

Chair in Behavioral International Management
Scientific Project in Behavioral International Management

No Bye, No Aloha

Determinants of repatriation intention and repatriates' work-related outcomes: A meta-analytic synthesis

aloha

a·lo·ha / ə'loʊə, ə'loʊhə

noun, interjection

Hawaiian word used as a greeting or farewell

adjective

Friendly; hospitable; welcoming: *The aloha spirit prevails throughout the islands.*

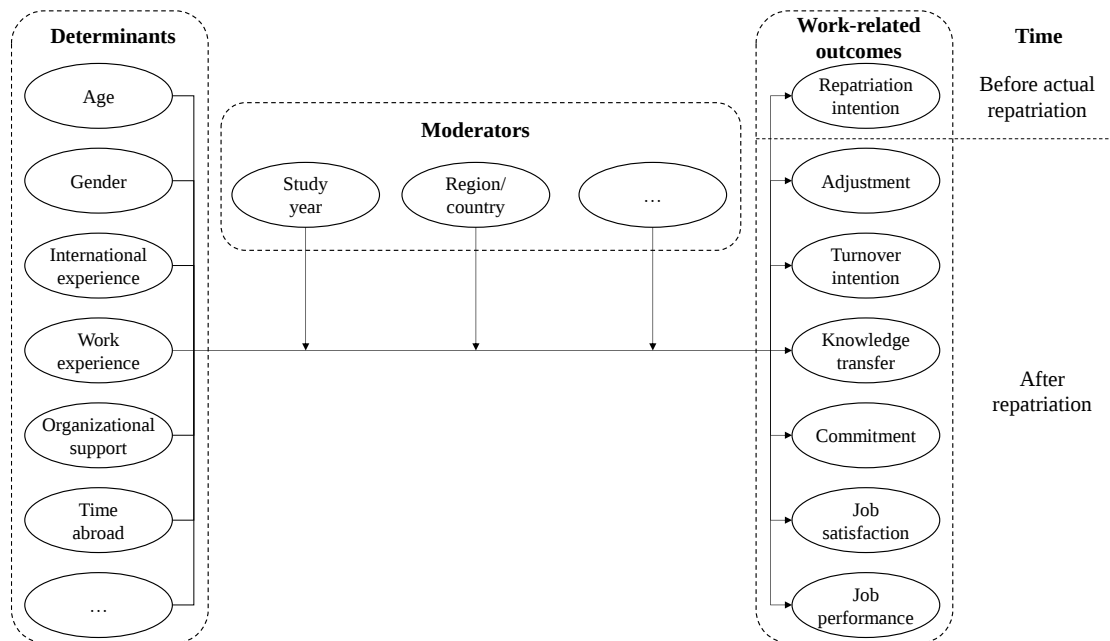
phrase

Literally translated “*the breath of life*”

Repatriation (i.e., returning home after having worked and lived abroad) is often believed to be less challenging than expatriation since the expatriate is ‘just’ returning back home. However, previous research indicates that this is often not the case. Repatriation and dealing with the various aspects related to the return to the home country after an assignment abroad can be demanding, potentially influencing repatriates’ personal life and work-related outcomes. For example, how repatriates and corporations handle the repatriation process may impact employees’ readjustment, job satisfaction, retention, willingness to share knowledge, and effectiveness. Although previous research has contributed to a better understanding of the determinants that influence repatriates work-related outcomes, the results are often inconclusive and even contradictory and discomfiting questions remain unanswered (i.e., negative and positive associations, different magnitudes of associations).

The topic of the scientific project in behavioral international management in the Winter term is “*No Bye, No Aloha - Determinants of repatriation intention and repatriates’ work-related outcomes: A meta-analytic synthesis*”. What determines how repatriates react in their work environment before and after the actual repatriation? The objective of the project is to synthesize the existing quantitative studies that have examined various individual factors (e.g., age, gender, personality, international experience, education) and firm-related factors (e.g., support) and their association with repatriates’ work-related outcomes (e.g., repatriation intention, turnover intention, organizational commitment, job performance etc.). Further, the project aims to identify the boundary conditions under which the specific relationships become stronger or weaker (i.e., potential moderators, such as study region, industry, the study year, etc.). Figure 1 provides a general conceptual model of potential determinants, the various work-related outcomes, and exemplary moderators.

Figure 1: General conceptual model of the scientific project



Note: General determinants and potential moderators include but are not limited to age, gender, education, work experience, international experience, time abroad, time since repatriation, organizational support, broad personality traits (Big Five), and narrow personality traits (self-efficacy, emotional intelligence, cultural intelligence).

Teams of three students work together, tackling a topic related to this research area (see the list of the seven preliminary topics below). The specific topics and team members are assigned in the week before the scientific project starts. Each team first develops a list of specific keywords to search the literature and to identify eligible existing quantitative studies. In the second step those studies that are in line with the inclusion criteria are coded (i.e., based on a coding protocol put specific information related to each study into an excel sheet, such as sample size, study country, industry, effect sizes etc.). Next the coded data is meta-analytically synthesized and the hypotheses and exploratory research questions are tested. Based on the findings the teams formulate theoretical and practical implications.

The first four weeks of the project are used to develop an understanding of the actual topic of the project and to build the foundation for the use of the meta-analytic techniques. Afterwards, bi-weekly Q&A sessions are offered during which the teams have the opportunity to ask questions to clarify open issues. In the elearning forum students can ask their questions at any time and receive an answer within two working days. Each team will receive a shared folder with starting literature tailored to their specific topic. General readings related to each part of the paper (introduction, theory, method, results, and discussion) are provided in the second week of the project. We will use an open access Excel tool and Internet-based tools in the analysis.

At the end of the project each team submits a scientific project paper (about 25 to 30 text pages) and presents to and discusses their findings with the other teams (15-minute presentation and 10-minute discussion).

We are looking forward to applications of highly motivated students that are interested in both the topic and the methodology. Aloha!

Objectives of the BIM chair scientific project

Upon completion of this seminar, students

- will gain knowledge of why repatriates characteristics and organizational capabilities influence repatriates' attitudes, intentions, and actions
- will gain knowledge of the meta-analytic methodology and will be able to reflect on a specific research area through the lens of meta-analytic evidence
- will learn how to use broad empirical evidence to make better decisions

Starting literature that might help in the decision whether to participate in this project:

We hope the following literature sparks interest in this topic and the methodology. Please see the references below for seminal papers as well as landmark papers that summarize main determinants of repatriates' work-outcomes. The methodological papers provide a basic overview of the analytical approach we will use.

Papers related to the topic

Chiang, F. F., van Esch, E., Birtch, T. A., & Shaffer, M. A. (2018). Repatriation: what do we know and where do we go from here. *The International Journal of Human Resource Management*, 29(1), 188-226.

Knocke, J., & Schuster, T. (2017). Repatriation of international assignees: Where are we and where do we go from here? A systematic literature review. *Journal of Global Mobility*.

Lazarova, M. (2014). Taking stock of repatriation research. In *The Routledge companion to international human resource management* (pp. 404-424). Routledge.

Papers related to the methodology

Grewal, D., Puccinelli, N., & Monroe, K. B. (2018). Meta-analysis: integrating accumulated knowledge. *Journal of the Academy of Marketing Science*, 46(1), 9-30.

Hansen, C., Steinmetz, H., & Block, J. (2021). How to conduct a meta-analysis in eight steps: a practical guide. *Management Review Quarterly*, 1-19.

Preliminary topics

- 1. Determinants of repatriation intention/expatriates' intention to leave**
- 2. Determinants of repatriates' turnover intention/intention to stay**
- 3. Determinants of repatriates' (re)adjustment**
- 4. Determinants of repatriates' job satisfaction**
- 5. Determinants of repatriates' job performance**
- 6. Determinants of repatriates' knowledge transfer**
- 7. Determinants of repatriates' organizational commitment**