several international journal editorial boards. She has received a range of awards and commendations for her research from leading international conferences and journals. Kate has authored/edited four books, published a significant number of book chapters and journal articles and presented her research at a wide range of international conferences. Amongst others, her research has appeared in *Human Resource Management*, *Human Resource Management Journal*, *International Business Review*, *The international Journal of Human Resource Management*, *International Journal of Intercultural Relations*, *Journal of Management Studies*, *Journal of Organizational Behavior*, *Journal of World Business* and *Management International Review*. Her current research interests include: expatriate management; human resource management in developing economies; and women in international management – with a particular focus on Asia and the Middle East.

Michael Isichei is a PhD candidate at Dublin City University Business School, Ireland. Prior to beginning his doctorate he completed a Bachelor's degree in Business Management. He graduated with first class Honours and finished first in his class. His research interests focus on global mobility and the impact of cultural identity on receptivity to international assignments and performance while on assignments. While completing his PhD he has held a part-time lecturing appointment at Dublin City University Business School. He recently contributed to the *Encyclopedia of Human Resource Management*.

Jakob Lauring (PhD, Aarhus University, Denmark) is a Professor in the Department of Management, Aarhus University. Jakob's research interests are focused on different themes within international management; more specifically, expatriate management and multicultural teams (co-located and virtual). Jakob is an Associate Editor at the *Journal of Global Mobility*. Together with David Guttormsen he is editing a special issue in *International Studies of Management and Organization* on 'Neglected and silenced voices in cross-cultural management research'. Jakob has published more than 100 international articles in outlets such as *Journal of World Business*, *British Journal of Management*, *Human Resource Management Journal* and *International Business Review*.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 14 04/04/2017 08:55

Liisa Mäkelä (PhD) has completed two PhDs, one in the field of Work Psychology and another in the field of Business and Management. She works in the University of Vaasa, Department of Management, Finland as an Associate professor and her research interests lie in international workforce and related career paths, work–life interface, and occupational well-being. Another important line of Liisa's research focuses on leadership and occupational well-being. Liisa has published her research in journals such as *Human Resource Management*, *The International Human Resource Management Journal* and *Gender*, *Work and Organization*, and as several book chapters.

Yvonne McNulty (PhD, Monash University, Australia) is Senior Lecturer, School of Human Development and Social Services at Singapore University of Social Sciences, Singapore. She has previously held academic appointments at Shanghai University, and James Cook University Singapore where she was involved in the administration of the MBA programme. She has published nearly 100 academic articles, book chapters and conference papers on expatriates and expatriation, including in *Management International Review*, *Journal of World Business*, *International Journal of Intercultural Relations*, *Employee Relations*, *Personnel Review*, *Career Development International*, *Journal of Global Mobility*, and *The International Journal of Human Resource Management*, and her research has been extensively cited in the *New York Times*, *International Herald Tribune*, *Wall Street Journal*, *Financial Times*, BBC Radio and Economist Intelligence Unit. Yvonne's research interests include expatriate return on investment; expatriate families including the trailing spouse, dual-careers and third culture kids; expatriate divorce and the Hague Convention on International Child Abduction; expatriate entrepreneurs; expatriate crises; and non-traditional expatriates including single-parent, LGBT, split-family, overseas adoption, semi-retired, and female breadwinner families. Following a successful career in the Royal Australian Navy, Yvonne has since lived and worked as an academic in her native Australia, the USA, Singapore and China. She serves on the editorial boards of *International Journal of Business and Emerging Markets*, *International Journal of Multinational Corporation Strategy* and *Global Business and Organizational Excellence*, and is Associate Editor at the *Journal of Global Mobility* and *The International Journal of Human Resource Management*. Yvonne is the recipient of nine academic awards including the prestigious 'Personnel Review/ANZAM Best Doctoral Dissertation Award in Australia and New Zealand'. A regular consultant for clients that include Brookfield and the Permits Foundation, Yvonne is the lead author of *Managing Expatriates: A Return on Investment Approach* with Professor Kerr Inkson (Business Expert Press).

Ruth McPhail (PhD) is Professor at Griffith University, Australia. She has wide experience in management consulting, human resource management and leadership, having trained management teams in Australia, China, Malaysia, Thailand, the USA and India. Dr McPhail was previously a high school educator before becoming a Director of Human Resources in industry and later joining Griffith University. Her research interests include international human resource management, LGBT expatriates, LGBTI elders and aged care, and first year preparation and transition.

Snejina Michailova (PhD, Copenhagen Business School, Denmark) has been Professor of International Business at the University of Auckland Business School, New Zealand since 2005. She was Visiting Professor and Distinguished Visiting Professor at Aalto

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 15 04/04/2017 08:55

University School of Business, Finland in 2010 and 2013–2014, respectively. Her research in the areas of International Management and Knowledge Management has appeared in *Academy of Management Review*, *Academy of Management Executive*, *Journal of Management Studies*, *Journal of International Business Studies*, *Journal of World Business*, *Management International Review*, *International Business Review*, *The International Journal of Human Resource Management*, *Advances in International Management*, *Journal of International Management*, *Critical Perspectives on International Business*, *California Management Review*, *Long Range Planning*, *Management Learning*, *Journal of Knowledge Management*, *Organizational Dynamics*, *Technovation*, *Employee Relations*, *European Management Journal* and other journals. Snejina has co-edited books on cross-cultural management (Routledge), knowledge governance (Oxford University Press), women in international management (Edward Elgar Publishing), HRM in Central and Eastern Europe (Routledge) and research methodologies in non-Western contexts (Palgrave Macmillan). She is currently Associate Editor of *Critical Perspectives on International Business* and serves on the editorial boards of several academic journals. She has won numerous research awards as well as best paper and best reviewer awards.

Miriam Moeller (PhD, University of Mississippi, USA) is Senior Lecturer of international business at the UQ Business School, University of Queensland. She previously held a casual position at Bond University (Robina, Australia). Her primary research interest focuses on the impact of globalization on human resource management practices and processes, with a special interest in the impact on the inpatriate staffing method. Miriam's research is sensitive to global mobility as well as acculturative challenges. Her research has been published in the *Journal of International Business Studies*, *International Journal of Human Resource Management*, *Journal of World Business*, *International Journal of Intercultural Relations*, *International Business Review* and *Journal of Business Research*, among others. She serves on several editorial review boards including the *Journal of World Business* and *Journal of Leadership and Organizational Studies*.

Braam Oberholster (DBA) is Professor of International Business at Southern Adventist University in Tennessee, USA. In his home country South Africa, he served as lecturer and later as higher education administrator where he worked with, and administered member care to, expatriates. Prior to his current appointment he and his wife worked as a missionary expatriate family in Indonesia and Malawi in development project leadership, hospital administration, and higher education. His years of experience in three world regions (Africa, Asia, North America) equip him for the challenges cross-cultural managers face and help him to identify with missionary expatriates. He continues to be active in the international arena with presentations, research, and teaching on international business and community development topics in Argentina, China, Ghana, Kenya, Tanzania, and South Africa. His current research focuses on the areas of motivation for missionary expatriation, and exploring biblical foundations on business topics.

Betty Jane Punnett (PhD, New York University, USA), a native of St Vincent and the Grenadines, is Professor Emerita of International Business and Management at the Cave Hill Campus of the University of the West Indies. She has published more than 50 academic papers in a wide array of international journals. Recent books are *Management: A Developing Country Perspective*, *International Perspectives on Organizational Behavior and*

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 16 04/04/2017 08:55

Human Resource Management, and *Experiencing International Business and Management*. Her research interests are culture and management, and Caribbean issues in management and global competitiveness. Professor Punnett has been a Fulbright Fellow and was made an Academic Fellow of the *International Council of Management Consulting Institutes* in 2015. She co-edited a special issue of the *Canadian Journal of Administrative Sciences* on 'Leadership in Africa and the Diaspora' in December, 2014 and a special issue 'Using Cultural Metaphors to Understand Management in the Caribbean' of the *International Journal of Cross Cultural Management* in December 2012.

B. Sebastian Reiche (PhD, University of Melbourne, Australia) is Associate Professor and Head of Department of Managing People in Organizations at IESE Business School in Barcelona, Spain. His research focuses on international assignments and global work, international HRM, knowledge transfer, employee retention and careers, global leadership and cross-cultural management, and has appeared in academic outlets such as *Personnel Psychology*, *Journal of International Business Studies*, *Journal of Management Studies*, *Human Resource Management*, *Journal of World Business*, *International Journal of Human Resource Management* and *Strategic Entrepreneurship Journal*, among others. Further, he is co-editor of Routledge's 6th edition textbook on *Readings and Cases in International Human Resource Management*. Sebastian has received several awards from the Academy of Management, including the International HR Scholarly Research Award in two consecutive years, the Research Excellence Award from the IESE Alumni Organization, and multiple best paper and reviewer awards. His work has also featured in the international press, including the *Financial Times*, *The Economist*, *Forbes*, *BBC Capital* and *Handelsblatt*, among others. Sebastian is Associate Editor of *Human Resource Management Journal* and Guest Editor for *Journal of Management*, serves on several editorial boards, and regularly blogs on topics related to expatriation and global work (http://blog.iese.edu/expatriatus).

Julia Richardson (PhD, University of Otago, New Zealand) is Associate Professor of Human Resource Management at Curtin Business School, Curtin University, Perth, Australia. She has a diverse range of research interests located primarily in the study of careers, including internationally mobile professionals and the impact of international mobility on career experiences and opportunities. Her most recent work has explored the experiences of internationally mobile mining engineers, as well as a 'sub-study' of internationally mobile women operating in a male-dominated industry. Julia has also conducted research on immigrant professionals in Canada and the impact of their experiences on subsequent self-identity and professional status. In a more recent study, she is exploring the career transitions of elite athletes. The majority of Julia's work draws on qualitative research methodologies, including case studies, in-depth interviews and ethnography. She has published her work in several high-quality journals including *Human Relations*, *International Journal of Management Reviews*, *Management International Review*, *Journal of World Business* and *British Journal of Management*, amongst others. She is co-author (with Michael Arthur and Svetlana Khapova) of *An Intelligent Career: Taking Responsibility for your Work and Your Life* (2017, Oxford University Press).

Kati Saarenpää is a Doctoral student in Management and Organizations at the University of Vaasa, Finland. Her research interests include well-being, work and family relationship,

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 17 04/04/2017 08:55

work–family conflict, work–life balance, and coping. In her PhD research she examines how international business travellers and their partners experience travelling, what kind of negative work–family interactions couples face, and how they cope with negative work–family interactions arising as a consequence of frequent travel.

Jan Selmer (PhD, Stockholm University, Sweden) is Professor, Department of Management at Aarhus BSS, School of Business and Social Sciences, Aarhus University, Denmark. His research interest lies in cross-cultural management with a special focus on global mobility. For two decades, he has been an academic expatriate, most of the time in Hong Kong. He is the Founding Editor-in-Chief of the *Journal of Global Mobility: The Home of Expatriate Management Research* (Emerald). His academic production includes nine books and numerous journal articles in international peer-reviewed academic journals. His book, *Expatriate Management: New Ideas for International Business*, published in 1995 by Quorum Books, has become a classic text about the topic.

Margaret A. Shaffer (PhD, University of Texas Arlington, USA) is the Michael F. Price Chair of International Business at the Michael F. Price College of Business, the University of Oklahoma. Before joining UO, she was the Richard C. Notebaert Distinguished Chair of International Business and Global Studies at the Sheldon B. Lubar School of Business, the University of Wisconsin Milwaukee (UWM). She has also lived and worked in Hong Kong, a Special Administrative Region of China, for 11 years. She was a Professor of Management at the Hong Kong Baptist University, where she continues to teach as an Adjunct Professor. She also taught at the Hong Kong Polytechnic University, where she was involved in the administration of the Doctor of Business Administration programme. She is an active researcher in the areas of expatriation and cross-cultural organizational behaviour, and she has published extensively in leading academic journals, including the *Journal of Applied Psychology*, *Academy of Management Journal* and *Journal of International Business Studies*. She is on several editorial boards and is an associate editor for the *Journal of Global Mobility*.

Romila Singh (PhD) is an associate Professor at the Sheldon B. Lubar School of Business, the University of Wisconsin Milwaukee (UWM), USA. Romila's research focuses on examining organizational practices that influence attrition and persistence decisions of women engineers, uncovering the drivers of engineers' engagement with their workplaces, and developing effective career management practices for domestic and expatriate employees. She was a Co-Principal Investigator on two large National Science Foundation (NSF) grants that investigated engineers' persistence and turnover decisions. Romila's research has appeared in leading journals in management and vocational behaviour and has been cited in the *Harvard Business Review*, *Washington Post*, *Huffington Post* and the *Guardian*. She has also authored and co-authored several book chapters. Romila was invited to share her research findings at the National Academy of Engineering (NAE), Society for Women Engineers (SWE), American Association for University Women (AAUW), American Association for Advancement of Science (AAAS), and Women in Engineering Proactive Network (WEPAN). She currently serves on the editorial board of *Journal of Vocational Behavior* and is a Special Issues Editor for *Frontiers in Psychology*.

Phyllis Tharenou (PhD, University of Queensland, Australia) is the Executive Dean of the Faculty of Social and Behavioural Sciences at Flinders University, South Australia,

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 18 04/04/2017 08:55

a position she has held since 2010. Prior to that appointment, she was the Executive Director of Social, Behavioural and Economic Sciences (SBE) at the Australian Research Council, following being a Member and Chair of the SBE College of Experts. She has held a number of other administrative and academic appointments at the University of South Australia, Monash University, University of Queensland, Griffith University and the Queensland Institute of Technology. Earlier in her career, she was Executive Director for Human Resource Management in the Public Sector Management Commission of the Queensland Public Service. In addition to a doctorate, she holds a Bachelor of Arts (First Class Honours) and Master of Psychology from the University of Queensland from which she graduated as an organizational psychologist. She is recognized for her research on gender differences in managerial career advancement, international careers, training and development, and employee self-esteem, having published over 90 publications including in the world's top journals in her field such as the *Academy of Management Journal* and *Journal of Applied Psychology*. She is a Fellow of the Society for Industrial and Organizational Psychology (United States) and of the Australian and New Zealand Academy of Management.

Jodie-Lee Trembath has been a lecturer in professional and business communications at universities in Vietnam and Australia, and researches and publishes in the areas of expatriate management in higher education and university communications. She is currently a PhD candidate at the Australian National University in Canberra, Australia, undertaking an organizational ethnography of expatriate academics. Jodie-Lee holds degrees in education, communication and social research methods, and has worked as an internal communications specialist in a range of international environments.

Min Wan (PhD, University of Wisconsin Milwaukee, USA) is an Assistant Professor at the McCoy College of Business Administration, Texas State University, USA. She earned her Master's degree in Human Resource Management from China and her Doctoral degree in Organizational Science from the University of Wisconsin Milwaukee (UWM), USA. Min Wan's research interests include work–life balance, cross-domain communication technology and cross-cultural management.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 19 04/04/2017 08:55

Foreword

*J. Stewart Black, PhD**

My introduction to the world of expatriates came in 1978 when I became one. Up to that point I had never lived or worked outside the United States (US). Despite no previous experience or understanding, I moved to Japan to work full-time as a young missionary. What I encountered experientially then, we empirically know now: that on many if not most dimensions of culture, Japan and the US are quite far apart. Thus, I was introduced to the challenges and rewards of being an expatriate in a fairly intense way. The differences between the language, customs, culture and religion that I knew from the US and what I experienced in Japan could not have been greater. They were so large that early in my two-year experience I briefly thought about going back home. Ironically, it was getting close to quitting that actually inspired me to dig deeper and work harder to understand and speak the language, relate more effectively to the Japanese people, and adjust to the culture in general.

Nevertheless, because I lived in more rural parts of Japan and I saw very few other expatriates in Japan, my understanding of expatriation was based on my own experience and that of other missionaries who I knew. At the time, I had little to no idea what expatriation was like for athletes, business executives, government officials and so on in Japan, or in any other country for that matter. After two years I left Japan and returned to the US, fascinated not only with Japan but also with the whole issue of expatriation.

After earning a master's degree, I returned to Japan to work as a consultant in Tokyo. This time, in addition to my own experiences as an expatriate, I witnessed the experiences of many others, including TV personalities, business people, athletes and government officials, not just from the US but also from various other countries, as they lived and worked in Japan. I knew many of these individuals well enough that I also saw how their spouses and children experienced expatriation. In addition, my work as a consultant advising Japanese companies on their international expansions gave me significant exposure to the experiences of Japanese expatriates and their families in various parts of the world. In the process I became enamoured with trying to understand the nature of expatriation and the factors that made it more and less successful. As my good friends Yvonne and Jan point out in Chapter 1, the 'Introduction' of this *Research Handbook*, back in the 1970s research on expatriates was just getting started, and even into the 1980s there was no established body of theoretical or empirical work.

Frustrated that I had many more questions than answers about expatriates and expatriation, once again I returned to the US and began my own formal study and research of expatriates and expatriation, first as a PhD student at the University of California, Irvine, and subsequently as a faculty member at Dartmouth College. Some of that empirical work, with colleagues such as Hal Gregersen, Greg Stephens and the late Lyman Porter,

* Professor of Management Practice in Global Leadership and Strategy, INSEAD.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 20 04/04/2017 08:55

and more especially the theoretical work with colleagues such as Mark Mendenhall, Gary Oddou and Hal Gregersen, had some reasonable impact on the field. However, most of my early work and that of various scholars at the time focused primarily on business managers and executives sent on international assignments, and to a lesser extent on their families. While this was and continues to be an important population of expatriates, the field has grown far beyond.

For one category of expatriates, there has been a return to the past: the study of non-corporate expatriates. Back in the 1960s and even 1970s, this was a primary category of focus. This category includes missionaries, international aid workers, government officials and military personnel. The resurgence of research about this group of expatriates is important.

Even in the area of corporate expatriates, we have also returned to the past in the study of what one might term 'career expatriates', or those who move from one international assignment to another. Back in the 1970s and 1980s many corporate expatriates had this career pattern, because once one was 'out of sight, out of mind' career-wise it was hard to go home. While this category never really disappeared, it changed. Whereas previously such an international assignment pattern was unlikely to elevate one to top corporate leadership positions, in some companies it now is the dominant path to such positions. As a consequence, research on this group has re-emerged with a strong focus on the career issues and not just the expatriation challenges.

Within the corporate expatriate category, there has been an important and necessary increase of focus not just on the 'primary' expatriate but also on the spouse and children. Importantly, this research has not only included the personal expatriation issues of these related individuals but has also focused on the interactive social systems effects.

While traditional corporate expatriates sent on assignment for three to five years have been, and remain, a key group, companies have increasingly sent individuals on short-term assignments. As a consequence, scholars have tried to understand the nature of this set of expatriates and explored what is similar and different for them versus the more traditional international assignee.

As companies have globalized and recognized the value of a network of leaders around the world who have personal knowledge of and relationships with each other, they have increasingly brought foreign nationals into corporate and 'home' office locations in the form of 'inpatriation'. As this activity has grown, so too has the research on it and our understanding of the experience of this category of expatriates.

In addition, as more individuals have moved from temporary to permanent or localized status in a given country, scholars have increasingly studied this group of expatriates. This growing body of research is trying to understand what is similar or different for those living and working in a 'foreign' country on a very long-term rather than short-term temporary basis. In addition, scholars in this area are trying to understand the nature of work role adjustment when aspects of general cultural adjustment have been rendered less relevant because the individuals have already resided in the country for some time.

What is perhaps the newest set of expatriates for study are those who have self-initiated their expatriation rather than having been sent by an organization. Changes in work visa status and approval processes within the European Union in particular, as well as other countries such as Singapore, have given rise to individuals being able to move to a new country on their own in search of job and career opportunities. Scholars in this area are

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 21 04/04/2017 08:55

again trying to understand the expatriate experience for this set of people, and how it is similar to or different from the other categories mentioned.

From my perspective, this increase in the types of expatriates and the study of them is exceedingly helpful for the field. As is true of any scientific field, we need a pool of related yet diverse subjects in order to determine, from a theoretical standpoint and supported from an empirical perspective, what is common across types and what is unique by type. For a scientific field, this requires some scholars and researchers to look deeply within certain types of expatriates and, once enough is known within types, for other scholars to look across types.

In my view, this *Research Handbook* is a key step in that process. We now have enough research on particular types of expatriates that whole chapters in this *Research Handbook* can be dedicated to a review of that research, such as Chapter 9 in which Jan Selmer, Maike Andresen and Jean-Luc Cerdin focus on self-initiated expatriates. With the collection and review of the literature on the various categories and types of expatriates, it becomes easier to hypothesize about what is common and different, and why. This broader theory building is critical for the development of the field.

As Thomas Hippler, Arno Haslberger and Chris Brewster note in Chapter 4, the expatriate adjustment process, including the direct and interactive effects, can be conceptually quite complicated. However, this is true of any important social process. In social sciences there is no precedent for explaining 100 per cent of a phenomenon. Rather, what is needed is an understanding of the phenomenon across enough different situations that a theory can be built that identifies the dynamics that are relatively constant and why, as well as identifies dynamics that are heavily influenced by situational factors and what the most influential factors are and why. This theory building work needs to result in clearly articulated and testable hypotheses. This in turn enables the more consistent, and often more correct, operationalization of the key variables in the theory. All of this then subsequently enables the reliable comparability of results across studies.

While early work, such as my own with colleagues Mark Mendenhall and Gary Oddou, has tried to nudge the field in this direction with some modest success, more work is needed. For example, the two major meta-analytic studies done to date (Bhaskar-Shrinivas et al., 2005; Hechanova et al., 2003) used our theory as the organizing model, and while the results largely supported the theory, there were important non-significant findings. The authors of these meta-analytic studies pointed out that some of the non-significant findings may simply have been a function of different operationalization of variables rather than any underlying flaw in the theory. This is impossible to know until the field progresses to the point where different theories competing to explain the phenomenon are clear enough and contain both testable hypotheses and recommended operationalization of variables that they can engender better empirical studies that result in more definitive accumulation of evidence.

In pulling together this *Research Handbook*, Yvonne McNulty and Jan Selmer have helped the field to take an important step in this direction. The extant literature, both theoretical and empirical, is today large enough that consolidating it is a requisite step. This is exactly what the *Research Handbook of Expatriates* has done. It now remains the challenge of all scholars interested in this domain to leverage this monumental work and press forward with better theories containing testable hypotheses and solid operationalization of variables to drive better empirical work. I am confident that this new generation

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 22 04/04/2017 08:55

of theoretical and empirical work is forthcoming and that the *Research Handbook of Expatriates* will play a pivotal role in its emergence.

REFERENCES

Bhaskar-Shrinivas, P., Harrison, D.A., Shaffer, M.A. and Luk, D.M. 2005. Input-based and time-based models of international adjustment: Meta-analytic evidence and theoretical extensions. *Academy of Management Journal*, 48(2): 257–281.

Hechanova, R., Beehr, T.A. and Christiansen, N.D. 2003. Antecedents and consequences of employees' adjustment to overseas assignment: A meta-analytic review. *Applied Psychology: An International Review*, 52(2): 213–236.

File supplied to L Wager for personal use - Not for sharing or posting

Preface

This book arose out of a need for an expatriate research text that combined and synthesized more than 50 years of expatriate studies in one handbook. To convey a sense of the extensiveness of expatriate research, the book is organized around the most important domains in the field: its historical roots, types of expatriates, contemporary expatriate challenges, expatriates in diverse (non-corporate) communities, conducting expatriate studies, and future directions. In this volume, our aim was to have scholars contribute in particular content areas for which they are already, or are becoming, known. This has resulted in chapter contributions from well-known and 'famous' scholars, as well as those who will undoubtedly be famous in the future. The goal of the *Research Handbook* is: (1) to provide readers with a solid working understanding of the field of expatriate studies; and (2) to help readers acquire a cutting-edge understanding of the key findings and issues across a broad range of expatriate research areas, from scholars who are experts in those areas. The *Research Handbook* is primarily intended for use in international human resource management, global business, international business, and international management courses at all degree levels (undergraduate, MBA, MA and PhD). In addition, scholars from other fields interested in expatriate studies will appreciate the comprehensiveness of the topics published here.

A great deal of time and effort was devoted to making this *Research Handbook* as accessible as possible. We accomplished it by ensuring that the chapter structure was consistent throughout, with nearly every chapter containing an introduction and overview, extensive review of extant literature and relevant theories, current debates, suggestions for better use of theories and empirical data (gaps), and areas for future research. We specifically requested that each set of authors position their chapter as being written by an expert whose voice we wanted to hear. The result is the most comprehensive collection of chapters by authors specializing in expatriate studies in any publication to date. All the authors can attest to the rigorous peer review and editing process their chapter underwent (often through multiple revisions) before being deemed 'good enough' for publication. We are thankful to all of them for their flexibility, patience and good-naturedness.

The vision for this book was borne out of Yvonne McNulty's desire to help establish expatriate research (once and for all) as its own field of study. It is not to suggest that it was not already, but that there was yet to be published a comprehensive summary of the field's contribution. She shared this vision at the Academy of Management Meeting in Philadelphia in 2014 with Francine O'Sullivan, a publisher of management books at Edward Elgar Publishing, who was very supportive of the idea and waited six months for a proposal to be developed. Jan Selmer graciously agreed to be co-editor and we have subsequently shared the editorial duties between us, including selection of chapter topics and authors, management of the review process, chapter revisions, editing and graphic design. In a project that has taken well over two years to complete, we have had only one disagreement along the way (about the picture on the cover!). There is much to be said

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 24 04/04/2017 08:55

for choosing collaborators wisely, including our publisher, who it has been nothing short of wonderful to work with.

This *Research Handbook* contains six parts. It begins with an introductory chapter, which is followed by 24 chapters on different areas of expatriate research written by noted scholars in each of these topical areas. We used the editorial board listing in the *Journal of Global Mobility* as well as a list of publications in the same journal as a starting point to help identify the experts in our field and the most critical issues and topics. This initial review then led us to network with our colleagues to find and invite new expatriate researchers to join this prestigious endeavour. We hope that readers of this *Research Handbook* will come away with not just an extensive understanding of the field of expatriate studies, but also with excitement and passion for new ideas in expatriate research.

Yvonne McNulty
Jan Selmer
2017

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 25 04/04/2017 08:55

Acknowledgements

We thank Francine O'Sullivan at Edward Elgar Publishing for her ongoing support of this project; the authors for working so hard to write chapters that would meet our exacting standards; our mentors and colleagues who provided much needed advice and 'free reads' along the way, often at very short notice; and our families who have given us healthy distractions and nutritious meals as we (too often) toiled past midnight to get things done. The editors are also grateful to Singapore University of Social Sciences and Aarhus University (Denmark) for providing resources that supported the project from start to finish. We would also like to thank the authors of this *Research Handbook* for participating in the peer-review process.

We dedicate this book to the memory of two colleagues: Professor Nina Cole at Ryerson University (Canada), an inaugural Associate Editor at the *Journal of Global Mobility* and a colleague and friend with a passion for expatriate studies, who passed away after a long illness on 29 December 2015; and Professor Michael Harvey at University of Arizona (USA), a highly respected and distinguished author in our field and a colleague and mentor to many, who passed away suddenly on 30 July 2016.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 26 04/04/2017 08:55

PART VI

FUTURE DIRECTIONS IN EXPATRIATE RESEARCH

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 449 04/04/2017 08:56

25. Publishing research on expatriates: advice for PhD candidates and early career researchers

Jan Selmer and Yvonne McNulty

INTRODUCTION

> Today, publish or perish is hitting virtually all colleges and universities. As much as we may love to teach, without publishing we may not get a faculty position, tenure, and promotions. Publishing often affects our salaries and ability to move to a new position.
> (Lussier, 2010, p. vii)

> Most management scholars . . . are passionate about publishing good work in good journals in order to make a difference in the current body of organizational knowledge. [W]e also are motivated to do good work for the instrumental reasons of gaining a job, tenure and promotion. To a large degree, we measure whether we achieve our goals through our success in publishing . . . When a paper that we have labored over is rejected, it tells us that we have fallen short of the standards by which individuals are admitted into the eminent group [of successful academic researchers]. For faculty in research universities, the catchy phrase, 'publish or perish,' accurately describes the expected and required strategy for success. Without peer-reviewed publications, our careers will either come to a halt or change radically.
> (Day, 2011, p. 704)

One of the most effective ways for academics to demonstrate a contribution to new knowledge is to publish their research. Publishing in journals, conference proceedings and book chapters is an important form of scholarly communication that advances knowledge and derives results useful for practice. Publishing, especially in refereed journals, is also considered an important – if not essential – 'ticket to ride' if you wish to pursue an academic career in the expatriate studies field; in other words, no publishing, no academic career. As the quotes above suggest, publishing is the key criterion by which most academic institutions determine their faculty's value, and it has become the primary academic currency that is also valid internationally (Bedeian, 1996). While an abundance of articles and books have been devoted to the topic of how to write and publish in academia (e.g., Belcher, 2009; Boice, 1990; Croucher, 2015; Cummings and Frost, 1995; Huff, 1998; Lussier, 2010; Murphy, 1996), including a plethora of guides on journal and publisher websites (for example, Emerald at http://emeraldgrouppublishing.com/authors/index.htm), only a handful of articles relate specifically to publishing in the field of expatriate studies (e.g., Harzing, 1997, 2001). The most common way that many of us learn how to publish is to attend talks and workshops organized by doctoral committees or to be blessed with an exceptionally generous doctoral supervisor who 'shows us the ropes' (see Macauley and Green, 2007), otherwise a PhD graduate is unlikely to enter the academy with the necessary skills and knowledge required to negotiate the complex academic networks of authors, publishers, editors and editorial boards.

It was our idea to write a chapter that could provide a detailed account of publishing

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 490 04/04/2017 08:56

in the field of expatriate studies using our own experiences as active scholars publishing in this area: those of a very experienced, extensively published and widely respected semi-retired professor (Jan), and an early to mid-career researcher with a growing publishing profile (Yvonne). Our experiences are also based on extensive editorial board experience at peer-reviewed journals (a combined total of 12 journals between us), which includes managing a (newly launched) academic journal since 2013 at the *Journal of Global Mobility*, with Jan as editor-in chief and Yvonne as associate editor.

This chapter is designed to give voice to perspectives about publishing in the field of expatriate studies. We are nonetheless mindful that our experiences are related within the context of the institutions where we were trained and have since worked (for example, in Northern Europe, Hong Kong, Singapore, China and Australia) and are not necessarily generalizable across all geographies. It is balanced, however, by us both publishing in United States (US) and non-US journals and by serving on editorial boards across a range of publishers in different countries. It is further balanced by offering the perspectives of others in a table of resources (see Table 25.1). We strongly suggest that you check with your institution to clarify differences in publishing requirements pertinent to your particular situation compared to what you read here. While the chapter has been written with late-stage PhD and early career researchers in mind who may be new to learning the ropes about publishing, others may find the content equally helpful. Our intention is to provide a step-by-step guide that acknowledges the publish-or-pressure principle and a how-to guide for publishing research about expatriates, taking into account pros and cons that the publish-or-perish dilemma presents. We also provide an extensive list of references of the best books, articles, chapters, editorials and commentaries in the field of management that can help you to write and to get published in the expatriate studies field. Our goal is to provide a roadmap to explain not just how it can be done, but how it can be done well.[1]

We begin by discussing the publish-or-perish dilemma, including the challenges that female academics face in balancing work–family obligations as a result of the pressure to publish high-quality scholarship. We then discuss what to publish, including current research themes and where research on expatriates is most needed. This is followed by a discussion of how to publish, from engaging in the peer-review system and selecting co-authors, to the importance of building a publishing pipeline, the practice of writing, and learning to embrace rejection. Next, we discuss where to publish expatriate research, from conference proceedings and new outlets to specialist journals, and the pros and cons of each. We conclude with some personal reflections on the future of academic research on expatriates, and personal recommendations for further reading about getting published.

PUBLISH-OR-PERISH

There are not many aphorisms that enjoy more familiarity than 'publish-or-perish' in the academic world. For some it is an accepted principle of the profession; for others a dilemma as to whether (or not) to accept it as a fundamental requirement of their job;

[1] In order to provide meaningful examples, we use our own experiences to explain key concepts and to elaborate on key points. This does not imply that we are the experts but only that we feel far more comfortable discussing our own pitfalls and mistakes than those of our colleagues.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY_t.indd 492

File supplied to L Wager for personal use - Not for sharing or posting

Table 25.1 Selected resources for how to write and publish expatriate studies

Resource/location	Description of resource	Recommended for	
		Writing	Publishing
Books and Journals			
Belcher, Wendy Laura (2009), *Writing your journal article in 12 weeks: A guide to academic publishing success*, Thousand Oaks, CA, Sage.	Helps authors overcome anxieties and produce publications essential to succeeding in their fields. Each week, readers learn a particular feature of strong articles and work on revising theirs accordingly. At the end of twelve weeks, they send their article to a journal. Focuses specifically on humanities and social science journal articles.	✓	✓
Clark, Timothy, Mike Wright, and David J. Ketchen Jr (2016), *How to get published in the best management journals*, Cheltenham, UK, Edward Elgar.	Draws on insights from top journal editors and leading scholars in the field to provide a treasure trove of tips for publishing in the best management journals. Offers candid insights that are often held as secrets among senior faculty. Takes the reader behind the scenes of the journal review process.	✓	✓
Connelly, Rachel and Kristen Ghodsee (2011), *Professor mommy: Finding work-life balance in academia*, Lanham, MD, Rowman & Littlefield Publishers, Inc.	Provides practical suggestions from the authors' experiences together with those of other women who have successfully combined parenting with professorships. Written in clear, jargon-free prose with concise chapters for the time-constrained academic.		✓
Croucher, Richard (2015), *Publishing your research in scholarly journals: A street fighter's guide*, Amazon Digital Services LLC.	A short book, based on extensive editorial experience, to help those interested in publishing their research in scholarly journals or who are already doing that and wish to improve their performance. Provides systematic and practical advice and tips in a grounded way.		✓
Harzing, Anne-Wil (2011), *The publish or perish book: Your guide to effective and responsible citation analysis*, Melbourne, Australia, Tarma Software Research Pty Ltd.	Companion to the software program Publish or Perish (PoP), intended for all academic and non-academic readers who want to make better use of the PoP software and the Google Scholar database in general. Explains how to conduct effective searches for	✓	✓

04/04/2017 08:56

M4196-McNULTY_t.indd 493

File supplied to L Wager for personal use - Not for sharing or posting

	authors, journals, and research topics, conduct literature reviews and bibliometric studies, and select journals for publication.		
Journal of Scholarly Publishing, University of Toronto Press – https://www.utpjournals.com/Journal-of-Scholarly-Publishing.html	Published quarterly, *JSP* targets the unique issues facing the scholarly publishing industry today. Provides a balanced look from solutions to everyday publishing problems to commentary on the philosophical questions at large.		✓
Lussier, Robert N. (2010), *Publish don't perish: 100 tips that improve your ability to get published*, Charlotte, NC, Information Age Publishing Inc.	Written at the basic level for doctoral candidates and new faculty by an experienced professor in the management discipline. Tried and proven methods to get published.		✓
Silvia, Paul (2014), *Write it up! Practical strategies for writing and publishing journal articles*, Washington, DC, American Psychological Association.	Practical and revealing look at how productive researchers write strong articles. Offers systematic approaches to picking journals; cultivating the right tone and style; managing collaborative projects and coauthors; crafting effective Introduction, Method, Results, and Discussion sections; and resubmitting papers to journals.	✓	✓
Silvia, Paul (2007), *How to write a lot: a practical guide to productive academic writing,* Washington, DC, American Psychological Association.	Explains that writing productively does not require innate skills or special traits but specific tactics and actions. Shows readers how to overcome motivational roadblocks and become prolific without sacrificing evenings, weekends, and vacations.	✓	
Websites			
Academy of Management (2011), '*The Ethics of Research and Publishing*' – https://www.youtube.com/watch?v=I3wEmi1rMeQ&list=PL65B059BC12E75502.	YouTube eight-part series exploring questions in academic research and publishing on topics ranging from authorship, slicing data in publications, publishing, conference papers and presentations, and reviewing manuscripts to global ethics and plagiarism.		✓

04/04/2017 08:56

M4196-McNULTY_t.indd 494

File supplied to L Wager for personal use - Not for sharing or posting

Table 25.1 (continued)

Resource/location	Description of resource	Recommended for	
		Writing	Publishing
Emerald Publishing Group, '*For Authors: Support and Services*' -http://emeraldgrouppublishing.com/authors/index.htm.	Get practical tips and guidance on how to get work published and maximize dissemination. Hear what editors themselves look for in papers and contact experienced copy editors to help improve your paper. Includes a comprehensive set of "How to..." guides with advice direct from the publisher to maximize the chances of acceptance by your chosen journal.		✓
Articles			
Ahlstrom, D. (2015), 'Successful publishing in academic and scientific journals: Framing and organizing the scholarly paper', *International Journal of Higher Education Management*, 2(1), 106-120 – [download] http://ijhem.abrmr.com/admin/content/pdf/i-3_c-28.pdf.	Suggests that researchers in the social sciences are not well-trained in the situating, organizing, and writing of manuscripts and how they should be framed for publication. Addresses how to write clear introductions which form the basis for a complete and well organized manuscript that will improve the chances of publication.	✓	✓
Bedeian, A. (2003), 'The manuscript review process: The proper roles of authors, referees, and editors', *Journal of Management Inquiry,* 12(4), 331-338.	Reports the editorial experiences of 173 lead authors of articles published in the *Academy of Management Journal* and *Academy of Management Review*, over the period 1999 to 2001, to explore and critique their experiences during the manuscript review process. Reports that almost 25% indicated that in revising their manuscripts they made changes they felt were incorrect. Describes the proper roles of authors, referees, and editors.		✓

04/04/2017 08:56

M4196-McNULTY_t.indd 495

File supplied to L Wager for personal use - Not for sharing or posting

Cloutier, C. (2016), 'How I write: An inquiry into the writing practices of academics', *Journal of Management Inquiry*, 25(1), 69–84.	Discusses academic writing as a daily practice. Offers a lens through which researchers-as-writers can examine their own writing practices, and by so doing, expand their personal repertoires of practices and approaches for producing meaningful texts.	✓	
Daft, Richard L. (1995), 'Why I recommended that your manuscript be rejected and what you can do about it', in L.L. Cummings and Peter J. Frost (eds), *Publishing in the organizational sciences*, Thousand Oaks, CA, Sage, p.164-182 – http://sk.sagepub.com/books/publishing-in-the-organizational-sciences-2e/n14.xml.	Seminal article looking at the reasons for failure in the journal submission process by analysing the review process. Suggests that the review process is central to scholars' growth and development and can have an enormous impact, either positive or negative. Proposes seven guides for overcoming common manuscript problems.		✓
Day, N. (2011), 'The silent majority: Manuscript rejection and its impact on scholars', *Academy of Management Learning & Education,* 10(4), 704-718.	Explains why negative emotional responses to rejection are normal and predictable, and suggests ways the individual and the broader academic system can address the issue.		✓
Horn, S. (2016), 'The social and psychological costs of peer review: Stress and coping with manuscript rejection', *Journal of Management Inquiry*, 25(1), 11–26.	Examines the effects of peer rejections on individual scholars as (1) a threat, and (2) a challenge to scholarly identity. Draws on data from 411 international business scholars to highlight the extensive social and psychological costs of peer-review mechanisms.		✓

04/04/2017 08:56

M4196-McNULTY_t.indd 496

File supplied to L Wager for personal use - Not for sharing or posting

Table 25.1 (continued)

Resource/location	Description of resource	Recommended for	
		Writing	Publishing
'*Publishing in AMJ*', 2011 (Vol. 54) and 2012 (Vol. 55)	Seven-part series in which the editors give suggestions and advice for improving the quality of submissions to the *Academy of Management Journal*.		✓
Reio, T. (2011), 'Toward expert publishing practice', *Human Resource Development Review* 10(2), 119–122 – [download] http://hrd.sagepub.com/content/10/2/119.full.pdf.	Based on the experiences of an editor at *Human Resource Development Review* working with reviewers and authors in developing and publishing quality scholarship. Looks at the key characteristics of manuscripts that warrant rejection as opposed to those that merit publication.	✓	✓
Segalla, M. (2008), 'Publishing in the right place or publishing the right thing: journal targeting and citations strategies for promotion and tenure', *European Journal of International Management* 2(2), 122–127 – [download] http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.627.913&rep=rep1&type=pdf	Critiques the publication of scientific research in `high quality' journals and the effects of the business school ranking system.		✓

04/04/2017 08:56

and for still others it can be a problem in terms of attempting to achieve the kinds of publication success required for promotion (see Segalla, 2008 for an important critique). While in academic circles publish-or-perish is considered a principle of the profession, recent debates and commentaries suggest that it may in fact be a dilemma, and at worst, a problem (Adler and Harzing, 2009). What do we mean by this? The publish-or-perish principle has become a way of life in academia (Darnill, 1996; Day, 2011; Denning, 1997; De Rond and Miller, 2005) but it was not always this way. In the late 1960s, when Jan started his academic career at a university in Northern Europe, publishing academic articles on business administration was almost unheard of. Yes, one could write a few research reports and an odd scholarly book, but at that time he had not met a single academic colleague who had published an article about management in an international, peer-reviewed academic journal. Since their universities were not demanding it, few academics did it. Worse, not many of his colleagues had any idea how to do it, even if they had wanted to, due to lack of practice. This has changed dramatically.

Today, the pressure to publish research articles is considerable all over the world, but more so in the USA and other Anglo-Saxon countries (Van Dalen and Henkens, 2001; see George, 2012). Although heavily criticized (Adler and Harzing, 2009; Fanelli, 2013; Feller, 2002), assessing and differentiating publishing achievements has been simplified with the growing plethora of indices ranking academic outlets and their content (for example, Google Scholar, Social Science Citation Index, Web of Science, Scopus; Harzing, 2011). Publishing requirements have also been delineated by academic role. Teaching–research academics, for example, are meant to be scholars for whom developing new knowledge of a high academic standard in their field of expertise is a key role. Publish-or-perish is thus meant to be viewed as less a punishment than a pleasurable outcome of furthering their field's knowledge and excellence. The scientist-practitioner role also allows for researching, consulting, practice and business engagement, that adds to academic life and enhances teaching by making it more relevant. Conversely, many universities have 'teaching only' positions that do not require publications output but instead provide careers for excellent teachers without the need to develop new knowledge and research.

During our academic careers we have met many colleagues in the field of expatriate studies, as well as in other fields, who think that the pressure to publish research articles is mistaken (that is, a problem), especially since quite a few feel forced to do so in top-tier academic journals (Adler and Harzing, 2009; George, 2012). Most likely, some have had unhappy experiences trying to publish at this level and have subsequently given up altogether, lowered their expectations or altered their career ambitions (Day, 2011; Graham and Stablein, 1995). But there are also those who, having overcome the publish-or-perish dilemma, have adopted the principle as an academic career requirement and simply got on with it, although not without some sacrifice or reassessment of their career ambitions. While they, too, have likely encountered unhappy moments along the way, they have also learned to live with it and address it, with as little guilt and compromise as possible, and may even enjoy the challenge. We include ourselves in the latter.

While publish-or-perish is likely to remain a principle of the academic profession, we do not intend for it to seem like a punishment despite the fact that it can, at times, feel like an onerous undertaking. With a combined 50-plus years of publishing experience between us, we can attest that publishing becomes easier the more often you do it, and that once the necessary publishing skills are acquired, it can actually be a lot of fun, especially

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 497 04/04/2017 08:56

when working among teams of co-authors. There is nonetheless an ongoing debate about whether it is the quality or quantity of academic publications that matters more. In the Australian scene, quality overrides quantity as fostered by Excellence in Research for Australia (ERA)[2] where publishing in unranked, C or even B journals is often frowned upon. Doing so can result in a discipline ranking of 1 or 2 (both below world standards), for which a university will be punished. In many countries, there is an unspoken rule that it is better not to publish journal articles at all than to publish low-quality ones.

Consequences of Publish-or-Perish

What are the consequences of the ever-present pressure to publish? Some are inherently positive, for example a more stimulating intellectual environment (De Rond and Miller, 2005), particularly in conference proceedings, such as at the European Academy of Management (EURAM) with its dedicated expatriate management track, where new research ideas are typically introduced before being improved and published in journals. Without publishing, the field of expatriate management may not develop since new research findings may be unknown to others working on the same or similar topics (Clapham, 2005).

But the pressure to publish, particularly for promotion, may also lead to a focus on productivity rather than innovation (see Wright, 2016), where academics feel pressured to quickly churn out incremental output at the expense of research that is significant and of substance (see Bedeian, 1989; Bouchikhi and Kimberly, 2001; Denning, 1997; Mowday, 2011; Segalla, 2009). Davis (2015, p. 179), in his editorial about organizational research which we believe also applies to the field of expatriate studies, suggests that it can lead to a publishing system, that is:

> guided by standards of what journals will publish and what gets rewarded in scholarly careers. This system can promote novelty rather than truth and impact rather than coherence. The advent of big data, combined with our current system of scholarly career incentives, is likely to yield a high volume of novel papers with sophisticated econometrics and no obvious prospect of cumulative knowledge development.

Other negative consequences arising from efforts to publish quickly and/or to increase one's citation index include ethical issues of conference paper 'double dipping' (Lewellyn et al., 2016), and plagiarism, self-plagiarism and self-citations (Bretag and Carapiet, 2007; Bretag and Mahmud, 2009; Callahan, 2014; Honig and Bedi, 2012; Martin, 2013; see Harzing, 2011 for an excellent critique).[3] It can also lead to irresponsible scientific behaviour such as 'slicing and dicing', that is, publishing multiple papers from the same data set by carving it into tiny slices (see Honig et al., 2013; Schminke and Ambrose, 2011; and Bedeian et al., 2010); or 'cooking data', that is, falsifying results (Koocher and

[2] The Australian Research Council (ARC) is responsible for administering the ERA, Australia's national research evaluation framework. The ERA identifies and promotes excellence across the full spectrum of research activity in Australia's higher education institutions. See http://arc.gov.au/excellence-research-australia.

[3] A recent blog post at Harzing.com (http://www.harzing.com/publications/white-papers/authoring-esi-highly-cited-papers) tells the story of a bogus 'Super Author' engaging in unethical self-citation practices; for example, 85 per cent of the 512 citations to the Super Author's work come from the same journal, and 94 per cent of the 169 articles citing the Super Author's work come from the same publisher.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 498 04/04/2017 08:56

Keith-Spiegel, 2010). There is also the questionable practice of hypothesizing after the results are known ('HARKing'), that is, presenting a post hoc hypothesis (one based on or informed by one's results) in a research report or article as if it were an a priori hypothesis (Bosco et al., 2016; Kerr, 1998). Scientific misconduct is viewed extremely seriously, as a recent example illustrates in Singapore involving three research scientists linked to fraud:

> Their research was hailed as a breakthrough in the fight against killers such as obesity and diabetes. But now, at least three scientists working in top Singapore institutions and funded by major government organisations have been linked to scientific fraud in what could emerge as one of the biggest such cases here. So far, two of the researchers have left their posts and another has had his PhD revoked, and six of their papers have been retracted . . . Scientific misconduct is taken very seriously as false information can have a knock-on effect. In the current case, the retracted papers have already been cited by other researchers in their studies. NTU [Nanyang Technological University] said it was obliged to urgently correct the literature as part of its responsibility to the community. (Lin Yangchen, 2016, p. 3)

Women in Academia

The publish-or-perish dilemma is one that potentially affects female academics more than their male colleagues, due to the deeply held belief that 'breadwinner professors' with publishing responsibilities do not raise children. In their insightful book, *Professor Mommy: Finding Work–Life Balance in Academia*, Rachel Connelly and Kristen Ghodsee (2011) provide solid evidence and much-needed honesty (based on their own experiences) that 'faculty mothers' have for a long time struggled to find their place in academia and to be successful in doing so.[4] Indeed, while a recent study found that motherhood enhanced faculty women's engagement with their careers (Laney et al., 2014), other research shows that women who have children at a younger age are less likely to attain tenure, and have lower publication rates (Mason and Goulden, 2002). Moreover, while 41 per cent of full-time faculties in the US are female, more women are in the assistant professorship and lecturer or instructor ranks than those in the associate and full professor ranks (US Education Department, 2005). On the flip side, those who postpone having children for the sake of their careers face other potential challenges such as significantly reduced chances of childbearing or infertility, or needing to use medical interventions to do so. As the authors suggest:

> Between graduate school, postdoctoral fellowships and the tenure track, women often lose the thirteen or fourteen years of their life that are most physiologically optimal for childbearing because they are consumed with the demands of research, teaching and publication. Those who decide not to postpone motherhood face seemingly insurmountable challenges and often outright discrimination in the academy. (Connelly and Ghodsee, 2011, p. 4; see also Hewlett, 2002)

Decisions regarding when to have children, how many to have, or opting out of family life altogether (childlessness) can weigh heavily on the minds of young faculty women in terms of their ability to publish high-quality scholarship that can lead to professional success.[5]

---

[4] Also see Anne Sigismund Huff's (1990) insightful article, 'Wives – of the organization', and Marta B. Calás and Linda Smircich's (2007) response, 'Does everybody still want a wife?'.

[5] This is not to suggest that pursuing an academic career is not also challenging for male academics with children, but to instead highlight that the responsibility for primary caregiving for children typically falls on

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 499 04/04/2017 08:56

Institutional Fit

A very important aspect of publishing research is, first and foremost, to have a clear understanding of a particular university's publishing requirements, whether you are already on the faculty or thinking about applying for a job there. Notably, these obligations may not be quantified or even documented in writing. Lussier (2010) refers to 'institutional fit' as potentially the biggest barrier to academic career success; universities tend to have very different publishing requirements and it is critical to assess whether the requirements are a good fit with your own experience, skills, and current and future abilities. Since there tends to be some self-deception involved, a realistic assessment is crucial; being too optimistic about your own ability can lead to embarrassing failure (for example, an inability to get tenure). Being overwhelmed by publishing (and other academic career) requirements can similarly result in physical and psychological burnout, as can the mistaken belief that excellent teaching scores or extensive administrative or community service will make up for a weak publishing record. Lussier (2010) advises that you should not hesitate to leave a current employer for a better institutional fit, even if it means moving to a less prestigious but more realistic university setting or into a more suitable academic role, despite that it may impact on career goals and ambitions either temporarily or permanently.

Yvonne, for example, began her academic career as a working mother of two at an international university in Singapore in a full-time, tenure-track assistant professor position. While she enjoyed the teaching–research role, the demands of juggling work with her family life (that is, raising two young children under six, in a foreign country, with a husband frequently away on business trips) were often overwhelming. She switched to a part-time associate faculty (adjunct) role which she held for five years, before returning full-time as senior lecturer at a local Singapore university.[6] Our point is that institutional fit sometimes means temporarily forgoing the prestige (and struggle) of a job at a top-ranked university in order to find a role that works better for all facets of one's academic and personal life. No one option may be better than another; decisions about institutional fit are often a matter of catering to the needs of your family at different points in their lives. If you are a 'faculty mother' thinking about temporarily leaving the tenure track, it is important to remember that doing so does not amount to career failure, despite the sometimes enormous pressure to return to it as the only acceptable marker of academic success.

WHAT TO PUBLISH

Most academics agree that finding a niche area to publish in is one of the simplest ways to build a publications track record. A niche is a field of interest; for example, in our case here, expatriates. One way to decide on a niche topic is to think about areas in which you

women and wives, particularly in light of their pregnancy and breast-feeding role. For personal perspectives about integrating work and non-work in academia, see Quinn et al. (1996) and Huff (1996).

[6] The telling of this story is not to suggest that leaving the tenure track was an easy decision. Yvonne recommends three books that were especially helpful at the time and since: *Daring Greatly: How the Courage to be Vulnerable Transforms the Way We Live*, *Love*, *Parent and Lead* (2012) and *I Thought It Was Just Me (But It Isn't): Making the Journey from 'What Will People Think?' to 'I Am Enough'* (2007), both by Brene Brown; and *The Professor Is In: The Essential Guide to Turning Your PhD into a Job*, by Karen Kelsky (2015).

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 500 04/04/2017 08:56

are personally interested or in which you have some experience. Another is to take up an opportunity offered by a colleague to work together on a project, which can be a good way to get started on a niche topic. Jan's approach to finding a niche topic is to 'dig where you stand' and, by being an expatriate academic in Singapore and then Hong Kong, adjustment issues and the emerging dominance of China were as close to his personal situation as one could get. Hence the selected expatriate research niche he chose early in his career, which became a natural choice with high face validity. Yvonne has similarly focused her research on business expatriates and their families given her personal exposure to this community as the expatriate wife of a corporate chief executive officer.

Lussier (2010) suggests that while finding a niche is important, it is also critical to assess whether the topic is publishable at a level you can publish at; top-tier journals generally require newer and greater contributions to theory and knowledge than lower-ranked journals, and for a topic to catch and hold a reviewer's or editor's attention it must generally take on a 'grand challenge' or 'change the conversation' about that topic in some new and novel way (Colquitt and George, 2011). In Jan's case, in the mid-1990s, he started a specialization on expatriate adjustment, especially in China, which was a neglected niche despite the upturn of the Chinese economy acting as a magnet for foreign companies and their expatriates. Until today, it has resulted in more than 30 publications in mid- to top-tier journals. Yvonne has had similar success with her doctoral research on expatriate return on investment (ROI), which had never been studied before, resulting in nine articles and 12 conference proceedings; today she is the 'go-to' author whenever a book chapter or review about expatriate ROI is required (e.g., McNulty, 2014). Similar examples can be found across a range of international human resources management (IHRM) topics including strategic IHRM (Peter Dowling, Helen De Cieri), global talent management (Dave Collings), reconfiguration of expatriate adjustment (Thomas Hippler, Arno Haslberger), comparative IHRM (Chris Brewster), expatriates in Aidland (Anthony Fee), military expatriates (Kelly Fisher), repatriation (Mila Lazarova) and inpatriates (B. Sebastian Reiche).

It is a good idea to check with colleagues, senior professors, mentors and editors whether a topic idea is a good one that can be published. Conferences (including conference programmes) at, for example, regular meetings of the US Academy of Management (AOM), Australia and New Zealand Academy of Management (ANZAM), EURAM, British Academy of Management (BAM) and European Group for Organizational Studies (EGOS) are an excellent way to find out the latest hot topics in expatriate studies and to discuss ideas with like-minded and interested colleagues (including potential reviewers of your work).

Current and Emerging Themes about Expatriates

Looking at current themes in extant literature on expatriates, Chapter 3 of this *Research Handbook* provides an overview of major and minor themes. Besides the completely dominating theme of Adjustment, the next-largest theme is Expatriates in China, followed by Cross-Cultural Training, Careers, Women Expatriates, and Repatriation which are almost of the same size. These aggregations of topics in major themes reflect historical developments (see Kraimer et al.'s 2016 review) as well as current events, and you may prefer to search for less well-developed areas of research on expatriates when deciding

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 501 04/04/2017 08:56

what to publish, as for example suggested by the minor themes of Expatriate Academics, Security Issues, Third-Sector Expatriates, and Mentoring. As predicted by their rate of expansion, some of the minor themes can be characterized as especially 'hot' and may soon become major themes: for example, Chinese Expatriates, Talent Management, Language, Expatriate Academics, and Security Issues.

One of the most needed areas of research about expatriates is a focus on the realities of their day-to-day life. While most academics decide on a topic that interests them personally, some go directly to the source (expatriates and their managers) to ask what is troubling and relevant to them. Although rarely done, the findings of such studies tend to be founded on real problems and issues in the everyday lives of internationally mobile individuals. McEvoy and Buller (2013), for example, found that international human resource managers are most concerned with determinants in the decision to accept an offer of expatriation, why expatriates show so little interest in training, and perceived equity in rewards and benefits. While these studies may be less theoretically ground-breaking than they are descriptive, research of this type nonetheless provides valuable insight into the nuances and pitfalls of expatriation that academics have a tendency to idealize, generalize or ignore. At the very least, studies of this kind tend to be really interesting (Bartunek et al., 2006); interesting research, in turn, can inspire others to do additional scholarly work, and is likely to have a higher impact on the field by addressing more socially important issues (Barley, 2006; Davis, 1971; Dutton and Dukerich, 2006; see Starbuck, 2010 for an excellent critique). Examples of interesting research in expatriate studies can be found in this *Research Handbook*, for example, expatriates' safety and security during crisis (Chapter 8) and sports expatriates (Chapter 18). Other examples of emerging themes that we consider interesting include how individuals engaged in rotational, commuter and frequent business travel employment navigate work–life balance (e.g., Baker and Ciuk, 2015), the experiences of expatriate children (e.g., Weeks et al., 2010), diversity-related issues among non-traditional expatriates (for example, lesbian, gay, single parent, female breadwinners, split families; McNulty and Hutchings, 2016), and the extent to which stresses and strains of expatriate life result in burnout (Bhanugopan and Fish, 2006; Westman and Etzion, 2002). Our point is that the most-needed research on expatriates is not necessarily more incremental studies about adjustment, mentoring, and organizational support; rather, it is studies that uncover the often brutal reality of expatriates' everyday existence. The fast-developing theme on Security Issues is a prime example of how scholars in our field have responded to the increased threats of terrorist attacks and other emerging hazards that expatriates face (e.g., Czinkota et al., 2010). Another is Yvonne's ongoing research looking at the devastating causes and consequences of expatriate divorce (McNulty, 2015).

Gap-Spotting versus Problematization

Although a majority of new topics published in expatriate studies, like in most of the social sciences, is generated by 'gap-spotting' or, rather, 'gap-filling' (that is, adding to extant literature), new ways of generating interesting research questions would be through problematization by identifying and challenging assumptions underlying existing literature (Alvesson and Sandberg, 2011; Locke and Golden-Biddle, 1997; Sandberg and Alvesson, 2011). While gap-spotting and gap-filling may be conducive for supplementing

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 502 04/04/2017 08:56

and enriching previous research findings, and to settle issues of diverse opinions and incoherent results (commonly found in expatriate typology, taxonomy and replication studies; e.g., Andresen et al., 2014; Shaffer et al., 2012; Salamin and Davoine, 2015), problematization is an opportunity to break completely new ground, typically using exploratory conceptual modelling, critiques of theory and theory building (see Callahan, 2010 for guidance). Obviously, problematization takes longer and is a much more difficult task but, when done well, it is generally easier to publish in top journals, and the impact of such articles is generally far higher than gap-spotting and gap-filling studies. Recent examples in expatriate studies include Shaffer and Harrison's (2001) development and testing of a spouse adjustment model, Takeuchi's (2010) critical review of expatriate adjustment research, Kraimer et al.'s (2012) extension of expatriate turnover theory during repatriation, and Reiche et al.'s (2009) cross-level model of expatriates' use of social capital to create inter-unit intellectual capital.

Rigour–Relevance Debate

There has been an ongoing debate for decades about the rigour–relevance gap in management research and how to overcome it to better benefit practitioners (Daft and Lewin, 2008; Gulati, 2007; Hambrick, 1994; McGahan, 2007; Kieser et al., 2015; Rynes et al., 2001; Rynes et al., 2007; Thompson, 1956; Zhang et al., 2015). The debate centres on doing academic work that is useful for both research and practice, thus being rigorous *and* relevant (Cohen, 2007; Latusek and Vlaar, 2015; McGahan, 2007). Some assert that this gap is fundamentally unbridgeable because it is difficult to integrate knowledge that has been generated across and within different contexts, and almost impossible to expect that 'managers as co-researchers' will adhere to the rigour that academic scholarship requires (cf. Kieser and Leiner, 2009; 2012, p. 14). Others maintain that it can be overcome (cf. Hodgkinson and Rousseau, 2009; Shani and Coghlan, 2014; Tyler, 2006), albeit with a radical rethink. One approach that can be helpful to overcome the rigour–relevance gap in expatriate research is through scholar-practitioner professionals: people who are academically trained and who work in practice or as practice consultants, using theory and research to solve practical problems (Scully-Russ et al., 2013). Another is to focus less on trying to bridge or resolve the gap, instead using tensions associated with the gap itself to improve scholarly research and theorizing (see Bartunek and Rynes, 2014). While research with practitioners is still considered the optimal approach, the reality is that these research collaborations tend to be fraught with dangers and pitfalls for academic scholars and practitioners alike, as discussed in Chapter 21. Nevertheless, even if practitioners are not directly involved in research about expatriates, the managerial implications are of vital significance (see Bazerman, 2005; Mohrman et al., 2001), but often lacking. Indeed, commentaries (e.g., Bartunek and Rynes, 2010; Doh, 2010; Geletkanycz and Tepper, 2012; Kieser and Leiner, 2009) suggest that the 'implications for practice' section that typically comes at the end of a manuscript is little more than a 'tick the box' exercise to be done as quickly as possible, albeit poorly and with 'rhetorical features' that render their utility to practitioners as 'useless' and 'trivial' (Bartunek and Rynes, 2010, p. 100).

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 503 04/04/2017 08:56

Research Design and Methodological Fit

The research design of a study aiming to be published is often a key factor in the decision to desk reject a manuscript (that is, the manuscript will not even be sent out for a first review) because, once decided upon, the design of a study cannot be altered during the revision process (see Geringer et al., 2002 for best practice in IHRM research). Decisions relating to methodological fit, construct validity, and model testing and development are key areas that frequently lead to manuscript rejection (Bono and McNamara, 2011). Methodological fit is particularly important (see McGrath, 1964), being defined as 'internal consistency among elements of a research project – research question, prior work, research design and theoretical contribution' (Edmondson and McManus, 2007, p. 1155).

Common methodological mistakes in expatriate studies that can result in manuscript rejection include the use of inappropriate sample selection (for example, student participants, particularly undergraduates; Bello et al., 2009; Wintre et al., 2001), sampling procedures that are not appropriate to the research question (Bono and McNamara, 2011), and common method variance arising from rater effects, items effects or context effects (Conway and Lance, 2010; Podsakoff et al., 2003). A key reason for manuscript rejection in the field of expatriate studies in particular, and especially in top-tier journals such as the *Journal of International Business Studies*, is that a study is not 'sufficiently international'. In other words, while a study may be international in nature and based on single or multiple countries, it does not have enough (or any) 'cross-border or cross-cultural implications that generate new advances and developments' (Tung and Witteloostuijn, 2008, pp. 181–182). Notably, journals differ (even among the top tier) as to their interpretation of what it means to conduct an 'international study' (for example, see Kirkman and Law, 2005 for a different set of criteria for the *Academy of Management Journal*), thus a careful reading of editorial guidelines – before submission, and ideally before you begin writing – is crucial (see Reio, 2011; Rynes et al., 2005).

A number of excellent articles and books critique the advantages and disadvantages of choosing and then trying to publish studies from among a variety of research methods, such as:

- qualitative approaches (see Cassell and Symon, 2004; Creswell, 1998; Denzin and Lincoln, 2005; Golden-Biddle and Locke, 2006; Lee, 1999; Marshall and Rossman, 2006; Maxwell, 2005; Morgan and Smircich, 1980; Rossman and Rallis, 2003; Silverman and Marvasti, 2008), including case studies (see Eisenhardt, 1989; Eisenhardt and Graebner, 2007; Ellet, 2007; Ghauri, 2004; Siggelkow, 2007; Stake, 2005; Travers, 2001; Welch et al., 2015; Yin, 2009) and grounded theory (see Glaser, 1998; Strauss and Corbin, 1990);
- quantitative approaches (see Anderson et al., 2015; Bernard, 2000; Neuman, 2003; Saunders et al., 2007; Swift and Piff, 2014; Tabachnick and Fidell, 2013);
- multi-method approaches (Miles and Huberman, 1994); and
- mixed-method approaches (see Creswell, 2003; Creswell and Clark, 2007; Hesse-Biber, 2010a, 2010b; Jick, 1979; Sale et al., 2002; Sweetman et al., 2010).

Qualitative research is generally more difficult and time-consuming to conduct (Morse, 2002), much harder to write up (Pratt, 2009; Tracy, 2010), and takes longer to publish

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 504 04/04/2017 08:56

(see Gephart, 2004; Doz, 2011 for critiques, and Elliott et al., 1999 for guidance). It is nonetheless a very useful approach that Yvonne has adopted in most of her research, given that the unit of analysis is predominantly at the individual level (expatriates) where storytelling (Stake, 2005), sense-making (Glanz et al., 2001) and ethnography (Foley and Valenzuela, 2005; Van Maanen, 1988) provide the rich data needed to write compelling and interesting articles. Jan, on the other hand, has a preference for quantitative expatriate research and has stuck to it predominantly over the course of his 50-year career, having published more than 130 such articles, with a few exceptions (see for example Lauring and Selmer, 2010 for a recent ethnographic study).

Especially needed in the field of expatriate studies is research adopting underutilized or novel methods.[7] Barley (2006, p. 17) suggests that:

> Some papers are interesting precisely because their methods are so different from the ubiquitous secondary data sets, attitude surveys, and interviews of top managers that provide most of the grist for our field. Particularly interesting to me are methods that get close enough to behaviour to show how people wittingly or unwittingly build and maintain their social worlds.

One of the most under-utilized methodological approaches in expatriate research is longitudinal (panel) studies (see Barley, 1990; Ployhart, 2010), defined as those in which 'data are collected from a single sample at multiple points in time [to] provide the most direct and conclusive measure of change within an individual across time' (Fee et al., 2013, p. 300). Aside from the costs and time commitments required for researchers and participants, and despite calls for more longitudinal studies in international management in general (Caligiuri and Di Santo, 2001; Harrison et al., 2004; Mendenhall et al., 2002), and in expatriate research specifically (Hippler et al., 2015), only a handful of longitudinal expatriate studies have been published (e.g., Anderzen and Arnetz, 1997; Caligiuri et al., 1998; Fee and Gray, 2012; Fee et al., 2013; Firth et al., 2014; Reiche, 2012; Kraimer et al., 2012; Suutari and Brewster, 2003; Takeuchi et al., 2005; Tharenou, 2008; Tharenou and Caulfield, 2010). More are clearly needed. Journal editors are particularly interested in longitudinal data because they are inherently interesting and usually high impact resulting from their causal design (Burgelman, 2011).

Also needed are interdisciplinary studies (see Dunning, 1989; Molloy and Ployhart, 2012), defined as research that draws on and integrates ideas and methods from two or more disciplines, from which findings and conceptualizations could not have been obtained by relying on one discipline alone (Cheng et al., 2009). The field of career studies is particularly good at using interdisciplinary approaches (e.g., Khapova and Arthur, 2011; Lawrence, 2011; Parker et al., 2009) to extend theory and research with new methods and ideas, providing good examples as to how it can also be done in expatriate studies. Another interesting but underutilized approach is publishing research with meaningful null results (that is, those produced through rigorous research design; see Fanelli, 2011; Landis et al., 2014), which can often 'serve as key information for the usefulness and/or validity of the theory in question . . . to advance science and practice' (Landis et al., 2014, p. 164).

[7] See, for example, Worthen's (2014) study using craigslist ads to recruit respondents for qualitative interviews.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 505 04/04/2017 08:56

Nailing the 'Theoretical Contribution'

In contrast to an article that contains a weak 'managerial implications' section (and which still gets into a journal), a manuscript that fails to explicitly convey a study's contribution to theory can be difficult to get published (see Suddaby, 2014).[8] Research that extends, builds, develops and tests theory is especially needed in the field of expatriate studies given that the management field more generally (Ghoshal, 2005; Hambrick, 2005; Hitt et al., 2007), and the IHRM discipline most particularly (see Chapter 2 of this volume), has been criticized for being atheoretical and guilty of poor theoretical and conceptual development (see Colquitt and Zapata-Phelan, 2007 for a critique). Crafting the 'theoretical contributions' section takes skill and patience, with pure theory papers being even tougher to write and far more difficult to get published (Kilduff, 2006; Okhuysen and Bonardi, 2011; Rindova, 2008; Thomas et al., 2011). This is partly because what constitutes a theoretical contribution – 'a well-ordered whole, with a clear logic and explicated causal mechanisms' (Rindova, 2008, p. 300) – is a specialized skillset beyond the initial doctoral training of most scholars (see, for guidance, Eisenhardt and Graebner, 2007; LePine and Wilcox-King, 2010; Locke, 2007; Sandberg and Tsoukas, 2011; Sutton and Staw, 1995; Tung, 1991; Welch et al., 2011). Our own experience is telling: while Jan has published only two theory papers in his long and distinguished career (see Cerdin and Selmer, 2014; Selmer et al., 1998), Yvonne has been toiling away at her first theory paper since 2011, with only recent success. Our point is that the crafting and publishing of theory papers is based largely on tenacity and painful experience – that is, multiple manuscript rejections and ridiculous amounts of self-doubt – before finding success (Weick, 1989; Whetten, 1989). To do it well, Rindova (2008, p. 300) suggests: 'what makes a contribution novel is not that no one in the field ever thought about a given idea but that the idea is articulated, organized, and connected in a way that suggests new directions for researchers, who, hopefully, are already thinking about it'.

HOW TO PUBLISH

Publishing expatriate studies requires more than just writing a manuscript. There are other factors that can be just as important, such as finding co-authors, instilling the habit of 'writing practice', building a publishing pipeline, and developing a publishing strategy.

Finding – and Keeping – Co-Authors

The loneliest time in an expatriate scholar's publishing career is often during the doctorate when, in many instances, the research must be sole-authored to satisfy the requirements of a 'writing-and-research apprenticeship' that eventually leads to a graduate's successful

[8] It does not suggest that theory is all that matters; rather, that it is an important part of a well-rounded paper (see Schwarz and Stensaker, 2014 for a critique). Further, controversy abounds as to what 'theory' actually is, especially in the peer-review process where recommendations for 'more theory' are often made; in reviews, it is frequently used to (wrongly) suggest that more literature needs to be cited, which can inevitably result in a lack of development of new ideas (see commentary by Hambrick, 2005).

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 506 04/04/2017 08:56

entry into the academy.[9] Truth is, once the doctorate has been awarded, you need never sole-author again if you do not wish to. But selecting a co-author(s) is somewhat like choosing a matrimonial partner; it may last for life but could also quickly come to an end in a messy separation or divorce. Like marriage, finding good co-authors must be approached carefully, with patience and maturity, and by doing your homework before deciding that they are the one (that is, checking with other co-authors what it is like to publish with this particular person). Our own experience has taught us that it is important to work with scholars who: (1) have a good track record of publications in quality outlets that you aspire to emulate; (2) are preferably better than yourself (senior scholars can be excellent mentors); (3) are willing to do quality work (check their prior publications to be sure); and (4) can deliver on time and meet deadlines (absolutely crucial). We would add that it is critical to work with people who are good communicators and who will email ahead of time if a deadline needs to be postponed or if they are struggling with some aspect of the research and/or writing; finding out at the last minute or after a deadline has been missed that there are issues frequently signals the end of a co-authoring relationship. Needless to say, select people who also are interested in expatriates and/or your topic, and who complement your own skills and strengths.

Working with co-authors needs management, whether you plan a single article or a series of publications. General agreements ahead of time on author sequence (taking turns as the first author is common among long-term partnerships),[10] number of publications, target outlets, and timing and deadlines will simplify team management. It may also be worthwhile to agree on how to allocate the work, to increase productivity based on everyone's respective strengths and workload demands; Jan, for example, and especially in recent years, is typically researching and designing the survey instrument, conducting the quantitative analysis and then writing the 'method' and 'results' sections, whereas Yvonne usually tackles 'the first five pages' (the 'hook'; see Grant and Pollock, 2011), 'discussion/implications' and referencing. Important decisions must ideally be a matter for the team, in a participative manner, and especially when disagreements arise. In an honest and insightful commentary, Bartunek and Rynes (2014, p. 1196) explain how a recent disagreement during the publishing of their article nearly ended their own writing partnership:

> We (the authors) are very good friends. We have collaborated on research projects multiple times over the past 15 years. We expected that collaborating on this essay would go as smoothly as our other joint projects have gone. But somehow this particular collaboration was different. We discovered that we had very different ideas of what the essay should be about. As a result, it has gone through wildly varying drafts, with frequent disagreements about emphasis. These disagreements produced several impasses that delayed the final product and at one juncture threatened to unravel our friendship. In the end, it was mostly our desire to preserve our friendship and learn

[9] This is the requirement in Australia where Yvonne obtained her PhD. Notably, in some countries there could be two authors of a dissertation (Jan, for example, co-authored his dissertation in mathematical programming in Sweden). Dissertation by publication, which has become quite popular, implies even more than two authors, some of them already senior (sometimes as supervisor) to the candidate. In Denmark, this is solved with a 'declaration of co-authorship' stating each author's contribution. These declarations are also used in promotion cases.

[10] Author order matters in some countries, but not in others. In most Northern European countries, for example, it is more or less irrelevant; authors will get the same research rating, financial benefit or career impact wherever they are in the author sequence.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 507 04/04/2017 08:56

> from the tensions we were experiencing that kept us struggling with the article. We reminded ourselves that we were sitting on the same side of the table as we critiqued each other's drafts.

In expatriate studies, team writing is alive and well, as both temporary and long-term partnerships. Classic examples include co-authors J. Stewart Black, Hal Gregersen and Mark Mendenhall; Margaret Shaffer and David Harrison; Michael Dickmann and Noeleen Doherty; Vesa Suutari and Chris Brewster; and Jan Selmer and Jakob Lauring (who together have produced more than 40 journal articles in international, peer-reviewed academic journals since 2009).

Developing Writing Habits

There are a number of personal writing habits that can help you get published. The most important is to make time for writing on a daily or weekly basis (see Cloutier, 2016 for an inspiring account). Writing must be prioritized, rather than undertaken ad hoc and squeezed in only when everything else has been completed (for example, exam marking, lesson preparation, and so on). If you are serious about publishing (and if you are reading this chapter, then we assume you are), the practice of writing must become an effortless, and preferably daily, habit even if it consists of little more than 15-minute chunks. At a recent AOM[11] doctoral consortium, John Hollenbeck led an impassioned and inspiring session about 'The Three 50%'s of Writing': the initial 50 per cent is framing the issue(s) in the first five paragraphs (a successful manuscript will have five paragraphs that change the way we think, or what we believe, about a topic), followed by a second 50 per cent which presents the main idea(s) in the body of the manuscript, with a final 50 per cent being the writing style (often overlooked but absolutely critical). Based on his experience as a journal editor, Hollenbeck explained that: (1) editors look at the first five paragraphs as an indication as to whether to 'reject or keep reading'; and (2) resubmitting a revised manuscript is an act of persuasion that, when done well, usually leads to acceptance and publication. Jan holds the view, as founding editor-in-chief of the *Journal of Global Mobility* and as a reviewer for many other academic research journals, that the introductory part typically signals the quality of the rest of a submitted manuscript; a brilliant paper very seldom follows a poorly constructed and non-convincing introduction.

The practice of writing can be aided by specializing in a particular expatriate topic and by consistently writing on the same theme(s), thus building a profile as an expert. Aside from getting the recognition, it also simplifies the amount of work required since you become familiar with the expatriate literature within a specialist area, including new research, which you will then be on the lookout for. Presenting conference papers can further improve the quality and skill of writing because it provides a 'free and friendly

[11] A helpful way to get published is to become familiar with journal editors. One of the best – and easiest – ways to access these highly sought-after (and busy) people early in your career is to attend a doctoral consortium or seminar as a PhD student, as these forums nearly always have a journal editor (or two) participating. The editors give very generously of their time to meet with doctoral candidates in an exclusive peer-group setting that later in your career you might never have the chance to experience again. As a general rule of thumb, we encourage PhD candidates and early career researchers (ECRs) to attend as many consortiums as time and money permit, with a preference for attending those at high-quality, international conferences; for example, AOM, the Academy of International Business (AIB), EURAM, BAM, ANZAM.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 508 04/04/2017 08:56

read' on initial manuscript ideas before submitting an improved version to the much tougher audience of journal editors and reviewers. Moreover, volunteering to peer-review conference and journal articles can help new student writers overcome their lack of confidence by: (1) illustrating how, and more importantly how not, to write an article; and (2) exposing them to new research ideas and topics well before they appear in print (see Bedeian, 2003; Carpenter, 2009; Hartel and Arndt, 2011 for guidance). An article by Sullivan et al. (2010) on 'The why, what, and how of reviewer education: A human capital approach' provides solid advice as to 'why doctoral students need to be educated in order to be effective reviewers, what major topics should be covered in this training, and how certain techniques can be used to educate students while also enhancing their human capital and future career success' (ibid., p. 393).

Building a Publishing Pipeline

To be able to achieve a steady flow of expatriate publications, it is necessary to establish a publishing pipeline with something on the go at every stage (Moss et al., 2007). The six publishing pipeline stages are: (1) first manuscript draft (papers still being written); (2) submitted; (3) under review; (4) revise and re-submit (R&R); (5) acceptance; and (6) in-press (see Lussier, 2010 for an excellent overview and tips for building a pipeline). A healthy publishing pipeline will ideally have a number of papers active at every stage; thus, while you are waiting on an editorial decision for a newly submitted paper or one that is under review, work can continue on a paper at another stage in the pipeline, that is, completing a first draft or proofing an in-press article. The process is an excellent way to ensure that time spent writing is focused and productive. Crucial to its success are two key elements. The first is to visually organize the pipeline in such a way that, at a glance, you can see upcoming gaps that need to be plugged (for example, by using an Excel spreadsheet, e-mail inbox folders, or folders in MS Explorer); this has the added advantage of directing you to where next to devote your writing time and attention (for example, getting more first drafts written or pushing a backlog of R&Rs through to acceptance), with a minimum of fuss and organization. The second key element is to ensure that manuscripts are targeted at a range of ranked journals as opposed to sending every paper to a top-tier journal (this excludes, of course, Ivy League universities where nothing but top-tier will do; see Starbuck, 2005 for a critique). The advantage is that as manuscripts at mid-ranked journals have slightly lower rejection rates and are generally quicker to publish, you are setting up little 'wins' ('quickies') along the way to keep yourself motivated while waiting for the big payback from the top-tier journals. This is psychologically important given that the extremely challenging and brutal three- or four-year slog of top-tier journal publishing can depress and derail even the best of us. The most effective publishing pipelines are those that have a steady flow of ideas among various teams of co-authors in order to continuously feed them. Needless to say, both Jan and Yvonne have been using publishing pipelines for many years.

Developing a Publishing Strategy

A publishing strategy requires careful planning of two key elements: authorship and publishing outlets. Strategizing article authorship requires an understanding of the

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 509 04/04/2017 08:56

requirements of your (potential) institution. It is a common but often unspoken rule that some universities require faculty to demonstrate on their CV evidence of a range of authorship: sole-authored, co-authored, first-authored, and so on. It then allows selection and promotion committees to ascertain that a candidate can: (1) write high-quality research on their own (no riding of others' coat tails); (2) work in a team; and (3) lead a team of authors (take charge, leverage team dynamics and control politics). Typically, doctoral candidates in the Southern European countries are expected to publish articles arising from their PhD with the senior supervisor's name first and the researcher's name further down the list. Conversely, in the business discipline in Australia, PhD candidates who publish their work with supervisors are usually required to be first author (see the Vancouver Convention for guidelines),[12] to signal that they have done the majority of the idea conceptualization and the writing of the manuscript; that is, they have been the driver for getting the research done and getting the article published. At other institutions, second-author status often implies that this person contributed less to the manuscript than the first author, or that they played a mentoring or supervisory role but that their contribution was still critical. Third-, fourth- and fifth-author (and so on) status naturally suggests decreasing amounts of work and contribution. It is for this reason that some scholars tend to avoid co-authoring with more than three on a paper, given the diminishing returns and unspoken message it conveys. While first-author status remains country-specific, it is often highly sought-after (and in some cases fiercely contested, especially when egos come into play) because naming conventions when referencing three or more authors dictate that shortened citations (for example, the use of 'et al.') will only retain the first author's name, thus keeping them in the spotlight and increasing their profile while omitting the rest of the team. Limiting authorship on a paper to only two people has the same effect because shortened citations are not used on two-author papers. Our point is that author sequence is not a problem as long as everyone understands the convention.

There are many outlets where scholars in the field of expatriate studies can publish their work. Beyond using the journal ranking system to determine these outlets,[13] or the book ranking system for monographs and chapters,[14] a good publishing strategy will determine where to publish based on two further criteria: (1) an international versus national or regional journal (for example, *Journal of International Business Studies* versus *Asia Pacific Journal of Management*); and (2) a US versus non-US journal (for example, *Journal of World Business* versus *European Journal of International Management*). If you have your heart set on a job at a US university (even one day in the future), then be sure to publish at least some of your work in US journals as American institutions can be parochial about this publishing criterion (see George, 2012). There are several specific types of outlets for

[12] More information can be found by reading 'Recommendations for the conduct, reporting, editing, and publication of scholarly work in medical journals' (2015) at http://www.icmje.org/icmje-recommendations.pdf.

[13] See, for example, Australian Business Dean's Council (ABDC) in Australia (http://www.abdc.edu.au/pages/abdc-journal-quality-list-2013.html), 'ABS international guide to academic journal quality in the UK' (http://www.bizschooljournals.com/), Harzing's 'Journal quality list' (JQL) (http://www.harzing.com/resources/journal-quality-list), and the 'Financial Times Top 45' (FT45) (https://next.ft.com/content/3405a512-5cbb-11e1-8f1f-00144feabdc0).

[14] See Zuccala et al. (2015). Note that, like journals, book publishers vary in their quality and ranking; see https://expatacademic.wordpress.com/2010/11/23/who-in-the-world-is-dr-muller/ for an interesting debate about 'vanity press' publishers.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 510 04/04/2017 08:56

academic research that we outline below in order of prestige and standing, explaining the pros and cons of each. Do not forget that determining where to publish should be dictated by the requirements of your university.

Journals are of two types: refereed (peer-reviewed, usually double-blind) and editor-selected (non-refereed). Most of the academic research journals in the area of expatriate studies tend to be refereed, using a double-blind peer-review process where the editor selects reviewers, usually two or three, but neither the author nor the reviewers know the identity of the other party. Nevertheless, some very respectable academic journals are editor-selected, such as the *Harvard Business Review*. Bridging journals (for example, *Business Horizons*, *Organizational Dynamics*, *Global Business and Organizational Excellence*) and practitioner journals (for example, *HR Magazine* at the Society for Human Resource Management, SHRM; and *Mobility* at the Worldwide Employee Relocation Council) are often (but not always) non-refereed, and the editor selects the articles to be published, working directly with the author(s) on drafts. While there has been an ongoing debate about the effectiveness and outcomes of the peer-review process (e.g., Ashford, 1996; Bedeian, 2004; Driver, 2007; Mahoney, 1977; Miller, 2006; Raelin, 2008; Starbuck, 2003), to date it remains the backbone, and preferred method, of publishing in the field of expatriate studies (see Palmer, 2006).

Currently, most previously printed journals have shifted to an alternative electronic format, and authors may now receive an electronic copy of their published article instead of a printed one if they wish (Prabha, 2007). Journal articles accessible online through library subscriptions has become the most common way to source papers (Tenopir et al., 2009). When targeting journals as a publication outlet, there should be a matching of the journal's aims and scope with your manuscript, both in terms of the type of content (empirical, conceptual, review, theoretical) and the quality of that content. If needs be, contact the editor of the target journal if you are not sure about the fit (you can find their contact details online at the journal's webpage along with its mission and aims). Before submitting a manuscript, be sure to check that it has been written following all author guidelines and that it has the exact formatting required by the journal (Klingner et al., 2005; Lussier, 2010), as it shows respect for the editor's and reviewers' (unpaid) time.

Two advantageous and potentially quicker ways to publish an article are via special issues and specialist journals. A special issue appears in a more general journal (for example, *Human Resource Management*) and is focused on a particular topic or theme that is guest-edited by a team of expert authors in that area (Jan and Yvonne have both published articles in special issues, as well as guest-edited special issues for which we are able to add an introductory editorial article as a publication on our CV). If an author's area of expertise is especially niche, special issues are an excellent way to break into a field and/or to position your research among other (often high-profile) experts in the same field. Segalla (2009, p. 411) points out that special issues can receive higher citation counts as, by their nature, articles on a sole topic or theme are grouped together and can be found more easily:

> One of the great pleasures of editing a special issue for a journal is the opportunity to collect in a single volume the most interesting work on a specific theme. This provides a useful service for academic researchers and practitioners who certainly appreciate having a collection conveniently presented for easy discovery and citation.

File supplied to L Wager for personal use - Not for sharing or posting

Selection and promotion committees do not always view special issues in a good light as they are commonly perceived as being slightly easier to get a paper into, given that the number of authors you are competing with to get a paper accepted to a special issue is usually lower than for a general issue. Membership to list-serves (for example, AIB-L, CAREERNET, ENTREP, IMD-L, LDRNET-L, OB LIST, HRDIV-NET) is a good way to find out about a special issue call for papers (CFP) in expatriate studies. Occasionally special issues can be invitation only, to honour the passing of an esteemed colleague or to celebrate an important anniversary (for example, *Journal of World Business*'s 50th Anniversary edition in January 2016), or they can proceed with an open competitive call for papers much like a general issue (for example, *Management International Review*'s 50th Anniversary edition). In journals dedicated to publishing articles exclusively about a specific area of study (specialist journals), editors and members of editorial boards are all experts in that field. For example, in the field of expatriate studies, there is only one academic research journal that exclusively focuses on this topic: the *Journal of Global Mobility: The Home of Expatriate Management Research*. The advantage of submitting manuscripts to the *Journal of Global Mobility* is that not only will editors who are experts in this field receive the manuscript, but it will also be sent out to expert reviewers. As opposed to more general journals (for example, the *International Journal of Human Resource Management*, *Journal of World Business*, *Human Resource Management*, *Thunderbird International Business Review*, *Cross Cultural and Strategic Management*), this may prove to have decisive advantages since editors of non-specialist outlets may have neither the appropriate knowledge nor the teams of reviewers to evaluate a specialist manuscript in an appropriate way (see Segalla, 2008 for a critique). For authors submitting to specialist journals, this typically means that rather than receiving generic feedback of limited usefulness, specialist reviewers can provide crucial advice for developing the manuscript to a higher level. This regularly occurs at the *Journal of Global Mobility* and is what the journal is becoming known for, where developmental reviews are common and initially submitted manuscripts tend to improve considerably before they are published. Table 25.2 lists 22 academic journals that have published at least ten articles on expatriates during a 15-year period between 2000 and 2014. It illustrates that these may be suitable outlets for publishing expatriate studies since they have done so in the recent past, with the exception (potentially) of niche journals such as *International Tax Review*, *Compensation and Benefits Review* and *Journal of Travel Medicine* which will only publish expatriate studies related to their respective specialty.

Chapters in edited scholarly books are not uncommon in expatriate studies. Such chapters are usually refereed, by either a double-blind or an author-known review process, and the latter is the case for the chapters in this *Research Handbook*. Chapters are typically summaries or reviews of a particular field of enquiry and provide author(s) with more flexibility and freedom to voice their opinion or assert their expertise than they would be afforded in a refereed journal article. For this reason, authors are more often invited to write a chapter than to be found responding to an open call for papers. Chapters are generally, but not always, considered a less rigorous piece of writing. Many authors will avoid publishing new empirical data in chapters because edited books often do not show up in database searches, thus limiting the paper's opportunity to be found and cited.

Books (also known as monographs) can be of two kinds: authored or edited. In the latter case, the editor(s) invites authors to contribute chapters or sends out an open call

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 512 04/04/2017 08:56

M4196-McNULTY_t.indd 513

File supplied to L Wager for personal use - Not for sharing or posting

Table 25.2 Academic journals for publishing expatriate studies: annual average of articles on expatriates published[1]

Journal name[2]	Number of articles[3]	Volumes published[3]	Annual average of articles on expatriates published[4]
1. *Journal of Global Mobility*	30	2	15.0
2. *The International Journal of Human Resource Management*	170	15	11.33
3. *Journal of World Business*	40	15	2.67
4. *Human Resource Management*	24	15	1.6
5. *International Tax Review*	22	15	1.47
6. *Thunderbird International Business Review*	22	15	1.47
7. *Cross Cultural and Strategic Management* (formerly *Cross Cultural Management*)	20	15	1.33
8. *Personnel Review*	20	15	1.33
9. *International Studies of Management and Organization*	19	15	1.27
10. *Journal of International Business Studies*	18	15	1.2
11. *Career Development International*	17	15	1.13
12. *Compensation and Benefits Review*	13	15	0.87
13. *International Business Review*	13	15	0.87
14. *Journal of Management Development*	13	15	0.87
15. *Journal of Travel Medicine*	13	15	0.87
16. *Academy of Management Journal*	10	15	0.67
17. *Asia Pacific Business Review*	10	15	0.67
18. *Human Resource Development International*	10	15	0.67
19. *International Journal of Manpower*	10	15	0.67
20. *Journal of International Management*	10	15	0.67
21. *Journal of Managerial Psychology*	10	15	0.67
22. *Management International Review*	10	15	0.67

Notes:
1 Builds on the same database as Chapter 3 of this volume.
2 Number of articles ≥10.
3 Published 2000–2014.
4 Number of articles/volumes published.

04/04/2017 08:56

for chapters on a list-serve or e-mail list. Both kinds of books are usually peer-reviewed before publication, either by a team of reviewers or by a series editor. Although edited books (particularly handbooks such as this one) are gaining in popularity within our area, authored books have historically tended to target practitioners with a focus on practical advice rather than research-based evidence (see, e.g., McNulty and Inkson, 2013; Thomas and Inkson, 2009). Due to technical advances in the electronic distribution of books and book chapters by publishers, books are gaining in popularity along with other new forms of outlets for expatriate research.

Conference proceedings are becoming electronic and some do not even have complete proceedings such as, for example, the AOM annual meeting that only publishes the top 10 per cent of 'best papers' in the proceedings (a high honour indeed, considering that more than 2000 papers are accepted from more than 10 000 submissions, of which approximately 200 are then deemed 'best papers'). Proceedings are nearly always refereed, but to get published in the proceedings you typically need to have participated in the conference in question. A scholar may also become the editor of the proceedings (which counts as a publication in and of itself), but it is most of the time reserved for the chairperson of the conference or allocated to another member of the organizing team.

There are today several new and novel ways of publishing expatriate research such as electronic journals, open access journals and by self-archiving. Electronic journals are those that exist only in electronic form and can only be accessed online; there is no printed copy (Tenopir et al., 2009). Some people view electronic journals as implying that the journal is inferior, which is actually not the case; the field of physics, for example, is dominated by online journals and there is nothing wrong with either their prestige or their rigour. Open access journals make their full content available free of charge to anyone, often referred to as 'gold' open access (Atchison and Bull, 2015; Laakso, 2014), rather than charging an annual subscription fee to university libraries or individuals to allow them membership-only access to the journal's content. Although open access journals do not charge fees in exchange for access, publishers finance their publications by other means, usually by an article processing charge (APC) borne by the author (which may or may not be reimbursed by their institution). Open access means that articles can be found more easily online and potentially receive a higher number of citations. It is important to note here that bogus electronic open access journals do exist (also known as 'fake journals', 'hoax publications' and 'predatory publishers').[15] These clever scams solicit articles via spam e-mail and, using false credentials, claim to review and publish articles within four to 30 days, for a fee as little as US$150. Buyer beware! (And please do read Harzing and Adler's 2016 study of 45 predatory open access journals in the broader field of business and management, which equally applies to the field of expatriate studies.)

There are also so-called hybrid or author-pays models where publishers of subscription journals offer partial content available free of charge to anyone; this type of open access

[15] Jeffrey Beall, associate professor and librarian at the University of Colorado at Denver, has been following these journals and maintains an active blog (https://scholarlyoa.com) where he publishes an updated list of predatory publishers and journals, that is, those of questionable quality that require authors to pay publication fees. By 2016, the list included more than 1000 publishers and 1000 stand-alone journals. One particularly famous case reported is that of a paper entitled, 'Get me off your f——g mailing list'; see here for the story: http://www.vox.com/2014/11/21/7259207/scientific-paper-scam, and here: http://www.scs.stanford.edu/~dm/home/papers/remove.pdf.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 514 04/04/2017 08:56

is limited though to only those papers where authors have agreed to pay the APC to provide free access to their paper (Solomon and Björk, 2012), as is becoming increasingly common among many publishers in the expatriate studies field (for example, Taylor & Francis, Emerald). Fees are usually high. At Emerald, for example, you can publish your article via the Gold Open Access route for an APC of £995 or £1650, depending on the journal. Most authors will do this if their institution is providing the funds and/or they are mandated to make their work open access. If mandated but no funds are available, some publishers (for example, Emerald) will consider making an exception on a case-by-case basis (see http://emeraldgrouppublishing.com/openaccess.htm).

Self-archiving is the practice of depositing digital copies of your published work immediately upon publication in an open access repository online (for example, a personal website or institutional repository) (Jenkins et al., 2007). However, only articles in journals with a Sherpa-RoMEO 'green' publisher policy may be self-archived (Atchison and Bull, 2015; Mercer et al., 2007; Suber, 2012). Although copyright may be a problem, many publishers seem to acknowledge that copyright and open access can coexist in the scholarly publishing business (Coleman, 2007). Additional limitations from publishers may concern when content can be uploaded (upon publication, or some specified time afterwards, for example after a 24-month embargo), thus it is best to check the journal's homepage for more accurate information (Harnad et al., 2008; Laakso, 2014).

HANDLING MANUSCRIPT REJECTION

We end this chapter with advice about handling manuscript rejection, a sensitive issue that impacts on nearly all scholars in the expatriate studies field but which is rarely openly discussed (Ashford, 1996; see also Day, 2011 and Horn, 2016 for recent and timely exceptions). In short, although many scholars refuse to believe it, reviewers and editors actually want authors to succeed, even if when a manuscript is rejected it does not appear so. Unfortunately, too many authors at the point of rejection view editors as hostile and biased (see Miller, 2006), and perhaps even 'out to get them', based on a perceived but unfounded personal gripe (jealously, spite, politics, the wrong hair colour or shoe size; see Mahoney, 1977 for an early but still relevant critique about confirmatory bias). Whether authors perceive peer rejection as a threat or a challenge to their scholarly identity has been the subject of recent study (see Horn, 2016). Reio (2011, p. 121), in his editor's commentary about expert publishing practice in *Human Resource Development Review*, suggests that:

> We must take heed of what reviewers and editors tell us, without taking offense. We must remember that reviewers and editors will invariably make requests for clarification, recommendations for improvement, and more if you are fortunate enough to get an offer to revise and resubmit. Indubitably, these recommendations (remember, they are not commandments – there can be some wiggle room with editors) can sting, and too often novices miss the point that experts in the field are trying to help them present their work more skilfully . . . and for no charge whatsoever . . . Expert [writers] appreciate that risks must be taken to produce their best work; to my knowledge, there are no shortcuts.

Often, rejection, and especially a desk reject, is the result of choosing the wrong journal; for example, sending an empirical paper to *Academy of Management Review*, which

File supplied to L Wager for personal use - Not for sharing or posting

publishes only non-empirical research, or to *Human Resource Management Review*, which publishes only reviews. In these instances, authors need to accept the rejection, because they did not read carefully enough a journal's scope and mission (which is always available online). Other times a manuscript can be rejected because the topic or theme does not match what the journal publishes; for example, sending a paper about expatriate adjustment to *Compensation and Benefits Review* but failing to link it to expatriate remuneration (see Kilduff, 2007 for an excellent commentary). If you waste an editor's time by not doing the required homework, a desk reject is almost always guaranteed (see Daft, 1995; Reio, 2011). Other time-wasters include:

- not proof-reading a manuscript for typographical, structural, stylistic and grammatical errors before submission (make a paper easy to read);
- exceeding the word count by thousands (not hundreds); if it cannot be said well enough within the word limit, get professional editing assistance;
- failing to obtain (and pay for) professional academic editing assistance to improve grammar, especially if English is not the author's first language (professionals always do a better job than asking a favour from an English-speaking friend);[16]
- poor referencing (for which there really is no excuse); and
- plagiarism, which requires no further comment other than *don't ever do it*.

Needless to say, presenting your work in its best light from the start should be an easy hurdle to overcome; however, many editors (ourselves among them) can attest to how infrequently authors actually do it.

Since it is very rare for editors to accept a manuscript 'as is' after the first round of reviews, receiving an offer of R&R is a positive outcome (yes, you heard right: positive). How could it be anything else? The editor likes the paper and believes it has potential but it is not yet ready for publication. The fact is, if an editor does not like a manuscript they will not use up precious editorial resources to improve it. At this point, authors need to develop a thick skin and to view manuscript feedback not as a personal attack on their abilities, but as objective constructive criticism designed to make a good paper even better (see Seibert, 2006 for a wonderful critique of the R&R process). The best way of coping with reviewers' feedback is to follow the successful habits of award-winning scholars in top-tier journals (see Rynes, 2006), that is, to sleep on it after the first read and to then come back to it a few days later for a second or third read once your nerves have settled and your publishing focus has been regained.[17] But first – and without fail – always e-mail an immediate thank-you note to the editor for the R&R 'opportunity', even if at this point it might not be clear how you will tackle what is being asked. Gratefully accepting the offer of an R&R, unless the requested changes are next to impossible to undertake, is the best way to get an article published. Critical to achieving this goal is to: (1) keep

[16] See, as examples, http://document-doctor.co.uk, http://manuscript-proofreading.com, http://perfectwording.net/home.html.

[17] This rule of thumb is especially important if the news is not good, that is, your manuscript has been rejected. Even if in the heat of the moment you feel like lashing out, you must never, ever send a nasty e-mail to an editor if you disagree with their editorial decision. Instead, take the time to calm down and compose your thoughts; you will thank yourself for it later.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 516 04/04/2017 08:56

to the deadline for returning the revised manuscript by the requested date, or ask for an extension in a timely manner before the deadline (not on the date it is due or after it has passed; always show respect); (2) mark up using Track Changes or highlighted text the changes that have been made (provide a clear roadmap); and (3) send back with the revised manuscript a detailed, point-by-point, respectful and courteous, separate revision report outlining each and every suggestion made by the reviewers and how it has been responded to, including that if you disagree on a point made, an explanation has been provided as to why (Klingner et al., 2005).

While the R&R process may be arduous enough, particularly if a manuscript R&R is classified by an editor as 'high risk', the threat of or actual rejection decision after the first round of reviews or at a later stage can feel devastating, especially following multiple exhausting rounds of revisions, as often happens at top-tier journals such as the *Journal of International Business Studies* and *Academy of Management Journal* (see Seibert, 2006; Bergh, 2006; and Agarwal et al., 2006 for honest accounts). A negative emotional reaction to this outcome is normal and to be expected (Day, 2011; Rynes, 2006). Adopting a bigger-picture perspective often helps: if the goal is to publish the article, then it is necessary to recover from the shock as quickly as possible and to move on by finding another suitable outlet. It is important to remember that no one is immune to manuscript rejection despite how easy it may seem for some authors to get their work published, which includes even the top and most prolific scholars in our field (for example, Chris Brewster, Jan Selmer and Vesa Suutari, among others). If they can get over it (and they have), so can you. In an insightful commentary, Segalla (2008, p. 122) suggests that 'one might speculate that less time spent worrying about publishing in the "right" journal can actually increase a researcher's productivity and leave extra time to improve pedagogical skills'.

Jan's personal rule about publishing is simply to publish every manuscript he writes, somewhere and somehow. Rather than getting hung up on the prestige of top-tier journals (see Starbuck, 2005 for an excellent critique), and even though it often means sending a paper out several times to new journals, sooner or later he has always been able to get a paper published. Over a 50-year career, his 'win some, lose some' approach has served him well, as we are sure it has for other widely published and 'famous' scholars in our field.

That brings us to the delicate but straightforward question of the publication strategy. Should you publish only your best pieces of research and strive only for high levels of scientific impact (see Judge et al., 2007), or follow in the footsteps of Jan and try to publish everything that you write? For some individuals and other institutional and country settings, the quality of a publication is of dominant importance, that is, this is the only thing that counts. Although it appears to be more common globally, for other scholars in other circumstances (for example, Yvonne) it is more of a balancing act, weighing a myriad of personal and institutional pros and cons against each other. Plus, there is little agreement as to what a 'high-quality' journal publication actually is, when often an author can be waiting years until citation statistics become available to determine the impact. Although many academics use the various journal ranking instruments as proxies for the quality of published articles (Garfield, 1996), analyses show that not all highly cited articles are exclusively found in top journals (Lariviere et al., 2014). Our point is that the quality issue of a publication strategy may to a large extent be a foregone conclusion, determined by predetermined circumstances and the test of time.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 517 04/04/2017 08:56

CONCLUSION

Most expatriate scholars are passionate about publishing good-quality work in good-quality journals to extend knowledge, which may also help practitioners. Fortunately, when selecting a topic in the field of expatriate studies, there is much to choose from. Major and minor themes abound, and finding something suitable for expatriate research should not be a problem. Besides the historically developed areas of research, 'hot' minor themes reflecting current events are fertile ground in search of researchers. Co-authoring and developing your writing habits will help to move an initial topic idea to a completed manuscript ready for submission. Specializing in specific theme(s) may simplify an author's work, while creating and maintaining a publishing pipeline will multiply publications over time. However, it is important to learn how to submit a manuscript appropriately and how to deal effectively, and patiently, with the R&R process. Besides publishing in conventional academic outlets such as journals, chapters in edited books, edited and authored books, and conference proceedings, there are also novel types of outlets. Academics can now publish their research in electronic journals, open access journals and through self-archiving. But for scholars interested in research on expatriates, the *Journal of Global Mobility*, the only academic research journal exclusively focusing on this topic, has a decided advantage since it is managed by experts, reviewed by experts and read by experts. To a considerable extent, current topics published on expatriates tend to be associated with new events and circumstances in the life and work of these international workers. Although new topics and themes may also in the future be generated through filling gaps in the literature or through other ways, relevant and significant new scholarly research on expatriates will most certainly be published as a response to changing developments and contexts. Hopefully, this chapter will facilitate the publication of your research on expatriates.

HIGHLY RECOMMENDED FURTHER READING

Cropanzano, R. (2009), 'Writing nonempirical articles for *Journal of Management*: General thoughts and suggestions', *Journal of Management*, 35(6), 1304–1311.

Frost, Peter J. and M. Susan Taylor (eds), *Rhythms of Academic Life: Personal Accounts of Careers in Academia*, Thousand Oaks, CA: Sage. Available at http://sk.sagepub.com/books/rhythms-of-academic-life/d13.xml.

Hancock, Gregory and Ralph Mueller (2010), *The Reviewer's Guide to Quantitative Methods in the Social Sciences*, London: Routledge.

REFERENCES

Adler, N.J. and A.-W. Harzing (2009), 'When knowledge wins: Transcending the sense and nonsense of academic rankings', *Academy of Management Learning and Education*, 8(1), 72–95.

Agarwal, R., R. Echambadi, A. Franco and M. Sarkar (2006), 'Reap rewards: Maximizing benefits from reviewer comments', *Academy of Management Journal*, 49(2), 191–196.

Alvesson, M. and J. Sandberg (2011), 'Generating research questions through problematization', *Academy of Management Review*, 36(2), 247–271.

Anderson, David R., Dennis J. Sweeney, Thomas A. Williams, Jeffrey D. Camm and James J. Cochran (2015), *Quantitative Methods for Business*, Cincinnati, OH, South-Western College Pub.

File supplied to L Wager for personal use - Not for sharing or posting

Anderzen, I. and B. Arnetz (1997), 'Psychophysiological reactions during the first year of a foreign assignment: Results of a controlled longitudinal study', *Work and Stress*, 11(4), 304–318.
Andresen, M., F. Bergdolt, J. Margenfeld and M. Dickmann (2014), 'Addressing international mobility confusion – developing definitions and differentiations for self-initiated and assigned expatriates as well as migrants', *International Journal of Human Resource Management*, 25(16), 2295–2318.
Ashford, Susan J. (1996), 'The publishing process: The struggle for meaning', in Peter J. Frost and M. Susan Taylor (eds), *Rhythms of Academic Life: Personal Accounts of Careers in Academia*, Thousand Oaks, CA: Sage, pp. 119–127.
Atchison, A. and J. Bull (2015), 'Will open access get me cited? An analysis of the efficacy of open access publishing in political science', *Political Science and Politics*, 48(1), 129–137.
Baker, C. and S. Ciuk (2015), '"Keeping the family side ticking along": An exploratory study of the work–family interface in the experiences of rotational assignees and frequent business travellers', *Journal of Global Mobility*, 3(2), 137–154.
Barley, S. (1990), 'Images of imaging: Notes on doing longitudinal field work', *Organization Science*, 1(3), 220–247.
Barley, S. (2006), 'When I write my masterpiece: Thoughts on what makes a paper interesting', *Academy of Management Journal*, 49(1), 16–20.
Bartunek, J. and S. Rynes (2010), 'The construction and contributions of "implications for practice": What's in them and what might they offer?', *Academy of Management Learning and Education*, 9(1), 100–117.
Bartunek, J. and S. Rynes (2014), 'Academics and practitioners are alike and unlike: The paradoxes of academic–practitioner relationships', *Journal of Management*, 40(5), 1181–1201.
Bartunek, J., S. Rynes and R. Ireland (2006), 'What makes management research interesting, and why does it matter?', *Academy of Management Journal*, 49(1), 9–15.
Bazerman, M. (2005), Conducting influential research: The need for prescriptive implications', *Academy of Management Review*, 31(1), 25–31.
Bedeian, A.G. (1989), 'Totems and taboos: Undercurrents in the management discipline', *Academy of Management News*, 19(4), 1–6.
Bedeian, A. (1996), 'Thoughts on the making and remaking of the management discipline', *Journal of Management Inquiry*, 5(4), 311–318.
Bedeian, A. (2003), 'The manuscript review process: The proper roles of authors, referees, and editors', *Journal of Management Inquiry*, 12(4), 331–338.
Bedeian, A. (2004), 'Peer review and the social construction of knowledge in the management discipline', *Academy of Management Learning and Education*, 3(2), 198–216.
Bedeian, A., S. Taylor and A. Miller (2010), 'Management science on the credibility bubble: Cardinal sins and various misdemeanors', *Academy of Management Learning and Education*, 9(4), 715–725.
Belcher, Wendy Laura (2009), *Writing your Journal Article in 12 Weeks: A Guide to Academic Publishing Success*, Thousand Oaks, CA: Sage.
Bello, D., K. Leung, L. Radebaugh, R. Tung and A. Witteloostuijn (2009), 'From the editors: Student samples in international business research', *Journal of International Business Studies*, 40, 361–364.
Bergh, D. (2006), 'Editing the 2004 AMJ best article award winner', *Academy of Management Journal*, 49(2), 197–202.
Bernard, H. Russell (2000), *Social Research Methods*, Thousand Oaks, CA: Sage.
Bhanugopan, R. and A. Fish (2006), 'An empirical investigation of job burnout among expatriates', *Personnel Review*, 35(4), 449–468.
Boice, Robert (1990), *Professors as Writers*, Stillwater, OK: New Forms Press.
Bono, J. and G. McNamara (2011), 'Publishing in AMJ – Part 2: Research design', *Academy of Management Journal*, 54(4), 657–660.
Bosco, F., H. Aguinis, J. Field, C. Pierce and D. Dalton (2016), 'HARKing's threat to organizational research: Evidence from primary and meta-analytic sources', *Personnel Psychology*, 69(3), 709–750.
Bouchikhi, H. and J. Kimberly (2001), 'It's difficult to innovate: The death of the tenured professor and the birth of the knowledge entrepreneur', *Human Relations*, 54(1), 77–84.
Bretag, T. and S. Carapiet (2007), 'A preliminary study to identify the extent of self-plagiarism in Australian academic research', *Plagiary: Cross-Disciplinary Studies in Plagiarism, Fabrication, and Falsification*, 2, 92–103.
Bretag, T. and S. Mahmud (2009), 'Self-plagiarism or appropriate textual re-use?', *Journal of Academic Ethics*, 7(3), 193–205.
Brown, B. (2007), *I Thought It Was Just Me (But It Isn't): Making the Journey from 'What Will People Think?' to 'I Am Enough'*, New York: Avery.
Brown, B. (2012), *Daring Greatly: How the Courage to be Vulnerable Transforms the Way we Live, Love, Parent and Lead*, London: Penguin Life.
Burgelman, R. (2011), 'Bridging history and reductionism: A key role for longitudinal qualitative research', *Journal of International Business Studies*, 42(5), 591–601.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 519 04/04/2017 08:56

Calás, M. and L. Smircich (2007), 'Does everybody still want a wife?. Available at http://www.harzing.com/download/huff_calas.pdf. (accessed 14 June 2016).
Caligiuri, P. and V. Di Santo (2001), 'Global competence: What is it, and can it be developed through global assignments?', *Human Resource Planning*, 24(3), 27–35.
Caligiuri, P., M. Hyland, A. Joshi and A. Bross (1998), 'Testing a theoretical model for examining the relationship between family adjustment and expatriates' work adjustment', *Journal of Applied Psychology*, 83(4), 598–614.
Callahan, J. (2010), 'Constructing a manuscript: Distinguishing integrative literature reviews and conceptual and theory articles', *Human Resource Development Review*, 9(3), 300–304.
Callahan, J. (2014), 'Creation of a moral panic? Self-plagiarism in the Academy', *Human Resource Development Review*, 13(1), 3–10.
Carpenter, M. (2009), 'Editor's comments: Mentoring colleagues in the craft and spirit of peer review', *Academy of Management Review*, 34(2), 191–195.
Cassell, Catherine and Gillian Symon (2004), *Essential Guide to Qualitative Methods in Organizational Research*, London: Sage.
Cerdin, J.-L. and J. Selmer (2014), 'Who is a self-initiated expatriate? Towards conceptual clarity of a common notion', *International Journal of Human Resource Management*, 25(9), 1281–1301.
Cheng, J., W. Henisz, K. Roth and A. Swaminathan (2009), 'From the editors: Advancing interdisciplinary research in the field of international business – prospects, issues and challenges', *Journal of International Business Studies*, 40(7), 1070–1074.
Clapham, P. (2005), 'Publish or perish', *Bioscience*, 55(5), 390–391.
Cloutier, C. (2016), 'How I write: An inquiry into the writing practices of academics', *Journal of Management Inquiry*, 25(1), 69–84.
Cohen, D. (2007), 'The very separate worlds of academic and practitioner publications in human resource management: Reasons for the divide and concrete solutions for bridging the gap', *Academy of Management Journal*, 50(5), 1013–1019.
Coleman, A. (2007), 'Self-archiving and the copyright transfer agreements of ISI-ranked library and information science journals', *Journal of the American Society for Information Science and Technology*, 58(2), 286–296.
Colquitt, J. and G. George (2011), 'Publishing in AMJ – Part 1: Topic choice', *Academy of Management Journal*, 54(3), 432–435.
Colquitt, J. and C. Zapata-Phelan (2007), 'Trends in theory building and theory testing: A five-decade study of the *Academy of Management Journal*', *Academy of Management Journal*, 50(6), 1281–1303.
Connelly, Rachel and Kristen Ghodsee (2011), *Professor Mommy: Finding Work–Life Balance in Academia*, Lanham, MD: Rowman & Littlefield Publishers.
Conway, J. and C. Lance (2010), 'What reviewers should expect from authors regarding common method bias in organizational research', *Journal of Business and Psychology*, 25(3), 325–334.
Creswell, John W. (1998), *Qualitative Inquiry and Research Design: Choosing among Five Traditions*, Thousand Oaks, CA: Sage.
Creswell, John W. (2003), *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*, Thousand Oaks, CA: Sage.
Creswell, John W. and Vicki L. Plano Clark (2007), *Designing and Conducting Mixed Methods Research*, Thousand Oaks, CA: Sage.
Croucher, Richard (2015), *Publishing Your Research in Scholarly Journals: A Street Fighter's Guide*, Amazon Digital Services LLC.
Cummings, Larry L. and Peter J. Frost (1995), *Publishing in the Organizational Sciences*, Thousand Oaks, CA: Sage.
Czinkota, M.R., G. Knight, P.W. Liesch and J. Steen (2010), 'Terrorism and international business: A research agenda', *Journal of International Business Studies*, 41(5), 826–843.
Daft, Richard (1995), 'Why I recommended that your manuscript be rejected and what you can do about it', in Larry L. Cummings and Peter J. Frost (eds), *Publishing in the Organizational Sciences*, Thousand Oaks, CA: Sage, pp. 164–182.
Daft, R. and A. Lewin (2008), 'Rigor and relevance in organization studies: Idea migration and academic journal evolution', *Organization Science*, 19(1), 177–183.
Darnill, A. (1996), 'Publish or perish', *Accountancy*, 118(1237), 97.
Davis, M. (1971), 'That's interesting! Towards a phenomenology of sociology and a sociology of phenomenology', *Philosophy of the Social Sciences*, 1(4), 309–344.
Davis, G. (2015), 'Editorial essay: What is organizational research for?', *Administrative Science Quarterly*, 60(2), 179–188.
Day, N.E. (2011), 'The silent majority: Manuscript rejection and its impact on scholars', *Academy of Management Learning & Education*, 10(4), 704–718.
Denning, P.J. (1997), 'A new social contract for research', *Communications of the ACM*, 40(2), 132–134.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 520 04/04/2017 08:56

Denzin, N. and Y. Lincoln (2005), *The Sage Handbook of Qualitative Research*, Thousand Oaks, CA, Sage.
De Rond, M. and A.N. Miller (2005), 'Publish or perish: Bane or boon of academic life?', *Journal of Management Inquiry*, 14(4), 321–329.
Doh, J. (2010), 'Introduction: Implications for practice: Core contribution or afterthought?', *Academy of Management Learning and Education*, 9(1), 98–99.
Doz, Y. (2011), 'Qualitative research for international business', *Journal of International Business Studies*, 42(5), 582–590.
Driver, M. (2007), 'Reviewer feedback as discourse of the other: A psychoanalytic perspective on the manuscript review process', *Journal of Management Inquiry*, 16(4), 351–360.
Dunning, J. (1989), 'The study of international business: A plea for a more interdisciplinary approach', *Journal of International Business Studies*, 30(3), 411–436.
Dutton, J. and J. Dukerich (2006), 'The relational foundation of research: An underappreciated dimension of interesting research', *Academy of Management Journal*, 49(1), 21–26.
Edmondson, A. and S. McManus (2007), 'Methodological fit in management field research', *Academy of Management Review*, 32(4), 1155–1179.
Eisenhardt, K. (1989), 'Building theories from case study research', *Academy of Management Review*, 14(4), 532–550.
Eisenhardt, K. and M. Graebner (2007), 'Theory building from cases: Opportunities and challenges', *Academy of Management Journal*, 50(1), 25–32.
Ellet, W. (2007), *The Case Study Handbook: How to Read, Discuss, and Write Persuasively about Cases*, Boston, MA: Harvard Business School Press.
Elliott, R., C.T. Fischer and D.L. Rennie (1999), 'Evolving guidelines for publication of qualitative research studies in psychology and related fields', *British Journal of Clinical Psychology*, 38(3), 215–229.
Fanelli, D. (2011), 'Negative results are disappearing from most disciplines and countries', *Scientometrics*, 90(3), 891–904.
Fanelli, D. (2013), 'Any publicity is better than none: Newspaper coverage increases citations, in the UK more than in Italy', *Scientometrics*, 95(3), 1167–1177.
Fee, A. and S. Gray (2012), 'The expatriate-creativity hypothesis: A longitudinal field test', *Human Relations*, 65(12), 1515–1538.
Fee, A., S. Gray and S. Lu (2013), 'Developing cognitive complexity from the expatriate experience: Evidence from a longitudinal field study', *International Journal of Cross Cultural Management*, 13(3), 299–318.
Feller, I. (2002), 'Performance measurement redux', *American Journal of Evaluation*, 23(4), 435–452.
Firth, B., G. Chen, B. Kirkman and K. Kim (2014), 'Newcomers abroad: Expatriate adaptation during early phases of international assignments', *Academy of Management Journal*, 57(1), 280–300.
Foley, Douglas and Angela Valenzuela (2005), 'Critical ethnography: The politics of collaboration', in Norman Denzin and Yvonna Lincoln (eds), *The Sage Handbook of Qualitative Research*, Thousand Oaks, CA: Sage, pp. 217–234.
Garfield, V. (1996), 'The significant scientific literature appears in a small core of journals', *Scientist*, 10(17), 13–14.
Geletkanycz, M. and B. Tepper (2012), 'From the editors: Publishing in AMJ Part 6 – Discussing the implications', *Academy of Management Journal*, 55(2), 256–260.
George, G. (2012), 'From the editors: Publishing in AMJ for non-US authors', *Academy of Management Journal*, 55(5), 1023–1026.
Gephart, R. (2004), 'Qualitative research and the *Academy of Management Journal*,' *Academy of Management Journal*, 47(4), 454–462.
Geringer, J., C. Frayne and J. Milliman (2002), 'In search of "best practices" in international human resource management: Research design and methodology', *Human Resource Management*, 41(1), 5–30.
Ghauri, Pervez (2004), 'Designing and conducting case studies in international business research', in Rebecca Marschan-Piekkari and Catherine Welch (eds), *Handbook of Qualitative Research Methods for International Business*, Cheltenham, UK, and Northampton, MA, USA: Edward Elgar Publishing, pp. 109–124.
Ghoshal, S. (2005), 'Bad management theories are destroying good management practices', *Academy of Management Learning and Education*, 4(1), 75–91.
Glanz, L., R. Williams and L. Hoeksema (2001), 'Sensemaking in expatriation: A theoretical basis', *Thunderbird International Business Review*, 41(1), 101–119.
Glaser, Barney G. (1998), *Doing Grounded Theory: Issues and Discussions*, New York: Sociology Press.
Golden-Biddle, Karen and Karen Locke (2006), *Composing Qualitative Research*, Thousand Oaks, CA, Sage.
Graham, Jill W. and Ralph E. Stablein (1995), 'A funny thing happened on the way to publication: Newcomers' perspectives on publishing in the organizational sciences', in Larry L. Cummings and Peter J. Frost (eds), *Publishing in the Organizational Sciences*, 2nd edn, Thousand Oaks, CA: Sage Publications, pp. 113–131.
Grant, A. and T. Pollock (2011), 'From the editors: Publishing in AMJ Part 3 – Setting the hook', *Academy of Management Journal*, 54(5), 873–879.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 521 04/04/2017 08:56

Gulati, R. (2007), 'Tent poles, tribalism, and boundary spanning: The rigor–relevance debate in management research', *Academy of Management Journal*, 50(4), 775–782.
Hambrick, D. (1994), 'What if the academy actually mattered?', *Academy of Management Review*, 19(1), 11–16.
Hambrick, D. (2005), 'Just how bad are our theories? A response to Ghoshal', *Academy of Management Learning and Education*, 4(1), 104–107.
Harnad, S., T. Brody, F. Vallières, L. Carr, S. Hitchcock, Y. Gingras, C. Oppenheim and E.R. Hilf (2008), 'The access/impact problem and the green and gold roads to open access: An update', *Serials Review*, 34(1), 36–40.
Harrison, D., M. Shaffer and P. Bhaskar-Shrinivas (2004), 'Going places: Roads more and less traveled in research on expatriate experiences', *Research in Personnel and Human Resources Management*, 23(4), 199–247.
Hartel, C. and F. Arndt (2011), 'Some thoughts about reviewing: An editor's and newcomer's perspective', *Journal of Management and Organization*, 18(2), 281–283.
Harzing, A.-W (1997), 'Response rates in international mail surveys: Results of a 22-country study', *International Business Review*, 6(6), 641–665.
Harzing, A.-W (2001), 'Are our referencing errors undermining our scholarship and credibility? The case of expatriate failure rates', *Journal of Organizational Behavior*, 23(1), 127–148.
Harzing, Anne-Wil (2011), *The Publish or Perish Book: Your Guide to Effective and Responsible Citation Analysis*, Melbourne: Tarma Software Research.
Harzing, A.W. and N.J. Adler (2016), 'Disseminating knowledge: From potential to reality – new open-access journals collide with convention', *Academy of Management Learning and Education*, 15(1), 140–156.
Hesse-Biber, S. (2010a), 'Emerging methodologies and methods practices in the field of mixed methods research', *Qualitative Inquiry*, 16(6), 415–418.
Hesse-Biber, S. (2010b), 'Qualitative approaches to mixed methods practice', *Qualitative Inquiry*, 16(6), 455–468.
Hewlett, S.A. (2002), 'Executive women and the myth of having it all', *Harvard Business Review*, 80(4), 66–73, 125.
Hippler, T., C. Brewster and A. Haslberger (2015), 'The elephant in the room: The role of time in expatriate adjustment', *International Journal of Human Resource Management*, 26(15), 1920–1935.
Hitt, M., P. Beamish, S. Jackson and J. Mathieu (2007), 'Building theoretical and empirical bridges across levels: Multilevel research in management', *Academy of Management Journal*, 50(6), 1385–1399.
Hodgkinson, G.P. and D.M. Rousseau (2009), 'Bridging the rigour–relevance gap in management research: It's already happening!', *Journal of Management Studies*, 46(3), 534–546.
Honig, B. and A. Bedi (2012), 'The fox in the hen house: A critical examination of plagiarism among members of the Academy of Management', *Academy of Management Learning and Education*, 11(1), 101–123.
Honig, B., J. Lampel, D. Siegel and P. Drnevich (2013), 'Ethics in the production and dissemination of management research: Institutional failure or individual fallibility?', *Journal of Management Studies*, 51(1), 118–142.
Horn, S. (2016), 'The social and psychological costs of peer review: Stress and coping with manuscript rejection', *Journal of Management Inquiry*, 25(1), 11–26.
Jenkins, C., Probets, S., Oppenheim, C. and B. Hubbard (2007), 'RoMEO Studies 8: self-archiving: the logic behind the colour coding used in the Copyright Knowledge Bank', *Program-Electronic Library and Information Systems*, 41(2), 124–133.
Jick, T. (1979), 'Mixing qualitative and quantitative methods: Triangulation in action', *Administrative Science Quarterly*, 24(4), 602–611.
Judge, T., D. Cable, A. Colbert and S. Rynes (2007), 'What causes a management article to be cited – article, author, or journal?', *Academy of Management Journal*, 50(3), 491–506.
Kelsky, K. (2015), *The Professor Is In: The Essential Guide to Turning Your PhD into a Job*, New York: Three Rivers Press.
Kerr, N. (1998), "HARKing': Hypothesizing after the results are known', *Personality and Social Psychology Review*, 2(3), 196–217.
Khapova, S.N. and M.B. Arthur (2011), 'Interdisciplinary approaches to contemporary career studies', *Human Relations*, 64(1), 3–17.
Kieser, A. and L. Leiner (2009), 'Why the rigour–relevance gap in management research is unbridgeable', *Journal of Management Studies*, 46(3), 516–33.
Kieser, A. and L. Leiner (2012), 'Collaborate with practitioners: But beware of collaborative research', *Journal of Management Inquiry*, 21(1), 14–28.
Kieser, A., A. Nicolai and D. Seidl (2015), 'The practical relevance of management research: Turning the debate on relevance into a rigorous scientific research program', *Academy of Management Annals*, 9(1), 143–233.
Kilduff, M. (2006), 'Editor's comments: Publishing theory', *Academy of Management Review*, 31(2), 252–255.
Kilduff, M. (2007), 'Editor's comments: The top ten reasons why your paper might not be sent out for review', *Academy of Management Review*, 32(3), 700–702.
Kirkman, B. and K. Law (2005), 'International management research in AMJ: Our past, present and future', *Academy of Management Journal*, 48(3), 377–386.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 522 04/04/2017 08:56

Klingner, J., D. Scanlon and M. Pressley (2005), 'How to publish in scholarly journals', *Education Researcher*, 34(8), 14–20.
Koocher, G. and P. Keith-Spiegel (2010), 'Peers nip misconduct in the bud', *Nature*, 466 (22 July), 438–440.
Kraimer, M., M. Bolino and B. Mead (2016), 'Themes in expatriate and repatriate research over four decades: What do we know and what do we still need to learn?', *Annual Review of Organizational Psychology and Organizational Behavior*, 3(1), 1–27.
Kraimer, M., M. Shaffer, D. Harrison and H. Ren (2012), 'No place like home? An identity strain perspective of repatriate turnover', *Academy of Management Journal*, 55(2), 399–420.
Laakso, M. (2014), 'Green open access policies of scholarly journal publishers: A study of what, when, and where self-archiving is allowed', *Scientometrics*, 99(2), 475–494.
Landis, R., R. Lawrence, C. Lance, C. Pierce and S. Rogelberg (2014), 'When is nothing something? Editorial for the null results special issue of *Journal of Business and Psychology*', *Journal of Business Psychology*, 29(2), 163–167.
Laney, E., L. Carruthers, M.E. Lewis Hall and T. Anderson (2014), 'Expanding the self: Motherhood and identity development in faculty women', *Journal of Family Issues*, 35(9), 1227–1251.
Lariviere, V., G. Lozano and Y. Gingras (2014), 'Are elite journals declining?', *Journal of the Association for Information Science and Technology*, 65(4), 649–655.
Latusek, D. and P. Vlaar (2015), 'Exploring managerial talk through metaphor: An opportunity to bridge rigour and relevance?', 46(2), 211–232.
Lauring, J. and J. Selmer (2010), 'The supportive expatriate spouse: An ethnographic study of spouse involvement in expatriate careers', *International Business Review*, 19(1), 59–69.
Lawrence, B.S. (2011), 'Careers, social context and interdisciplinary thinking', *Human Relations*, 64(1), 59–84.
Lee, Thomas W. (1999), *Using Qualitative Methods in Organizational Research*, Thousand Oaks, CA: Sage.
LePine, J. and A. Wilcox-King (2010), 'Developing novel theoretical insight from reviews of existing theory and research', *Academy of Management Review*, 35(4), 506–509.
Lewellyn, K., W. Judge and A. Smith (2016), 'Exploring the questionable academic practice of conference paper double dipping', *Academy of Management Learning and Education*, doi: 10.5465/amle.2015.0033.
Lin Yangchen (2016), '3 Singapore-based scientists linked to research fraud', *Straits Times*, 16 July, p. 3.
Locke, E. (2007), 'The case for inductive theory building', *Journal of Management*, 33(6), 867–890.
Locke, K. and K. Golden-Biddle (1997), 'Constructing opportunities for contribution: Structuring intertextual coherence and "problematizing" in organizational studies', *Academy of Management Journal*, 40(5), 1023–1062.
Lussier, Robert N. (2010), *Publish don't Perish: 100 Tips that Improve Your Ability to Get Published*, Charlotte, NC: Information Age Publishing Inc.
Macauley, Peter and Rosemary Green (2007), 'Supervising publishing from the doctorate', in Carey Denholm and Terry Evans (eds), *Supervising Doctorates Downunder: Keys to Effective Supervision in Australia and New Zealand*, Camberwell, VIC: ACER Press, pp. 192–199.
Mahoney, M. (1977), 'Publication prejudices: An experimental study of confirmatory bias in the peer review system', *Cognitive Therapy and Research*, 1(2), 161–175.
Marshall, Catherine and Gretchen B. Rossman (2006), *Designing Qualitative Research*, Thousand Oaks, CA: Sage.
Martin, B. (2013), 'Whither research integrity? Plagiarism, self-plagiarism and coercive citation in an age of research assessment', *Research Policy*, 42(5), 1005–1014.
Mason, M. and M. Goulden (2002), 'Do babies matter? The effect of family formation on the lifelong careers of academic men and women', *Academe*, 88(6), 21–27.
Maxwell, Joseph A. (2005), *Qualitative Research Design: An Interactive Approach*, Thousand Oaks, CA: Sage.
McEvoy, G. and P. Buller (2013), 'Research for practice: The management of expatriates', *Thunderbird International Business Review*, 55(2), 213–226.
McGahan, A. (2007), 'Academic research that matters to managers: On zebras, dogs, lemmings, hammers, and turnips', *Academy of Management Journal*, 50(4), 748–753.
McGrath, Joseph E. (1964), 'Toward a "theory of method" for research on organizations', in William W. Cooper, Harold J. Leavitt and Maynard W. Shelley (eds), *New Perspectives in Organization Research*, New York: Wiley, pp. 533–547.
McNulty, Yvonne (2014), 'Expatriate return on investment: Past, present, and future', in David Collings, Geoff Wood and Paula Caliguiri (eds), *The Routledge Companion to International Human Resource Management*, Abingdon: Routledge, pp. 399–420.
McNulty, Y. (2015), 'Till stress do us part: The causes and consequences of expatriate divorce', *Journal of Global Mobility*, 3(2), 106–136.
McNulty, Y. and K. Hutchings (2016), 'Looking for global talent in all the right places: A critical literature review of non-traditional expatriates', *International Journal of Human Resource Management*, 27(6), 699–728.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 523 04/04/2017 08:56

McNulty, Yvonne and Kerr Inkson (2013), *Managing Expatriates: A Return on Investment Approach*, New York: Business Expert Press.
Mendenhall, Mark, Torsten M. Kuehlmann, Guenter Stahl and Joyce S. Osland (2002), 'Employee development and expatriate assignments', in Martin J. Gannon and Karen Newman (eds), *The Blackwell Handbook of Cross-Cultural Management*, Oxford: Blackwell, pp. 154–183.
Mercer, H., B. Rosenblum and A. Emmett (2007), 'A multifaceted approach to promote a university repository: The University of Kansas' experience', *OCLC Systems and Services*, 23 (2). Available at: http://hdl.handle.net/1808/1625 (accessed 29 March 2016).
Miles, Matthew B. and A. Michael Huberman (1994), *Qualitative Data Analysis: An Expanded Sourcebook*, Thousand Oaks, CA: Sage.
Miller, C. (2006), 'Peer review in the organizational and management sciences: Prevalence and effects of reviewer hostility, bias, and dis-sensus', *Academy of Management Journal*, 49(3), 425–431.
Mohrman, S., C. Gibson and A. Mohrman (2001), 'Doing research that is useful to practice: A model and empirical exploration', *Academy of Management Journal*, 44(2), 357–375.
Molloy, J. and R. Ployhart (2012), 'Construct clarity: Multidisciplinary considerations and an illustration using human capital', *Human Resource Management Review*, 22(2), 152–156.
Morgan, G. and L. Smircich (1980), 'The case for qualitative research', *Academy of Management Review*, 5(4), 491–500.
Morse, J. (2002), 'Myth #53: Qualitative research is cheap', *Qualitative Health Research*, 12(10), 1307–1308.
Moss, S.E., X. Zhang and M. Barth (2007), 'Modeling the academic publication pipeline', *Academy of Information and Management Sciences Journal*, 10(1), 75–92.
Mowday, R.T. (2011), 'Elevating the dialogue on professional ethics to the next level: Reflections on the experience of the Academy of Management', *Management and Organization Review*, 7(3), 505–509.
Murphy, Kevin (1996), 'Getting published', in Peter J. Frost and M. Susan Taylor (eds), *Rhythms of Academic Life: Personal Accounts of Careers in Academia*, Thousand Oaks, CA, Sage: 129–134.
Neuman, William L. (2003), *Social Research Methods: Qualitative and Quantitative Approaches*, Boston, MA: Pearson Education.
Okhuysen, G. and J. Bonardi (2011), 'Editor's Comments: The challenges of building theory by combining lenses', *Academy of Management Review*, 36(1), 6–11.
Palmer, D. (2006), 'Taking stock of the criteria we use to evaluate one another's work: *ASQ* 50 years out', *Administrative Science Quarterly*, 51(4), 525–559.
Parker, P., S. Khapova and M. Arthur (2009), 'The intelligent career framework as a basis for interdisciplinary inquiry', *Journal of Vocational Behavior*, 75(3), 291–302.
Ployhart, R. (2010), 'Longitudinal research: The theory, design and analysis of change', *Journal of Management*, 36(1), 94–120.
Podsakoff, P., S. MacKenzie, J.-Y. Lee and N. Podsakoff (2003), 'Common method biases in behavioral research: A critical review of the literature and recommended remedies', *Journal of Applied Psychology*, 88(5), 879–903.
Prabha, C. (2007), 'Shifting from print to electronic journals in ARL university libraries', *Serials Review*, 33(1), 4–13.
Pratt, M. (2009), 'For the lack of a boilerplate: Tips on writing up (and reviewing) qualitative research', *Academy of Management Journal*, 52(5), 856–862.
Quinn, Robert E., Regina M. O'Neill and Gelaye Debebe (1996), 'Confronting the tensions in an academic career', in Peter J. Frost and M. Susan Taylor (eds), *Rhythms of Academic Life: Personal Accounts of Careers in Academia*, Thousand Oaks, CA: Sage, pp. 421–428. Available at: http://sk.sagepub.com/books/download/rhythms-of-academic-life/n43.pdf.
Raelin, J. (2008), 'Refereeing the game of peer review', *Academy of Management Learning and Education*, 7(1), 124–129.
Reiche, B. (2012), 'Knowledge benefits of social capital upon repatriation: A longitudinal study of international assignees', *Journal of Management Studies*, 49(6), 1052–1077.
Reiche, B., A.-W. Harzing and M. Kraimer (2009), 'The role of international assignees' social capital in creating inter-unit intellectual capital: A cross-level model', *Journal of International Business Studies*, 40(3), 509–526.
Reio, T. (2011), 'Toward expert publishing practice', *Human Resource Development Review*, 10(2), 119–122.
Rindova, V. (2008), 'Editor's comments: Publishing theory when you are new to the game', *Academy of Management Review*, 33(2), 300–303.
Rossman, Gretchen B. and Sharon F. Rallis (2003), *Learning in the Field: An Introduction to Qualitative Research*, Thousand Oaks, CA: Sage.
Rynes, S. (2006), 'Observations on "anatomy of an R&R" and other reflections', *Academy of Management Journal*, 49(2), 208–214.
Rynes, S., J. Bartunek and R. Daft (2001), 'Across the great divide: Knowledge creation and transfer between practitioners and academics', *Academy of Management Journal*, 44(2), 340–355.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 524 04/04/2017 08:56

Rynes, S., T. Giluk and K. Brown (2007), 'The very separate worlds of academic and practitioner periodicals in human resource management: Implications for evidence-based management', *Academy of Management Journal*, 50(5), 987–1008.
Rynes, S.L., A. Hillman, R.D. Ireland, B. Kirkman, K. Law, C.C. Miller, N.R. and D. Shapiro (2005), 'Everything you've always wanted to know about AMJ (but may have been afraid to ask)', *Academy of Management Journal*, 48(5), 732–737.
Salamin, X. and E. Davoine (2015), 'International adjustment of female vs male business expatriates: A replication study in Switzerland', *Journal of Global Mobility*, 3(2), 183–212.
Sale, J., L. Lohfeld and K. Brazil (2002), 'Revisiting the quantitative–qualitative debate: Implications for mixed-method research', *Quality and Quantity*, 36(1), 45–53.
Sandberg, J. and M. Alvesson (2011), 'Ways of constructing research questions: Gap-spotting or problematization?', *Organization*, 18(1), 23–44.
Sandberg, J. and H. Tsoukas (2011), 'Grasping the logic of practice: Theorizing through practical rationality', *Academy of Management Review*, 36(2), 338–360.
Saunders, Mark, Philip Lewis and Adrian Thornhill (2007), *Research Methods for Business Students*, Harlow: Pearson.
Schminke, M. and M. Ambrose (2011), 'Ethics and integrity in the publishing process: Myths, facts, and a roadmap', *Management and Organization Review*, 7(3), 397–406.
Schwarz, G. and I. Stensaker (2014), 'Time to take off the theoretical straightjacket and (re-) introduce phenomenon-driven research', *Journal of Applied Behavioral Science*, 50(4), 478–501.
Scully-Russ, E., R. Lehner and B. Shuck (2013), 'A scholar–practitioner case approach: Implications for advancing theory and research through informed practice', *Advances in Developing Human Resources*, 15(3), 243–251.
Segalla, M. (2008), 'Publishing in the right place or publishing the right thing: Journal targeting and citations' strategies for promotion and tenure', *European Journal of International Management*, 2(2), 122–127.
Segalla, M. (2009), 'Will you cite me? The emerging strategy of academic publishing', *European Journal of International Management*, 3(4), 411–418.
Seibert, S. (2006), 'Anatomy of an R&R (or, reviewers are an author's best friends . . .)', *Academy of Management Journal*, 49(2), 203–207.
Selmer, J., I. Torbiörn and C.T. de Leon (1998), 'Sequential cross-cultural training for expatriate business managers: Pre-departure and post-arrival', *International Journal of Human Resource Management*, 9(5), 832–840.
Shaffer, M. and D. Harrison (2001), 'Forgotten partners of international assignments: Development and test of a model of spouse adjustment', *Journal of Applied Psychology*, 86(2), 238–254.
Shaffer, M., M. Kraimer, Y.-P. Chen and M. Bolino (2012), 'Choices, challenges, and career consequences of global work experiences: A review and future agenda', *Journal of Management*, 38(4), 1282–1327.
Shani, A. and D. Coghlan (2014), 'Collaborate with practitioners: An alternative perspective – a rejoinder to Kieser and Leiner (2012)', *Journal of Management Inquiry*, 23(4), 433–437.
Siggelkow, N. (2007), 'Persuasion with case studies', *Academy of Management Journal*, 50(1), 20–24.
Sigismund Huff, A. (1990), 'Wives – of the organization', Women and Work Conference, Arlington, TX, 11 May.
Sigismund Huff, A. (1996), 'Professional and personal life', in Peter J. Frost and M. Susan Taylor (eds), *Rhythms of Academic Life: Personal Accounts of Careers in Academia*, Thousand Oaks, CA, Sage, pp. 429–434. Available at: http://sk.sagepub.com/books/download/rhythms-of-academic-life/n44.pdf.
Sigismund Huff, A. (1998), *Writing for Scholarly Publication*, Thousand Oaks, CA: Sage.
Silverman, David and Amir Marvasti (2008), *Doing Qualitative Research: A Comprehensive Guide*, Thousand Oaks, CA: Sage.
Solomon, D. and B.-C. Björk (2012), 'A study of open access journals using article processing charges', *Jasist*, 63(8), 1485–1495.
Stake, Robert (2005), 'Qualitative case studies', in Norman Denzin and Yvonna Lincoln (eds), *The Sage Handbook of Qualitative Research*, Thousand Oaks, CA, Sage: 443–466.
Starbuck, W. (2003), 'Turning lemons into lemonade: Where is the value in peer reviews?', *Journal of Management Inquiry*, 12(4), 344–351.
Starbuck, W. (2005), 'How much better are the most-prestigious journals? The statistics of academic publication', *Organization Science*, 16(2), 180–200.
Starbuck, W. (2010), 'What makes a paper influential and frequently cited?', *Journal of Management Studies*, 47(7), 1394–1404.
Strauss, Anselm and Juliet Corbin (1990), *Basics of Qualitative Research: Grounded Theory Procedures and Techniques*, Newbury Park, CA: Sage.
Suber, Peter (2012), *Open Access*, Cambridge, MA: MIT Press.
Suddaby, R. (2014). 'Editor's comments: Why theory?', *Academy of Management Review*, 39(4), 401–411.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 525 04/04/2017 08:56

Sullivan, S., Y. Baruch and H. Schepmyer (2010), 'The why, what, and how of reviewer education: A human capital approach', *Journal of Management Education*, 34(3), 393–429.
Sutton, R. and B. Staw (1995), 'What theory is not', *Administrative Science Quarterly*, 40(3), 371–384.
Suutari, V. and C. Brewster (2003), 'Repatriation: Empirical evidence from a longitudinal study of careers and expectations among Finnish expatriates', *International Journal of Human Resource Management*, 14(7), 1132–1151.
Sweetman, D., M. Badiee and J. Creswell (2010), 'Use of the transformative framework in mixed methods studies', *Qualitative Inquiry*, 16(6), 441–454.
Swift, Louise and Sally Piff (2014), *Quantitative Methods: For Business*, *Management and Finance*, London: Palgrave Macmillan.
Tabachnick, Barbara G. and Linda S. Fidell (2013), *Using Multivariate Statistics*, Harlow: Pearson.
Takeuchi, R. (2010), 'A critical review of expatriate adjustment research: Progress, emerging trends, and prospects', *Journal of Management*, 36(4), 1040–1064.
Takeuchi, R., M. Wang and S. Marinova (2005), 'Antecedents and consequences of psychological workplace strain during expatriation: A cross-sectional and longitudinal investigation', *Personnel Psychology*, 58(4), 925–948.
Tenopir, C., D.W. King, S. Edwards and L. Wu (2009), 'Electronic journals and changes in scholarly article seeking and reading patterns', *Aslib Proceedings*, 61(1), 5–32.
Tharenou, P. (2008), 'Disruptive decisions to leave home: Gender and family differences in expatriation choices', *Organizational Behavior and Human Decision Processes*, 105(2), 183–200.
Tharenou, P. and N. Caulfield (2010), 'Will I stay or will I go? Explaining repatriation by self-initiated expatriates', *Academy of Management Journal*, 53(5), 1009–1028.
Thomas, D., A. Cuervo-Cazurra and M. Brannen (2011), 'From the editors: Explaining theoretical relationships in international business research – focusing on the arrows, NOT the boxes', *Journal of International Business Studies*, 42(9), 1073–1078.
Thomas, David C. and Kerr Inkson (2009), *Cultural Intelligence: Living and Working Globally*, San Francisco, CA: Berrett-Koehler.
Thompson, J. (1956), 'On building an administrative science', *Administrative Science Quarterly*, 1(1), 102–111.
Tracy, S.J. (2010), 'Qualitative quality: Eight "big-tent" criteria for excellent qualitative research', *Qualitative Inquiry*, 16(10), 837–851.
Travers, Max (2001), *Qualitative Research Through Case Studies*, Thousand Oaks, CA: Sage.
Tung, R. (1991), 'Incorporating international dimensions in management theory building', *Academy of Management Review*, 16(2), 259–261.
Tung, R. and A. Witteloostuijn (2008), 'From the editors: What makes a study sufficiently international?', *Journal of International Business Studies*, 39(1), 180–183.
Tyler, J. (2006), 'Re-searching research models: What is emergent, elastic, and nonlinear all over?', *Human Resource Development Review*, 5(4), 494–505.
US Education Department (2005), 'Number of full-time faculty members by sex, rank and racial and ethnic group', Fall.
Van Dalen, H.P. and K. Henkens (2001),'What makes a scientific article influential? The case of demographers', *Scientometrics*, 50(3), 455–482.
Van Maanen, John (1988), *Tales of the Field: On Writing Ethnography*, Chicago, IL: University of Chicago Press.
Weeks, K., M. Weeks and K. Willis-Muller (2010), 'The adjustment of expatriate teenagers', *Personnel Review*, 39(1–2), 24–43.
Weick, K. (1989), 'Theory construction as disciplined imagination', *Academy of Management Review*, 14(4), 516–531.
Welch, C., R. Piekkari, E. Plakoyiannaki and E. Paavilainen-Mantymakl (2011), 'Theorising from case studies: Towards a pluralistic future for international business', *Journal of International Business Studies*, 42(5), 740–762.
Welch, C., M. Rumyantseva and L. Hewerdine (2015), 'Using case research to reconstruct concepts: A methodology and illustration', *Organizational Research Methods*, 19(1), 111–130.
Westman, M. and D. Etzion (2002), 'The impact of short overseas business trips on job stress and burnout', *Applied Psychology: An International Review*, 51(4), 582–592.
Whetten, D. (1989), 'What constitutes a theoretical contribution?', *Academy of Management Review*, 14(4), 490–495.
Wintre, M., C. North and L. Sugar (2001), 'Psychologists' response to criticisms about research based on undergraduate participants: A developmental perspective', *Canadian Psychology*, 42(3), 216–225.
Worthen, M. (2014), 'An invitation to use craigslist ads to recruit respondents from stigmatized groups for qualitative interviews', *Qualitative Research*, 14(3), 371–383.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 526 04/04/2017 08:56

Wright, P. (2016), 'Ensuring research integrity: An editor's perspective', *Journal of Management*, 42(5), 1037–1043.
Yin, Robert (2009), *Case Study Research: Design and Methods*, Thousand Oaks, CA: Sage.
Zhang, W., A. Levenson and C. Crossley (2015), 'Move your research from the ivy tower to the board room: A primer on action research for academics, consultants and business executives', *Human Resource Management*, 54(1), 151–174.
Zuccala, A., R. Guns, R. Cornacchia and R. Bod (2015), 'Can we rank scholarly book publishers? A bibliometric experiment with the field of history', *Journal of the Association for Information Science and Technology*, 66(7), 1333–1347.

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 527 04/04/2017 08:56

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 528 04/04/2017 08:56

Index

Abbe, A. 297, 305
Abrahams, R. 264, 266, 269
academic expatriates
  academics as expatriates 336–7
  aim and focus of study 335–6
  as minor theme in academic research 66–8, 72–3, 502
  status of field
    career-related risks 336
    demographic characteristics 337–8
    experiences outside workplace 343–4
    motivations to relocate 338–9
    work outcomes 341–3
    workplace experiences 339–41
  theoretical development and further research 344–5
academic–practitioner partnerships
  advantages 418–19
  collaboration
    future research directions 430, 432
    recommendations for 429
    typology of 429–31
  disadvantages 417–18
  eight-step process model of engagement
    commitment to rigorous data collection and analysis 422–3
    conducting research 425–6
    dissemination of research findings 427
    entering into formal contract or informal understanding 423–5
    establishing credibility, rapport and trust-building 420–21
    exploring different agendas and finding common interests 421–2
    long-term engagement 427–8
    writing of reports and help with implementation 426–7
access, gaining 443–4
acculturation
  factors influencing TCK expatriates' 248–9
  of immigrants 86
  of inpatriates 223, 225, 232–3
  of LGBTI expatriates 209, 211–12
  role 86–7
adaptation 456–7
adjustment
  3-D model 84, 88–90, 99–100
  acculturation of immigrants 86
  antecedents of 90–93
  'assignment success' 93–4
  challenges for inpatriates 221, 233
  cognitive, behavioural and affective dimensions 85–6
  consequences of 93–6
  as criteria of expatriate success 109
  cross-cultural 85–6, 109, 118, 120, 123, 127, 250, 456, 472–3, 475–9
  dominant model in business research 87
  extant literature 91–3
  framework for understanding immigrant adjustment 86–7
  further research avenues 98–101, 107
  of global families 474–8, 483–4
  implications of knowledge
    current status 96
    expatriates 97
    families 97
    global mobility specialists 97–8
    local managers and colleagues 98
    researchers 98–101
  as largest theme in academic research 63–5, 68–70, 73, 501
  link with distal outcomes 94–6
  of military family members 306–7
  as outcome of person–environment fit 87–8, 95–6
  outcomes linking to identity 455–6, 461–2
  and performance 94–6, 99, 109, 116, 120–24, 126–7, 153
  psychological and sociocultural adjustment 87
  role of anxiety and cognitive uncertainty 85
  role of communication 141
  role of knowledge and behaviour 84–5
  success over time 94
  theories and research 83–90
  time issue 196–7
  work/job 84, 87–8, 342
Adler, N.J. 6, 32, 64–5, 68–9, 119, 135, 142, 154, 242–9, 497, 514
adult MKs (AMKs) 326
adult third culture kids (ATCKs)
  in academic research articles 328
  adaptation outcomes 456–7
  adjustment levels 478
  as adult MKs 326

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 529 04/04/2017 08:56

creativity 458–9
  definition 454
  future research directions 461
  identity patterns 454–5
  interpersonal relations 457–8
  as theme in academic research 67, 72
affective dimensions of adjustment 85–6
Agergaard, S. 353–5, 359–61
Agibi, F. 323, 330
Aidland, expatriates in *see* humanitarian aid and development workers
AirInc 37, 278
Al Ariss, A. 22, 25, 35, 37–9, 56, 63, 136–7, 142, 148–9, 187–8, 191, 350, 353, 393, 396–7, 409–10, 483
Ali, A. 476–7, 479
Alpander, G. 6, 31
Altman, Y. 26, 35, 136, 168–9, 245, 247–8, 308
Alvesson, M. 440, 445, 502
American Psychological Association 203, 493
Anagnos, G. 164, 170
analytical generalizability 441–2, 446
Anderson, B.A. 119, 255, 298, 319, 375, 385
Anderson, E.A. 280–81
Anderson, M.B. 173, 374
Anderzen, I. 26, 505
Andreason, A. 25, 41
Andresen, M. 21–7, 29–30, 32–3, 35–8, 40–41, 54, 56, 63, 187–8, 191, 193–4, 196–8, 276–7, 335, 353, 393, 396, 409, 503
Andrews, L.A. 325–9
anticipatory adjustment 87
anxiety, role in adjustment 85
Apthorpe, R. 368, 373–4
Arnetz, B. 26, 505
Arp, F. 36, 55
Arthur, M.B. 211, 268, 340, 505
Arthur, W. 25, 107, 114, 119, 468
Ashford, S.J. 511, 515
Ashridge Business School 269, 271
assigned expatriates (AEs)
  contrast with SIEs 192, 196–7
  defining 25, 29, 32–4, 54, 394
  freedom to choose location 187, 190
  regional roles 277
  within research methods comparison
    aim of study 393
    classification of 395
    conceptualization 394, 396, 400–402, 409–10, 412
    data analysis 406, 408, 412
    data collection 404–7, 411–12
    present study 398–400
    recommendations 411–13
    research design 396–7, 402–3, 410–12
    theoretical perspectives 398
assignments *see* international assignments
Atchison, A. 514–15
athletes *see* sports expatriates
attitudes
  family outcomes 479
  global employee outcomes 475
Austin, A.E. 337, 340–41
Australian Army Training Team Vietnam (AATTV) 304
Auton-Cuff, F. 454, 478–9
Aycan, Z. 23, 27–8, 32, 41, 108–10, 306

Baack, S.A. 95, 99, 153
Bader, B. 161–2, 171–2, 468, 474–5
Bagley, R.W. 327–8
Baker, C. 40, 55, 276–7, 279–80, 480, 502
Baker, J.C. 5–6, 31–2, 64
Bale, J. 355–6
Balkin, D. 25, 28
Banai, M. 7, 24, 32, 55, 64, 108–9, 307
Barker, G.G. 455–6
Barley, S. 502, 505
Barnett, S.T. 325, 328
Bartunek, J.M. 416–17, 427, 502–3, 507
Baruch, Y. 24–6, 33, 35, 40, 57, 63, 136, 138–9, 143, 191, 373, 375, 380, 384, 396
Batalova, J. 39, 56
Bazerman, M.H. 164, 167, 503
Beach, R. 278, 287
Beaverstock, J.V. 39–40, 276–7, 279–80
Bedeian, A.G. 490, 494, 498, 509, 511
Beehr, T.A. xxii, 87, 91, 124
Beeth, G. 5, 31
Befus, D.R. 67, 316–17
Begley, A. 37, 188
behaviour
  role in adjustment 84–5
  theory of planned 140–41
behavioural dimensions of adjustment 85–6
Belcher, W.L. 490, 492
Bell, J. 378–9, 382–3
Benet-Martínez, V. 451–5, 460–61
Bennett, M. 5, 31
Bennett, W. 25, 107, 114, 119, 468
Benson, J. 261, 265
Bergbom, B. 279–80
Bergdolt, F. 40, 276–7
Bernstein, J. 162–3
Berry, J.W. 4, 38, 83–4, 86, 232, 451–2, 456–7
Bhanugopan, R. 136, 502
Bhaskar-Shrinivas, P. xxii, 56, 87, 91–3, 108–9, 119, 121, 127, 456, 461, 472
Biao, X. 141, 143

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY_9781784718176_t.indd 530 04/04/2017 11:16

bicultural identities
  adaptation outcomes 456
  creativity 458–9
  cultural minds 460
  decision-making 459–60
  future research directions 461–2
  interpersonal relations 457–8
  rates of promotion 455
  and their management 452–3
bicultural identity integration (BII) 453–4, 456–60, 462
Biemann, T. 21, 24–5, 32–3, 54, 188, 197
Bikos, L.H. 316, 320, 325–6, 328–9, 478–9, 483
Binetter, T. 34, 55
Bird, A. 65, 460
Björkman, I. 64, 67, 152, 156, 279–80
Black, J.S. 3, 6, 31–2, 41, 63–5, 67–9, 73, 83–4, 87–8, 91–2, 98, 108–9, 119, 124, 136–7, 153–4, 342, 456, 468, 472, 477–8
Blackman, D. 162–3
Boddewyn, J. 5, 21
Boerner, S. 468, 475, 484
Bolino, M.C. 154, 194
Bonache, J. 32, 56, 68–9, 107, 110, 137, 218, 282
Bonebright, D.A. 454, 478
Bono, J. 24, 504
Borici, A. 218, 222
Borjas, G. 34, 38–9
Borman, W.C. 110, 112–19
Borrmann, W. 5, 31
Bos-Bakx, M. 297, 305
Bozkurt, Ö. 21, 34, 55, 276
Bratsberg, B. 34, 38–9
Brein, M. 6, 37
Brewster, C. 25, 28, 30, 32, 35, 38–40, 54–6, 63–4, 83, 88–90, 94, 97, 99, 106–8, 119, 126, 137, 148–9, 151, 153–4, 156, 187, 202, 242, 246, 248–9, 262, 268, 277, 280, 282, 284, 350, 378–9, 397, 409–10, 445, 483, 505
Briscoe, D.R. 32–3, 38, 277, 280
Britt, W.G. 327–8
Brook, J. 378–9, 381–3
Brookfield Global Relocation Services 33, 134, 136, 138–9, 142, 148, 151, 154–5, 176, 202, 218, 241–2, 250, 262–3, 268, 276, 278, 282
Brown, M. 261, 265
Brush, D.H. 110, 114–15, 117–18
Buckley, M.R. 65, 218–22, 339
Budhwar, P. 95, 127
Bull, J. 514–15
burnout 279, 286–7, 321, 500, 502
Bushong, L. 326, 328
business as mission (BAM) missionaries
  definition 320
  forming strategic alliances 321
  as missionary expat-preneurs 321, 324–5
  in typology of missionary expatriates 323–5
business expatriates
  categorizing international workers 24
  defining, and establishing theory-specific statement 27–31, 54
  distant data collection characterizing most studies 438
  vs expatriate academics 338
  in research literature 31–2
    assigned expatriates 32–4
    other types of expatriate 37–40
    self-initiated expatriates 34–7
  study aims and focus 21–2
  study conclusion 41
  terminological confusion 24–7
  type of work arrangement 277
business travellers *see* international business travellers (IBTs)
Button, S. 205, 211, 214

Caligiuri, P.M. 32–3, 54, 64–5, 68, 83, 91, 95, 107–10, 113–14, 116–24, 153, 242, 244–8, 250, 305, 372, 460, 472, 474, 505
Callahan, J. 206, 498, 503
Camp, C.A. 326, 328
Campbell, J.P. 107, 110–19, 125
Campbell, R. 4, 31, 297, 305
Cao, L. 187–8
Caplan, R.D. 88, 96
Cappellen, T. 24–5, 57
Cappelli, P. 24, 150
careers
  academic expatriates
    balancing career needs 343
    career literature 344
    career paths 340
    career-related risks 338–9
  anchors for LGBTI 211
  career-related decisions in inpatriate assignments 232
  as issue for SIE research 197
  as major theme in academic research 64–5, 70–71, 501
  Millennials 272
  post-assignment in GTM 154–5
  sports expatriates 350–356
  spousal involvement in 436–8, 474
  women expatriates 241–2, 244, 247, 249–51, 253–4
  women in academia 499
Carpenter, M.A. 149, 509

File supplied to L Wager for personal use - Not for sharing or posting

Carr, S.C. 136, 143, 316, 319, 321, 328
Carraher, S.M. 140–41, 154
Carter, T.F. 355–6
Cartus Corporation 161, 276
Cascio, W.F. 25, 94, 149, 244–5, 249
case study research
  advantages
    engaging with contextual influences 437
    naturally occurring data 438–9
    theory building 439–41
  defining case studies 435
  future research opportunities 444–6
  managing and overcoming challenges
    demonstrating analytical generalizability 441–2
    demonstrating construct validity 442
    demonstrating internal validity 443
    demonstrating reliability 443
    gaining access 443–4
  strengths and criticism 434
  types of 435–7
Castles, S. 38, 134, 138, 356
Caulfield, N. 36–7, 353, 394, 505
Cerdin, J.-L. 28, 33–6, 38–9, 56, 148–9, 151, 154–5, 187, 189–91, 196, 198, 228, 230, 306, 378–9, 394, 396, 409, 445, 506
Chaminade, C. 133, 139
Chaudhuri, S. 264, 267
Chen, Y.-P. 106, 110, 232
Cheng, C.-Y. 451, 453, 458, 461–2
Cheng, J.L. 6–7, 32, 64, 67, 379, 505
Cheung, I.L.W. 326, 328
children and minors as sports expatriates 362
China
  Chinese expatriates
    Chinese-American 454, 458–9
    as minor theme in academic research 66–8, 71–2, 502
    women 246, 254
  expatriates in
    adjustment 501
    as major theme in academic research 63–5, 68, 70, 501
    motivation to relocate 338–9
Cho, K.J.H. 327–8, 330
Christensen, C. 138, 306
Christensen, D. 323–4, 328
Christianity as mission-sending religion 317–18
Christiansen, N.D. xxii, 87, 91, 124
Chrobot-Mason, D. 208, 214
Chu, P. 24, 64, 468, 474, 483
Church, A.T. 37, 83, 91
CIES Football Observatory 351, 353
Ciuk, S. 40, 55, 276–7, 279–80, 480, 502
Clark, V.L.P. 426, 504
Claus, L. 95, 126, 160–62, 167, 172–3, 175, 287, 385
Cleveland, H. 5, 22, 61–2
Cloutier, C. 495, 508
co-authors 506–8
Coe, N.M. 177, 358
cognitive dimensions of adjustment 85–6
'cognitive pillar' 252
cognitive uncertainty, role in adjustment 85
Cohen, D.J. 416, 503
Cohen, E. 6, 22, 31, 56, 99
Cole, N.D. 141–2, 244–6, 250, 474, 477, 483–5
Colic-Peisker, V. 39, 56
Collings, D.G. 7, 21, 23, 25–6, 28, 33, 57, 63, 107, 148–54, 189, 222–3, 226, 231, 233, 276–8, 282, 468, 470, 479–80, 501
Collins, D. 202, 213
Collins, J.C. 202, 206
Collins, M. 263–7
Colquitt, J. 501, 506
Comay, Y. 32, 34, 38
commitment/allegiance
  affective 95, 123, 473, 475
  factors affecting 125, 153–4, 222, 226
  family 241, 247, 249–51, 474–5
  as indicator of adjustment 109
  to missionary work 322, 324, 327
  organizational 94–5, 109, 115, 117–18, 300–301, 340–41
  to rigorous date collection and analysis 422–3
  as theme in academic research 67–8
commodity chains 356–8
commuters *see* international commuters
company-assigned expatriates (CAEs) 26, 32, 190
compensation and benefits 26, 64, 68, 70, 513, 516
competencies
  communication 85–6
  cultural 86–7, 297, 301
  developing inpatriate 223, 229
  learning 270
  military expatriates 303, 305
  Millennial expatriates 261, 266–7, 271
  and personal initiative 193–5
  technical 116, 212, 267, 270
Connelly, R. 492, 499
construct validity 24, 442, 504
Contu, A. 374–5
Conway, J.M. 114, 119, 504
Cook, P. 378–9, 381–3
Cooke, F.L. 244–6
Coombs, W.T. 162–3
coordination and control 140, 143–4

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 532 04/04/2017 08:56

Copeland, A. 280, 283, 478
coping strategies 67, 210, 339, 480
Corby, J.E. 327–8
Cousineau, A.E. 327–9
Crandall, W. 162–4
creativity 458–9
Creswell, J.W. 426, 504
Crewe, E. 374, 380
crisis management
  case studies
    living through evacuation 178–9
    providing psychological support to expatriates 169
  current status of research 162
  defining crisis 161–2
  examples of recent crises 160
  external risk ratings and escalation hierarchy examples
    country-level risk rating 167
    evaluating external environment 166
    evaluating responses to emerging crisis events 166
    incident-level risk rating 168
  frameworks for understanding crisis response
    during crisis 163–5
    example policy framework overview 164
    post-crisis 163, 166–7
    pre-crisis 163–4
    temporal approach 162
  future research directions
    'commitment' systems 175
    comparison of firms employing different configuration 175–6
    'control-oriented' approach 174–5
    global production networks 177
    good practices and high-performance work systems 176
    knowledge management and organizational learning 176–7
    theories recognizing open systems perspective 176
    useful studies 174
  incident reporting overview 169
  individuals' lived experiences, focus on 177–9
  organizational responses to crises and moderators of threats
    destinations believed to present dangers to expatriates 172–3
    sectoral differences in attitudes to expatriate well-being 173–4
    tensions in operationalizing policies 174
    types of crises believed to affect expatriates 171–2
  sectoral differences in attitudes to 173–4
  tensions in operationalizing policies 174
  theoretical perspectives on 167–71
cross-cultural adjustment
  as criteria of expatriate success 120
  as critical for functioning effectively in foreign cultures 456
  future research direction 127
  as predictor of performance 109, 123
  of spouse 479
  support networks for 250
  traditional global employees and traditional family structures
    family outcomes 475–8
    global employee outcomes 472–3
  transformation process 85–6
  types of 118
cross-cultural training 64–5, 67–8, 70, 501
Croucher, R. 490, 492
Crowley-Henry, M. 35, 38, 189, 263–7, 271, 300, 350, 378–9, 393, 396–7, 409–10
Crowther, F. 4, 31
cultural identities
  cultural minds 460–61
  defining 451–2
  future research directions and implications 461–2
  identity as motivator for cognition, affect and behaviour 451
  individual differences in
    bicultural identities and their management 452–3
    third cultures 454–5
  outcomes of different types of
    adaptation 456–7
    creativity 458–9
    decision-making 459–60
    interpersonal relations 457–8
    linking identity with adjustment 455–6
cultural intelligence 64, 68–71, 451–2
Cummings, L.L. 490, 495
Currie, G. 33, 279, 284, 479, 481–2
Czinkota, M.R. 162, 502

Dabic, M. 69, 110, 393, 398, 410
Daft, R. 495, 503, 516
Dahlgren, A.L. 298, 321
Danehl, J. 40, 55, 277, 288
dangerous locations 166–7, 172–3, 210, 213–14, 287, 304, 310
Daniels, J. 5–7, 26, 32
Darby, P. 353, 356–8
David, K. 6, 37
Davies, S. 468, 472
Davis, G.F. 92, 498
Davis, P.S. 326, 328

File supplied to L Wager for personal use - Not for sharing or posting

Davoine, E. 244–6, 250, 503
Dawis, R.V. 84, 87–8
Day, D.V. 64, 116, 124
Day, N.E. 490, 495, 497, 515, 517
De Cieri, H. 54–6, 64, 119, 148, 152–4, 156, 230, 276, 343, 375, 468, 476–9, 484
de Guttry, A. 173
De Rond, M. 497–8
De Waal, A. 373–4
Deadrick, D.L. 416, 427
decision-making 459–60
Defense Manpower Data Center (DMDC) 299, 308
Deloitte 261, 264, 266–7, 276–7, 280–81, 288–9
Demego, M. 262, 264, 266
Demel, B. 40, 55, 276, 480
DeNisi, A.S. 55, 98, 236
Denning, P.J. 497–8
Department of Defense (DoD) 300, 302, 305–7, 309
Department of the Army (DoA) 298, 300–301
developed and developing countries
  development terminology 134–5
  differences between 135
  foreign direct investment (FDI) 133–4
  future research directions
    coordination and control 143–4
    expatriate challenges 143
    motivation to expatriate 142
    self-initiated expatriates 142
    single-task expatriates 142–3
    talent flows and knowledge transfer 143
  lessons from literature
    coordination and control 140
    expatriate challenges 138–9
    motivation to expatriate 136–7
    self-initiated expatriates 137
    single-task expatriates 137–8
    talent flows and knowledge transfer 139–40
  study conclusion 144
  theory of planned behaviour 140–41
  women expatriates from 254–5
Devich-Navarro, M. 451, 453
Dewaele, J. 454, 457, 478
Dicken, P. 177, 357
Dickie, C. 278, 287
Dickmann, M. 23, 25, 28, 33–5, 54, 136, 148, 151, 154–5, 189, 197, 284, 378–9, 432
Digh Howard, P. 162–3, 177
Dilley, A.P. 318–19
discrimination
  female expatriates 142, 248
  LGBTI expatriates 205–7, 249, 309
  women in academia 499
diversity
  and inpatriates 220–21, 237
  policy and LGBTIs 208, 214
  women expatriates from developing countries 254–5
Doherty, N. 25, 28, 32, 35, 54, 56, 148, 154, 189, 197–8, 284, 353, 378–9, 393–4, 396, 409
Dolles, H. 359–60, 363
Donoghue, J. 4, 31, 61, 328–9, 454
'don't ask, don't tell' (DADT) policy 309
Dorsch, M. 35, 189, 196–7, 393
Doty, D.H. 25, 99
Dowling, P.J. 115, 138, 143, 151, 230, 277, 280, 283–4, 477, 501
Driscoll, M. 205, 210, 214
dual-career couples
  challenges 249
  IBTs 480–481
  lesbian and gay expatriates 204
  as minor theme in academic research 67–8
  Western women in 251, 253, 255
Dumont, J.-C. 23, 136
Dunning, J. 4, 31, 505
duplicity (being in or out) 203, 207–10, 213–14
Dupuis, M.-J. 242, 244–5, 249
duty of care 161, 170, 210, 214, 287
Duxbury, L. 434–7, 440–41
Dwyer, J. 278, 287

Eade, D. 374, 377
Earley, P.C. 64, 451
ECA International 280–81
Edmondson, A.C. 397–8, 410, 504
Edström, A. 3, 6, 24, 27–8, 31, 33, 56, 64, 126, 137, 140, 148
effectiveness of sports teams 363
Eisenhardt, K. 436, 439, 441, 504, 506
Eisenstadt, S. 4, 31
Elliott, R. 355–6, 505
emotional intelligence 67, 72, 305
end-user accessibility 412
Eriksson, C.B. 67, 323
Estafen, B. 4, 31
Etzion, D. 40, 279, 502
Evans, P. 152, 175
ex-host country nationals (EHCNs) 34, 55
expatriate academics *see* academic expatriates
expatriate adjustment *see* adjustment
expatriate aid workers *see* humanitarian aid and development workers

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY_9781784718176_t.indd 534 04/04/2017 11:16

expatriate entrepreneurs
as minor theme in academic research 67
missionary 323–5
expatriate families *see* families
expatriate job performance, definition 110
expatriate performance *see* performance
expatriate research *see* case study research; expatriate studies; methodological issues; practitioners, expatriate research for and with; publishing research
expatriate studies
1952–1979 overview 3–7
academic research
1960s–2010 61–2
essential academic books 62–3
future of 69, 71, 73
major themes in academic articles 63–6, 70
minor themes in academic articles 66–7, 72
most frequent authors 67–9
business expatriates 31–41
defining migrants in 38
further research needed on adjustment 98–101, 107
lacking theoretical grounding in LGBTI field 210
methodological issues in
current status 394–7
data analysis 406–8
implications for theory, research and practice 409–13
present study 398–400
results 400–406
study conclusion 413
systematic comparative analysis 393–4
theoretical perspectives 397–8
missionary expatriates 325, 328
necessity 13
need for new theorizing 21
terminological confusion 24–7, 41
expatriate voting 66–7, 72
expatriates
adjustment 97, 153, 440
broadest definition 23–4
challenges
for companies 138–9, 143
relating to LGBTI 204–5
etymology 276
glossary of terms 54–7
historical understanding of 23
historical use of term 22
simple definition 22
expatriates of host-country origin (EHCOs) 34, 37, 55
expectations
of global families and employees 483–5
member care 326, 330
Millennial expatriates 264–5, 270, 272–3
of women's role 251–3, 255
EY 56, 276–8, 281–4, 287–8
Eyben, R. 373, 377, 380–81, 385

Fabricatore, J. 6, 32
Fail, H. 343, 454–5, 478–9
Fakhri, S.M.A.K. 56
Falcous, M. 353–6, 358–9
families
of academic expatriates 339, 343–4
and adjustment 93, 99
adjustment 97
of aid and development workers 375, 379, 385
of female expatriates 241–2, 245, 249–51, 253–6
global
aim of study 468–9
definition 469–70
empirical findings 471–82
future research directions
gender issues 484–5
influence of time 484
multiple family stakeholders and multiple forms of global employees 482
positive influence of global employment on global families 483
resources 483–4
model of 470–71
non-traditional global employees and non-traditional family structures 481–2
non-traditional global employees and traditional family structures 479–81
traditional global employees and non-traditional family structures 481
traditional global employees and traditional family structures
family outcomes 475–9
global employee outcomes 472–5
typology 471
of inpatriates 223, 236
of international business travellers 40, 276–80, 287
of international commuters 40, 281, 287
of LGBTI expatriates 173, 206–7, 211, 213–14, 309
of military expatriates 303, 306–7, 309
of Millennials 264–6, 268–9
of missionary expatriates 320–21, 323–6, 328, 330
of short-term assignees 33, 283–4

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 535 04/04/2017 08:56

of SIEs 193
of sports expatriates 352–3, 355
as theme in academic research 64, 70
of women in academia 499–501
Fan, S.X. 25, 55
Fanelli, D. 497, 505
Farndale, E. 148, 152, 156
Fast, L. 170, 175, 374–5, 377
Fay, D. 187, 191–3, 197–8
Fayerweather, J. 3–4
Fechter, A.-M. 22, 368, 373–4, 377–9, 381
Fee, A. 68, 162–3, 167, 170–71, 173–6, 189, 322, 369, 372–3, 377, 379–85, 505
Feldman, D.C. 64–5, 68, 89, 154
female expatriates *see* women expatriates
Fenner, C.R. 298, 341
Fenwick, M. 282, 369, 373, 377–81
Festing, M. 261, 264–8
FIFA 359, 362
Findlay, A. 38–9, 56, 393, 483
Fineman, S. 262, 264–5, 267, 269
Fischlmayr, I.C. 160, 242, 244–6, 249, 251, 279, 471, 474, 480–82, 484
Fish, A. 25, 64, 136, 502
Fisher, K.L. 244, 246, 255, 298, 301–2, 304–5, 308
Fisher, R. 202–4, 207, 209–10, 212
Fitzsimmons, S.R. 233, 454, 457, 460
Flett, R. 377–9
flexpatriates 26, 40, 276–7, 323–4, 470
Foote, M. 5, 31
foreign direct investment (FDI)
increasing 139–40
need for 144
trends in 133–4
foreign executives in local organizations (FELOs) 36, 55
foreigner prejudice 243, 247–8, 251
Forster, N. 25, 34, 55, 68, 108, 245, 248
Fouraker, L. 4, 31
fragmentation, overcoming 234–5
Frese, M. 187, 191–4, 197–8
Friedman, R. 451, 460
fringe expatriates 65, 70
Froese, F.J. 35, 54, 136, 187, 190, 337–8, 342–3, 378–9
Frost, P.J. 490, 495
Fu, J.Y.-H. 457, 461–2
Fukuda, K.J. 24, 64, 468, 474, 483
Furnham, A. 37, 83

Galambos, N.L. 261, 267
Galbraith, J. 3, 6, 24, 27–8, 31, 33, 56, 64, 126, 137, 140, 148
Gama, E. 32, 39
Gedro, J. 202, 205–9, 242, 244–5, 248, 255, 310
gender issues for global families 484–5
gender stereotyping 247–8, 255
gender theories 253
Generation Y expatriates *see* Millennial expatriates
George, G. 497, 501, 510
Georgeou, N. 372, 377, 380
Gertsen, M.C. 227, 229, 231
Ghodsee, K. 492, 499
Ghosh, R. 264, 267
Ghoshal, S. 210, 506
Gibbert, M. 434, 441–3
Gibson, P.A. 416, 427
Gilpin, D.R. 162–3, 165
Gingrich, H.D. 326, 328
Girei, E. 374–5
Girgis, M. 380–81
Glanz, L. 83, 99, 505
Glass, A. 264–6
Glick, W.H. 25, 99
global careerists 34, 55
global employees
accelerated emergence of 468
family-related factors influencing success of expatriation 468
further research directions
gender issues 484–5
influence of time 484
multiple forms of 482
positive influence 483
resources for families 483–4
in global family model 470–71
non-traditional
and non-traditional family structures 481–2
and traditional family structures 479–81
partial view of family role 468
traditional
family outcomes 475–9
global employee outcomes 472–5
and non-traditional family structures 481
global mobility
challenges for 150
inpatriates 219–21, 234, 237
integration with GTM 148–9, 151–2, 155–6
LGBT status not barrier to 204
Millennials 266, 269
research for and with practitioners 420–28
specialists 97–8
global production networks (GPNs) 177, 356–8
global talent management (GTM)
future research directions 155–6
impact on expatriates

File supplied to L Wager for personal use - Not for sharing or posting

during assignment 153–4
repatriation and career development 154–5
selection and decision to undertake assignment 151–2
integration with global mobility 148–9, 151–2, 155–6
introduction to 149–50
as major theme in field of HRM 148
understanding inpatriates from perspective of 230
global value chains 356–8
globally mobile employees 219–21
Golden-Biddle, K. 417, 502, 504
Gomez-Mejia, L. 25, 28
Gong, Y. 33, 149
Gonzalez, R.F. 5, 31, 62
Graebner, M.E. 439, 504, 506
Gratton, L. 261, 264, 267, 270
Gray, D.E. 417, 419, 425–6
Gray, S.J. 322, 343, 369, 372–3, 381–3, 505
Green, A. 40, 281
Green, N. 22–3, 37, 57
Greenberg, S.H. 3, 31
Gregersen, H.B. 6, 31–2, 63–4, 67–9, 73, 84, 88, 91–2, 108, 119, 124, 154, 468, 477–8
Gregg, C.D. 327–8
Grove, C.L. 84–5
Groysberg, B. 264, 266, 269, 298
GTM *see* global talent management (GTM)
Gudykunst, W.B. 6, 83–5
Guha-Sapir, D. 160, 171–2
Gullahorn, J.E. 4, 83, 196
Gullahorn, J.T. 4, 83, 196
Guo, C. 55, 393, 396
Gupta, R. 469, 476
Gustafson, P. 40, 279–80
Guzzo, R.A. 21, 66–7, 91, 108, 153

Haider, M. 5, 31
Hall, D.T. 193, 211
Hall, E.T. 4, 197
Hambrick, D.C. 252, 416, 503, 506
Hammer, M.R. 6, 25, 54, 85
Hanappi, D. 245, 254
Hanek, K.J. 452, 454, 459, 461
Hao, J. 37, 57
Hapgood, D. 4, 31
Harari, E. 7, 64
Haritatos, J. 451–4, 461
Harmer, A. 163, 373
Harris, H. 24, 33–4, 38, 55, 151, 242, 244–5, 248, 278, 280–81
Harrison, D.A. 27, 29, 32, 35, 41, 56, 64, 90, 95, 108–9, 116, 118, 122, 124, 306, 394, 410, 440, 472, 474–5, 477, 479, 482, 503, 505
Harrison, E. 25, 244, 246, 250, 254, 374, 380
Harry, W. 24, 55
Harvey, M.G. 23, 25, 28, 32, 34–5, 39–40, 54, 57, 64–5, 67–8, 154, 162, 175, 202, 218–25, 229, 231–4, 236, 245, 250, 278–80, 339, 379, 393, 410, 468–9, 483–4
Harzing, A.-W. 27–8, 32–3, 55–7, 68–9, 108, 127, 138, 140–41, 151, 218, 223, 228–9, 233–4, 306, 490, 492, 497–8, 510, 514
Hashim, J. 335, 341–2
Haslberger, A. 29, 32, 35, 41, 54, 63, 65, 68, 83–4, 88–90, 93, 95, 97–9, 116, 156, 202, 244–5, 249, 263, 327, 483, 501
Hassan, A. 335, 341–2
Hawley, D. 325, 328
Hays, R.D. 5–6, 24, 32, 64, 108–9, 119
headquarters (HQ)
and inpatriates 55, 136–7, 149–50, 218–37
and PCNs 28, 56
staff and HCNs 236–7
and subsidiary relationships, as theme in academic research 67, 72
health issues 64, 66, 70
Hechanova, R. xxii, 87, 91, 124
Heenan, D. 5–6, 28, 31–2
Heimsoth, D. 475, 481
Heirsmac, P.T. 245–6, 248
'helicopter parenting' 265–6, 269
Henry, E. 4–5, 31, 61, 385
Herleman, H.A. 477–8
Hervey, E. 326, 328
Hess, M. 177, 358
heteronormativity 203, 212–13
Heuser, E.A. 374, 381
high-performance work systems 176
Hill, R. 4, 31
Hippler, T. 23, 35, 83, 88–90, 94, 98–9, 116, 153, 249, 501, 505
Hirshon, J.M. 163, 167
Ho, N.T.T. 55, 139
Hochschild, A. 264, 270
Hodgkinson, G.P. 413, 503
Hodgson, F.X. 4–5, 31
Hoersting, R.C. 454–5, 457
Högstrom, K.E. 326, 328
Holtbrügge, D. 26, 191
Hong, Y.Y. 451–2, 459–62
Honoré, S. 264, 266–9
Horn, S. 495, 515
host country nationals (HCNs)
defining 55
as global family antecedent 476–8
in global mobility mix 149, 234

File supplied to L Wager for personal use - Not for sharing or posting

and HQ staff 236–7
interaction with, as measure of performance 153–4, 212
interaction with expatriate aid workers 377, 380–84
military expatriate interaction with 301, 304
partners 472
resources for global families 483
and single-task expatriates 138
spouses reluctant to meet 477
studies on 7
subsidiary managers 26
as theme in academic research 64–5, 68, 70–71
use of 33–4
Howard, C. 6–7, 31–2
Howe-Walsh, L. 36, 136, 187, 189
Howell, M. 4, 31
HQ *see* headquarters (HQ)
Huber, P. 40, 281–2
Hudson, S. 32, 373, 378–9, 382–3, 434, 444
Huff, J. 326, 328
humanitarian aid and development workers
as benefiting from military's experience 310
current state of research
expatriate challenges 373–4
expatriate learning outcomes 382–3
expatriate motivation 375, 377–9
interaction with HCNs 377, 380–81
personal and professional development 381–3
studies in literature 374–6
future research directions 381, 384–5
operating context 373–4
terminology
Aidland 368–9
definitions and actors 369–70
expatriates 372
organizational players 370–72
humanitarian missionary expatriates 317–18, 323–4
Hunt, N.A. 162–3
Huntington, S. 298, 302
Huson, G. 4, 31
Hutchings, K. 54–5, 68, 241–6, 248–51, 255, 263, 303–5, 308, 468–9, 481, 502
Huynh, Q.-L. 452–3

Ibrahimovic, Z. 350
IBTs *see* international business travellers (IBTs)
identity *see* cultural identities
IHRM challenges in sports clubs 360, 363
Imaizumi, A. 91, 127
immigrants *see* migrants/immigrants; skilled (im)migrants (SMs)
Imundo, L. 5, 28, 32
in-country adjustment 87
individual work outcomes 107–9
Inkson, K. 32, 35–6, 55–6, 63–4, 99, 136, 138, 142, 189–90, 196–7, 211, 350, 373, 378–9, 382–3, 385, 394, 434, 444, 514
inpatriates
comparison with expatriates 220–21
defining 34, 55, 218
future research directions
different organizational contexts 235
diversity 237
families 236
HCNs and HQ staff 236–7
overcoming fragmentation 234–5
repatriation 235–6
typologies 235
as globally mobile employees 219–21
implications for theory and practice
additional constructs 233
analysis levels 232–3
new theoretical approaches 231–2
practical contributions 233–4
theoretical integration 230–31
new theoretical approaches
career-related decisions 232
demands and resources 231
inpatriate experience process 232
reasons for further research 218
review of existing research
building social capital 229–30
conceptual contributions 221–3
developing competency 223, 229
empirical contributions 223–30
selection and integration 222–3
strategic use 223
systemic integration 222
understanding psychological contract 230
as theme in academic research 65, 68, 70
in typology of missionary expatriates 322–3, 330
Insch, G.S. 26, 242, 245, 248, 484
Institute for Economics and Peace 160, 172
institutional fit 500
institutional theory 252–3
integration
as acculturation strategy 86
of female MEs 308
of GTM and global mobility 148, 151, 155–6
of inpatriates
and selection 222–3
systemic 222
of LG members into military 309
theoretical 230–31

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 538 04/04/2017 08:56

theory of motivation to 198
see also bicultural identity integration (BII)
intent to stay 478
internal validity 411, 443
international aid and development (IAD)
see humanitarian aid and development workers
international assignments
assigned expatriates 32–4, 54
during assignment 153–4
assignment failure 474
assignment receptivity 67
'assignment success' 93–5, 119
categorizing workers 24
different policies 28
female interest in 242–3, 249–50, 251
individual work outcomes 107–9
little sign of demise of 148
post-assignment 154–5
pre-assignment 151–2
resistance to women undertaking 243, 251
international business travellers (IBTs)
comparison with international commuters
background variables 285
benefits of work-related travel 286
burnout 286–7
HR support 286
job demands 286
travel patterns 285
work and personal life 287
current status 278–80
defining 39–40, 55, 276–7
and family 479–82
future studies 287–90
nature of employment 276, 290
international commuters
comparison with international business travellers
background variables 285
benefits of work-related travel 286
burnout 286–7
HR support 286
job demands 286
travel patterns 285
work and personal life 287
current status 280–82
defining 33, 40, 55, 277–8
future studies 287–90
nature of employment 276, 290
international joint ventures (IJVs) 67
international non-governmental organizations (INGOs) 171, 368, 371–5, 377, 385, 431
International Security Assistance Force (ISAF) 297
international sports labour migration theories 355–6
international worker categorization 24
interpersonal relations 457–8
Iredale, R. 38–9
Irvine, J. 327–9
Isakovic, A.A. 337–8, 342, 344
Ivancevich, J.M. 4–6, 31–2, 61, 64, 279, 286

Jackson, N. 378–9, 381–3
James, E.H. 161, 168, 174, 176
James, K. 163, 166, 168, 171, 298
James, S. 37, 316–17, 319, 328
Janssens, M. 24–5, 57, 245–7
Jenkins, S.R. 454–5, 457
Jensen, M.T. 286, 480
Jepsen, D.M. 339, 341
Jiang, F. 244–6, 474
job demands
international business travellers 286–7
military expatriates 301–2
job demands–resources (JDR) model 231
Johnson, C.N. 320–21, 323, 325
Johnson, K. 434–7, 440–41
Jokinen, T. 32–3, 35–6, 137, 187, 190, 197
Jones, A. 382–3
Jones, L. 6, 32
Jonsson, E. 300, 305
Joshua Project 320
Joy, D.M. 326, 328
Judge, T.A. 94, 517
Jung, J. 338–9

Kanungo, R.N. 23, 27–8, 32, 41, 108, 339
Kaplan, D. 202, 205, 207–8, 211
Karsaklian, E. 189, 379
Katz, E. 4, 31
Kawai, N. 113, 123, 127
Keegan, W. 5, 32
Kelan, E. 264, 266–8
Kempen, R. 474–5
Kennedy, A. 87, 153, 456–7
Kiernan, P. 5, 31
Kiessling, T. 222, 234
Kilduff, M. 440, 506, 516
Kim, E. 326, 328
Kim, E.C. 335, 338–9
Kim, Y.Y. 83–6
King, R. 34, 38
Kinnunen, U. 279–80, 286
Kirk, S. 148, 152
Klein, A. 355–7
Klein, S. 476–8
Klemens, M.J. 316, 320, 325–6, 328, 478–9
Klingner, J. 511, 517

File supplied to L Wager for personal use - Not for sharing or posting

knowledge management 176–7
knowledge, role in adjustment 84–5
knowledge transfer
  as advantage in academic–practitioner partnerships 419
  in developed and developing countries 139–40, 143
  and inpatriates 218–19, 227–30, 237
  and missionary expatriates 322–4
  as theme in academic research 64, 70
Kobrin, S.J. 64, 107
Kolde, E. 4, 31
Kollinger, I. 242, 244, 246, 249, 474, 480–81, 484
Kollinger-Santer, I. 279, 471, 482
Konopaske, R. 28, 151, 281
Koocher, G. 517
KPMG 33, 40, 55, 276–8, 282–4
Krahn, H.J. 261, 267
Kraimer, M.L. 22, 25–6, 28, 32, 41, 55, 64, 67, 97, 107, 109–10, 113, 116, 119, 121, 123, 127, 148, 153–5, 233, 468, 472, 474, 501, 503, 505
Kramar, R. 226, 230
Kultalahti, S. 261–2, 266–7

Laakso, M. 514–15
LaFromboise, T. 452–4
Lai, P. 321, 323–4
Lam, H. 67, 454, 478
Lambell, R. 369, 373
Lance, C. 37, 504
Lanfranchi, P. 355, 360–61
Langford, M. 343, 454, 478
language
  ability of spouse 472–6
  and adjustment 89, 91, 97, 472–4, 476
  aiding success 212
  barrier, for military expatriates 303
  and communication 141
  as minor theme in academic research 67, 69, 72–3, 502
  and performance 117–18, 121–2, 126–7
  and SIEs 192, 198
Lanier, A.R. 6, 32
Laser, J.A. 475, 481
Lauring, J. 23, 35, 68, 118, 127, 191, 197–8, 243, 245, 250, 298, 335–9, 341–3, 378, 434, 436–8, 442, 444, 468, 474, 478, 483, 505
Law, K.S. 67, 504
Lay, T.H. 3, 22
Lazarova, M.B. 34, 41, 55, 83, 95, 99, 106–11, 114, 116, 124–6, 138, 148, 153–5, 219, 231, 235–6, 245, 250, 306, 343, 469, 474, 477, 483
leadership
  challenges for US military 306–10
  crisis 163
  in managerial performance 112, 114–15, 117–18
  missionary agency 330
  as theme in academic research 64, 70
learning outcomes of aid and development expatriates 382–3
Lee, F. 459, 462
Lee, L. 107, 110, 114, 119, 125, 127
Lemaître, G. 23, 136
LePine, J. 21, 506
Lerbinger, O. 161, 163–5
lesbian, gay, bisexual, transgender and intersex (LGBTI) expatriates
  current state of research
    dangerous locations 210
    discrimination 205–7
    duplicity (being in or out) 207–10
    female LBT expatriates 207
    opportunities, barriers and challenges 204–5
  definitions 203–4
  future research directions 214–15
  implications for practice 213–14
  increased interest in research on 202
  and military expatriates 309–10
  theoretical perspectives
    acculturation 211–12
    career anchors 211
    heteronormativity 212–13
    social capital 210–211
Leung, A.S.M. 32, 242, 244–5, 247, 250, 339, 477
Levine, M. 264–5
Lewis, D. 369, 371–2, 384
LGBTIs *see* lesbian, gay, bisexual, transgender and intersex (LGBTI) expatriates
Lin, C.Y.-Y. 107, 126, 393
Linehan, M. 25, 54, 68, 242, 244, 246, 250
Linton, D.B. 326, 328
Lischer, S.K. 175, 374
Little, K.M. 326, 328
local managers and colleagues 98
localization 67
localized expatriates (LOPATs) 36–7, 55
Locke, E. 21, 506
Locke, K.D. 417, 502, 504
Lofquist, L.H. 84, 87–8
Lovell, E.B. 5, 31
Lowe, K.B. 245, 248
Lowell, B.L. 39, 56, 394, 396
Lundstedt, S. 4, 83
Lussier, R. 490, 493, 500–501, 509, 511

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 540 04/04/2017 08:56

Lyons, S.T. 261–2, 264, 266–8
Lysgaard, S. 4, 31, 83

MacLachlan, M. 380–81
Macomber, J.H. 92–3, 99
Maddox, R. 6, 31
Magee, J. 355–6, 360–61
Maguire, J. 353–6, 358–61
Mahoney, J. 25, 28–30, 54
Mahoney, M. 511, 515
Mäkelä, K. 152, 156, 190, 263
Mäkelä, L. 55, 242, 244–5, 249, 279–80, 286, 475, 479–80, 484
Malek, M.A. 95, 116, 124, 127, 477–8
Maley, J.F. 218, 226–7, 230, 232
Mallon, M. 35–6, 64, 125, 338–9, 378–9
Mamiseishvili, K. 337, 342
management of expatriates 64, 70, 153–4
Mandell, M.M. 3, 31
Manson, J. 316, 319, 328
manuscript rejection 515–17
Markus, H.R. 451, 460
marriage breakdown 474
Martin, C. 262, 265
Martin, E.E. 326, 328
Marvasti, A.B. 445, 504
Mathur-Helm, B. 244, 246, 249
Mavin, S. 242–4, 246, 248
Mayerhofer, H. 26, 40, 55, 219, 271, 276, 278–9, 479, 481, 484
Mayrhofer, W. 40, 55, 276, 480
McDonnell, A. 148, 190, 335
McDowall, A. 39, 279
McElroy, J.C. 261–2, 264–6, 270
McEvoy, G.M. 91, 94, 110, 119–20, 124, 502
McFadden, C. 202, 205–6, 214
McGrath-Champ, S. 163, 170, 173–5
McKenna, S. 35, 56, 64, 137, 191, 197, 300, 337–8, 342–3, 378–9, 434–44
McManus, S.E. 397–8, 410, 504
McNamara, G. 24, 504
McNulty, Y. 25–6, 30, 32, 35, 37–9, 54–5, 63, 67–9, 99, 141–2, 148, 151–4, 156, 160, 162, 173, 177, 190, 196–8, 202, 204, 207, 210, 213–14, 242, 244–6, 250, 255, 263, 280–81, 298, 304–5, 385, 445, 468–9, 474, 477, 481–2, 484–5, 501–2, 514
McPhail, R. 24–6, 54, 160, 162, 173, 177, 202–4, 207, 209–15, 219, 242, 245–6, 249, 255, 308, 310, 470
McWha, I. 380–81
Megginson, L. 5, 31
Meister, J.C. 261–2, 264, 266–70, 272
member care approaches and services 316, 319–21, 325–8, 330
Mendenhall, M.E. 21, 28, 32, 41, 64, 68–9, 87, 89, 92–3, 99, 109, 119, 127, 212, 305, 319, 505
mentoring 66–8, 250–51, 383, 502, 510
MEs *see* military expatriates (MEs)
methodological issues
  components of research process 393–4
  conceptualization
    as component of research process 394
    current status 394–6
    implications for 409–10, 412
    results 400–402
  current status 394–7
  data analysis 394, 406, 408, 410
  data collection
    as component of research process 394
    implications for 411–12
    results 404–7
  end-user accessibility 412
  implications for theory, research and practice 409–13
  importance of systematic comparison 393
  present study
    aim and focus 398–9
    method 399–400
  recommendations for researchers and practitioners 411, 413
  relevant theoretical perspectives 397–8
  research design
    as component of research process 394
    current status 396–7
    implications for 410–12
    results 402–3
  results 400–407
Meyskens, M. 35, 40, 276, 468
Miceli, N. 223–4, 232
Michailova, S. 25, 64, 140, 242–4, 246, 250–51, 282, 284, 308
migrants/immigrants
  acculturation 86
  defining 25, 38–9, 55–6, 396
  dual identification 452
  and expatriates 22–3, 191, 194
  framework for understanding adjustment 86–7
  second-generation 377
  sports 353–6, 360
  terms reserved for 34
  see also skilled (im)migrants (SMs)
military expatriates (MEs)
  characteristics
    interaction with host locals 301
    nature of work demands 301–2
    organizational commitment 300–301

File supplied to L Wager for personal use - Not for sharing or posting

organizational cultural norms 302–4
personal agency 300
current status of research 304–6
diverse nature of 298–300
future research directions
field providing opportunities for researchers 310–11
leadership challenges for US military 306
LGBTI expatriates 309–10
military family 306–7
women in combat 307–8
sport migration as closely related to 354
study
aims, focus and context 297–8
conclusion 310–11
Millar, J. 38, 284
Millennial expatriates
competencies 261, 266–7, 271
context 265–6
current status of research 263–4
definitions 262–3
expectations 270
implications for theory, research and practice 270–71
limitations and future research directions 271–3
motivations 264, 267–9
relevance 261
Miller, A.N. 497–8
Miller, C. 511, 515
Miller, E.L. 6–7, 31–2, 64–5, 67–8, 379
Mills, T. 54, 136
Minbaeva, D.B. 64, 140, 233, 282, 284
Misa, K. 6, 32
Mischel, W. 5, 31
missionary expatriates
future research directions 328–30
mission worldview 317–18
from non-Western perspectives 319, 330
realities facing modern-day 316
research literature summary 325–8
study purpose and scope 316–17
trends and paradigm shifts
from countries to people groups 319–20
from ethnocentric to geocentric sourcing 319
from exclusive to inclusive 321
from full-time missionary to tentmaker 321–2
importance of changing context 318–19
from lifetime missionary to short-term expatriate 322
from missionary team to expatriate worker 320–21
from village to mega-city 320
typology 322–5
uniqueness 319
missionary kids (MKs) 325–30
Mitchell, T.R. 393, 399, 409, 411
Mitroff, I. 164, 170–71
Mizzi, R. 202, 212–13
MK CART/CORE study 325
MKs *see* missionary kids (MKs)
Moeller, M. 25, 54, 218–20, 223, 230, 393, 410
Mohn, T. 33, 57
Mohr, A.T. 21, 34, 55, 276
Mok, A. 458–62
Mol, S.T. 41, 95, 106–7, 109–10, 114, 119, 122, 125, 127, 306
Molloy, J. 21, 25–7, 505
monoculturals 452, 454, 456, 461, 478
Moore, A.M. 455–7
Moriarty, G. 320–21, 325, 327–8
Moritz, B. 262, 266–7
Morley, M. 54, 57, 63
Morris, M.A. 28, 64
Morris, M.W. 459–62
Morrow, P.C. 261–2, 264–6, 270
Moskos, C.C. 301, 305
Mosse, D. 369, 384
motivation to expatriate
of aid and development workers 375, 377–9
in developed and developing countries
future research directions 142
lessons from literature 136–7
of expatriate academics 338–40, 342–4, 355
of IBTs, short-term and international commuters, as area requiring further study 289
of Millennials 264, 267–9
of missionaries 317, 322, 327
of SIEs
beyond careers 197–8
and OEs 378–9
of sports expatriates 351–2, 360–61
Motowidlo, S.J. 110, 112–19
MSLGROUP 269, 271
Murphy, P.J. 162–3, 165
Murray, J. 5–6, 32, 54
Myers, B.A. 35, 56, 136, 350, 378

Napier, N.K. 64, 242, 246, 248
Nasholm, M. 24, 34, 55
Nasser, R. 337, 339–41
national culture
impact on women expatriates 242, 251
and inpatriates 220–21
Naumann, E. 65–6, 92–3
Navara, G. 37, 316–17, 319, 328
Navas, M. 88–9

File supplied to L Wager for personal use - Not for sharing or posting

Negandhi, A.R. 4–5, 31–2, 62
Nesbeth, K. 474, 483
Neuman, W.L. 344, 504
Newman, J. 6, 32, 64
Newman, S. 4, 31
Newton Parks, F. 4, 31
Nguyen, A.-M.D. 451–3
Nicholas, H. 39, 279
Nicholson, N. 91, 127
Noethen, D. 107, 110
North Atlantic Treaty Organization (NATO) 297
Novicevic, M.M. 218, 222–3, 232, 234
Nowotny, K. 40, 281–2
Nutt, P.C. 298, 300

Oberg, K. 4, 31, 61, 83, 196
Oberholster, A.J. 319, 327, 329, 377–9
Oberholster, B. 317–19, 321–2
Oddou, G. 21, 24, 64, 87, 108–9, 119, 127, 212, 305, 319
O'Donnell, K. 322, 328
OECD 368–9, 394, 396
OEs *see* organization-assigned expatriates (OEs)
official development assistance (ODA) 368, 370, 372
Okay-Somerville, B. 264, 270
Olden, A. 6, 31
Olson, D.H. 472, 476
Ones, D.S. 65, 106–7, 109–10, 116, 118, 120
open systems perspective 176
ORC Worldwide 33, 39, 278, 282–4, 289
organization-assigned expatriates (OEs)
  comparison with MEs
    interaction with host locals 301
    nature of work demands 301–2, 310
    organizational commitment 300–301
    organizational cultural norms 302–4
    personal agency 300
  definition 298
  formerly seen as moving in context of company's needs 137
  motivation for expatriation 378–9
organizational commitment
  definition 340
  expatriate academics 340–41
  expatriate adjustment 94–5
  expatriate performance 109, 117–18
  military expatriates 300–301
  in taxonomy of managerial performance 115
organizational cultural norms 302–4
organizational learning 163, 167, 176–7
organizational self-initiated expatriates (OSIEs) 26, 434, 436–40, 443–4
Osland, J.S. 63, 191, 338–9, 458
Osman-Gani, A.A.M. 25, 143
Österberg, J. 300, 305
overseas experience (OE) travellers and tourists 35, 56
Oyserman, D. 451, 459, 461
Özbilgin, M. 39, 137, 142, 188, 353
Ozturk, M.B. 206–7, 213–14

Paik, Y. 245–6, 251
Paine Schofield, C. 264, 266–9
Paisley, V. 202, 470
Pandzic, J. 316, 320, 324, 327–8
Pang, E. 138, 144
Papavasileiou, E.F. 261–2, 264, 266–8
parent country nationals (PCNs) 28, 33, 35, 54, 56, 150
Pargneux, M.L. 33, 35–6, 189, 306, 379
Parker, B. 91, 110, 119–20, 124
Parker, P. 36, 505
Parkinson, S. 369–70, 372, 374, 377–9
Patel, D. 163, 165, 279
Pattie, M. 109, 468
Pauls, D. 325–6, 328
Pauls, N. 325–6, 328
PCNs *see* parent country nationals (PCNs)
Pedersen, P. 32, 39
Peiperl, M. 24, 28, 33, 55, 57, 137–8, 223, 226
Peltokorpi, V. 35, 54, 68, 141, 187, 190
Peltonen, T. 91, 281, 284
Penrose, E.T. 4, 31
Peppas, S.C. 65, 223–4
perceived organizational support (POS) 67, 72, 121, 123, 171, 475–7
performance
  and adjustment 94–6, 99, 109, 116, 120–24, 126–7, 153
  aid and development expatriates 383
  antecedents 119–24
  and assignment success 93–4
  of business travellers 289
  creative 458–9
  definitions 106–7
    expatriate job performance 110
    individual work outcomes 107–9
  of expatriate academics 341–3
  future directions 125–6
  of global employees 473–4
  and GTM 150, 153–4
  high-performance work systems 176
  implications for conceptualization of 124–5
  influence of spousal involvement 437
  'informants' 438
  in inpatriate literature 224–8, 230
  and LGBTIs 202, 205

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 543 04/04/2017 08:56

as major theme in academic research 64, 70
models
conceptual studies 113–16
empirical studies 116–19
relevant theoretical perspectives
comparisons 111–12
performance models 113–19
role of international mobility 149–50
and SIEs 198
study conclusion 126–7
work–home role 468
Perlmutter, H. 4–5, 28, 31, 53, 57
'perma-pats' 36
permanent transferees (PTs) 37, 56
person–environment (P-E) fit 84, 86–90, 95–6
personal agency 300
personal initiative 193–5, 199
personality
Big Five traits 461
expatriate academics 341
expatriate performance 118, 120
influence of spouse's 475–6, 478–9
military expatriates 305
practitioner research 428
as theme in academic research 65, 70
Peter, H.W. 3–4, 31
Petersen, E.B. 336, 343
Peterson, B.E. 37, 343, 454, 457, 478–9
Peterson, R.B. 6, 32, 64, 219, 223–4
Peytremann, I. 163, 298
Pfeffer, J. 234, 416
Phinney, J.S. 451–3, 457
Pierson, P.E. 318, 323
Pinto, L.H. 97, 107, 124
Plamondon, L.T. 37, 343, 454, 457, 478–9
Ployhart, R. 21, 25–7, 505
Plueddemann, J.E. 326, 328
Pocock, M. 321–2
Podsakoff, P.M. 21, 329, 409, 411, 504
Poli, R. 351, 356, 362
Pollock, D.C. 326, 328–9, 454, 458, 478
Polonijo-King, I. 378–9, 384
Porter, A. 316–17
Porter, G. 108–9
Powell, J.R. 319, 323, 326, 328
Powell, W.W. 174, 419
practitioners, expatriate research for and with
challenges and benefits 416–20
collaboration
future research directions 430, 432
recommendations for 429
typology of 429–31
in global mobility
conducting research 425–6
construction 426–7
contracting 423–5
diagnosis stage 421–2
entry stage 420–21
long-term engagement 427–8
public dissemination 427
quality agreement 422–3
Pratt, M. 368, 434, 437, 442, 504
Prensky, M. 264–5
PricewaterhouseCoopers 261, 264–6, 269, 278
Pringle, J.K. 35, 136, 350, 378
Pritchard, K. 261–2, 264–7
production networks 177, 356–8
Protestant Christian missionary expatriates *see* missionary expatriates
Pruthi, S. 28, 34
psychological adjustment 84, 87, 90, 456–7, 476
psychological contract 66–7, 72, 156, 170–71, 230, 265, 337
psychological health 478
psychological perspectives on sports migration 359
publishing research
handling manuscript rejection 515–17
how to publish
academic journals statistics 513
building publishing pipelines 509
developing publishing strategy 509–15
developing writing habits 508–9
finding and keeping co-authors 506–8
importance of 490–91
publish-or-perish
consequences of 498–9
as familiar aphorism 491, 497
institutional fit 500
quality vs quantity 497–8
as way of life in academia 497
women in academia 499
study conclusion 518
what to publish
current and emerging themes 501–2
gap-spotting vs problematization 502–3
niche areas 500–501
research design and methodological fit 504–5
rigour–relevance debate 503
'theoretical contribution' 506
writing resources 492–6
Puchmüller, K.M. 160, 242, 244–6, 251, 279, 480
Pudelko, M. 127, 141, 384
Punnett, B.J. 64, 134–5, 139, 373
Purnell, E.M. 326–8

Quigley, R.L. 373, 384

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 544 04/04/2017 08:56

Rajak, D. 368, 373–4, 380–81
Ramirez, J. 171, 175
Ramsey, R. 303–5
Ranford, A. 281, 283
Rasco, R. 326, 328
recruitment/selection 64, 70, 151–2, 222–3, 248–9, 289
Rehberg, W. 377–9
Reiche, B.S. 34, 54–5, 137, 141, 143–4, 148, 150–51, 153, 218–20, 225, 227–32, 234, 236, 284, 421, 445, 503, 505
Reio, T. 496, 504, 515–16
Reis, C. 63, 143
reliability, demonstrating 406, 408, 412, 443
religious expatriates *see* missionary expatriates
Ren, H. 83–4
repatriation
  adjustment 326–7
  expatriates to and from developed and developing countries 139, 143
  in future inpatriate research 235–6
  intent 395
  as major theme in academic research 64–5, 68, 70, 501
  post-assignment in GTM 154–5
retention *see* turnover/retention
return on investment (ROI) 63, 67–8, 72, 150–52, 426, 501
returnees 34, 39, 55
reverse migrants 39
Reynolds, C. 6, 31
Richardsen, A.M. 242, 244–5, 248
Richardson, D. 37, 355
Richardson, J. 25–6, 35–6, 56, 64, 66–9, 125, 137, 191, 197, 300, 337–9, 342–3, 378–9, 394, 434, 436–8, 440–44, 469–70, 481
rigour–relevance debate 503
Ritchey, J.L.S. 326, 328, 330
Ritchie, B.W. 162–3, 168–9
Riusala, K. 64, 322, 475
Robbins, S.P. 340–41
Robert, D.L. 318, 322
Robie, C. 28, 64
roles of expatriates 64, 68, 70
Romanowski, M.H. 337, 339–41
Roos, H. 246, 249
Rosik, C.H. 316, 320, 324, 326–8
Roth, S. 368, 374, 380, 384
Rousseau, D.M. 170–71, 340, 413, 503
Rowley, E. 172, 175, 374
Rua, O. 107, 124
Ruigrok, W. 434, 441–3
Rundle, S. 323, 325
Russell, M.L. 321, 323, 325
Rynes, S.L. 416, 419–20, 427, 503–4, 507, 516–17

safety and security *see* security
Salamin, X. 244–6, 250, 254, 503
Salt, J. 38, 276, 283–4
Sam, D.L. 452, 456
Sandberg, J. 434, 440, 445, 502, 506
satisfaction
  and adjustment 86–8, 93–5, 121
  of expatriate academics 341–2
  and lesbian status 205
  missionary 325, 327
  motivation to expatriate 136
  of SIEs 198
  spousal 472–3, 475, 479, 483
  as theme in academic research 65, 70
Saxenian, A. 34, 38
Scandura, T.A. 393, 409, 411
Schäfer, L. 261, 264–8
Schoepp, K.W. 337, 340–41, 343
Scholarios, D. 264, 270
Schollhammer, H. 4–5, 31
Schuler, R.S. 148–9, 151, 261–2, 277, 280
Schütter, H. 468, 475, 484
Schwandt, J. 320–21, 325, 327–8
Schwind, H. 6, 32
Schyns, B. 36, 136, 187, 189
Scullion, H. 25, 33, 54, 57, 63–4, 108, 119, 148–50, 154, 190, 242, 244, 246, 250, 277, 280
sea turtles 55
Searle, W. 83–4, 87, 153, 456
security
  accommodating expatriate diversity 160
  current status of crisis management research 162
  defining major concepts 161–2
  focusing on individuals' lived experiences 177–9
  frameworks for understanding crisis response 162–7
  future research directions 174–7
  as minor theme in academic research 66–7, 72–3, 502
  moderators of expatriate threats and organizational responses to crises 171–4
  theoretical perspectives on crisis management and expatriates 167–71
Segalla, M. 496–8, 511–12, 517
Seibert, S. 516–17
Selby, S. 327–8, 330
selection *see* recruitment/selection

File supplied to L Wager for personal use - Not for sharing or posting

self-initiated expatriates (SIEs)
  defining 25, 29, 34–7, 56, 187–91, 194, 196, 394
  in developed and developing countries
    future research directions 142
    lessons from literature 137
  employed 36–7, 56
  in field of sports 350, 352–5, 361–3
  future research directions 199
  as major theme in academic research 65–6, 68, 70–71
  motivations for expatriation 197–8, 378–9
  and personal initiative 193–5, 199
  research implications
    careers issue 197
    defining 194, 196
    motivation beyond career 197–8
    time issue 196–7
  as self-starting, proactive and persistent employees 191–3, 195, 198
  within research methods comparison
    aim of study 393
    classification of 395
    conceptualization 394, 396, 400–402, 409–10, 412
    data analysis 406, 408, 412
    data collection 404–7, 411–12
    present study 398–400
    recommendations 411–13
    research design 396–7, 402–3, 410–12
  see also organizational self-initiated expatriates (OSIEs)
self-initiated repatriates (SIRs) 37
self-starting, proactive and persistent employees 191–3, 195, 198
Selmer, J. 23, 32–3, 35–6, 54, 56, 63–5, 67–8, 91–2, 117–18, 127, 141–2, 151, 187, 189–91, 196–8, 242–5, 247, 250, 298, 335–9, 341–3, 378, 394, 396, 409, 434, 436–8, 442, 444–5, 454, 468, 474, 477–8, 483, 505–6
Shaffer, M.A. 21, 23–5, 27, 29–30, 32–3, 35, 40–41, 54, 56, 64, 68–9, 95, 108–9, 113, 116–19, 122, 124, 126–7, 153, 155, 232–3, 235, 249, 276–80, 306, 393–4, 468, 470, 472, 474–9, 483, 503
Sharma, K. 228, 230
Shay, J.P. 95, 99, 153
Sheehan, C. 397–8, 410
Shen, J. 97, 244–6, 474
Shenkar, O. 64, 67, 303
Shetty, Y. 5, 31
Shih, H.-A. 341, 475
Shin, J.C. 338–9
Short, D.C. 416–17
short-term assignees (STAs)
  cost containment 289
  current status 282–4
  defining 33, 56–7
  family tension 482
  as having high mobility risk rating 288
  move from lifetime missionary 322
  nature of employment 276, 278, 290
  travel patterns 283–4
short-term international assignments (STIAs)
  flexible careers paths for Millennials 270–71
  military expatriates 300
  non-traditional global employees 481
Shortland, S. 242, 244–51, 255, 308, 434–7, 442, 444
Showail, S.J. 125, 127
SIEs *see* self-initiated expatriates (SIEs)
Siggelkow, N. 434, 504
Sigismund Huff, A. 490, 499–500
Silvanto, S. 143, 321
Silverman, D. 438, 442–3, 504
Sinangil, H.K. 106, 110, 116, 118, 120
single-task expatriates
  future research directions 142–3
  nature of 137–8
skilled (im)migrants (SMs)
  confusing terminology 39, 191
  defining 25, 55–6, 394
  need for differentiation with SIEs 142
  within research methods comparison
    aim of study 393
    classification of 395
    conceptualization 394, 396, 400–402, 409–10, 412
    data analysis 406, 408, 412
    data collection 404–7, 411–12
    present study 398–400
    recommendations 411–13
    research design 396–7, 402–3, 410–12
  as unlike athlete migrants 354
Smillie, I. 369, 372–3
Smola, K.W. 262, 264, 267, 270
social capital
  building inpatriate 229–30
  female expatriates 252
  LGBTI expatriates 210–11, 245
sociocultural adjustment 84, 87, 142, 456–7, 476–7
Søderberg, A.-M. 227, 229, 231
Söderman, S. 359–60, 363
Soeters, J. 297, 305
sojourners 37–8, 57
Sonnabend, H. 6, 31
Sparrow, P. 40, 55
spirituality 67, 72, 327

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 546 04/04/2017 08:56

sports expatriates
  advancement by seeking career abroad 350–51
  challenges for professional sports clubs
    IHRM challenges 360, 363
    minors and children 362
    sporting team effectiveness 363
  growing number of 351–2
  investigating international transfers
    global value chains, commodity chains and production networks 356–8
    international sports labour migration theories 355–6
    psychological perspectives on sports migration 359
    sports politics and governance 358–9
    typology of athletes' migration motives 360–61
  theoretical perspectives 355–60
  towards defining self-initiated expatriation in sports 352–5
spouses
  within global family
    definition and classification of 469–71
    empirical findings 472–82
    future research directions 482–5
  as independent in 'couple' 204
  involvement in expatriate careers study 436–8
  military 303, 306–7, 309
  and partners, as theme in academic research 64, 70
  and performance 122
  relocating with LGBTI expatriate 214
  separation as stressful 283
  in traditional expatriation 202, 468
  in traditional missionary family 320–21, 324, 328
  in typology of missionary expatriates 323–4
Spruill, J.W. 280–81
staffing
  and inpatriates 218–23, 225–6, 230–31, 234–7
  international strategy 479–80
  LG workers in global 204, 214–15
  in taxonomy of managerial performance 115
  as theme in academic research 64, 68, 70
Stahl, G.K. 7, 34, 83, 148, 155, 279–80, 300, 378–9, 474
Stake, R.E. 434, 504–5
Stalker, B. 242–4, 246, 248
Starbuck, W. 502, 509, 511, 517
Starr, J. 378–9
Starr, T.L. 33, 279, 283–4, 479, 481–2
Status of Forces Agreements (SOFA) 309
Staw, B.M. 245, 506
'stealth expatriates' 288
Steffen, T. 323, 325
Steinmetz, L. 4–5, 31
Stening, B.W. 61, 68, 298
Stephens, G.K. 64–5, 91, 98, 119, 153, 472
Stern, A.H. 5, 31
Stirling, C.M.B. 325, 327–8
Stirrat, J. 368, 373–4, 380–81
Stoddard, A. 163, 175, 368, 373–5
Stopford, J.M. 4–5, 31
Striker, J. 40, 279
Stroh, L.K. 65, 68–9, 155, 245, 247, 249, 468
success
  adjustment as criteria of expatriate 109
  'assignment' 93–5, 119
  attempts to identify variables contributing to 119
  criteria for 120–23
  and failure, as theme in academic research 64, 70
  families 265, 279–80, 468
  inpatriate 223, 225–6, 237
  for LGBTI expatriates 204, 212–14
  as linked to goals 430, 432
  missionary 316, 319, 321, 324, 327, 329
  as not inverse concepts 109
  publishing/career 490, 492, 497, 499–501, 506, 509
  sporting 352
Suddaby, R. 21, 27, 394, 409, 506
Sugden, J. 355–6, 360–61
Sullivan, A. 434, 436, 444
Sullivan, L. 434, 436
Sullivan, S.E. 197, 211, 264, 268, 509
Sullivan, S.L. 373–5, 434, 436, 444
support networks
  for adjustment 97
  LBGTI 208
  responsibility for 250–51
Sussman, N.M. 451, 456, 461
Sutton, C.D. 262, 264, 267, 270
Sutton, R.I. 245, 416, 506
Suutari, V. 24, 32–5, 39–40, 55–6, 64, 68, 83, 94, 97, 137, 154, 187, 190, 263, 278, 280, 282, 284, 322, 350, 378–9, 475, 505
Syed, J. 22, 35, 38–9, 56, 136, 393, 410

3-D model of adjustment 84, 88–90, 99–100
Tadmor, C.T. 452, 455, 458, 460–61
Taft, R. 84, 86–7
Tahvanainen, M. 33, 56, 65, 278, 282, 284, 470, 480
Tait, E. 37, 55

File supplied to L Wager for personal use - Not for sharing or posting

Takeuchi, R. 68, 89, 91, 93, 95–6, 107–9, 116, 124, 127, 153, 298, 306, 339, 393, 410, 469–70, 472, 474–5, 503, 505
talent flows 139–40, 143
talent management 67, 72, 502
  see also global talent management (GTM)
Tan, D. 25, 28–30, 54
Tan, E.S. 138, 142–3
Tansky, J.W. 108–9
Tarique, I. 148–9, 219, 261–2, 454, 478
Tassell, N. 377–9
taxation 64, 66, 70
Tayar, M. 202, 471
Taylor, A. 5, 31
Taylor, M. 353, 355, 360–61
Taylor, S. 242, 246, 248
Taylor, W.D. 319, 321–2, 327–8
TCKs *see* third culture kids (TCKs)
TCNs *see* third country nationals (TCNs)
Teague, F.A. 6, 31
Tempel, A. 140, 143
Tenopir, C. 511, 514
tentmakers
  definition 320
  as job-takers 325
  move from full-time missionary 321–2
  in typology of missionary expatriates 323–4
Terjesen, S. 264, 270
terminological confusion 24–7
Tetlock, P.E. 452, 458
Tett, R.P. 106, 127
Tharenou, P. 23, 27–8, 32–7, 40–41, 54, 56–7, 67, 190, 196, 198, 225, 229–31, 241–5, 249, 298, 353, 393–5, 398, 411, 468, 470, 481, 484, 505
Tharmaseelan, N. 38, 268, 272
'theoretical contribution' 506
theory building 25, 417, 439–41
theory of planned behaviour (TPB) 140–41
theory of work adjustment (TWA) 84, 87–8
third country nationals (TCNs) 7, 26, 33, 54, 57, 150, 223, 226, 234–5
third culture kids (TCKs)
  in academic research articles 328
  cross-cultural adjustment 478
  definition 454
  as missionary kids 325–30
  need to replicate past research results 329
  psychological well-being 479
  tendency towards prejudice 458
  as theme in academic research 67, 72
third cultures 454–5
  see also adult third culture kids (ATCKs); third culture kids (TCKs)
third sector expatriates 66–7, 371–2
Thite, M. 25, 34, 55
Thomas, D.C. 25–6, 28, 34–5, 41, 55, 63–5, 83, 89, 92–3, 95, 99, 107–9, 114, 116, 124, 153, 230, 506, 514
Thomas, G. 378–9, 381–3
Thompson, D. 4, 31
Thorn, K. 35, 56, 136, 190, 378–9, 394
Tiesler, N.C. 354–5
Toh, S.M. 55, 98, 236
Torbiorn, I. 24, 33, 56, 62, 64, 84–5, 107, 115, 118, 378
Toyne, B. 7, 31, 64, 222
Traavik, L.E.M. 242, 244–5, 248
traditional expatriate missionaries 320–24
transpatriates 322–3, 330
travel benefits 286, 343, 378
travel patterns 277–8, 285, 323–4
travel problems 161, 249, 279–80, 286, 288–9, 480
Trembath, J.-L. 36, 335, 337
Triandis, H. 4, 31
Trimble, D.E. 320–21, 328, 330
trust-building 420–21
Tsang, E.W.K. 434, 439–40
Tsurumi, Y. 6, 32
Tucker, M. 6, 31
Tung, R.L. 3, 7, 25, 28, 31–4, 39, 54–5, 62, 64–5, 68–9, 109, 115, 119, 152, 242, 244–8, 378, 456, 468, 470, 504, 506
Tungli, Z. 28, 33, 55, 137–8, 223, 226
Turney, R. 327–8
turnover/retention
  data difficult to capture 108
  embeddedness perspective applied to 229
  of expatriates on developmental assignments 155
  impact of poor HR practices 287
  meanings of 94–5
  of Millennial expatriates 265, 267–8, 270–71
  and motives of SIEs 198
  need for repatriation strategy linked to 155
  rates of repatriated inpatriates 236
  relationship with organizational performance 154
  in research on missionary life 321, 327–8
  as theme in academic research 65–6, 70
  and time issue 196–7
Tyler, K. 264–6

UNCTAD 133, 135, 140, 357
Union of International Associations 368, 372
United Nations 38, 144, 320, 372, 451
United Nations Volunteers 372–3

File supplied to L Wager for personal use - Not for sharing or posting

Unstead-Joss, R. 377–9
Useem, J. 4, 31, 61, 325, 328–9, 454
Useem, R.H. 4, 31, 61, 325, 328–9, 454

Vaiman, V. 35, 54, 149–50, 263, 393
Van der Heijden, J.A. 153, 219, 225
Van Der Zee, K.I. 475, 479
Van Dyne, L. 264, 266
van Erp, K.J. 468, 476, 478
van Oudenhoven, J.P. 454, 457, 478
Van Reken, R. 326, 328–9, 454, 458, 478
Vance, C.M. 30, 35, 55, 64, 68, 137, 190, 198, 244–6, 250–51, 335, 350
Varma, A. 68, 245, 247
Vaux, T. 368, 374, 379, 385
Verschuren, P.J.M. 93, 96
Vian, T. 372–3
Viitala, R.L. 261–2, 266–7
virtual workers and global domestics 23–4, 57
Viswesvaran, C. 65, 97, 107, 109–10, 116
Vivian, J. 4–5, 31

Wallace, W. 4, 31
Walters, K. 454, 478–9
Wandersee Wiemer, B.J. 326, 328
Wang, J. 162, 168
Ward, C. 83–4, 87, 96, 153, 456–7
Watkins, M.D. 164, 167
Waxin, M.F. 91–2, 97–8, 472
Wayne, S.J. 41, 67, 107, 109, 116, 119, 121
Weedon, G. 356, 359
Weeks, K.P. 474, 478, 502
Wei, Y.-C. 107, 126
Weisbord, E. 454, 478
Welch, C. 56, 434, 504, 506
Welch, D.E. 65, 115, 191, 276–7, 279–80, 283–4, 286, 378, 468, 480, 482
well-being
  conceptualization 161
  expatriate
    categories of crisis most likely to threaten 171–2
    and duty of care perspective 170
    importance of information 176–7, 179
    LGBTI 210
    of MKs 326–7
    sectoral differences in attitudes to 173–4
  of military family members 306
  psychological 87, 171, 210, 303, 305, 326, 456–7, 478–9
  subjective 83, 89–90
Wen, W. 37, 57
Westman, M. 40, 249, 279, 288, 479–81, 483–4, 502
White, C. 320, 323–4
Whiting, R. 261–2, 264–7
Whitman, M.F. 337–8, 342, 344
Wiese, D.L. 67, 475, 478–9
Wilcox, D.K. 327–8
Wilcox-King, A. 21, 506
Wille, C. 375, 377
Williams, E.A. 393, 409, 411
Willis, K. 39, 56
Willyerd, K. 261–2, 264, 266–70, 272
women expatriates
  in case study research 435, 437, 444
  current research status 243–4
    methodologies 245–6
    theories 244–5
    trends 246
  definitions 243
  in developed and developing countries 135, 142
  expanding opportunities for 241
  female LBT expatriates 205, 207
  future research directions
    foci for future studies 253–4
    theoretical lenses for examining 252–3
    women from developing economies 254–5
    women in government, NGOs and not-for-profit organizations 255
    women in non-traditional family situations 255–6
  as major theme in academic research 64–5, 68, 70, 501
  under-representation 241–4, 247
  sports 352
  themes in prior research
    bias in selection process 248–9
    female interest in international assignments 249–50
    perceptions of foreigner prejudice 247–8
    resistance to women undertaking international assignments 251
    responsibility for support networks 250–51
  women in combat 307–8
  work qualities 241
women in academia 499–500
Wong, D. 138, 142
Wood, J. 25, 64
Wood, P. 276, 283
Woodberry, R.D. 318, 322
work demands *see* job demands
work–family balance 474–5

File supplied to L Wager for personal use - Not for sharing or posting

work outcomes
  academic expatriates 340–43
  effect of general adjustment 127
  individual (definition) 107–9
work performance, global employees 474
workplace experiences of academic expatriates 339–41
World Bank 370–71
Worm, V. 56, 276, 279, 286, 468, 480, 482
Wright, P.M. 233, 342, 498
Wright, T. 207–8
writing
  developing writing habits 508–9
  reports 426–7
  resources 492–6
  'theoretical contribution' 506
Wrobbel, K.A. 326, 328

Yan, A. 21, 26, 41
Yang, Z. 398–9, 410
Yeoh, B. 38–9, 56, 143
Yep, G. 203, 212
Yin, R.K. 417–18, 426, 435–6, 440, 443, 504
Yoshino, M.Y. 6, 32

Zeira, Y. 5–7, 32, 64, 67–8, 107–9
Zikic, J. 24, 39, 56, 338–9, 394

File supplied to L Wager for personal use - Not for sharing or posting

M4196-McNULTY__t.indd 550 04/04/2017 08:56