

## Secondary Publication



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Date of secondary publication: 23.04.2024

Version of Record (Published Version), Article

Persistent identifier: urn:nbn:de:bvb:473-irb-948619

#### **Primary publication**

Nguyen, Anh; Andresen, Maike (2024): „Job embeddedness among internationally relocated workers between spillover effects, crossover effects, and transnationalism : a review and agenda for future research“. In: The International Journal of Human Resource Management, Vol. 35, Nr. 5, Special issue – Annual Review, pp. 868-931, London: Routledge, doi: 10.1080/09585192.2023.2287548.

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# Job embeddedness among internationally relocated workers between spillover effects, crossover effects, and transnationalism: a review and agenda for future research

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## ABSTRACT

The retention of internationally relocated workers (IRWs) and their job embeddedness hold significant importance for employers facing labor and skill shortages. While the concept of job embeddedness has been empirically validated using national samples, there exists a paucity of examination regarding its applicability and evolution within the context of IRWs. In our systematic review of 45 empirical studies, we have discerned three distinctive characteristics of job embeddedness applicable to IRWs. These include heightened spillover and crossover effects compared to their domestic counterparts, as well as transnationalism. The spillover and crossover effects describe how IRWs establish and fortify their embeddedness within the host country, while transnationalism expands the constellation of job embeddedness by incorporating a multi-country component. We summarized relevant literature and provided propositions for each characteristic, as well as outlined its implications for theory and practice.

## KEYWORDS

Internationally relocated worker; job embeddedness; spillover effects; crossover effects; transnationalism; systematic literature review

## 1. Introduction

Internationally relocated workers (IRWs) are individuals who have moved their center of life to another country and work there legally, a phenomenon recognized as vital to the workforce in many global organizations (European Migration Network, 2015). In regions like Europe and North America, these workers make up a substantial portion of the labor force, accounting for as much as one-fifth (ILO, 2018). On the one hand, highly skilled IRWs are highly valued for their contribution to knowledge transfer and innovation capacity, as well as their international

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experience and specialized expertise (Guellec, 2002). On the other hand, middle- to low-skilled IRWs play a crucial role in sectors experiencing labor shortages, such as agriculture and healthcare (Anderson et al., 2021). As a result, organizations are keen on retaining IRWs to maintain efficiency and competitiveness.

Job embeddedness, comprising links, fit, and sacrifice within the community, organization, and career, has proven to be an effective method for retaining both domestic employees (Jiang et al., 2012) and IRWs (Reiche et al., 2011; Ren et al., 2014; Yunlu et al., 2018). Among IRWs, job embeddedness has been identified as a precursor to their knowledge acquisition (Reiche et al., 2011), knowledge sharing with colleagues in both host and home organizations (Froese et al., 2021; Stoermer et al., 2020), as well as their performance and organizational citizenship behaviors (Andresen, 2015). The embeddedness of IRWs not only benefits their individual outcomes but also contributes to organizational performance, such as enhancing the transfer of tacit knowledge between partners (Yin & Bao, 2006). These findings highlight the potential of job embeddedness in explaining various behaviors and outcomes in the context of international relocations.

Despite current research applying the original concept of job embeddedness to explore its outcomes among IRWs, there has been insufficient scrutiny of the specific characteristics of job embeddedness in the IRW population. International relocation can introduce unique elements into the job embeddedness of IRWs, aspects that have not been fully addressed within the original concept.

First and foremost, the original concept, initially designed for the domestic population (Mitchell et al., 2001), does not comprehensively explain how job embeddedness is established and cultivated among IRWs. In most cases, individuals develop embeddedness within their home country progressively and naturally due to their familial connections (Fernando & Patriotta, 2020; Pawlak & Goździak, 2020). However, the process of establishing and deepening embeddedness in a new country following international relocation, often a disruptive event, is significantly more challenging and resource-demanding (Nguyen & Andresen, 2021; Pawlak & Goździak, 2020; Ryan & Mulholland, 2014). There are fundamental hurdles in the embedding process that predominantly affect IRWs and minimally impact natives (Nguyen, 2022), including language barriers, cultural distance and novelty (Ren et al., 2014), immigration policies (Humphries et al., 2009), and discrimination (Brunton & Cook, 2018). However, to date, there has been limited exploration of how IRWs develop their embeddedness in a new country, taking into account the differing circumstances between IRWs and native workers.

In the domestic context, literature has recognized the interrelations between embeddedness in various domains, termed spillover effects, and the influence of family members on an individual's embeddedness, referred to as crossover effects, as factors in the embedding process within their native environments (Kiazad et al., 2015; Ng & Feldman, 2014). There is evidence suggesting that relocating abroad intensifies the interdependence between IRWs and their families (Sterle et al., 2018), and behaviors related to embedding in one domain significantly affect outcomes in other domains (Chen et al., 2022). However, the literature has not thoroughly investigated the significance of these effects and how they may explain the development of embeddedness among IRWs.

Secondly, while native workers typically maintain strong ties to their home country, IRWs are often simultaneously connected to multiple locations, including their country of origin, their country of residence, and in some cases, even additional countries. When IRWs maintain these multifaceted connections, they experience a multi-country sense of belonging, giving rise to concurrent embeddedness in multiple countries, a phenomenon known as transnationalism (Faist, 2010). This characteristic presents a unique aspect that has 'no equivalent in a national context' (Linder, 2016, p. 556), signifying a clear expansion beyond the original concept (Mitchell et al., 2001). However, the implications of this characteristic for the theory, research, and practice of job embeddedness among IRWs have remained unclear until now. The evidence presented here indicates that the original job embeddedness theory's boundary conditions, which determine its precision and applicability in a specific context (Busse et al., 2017), are limited when applied to IRWs.

In light of the two distinct aspects of job embeddedness among IRWs highlighted above, the limitations of the original theory become particularly evident. These limitations are most pronounced in the understanding of how IRWs establish and develop their embeddedness through cross-border relocations, involving spillover and crossover effects as well as the conceptualization of the configuration of embeddedness among IRWs, encompassing the simultaneous embeddedness of community, organization, and career embeddedness in multiple countries. Therefore, we embark on an exploration of the components of job embeddedness theory that require refinement or elaboration to more accurately capture the embeddedness of IRWs. This endeavor is anticipated to lead to the identification of characteristics that differentiate the constellation and development of embeddedness among IRWs, aspects that the original theory does not fully address or elucidate. A more comprehensive theoretical framework is likely to yield valuable implications for theory, research, and practical applications in the context of IRWs.

We inquire into two research questions: (1) *What are the characteristics of job embeddedness among IRWs, particularly discerning its constellation and development in the host country, that have not been comprehensively addressed in the original embeddedness concept?* (2) *What are the theoretical, research, and practical implications of these characteristics?* To accomplish this objective, we undertake a systematic literature review (SLR) employing the framework synthesis method. This approach is notably beneficial when it comes to evaluating and enhancing a well-established theory within a distinct population (Brunton et al., 2020). Under this method, the extraction, coding, and analysis of data are firmly rooted in an established theory, with the enhancement of components arising from discoveries that deviate from the existing framework (Brunton et al., 2020; Carroll et al., 2013).

The importance of the SLR is manifold. The current underdeveloped conceptualization and explication of the job embeddedness of IRWs hinder progress in research, methodologies, and practical applications. Evident in this shortfall is the notably limited array of research methods primarily relying on linear regression analysis, which consequently constrains the scope of topics that can be explored (Linder, 2016). Moreover, existing literature predominantly prioritizes the examination of outcomes related to IRWs' embeddedness, sidelining inquiries regarding its evolution within host countries or its concurrent presence in multiple nations (Lehtonen et al., 2022; Linder, 2016; Meuer et al., 2019). Consequently, organizations encounter difficulties in devising effective embedding strategies for these employees, whose embeddedness extends across distant countries rather than sole host nations where organizational support is centralized and often needs to be established from scratch in new locales. This is a disadvantage, especially considering that the provision of embedding support is typically more costly for IRWs compared to native workers (Chen & Shaffer, 2017), and the retention of IRWs is significantly more challenging to manage (Andrijasevic & Sacchetto, 2016).

As a response, this SLR makes significant contributions. It offers a more nuanced delineation of embeddedness characteristics among IRWs, encompassing intensified spillover- and crossover effects and transnationalism, thereby refining the boundary conditions of the job embeddedness theory for this specific population. Specifically, the transnational aspect provides a more precise representation of the constellation of job embeddedness by introducing new components, i.e. the countries. Simultaneously, the amplification of spillover effects (i.e. simultaneous embedding in different domains) and crossover effects (i.e. the reciprocal influence of embedding between family members) among IRWs provides a comprehensive account of how embeddedness evolves for IRWs abroad. These findings provide impetus for novel research avenues and innovative

research methodologies. Building on this theoretical framework, we derive valuable propositions, including the conditions for the emergence and consequences of the three identified characteristics, as well as methodologies for assessing them. On a practical level, we furnish organizations with recommendations on how to enhance the embeddedness of their IRWs based on the elucidated characteristics.

The SLR is structured into the following sections. To begin, we offer an examination of the theoretical foundation of 'job embeddedness', elucidating its links to the conservation of resources (COR) theory and its conceptualization within the context of IRWs. Next, we provide an in-depth exploration of our methodology, encompassing a comprehensive account of the framework synthesis approach, as well as insights into our data search, coding procedures, and analytical techniques. Transitioning to the third section, we present an evaluation of the current state of research concerning spillover and crossover effects, as well as the phenomenon of transnationalism. Subsequently, we outline avenues for future research, including propositions and methodologies, and delve into their theoretical and practical implications, while also acknowledging limitations and broader research implications. The paper is brought to a conclusion with a summary of our findings.

## **2. Theoretical background**

### ***2.1. Job embeddedness***

The concept of job embeddedness was originally devised to elucidate the amalgamation of factors that deter workers from leaving their jobs, rather than focusing on the elements that promote turnover (Mitchell et al., 2001). Job embeddedness is characterized by three dimensions: links, fit, and sacrifice, and these dimensions are applicable across three distinct domains: community, organization, and career or occupation (Mitchell et al., 2001; Ng & Feldman, 2007; Tharenou & Caulfield, 2010).

'Links' pertain to the formal and informal connections individuals maintain with embedded entities or figures, such as colleagues, friends, or social affiliations. 'Fit' encompasses workers' perception of their compatibility and alignment with relevant factors, which may involve the match between their career skills and job requirements or their personal values and the cultural environment of their workplace. Lastly, 'sacrifice' relates to an individual's perception of tangible or intangible losses associated with the prospect of no longer being part of the embedded network. These losses could encompass aspects like the social security provided by the host country or the retirement benefits offered by their employer (Mitchell et al., 2001).

Initially, the domains in which employees establish their embeddedness consisted of the community and the organization (Mitchell et al.,

2001). In the context of international relocation, IRWs additionally engage with the career system of a different country, commonly referred to as career embeddedness (Tharenou & Caulfield, 2010). The community domain encompasses the immediate environment in which non-work-related factors tether employees to their place of residence (Mitchell et al., 2001). The organization domain centers on the employer and encompasses work-related factors that motivate employees to remain in their current positions (Mitchell et al., 2001). Lastly, career embeddedness is tied to the perceived professional opportunities and conditions offered by a specific nation, which serve as a significant pull factor for attracting individuals to that country (Lehtonen et al., 2022; Tharenou & Caulfield, 2010).

## **2.2. Job embeddedness and COR theory**

The COR theory offers a concise framework for comprehending the development and consequences of job embeddedness (Kiazad et al., 2015; Wheeler et al., 2012). Wheeler et al. (2012) posit that job embeddedness essentially represents an accumulation of resources, where links correspond to interpersonal resources, fit serves as a psychological resource, and sacrifice represents the anticipated loss or depletion of the resource reservoir, should one decide to depart from the embedded network.

According to the COR theory, individuals endeavor to attain, safeguard, and amass valuable resources (Hobfoll, 2001). From this perspective, it becomes clear that individuals typically aim to embed themselves within their immediate domains because the resources derived from their entwinement are vital for achieving their desired objectives. For instance, a competitive salary is an essential resource for sustaining a desired standard of living.

Scholars have drawn connections between the principles of the COR theory and the concept of job embeddedness (Kiazad et al., 2015). The first principle, the primacy of resource loss, posits that the loss of resources triggers more pronounced emotional and behavioral reactions than the acquisition of resources (Hobfoll, 1989, 2001). In the domestic context, this principle clarifies why embedded workers tend to remain in their jobs—the fear of losing the resources accumulated within their attached domains outweighs the prospect of regaining those resources elsewhere (Kiazad et al., 2015). However, in the context of international relocation, the retention tendencies of IRWs can be more unpredictable compared to those of domestic workers, primarily because their resources are distributed across multiple nations (Linder, 2016).

The second principle, known as resource investment, posits that individuals must allocate resources to secure resource gains and avert losses (Hobfoll, 1989, 2001). Those with substantial resources are better equipped to further enhance their resource pool and are less susceptible to resource losses. Conversely, individuals with fewer initial resources are more likely to experience resource losses. This sets in motion a cycle of resource gain begetting further gain and loss precipitating further loss (Hobfoll, 2001). Resource investment can occur across domains, allowing individuals to transfer surplus resources from one domain to another to acquire additional resources (Hobfoll, 2001). It is established that embeddedness in different domains is interconnected (Kiazad et al., 2015; Ng & Feldman, 2014). Scholars suggest that when employees are deeply embedded in one domain (e.g. the community), they are inclined to transfer excess resources from that domain to another (e.g. the organization) for reinvestment (Ng & Feldman, 2014). Nevertheless, there has been insufficient investigation into the circumstances under which this process unfolds. For instance, it remains unclear whether and to what extent this process occurs when an individual's initial embeddedness in one domain is minimal. This situation is particularly relevant to IRWs, who may possess fewer resources than native workers in the host country (e.g. language proficiency). The process of relocation initially deprives them of existing resources (e.g. losing established contacts and experiencing a lack of fit in a new culture). Consequently, IRWs commence their journey with inherently low embeddedness in a new country, and the process of their immersion is considerably more challenging than it typically is in a domestic setting.

### **2.3. Internationally relocated workers**

IRWs refer to individuals who have relocated from their primary residence to another country where they execute legal employment (Andresen et al., 2014; Cerdin & Selmer, 2014; McNulty & Brewster, 2017). Within research, these individuals are referred to by various terms, including 'migrant workers' in the realms of economics and sociology (ILO, 1999; IOM, 2019; United Nations, 1990; Usher, 2004). In the business and management literature, multiple terms such as 'migrant workers', 'immigrant workers', or 'business expatriates' encompass these characteristics, which involve cross-border relocation with a focus on legal employment in the host country, along with additional distinguishing criteria (Al Ariss & Özbilgin, 2010; Andresen et al., 2014; Cerdin & Selmer, 2014; Doherty et al., 2013; McNulty & Brewster, 2017).

It is crucial to note that the distinctions between these terms are a subject of extensive debate among scholars (Andresen et al., 2014;

McNulty & Brewster, 2017) and are not always readily apparent in the definitions or descriptions in empirical studies (McNulty & Brewster, 2017). Given our emphasis on the context of international relocation and job embeddedness, we have relied on key characteristics—namely, international relocation and legal employment—rather than specific terminology to delineate our target population. This approach allows us to achieve a comprehensive understanding of our subject matter and circumvent potential ambiguities arising from the current diversity in definitions (cf. McNulty & Brewster, 2017).

The group of IRWs naturally exhibits diversity resulting from various factors, including their initial motives for relocation (e.g. career-related or personal), the manner of relocation (e.g. with or without company sponsorship), personal variations and attitudes (e.g. cultural factors, level of human capital, intentions regarding permanence), and institutional features (e.g. work and residence permits) (Al Ariss & Crowley-Henry, 2013; Andresen et al., 2018; Cerdin & Selmer, 2014). At the individual level, these characteristics can influence the process of embedding for IRWs, impacting their willingness to become enmeshed in a foreign environment (Nguyen, 2022). On an organizational level, IRWs sponsored by their employers, often benefiting from generous relocation packages (Dickmann et al., 2018), generally gain more extensive access to organizational resources (Jokinen et al., 2008) and frequently rely heavily on their employers during the relocation process (Dickmann et al., 2018) (Dickmann et al., 2018). Conversely, self-initiated IRWs who relocate independently, without organizational support, usually commence their employment in new locations without the advantages of attractive relocation packages and tend to be more organizationally mobile than their company-sponsored counterparts (Biemann & Andresen, 2010). These distinctive characteristics imply that the processes of embedding in host contexts may differ among IRWs with varying relocation modes in terms of motivation, pace, and developmental pathways. Lastly, at a national level, it has been demonstrated that factors such as the culture of the host country play a role in how IRWs establish their connections with the employing organization in the host nation (Stoermer et al., 2020). Therefore, contextual elements also contribute significantly to the embeddedness of IRWs.

### **3. Methods**

#### ***3.1. Overview of framework synthesis method***

This SLR applies the framework synthesis method to amalgamate data, as outlined by Brunton et al. (2020). Considering that our research inquiries are exploratory in nature, with the aim of revealing and pinpointing

components necessitating refinement from the original theory of embeddedness, we have embraced a configurative approach. The ultimate objective of this approach is to formulate a more comprehensive theoretical framework of embeddedness specifically tailored to the unique population of IRWs, in accordance with the insights presented by Brunton et al. (2020).

The synthesis process was initiated by employing the foundational concept of job embeddedness (Mitchell et al., 2001; Tharenou & Caulfield, 2010) as the primary framework. We meticulously adhered to the coding procedures delineated by Wolfswinkel et al. (2013), encompassing both open coding and selective coding phases. During the open coding phase, for each selected study, we meticulously extracted data pertaining to job embeddedness (i.e. first-order categories) and categorized them within the domains and dimensions of the original concept (second-order categories). Concurrently, we inductively introduced first-order categories related to components that deviated from the original theory, such as investments in the home country, lifestyles in the former host country, and the education of children in the current host country. We synthesized these diverse components into new second-order categories, specifically termed as 'home and third-country community embeddedness' and 'the embeddedness of family members'.

Subsequently, in the selective coding phase (Wolfswinkel et al., 2013), we diligently scrutinized the relationships and interdependencies among all second-order categories and consistently compared them with the original theory. This meticulous examination led to the emergence of three primary categories: 'transnationalism', 'spillover effects', and 'cross-over effects'. We systematically assessed the evidence within the encompassed literature relating to these characteristics, resulting in a condensed summary of the available evidence. Additionally, by scrutinizing the underdeveloped areas related to these three characteristics, we identified areas that warrant further investigation, thus formulating propositions.

### **3.2. Literature search**

Our SLR focused on empirical studies investigating the job embeddedness of IRWs. To ensure a comprehensive and targeted approach, we established four key eligibility criteria. First, we considered both quantitative and qualitative research for inclusion in the review.

The second criterion centered on the study population. We included research that featured individuals who had undergone cross-border relocations, changed their primary country of residence, and engaged in

independent and legally recognized employment abroad. These individuals are often referred to as legal migrant workers or expatriates in various fields. However, we explicitly excluded research that exclusively focused on forced or illegal migrants, entrepreneurs, refugees, and asylum seekers. This exclusion was based on the distinct work-related circumstances of these groups, including prolonged labor market inactivity, limited working hours, and unfavorable salaries, which set them apart from other IRWs in terms of employment-related aspects. Furthermore, we excluded studies that focused on seasonal workers who temporarily crossed borders for short-term placements without changing their primary residence. This exclusion was driven by the observation that the embeddedness of seasonal workers abroad is generally minimal and not a primary focus of their employment, nor a significant concern for the organizations employing them (Ainsworth & Purss, 2009).

The third eligibility criterion pertained to the reporting period of the included studies, which was limited to the years 1980 through 2021. This specific time frame was chosen to coincide with the period when systematic research on the international mobility of workers began to gain prominence (Adler, 1981).

Finally, we restricted our review to studies conducted in the English language, encompassing published sources and gray literature, such as academic journal articles, conference papers, theses, dissertations, and working papers, to ensure a comprehensive coverage of relevant research (Booth et al., 2016).

For data collection, we utilized the EBSCOHost and Web of Science databases, focusing on studies related to IRWs in various academic disciplines, including business, management, economics, sociology, political science, psychology, and humanities. Our search queries employed free-text search terms associated with legal migrants, expatriates, and embeddedness. This approach resulted in the identification of 1,349 studies.

To streamline the dataset, we meticulously removed 337 duplicate studies by importing and organizing the articles based on authors' names using Citavi 6, a reference management software. When authors had multiple versions of a paper, we retained the most recent iteration. Subsequently, we conducted a title and abstract screening to eliminate papers that were irrelevant to the concept of embeddedness, non-empirical in nature, or based on samples that did not align with the specific research question. This step left us with a set of 141 studies, which were then subjected to full-text screening. During the full-text screening process, we further excluded studies that did not meet the eligibility criteria, including those that were non-empirical or irrelevant, and studies that did not adhere to the specified quality standards. Additionally, gray

literature and conference papers for which full-text versions were unavailable were excluded. After this meticulous selection process, we retained 45 eligible papers for our SLR.

### **3.3. Data description**

The literature database compiled 45 peer-reviewed articles from academic journals and one gray study, which was a master's thesis. Among these, 22 studies utilized qualitative research methods, 20 employed quantitative approaches (including five longitudinal studies), and the remaining three studies utilized mixed methods with cross-sectional designs. In terms of the characteristics of the study populations, two articles focused on low- to medium-qualified individuals, three centered on medium- to high-qualified workers, 26 exclusively examined high-qualified workers, and two addressed low-qualified individuals. The rest of the studies either featured mixed participant profiles (11) or did not specify the qualifications of their participants (1). Consequently, the existing literature on the job embeddedness of IRWs predominantly concentrates on highly skilled populations.

Within the subset of studies that designated their participants as expatriates, four studies pertained to company-sponsored IRWs, 20 studies sampled self-initiated IRWs, and eight studies investigated both categories. To achieve a more refined segmentation between these groups, we sought to consider factors such as the intended duration of stay, repatriation intentions, and citizenship status, which are often used to distinguish expatriates and migrants in the literature (Cerdin & Selmer, 2014; Doherty et al., 2013; McNulty & Brewster, 2017). However, it is noteworthy that none of the reviewed studies provided information regarding these aspects. This lack of data made it challenging to categorize the study participants based on these criteria, aligning with the definitional approaches prevalent in the expatriate and (im)migrant literature (Cerdin & Selmer, 2014; Doherty et al., 2013; McNulty & Brewster, 2017).

## **4. Results**

### **4.1. Characteristics of job embeddedness among internationally relocated workers**

The framework synthesis conducted in this review revealed three distinct characteristics that collectively shape the job embeddedness IRWs. Notably, these characteristics, namely the intensified spillover- and cross-over effects and transnationalism, were identified as aspects that were not comprehensively addressed in the original job embeddedness theory, thus providing a more refined depiction of IRWs' embeddedness.

To begin, the intensified spillover and crossover effects constitute the first and second characteristics, respectively. Spillover effects signify the simultaneous embeddedness of IRWs into the community, organization, and career in their host country. This dynamic process involves the intensive transfer of resources as IRWs strive to enhance their embeddedness in these different domains. Crossover effects, on the other hand, highlight the highly interdependent nature of IRWs' embeddedness. These effects result from the interconnectedness between IRWs and their family members in both the local community and their respective workplaces and careers. The presence of crossover effects further underscores the significance of family dynamics in shaping the embeddedness of IRWs. While the spillover and crossover effects were acknowledged in the literature on IRWs, the original embeddedness theory did not provide a comprehensive elaboration on these aspects. Notably, these effects take on a distinct character among IRWs due to the specific challenges they face, such as limited resources following international relocation. This context underscores the importance of resource recovery and the establishment of a resource pool in the host country, both for IRWs and their families.

Moreover, transnationalism stands out as a key feature in the embeddedness of IRWs. It refers to their unique connectedness to multiple countries, introducing an additional component to the embeddedness framework, which is the 'country' itself. Transnationalism underscores the intricate relationship IRWs maintain with various nations, extending beyond the confines of a single country.

In the subsequent sections, we provide a detailed description of these identified characteristics, summarize the supporting evidence, propose avenues for future research through propositions, and outline potential methodologies. For a concise overview of our findings, please refer to [Table 1](#).

## ***4.2. Spillover effects between internationally relocated workers' community, organization, and career embeddedness abroad***

### ***4.2.1. Description and summary of related literature***

According to the COR theory, individuals are inherently driven to enhance and safeguard their resource reservoir by engaging in an ongoing cycle of resource investment (Hobfoll, 2001). This principle is equally applicable to both domestic workers and IRWs, elucidating their common inclination to transfer surplus resources from one domain to another, thus augmenting their overall embeddedness across different areas (Kiazad et al., 2015; Ng & Feldman, 2014; Wheeler et al., 2012). Nonetheless, IRWs exhibit a distinct level of intensity and necessity when

**Table 1.** Summary of the results and implications.

Characteristics	Definition	Summaries of evidence among IRWs	Theoretical implications	Research implications	Practical implications
Spillover effects	The interrelation between IRWs' community, organization, and career embeddedness abroad	<p>Summary 1a: Changes in IRWs' host community, organization, and career embeddedness are positively interrelated. The interrelation is more profound among IRWs than among natives due to the major resource loss upon relocation and the resulting urgent necessity to accumulate resources in host country domains.</p> <p>Summary 1b: Company-sponsored IRWs are more likely to spill over their organization embeddedness into the community domain, whereas self-initiated IRWs are more likely to spill over their community embeddedness into the organization domain.</p> <p>Summary 1c: The spillover effect between host community, organization, and career embeddedness is intensified by career aspirations and dampened by economic remittance goals.</p>	<ul style="list-style-type: none"> <li>Elucidation on how IRWs create and develop embeddedness in new countries.</li> <li>The spillover effects are intensified in the international relocation context due to                             <ul style="list-style-type: none"> <li>Resource loss</li> <li>Relocation goal: maximizing resources in the host country.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Proposition 1a: IRWs who are simultaneously embedded in the host country community, organization, and career achieve higher levels of work outcomes, such as retention intent, performance, and career success, compared to those primarily embedded in a single domain within the host country.</li> <li>Proposition 1b: The length of stay in the host country negatively moderates the positive interrelationships between changes in community, organization, and career embeddedness among IRWs. Specifically, the interrelations weaken as IRWs stay longer in the host country.</li> <li>Proposition 1c: Regulatory focus moderates the positive interrelationship between changes in community, organization, and career embeddedness. Specifically, the interrelations are stronger for IRWs with a promotion focus and weaker for those with a prevention focus.</li> <li>Research methods: Apply latent growth modeling (LGM), latent class analysis (LCA), and qualitative comparative analysis (QCA).</li> </ul>	<ul style="list-style-type: none"> <li>Multi-domain embeddedness aids:                             <ul style="list-style-type: none"> <li>Strategic integration program</li> <li>Security measures in hostile environments</li> <li>Organizational career management (e.g. long-term career opportunities, development plans)</li> </ul> </li> </ul>

(Continued)

**Table 1.** Continued.

Characteristics	Definition	Summaries of evidence among IRWs	Theoretical implications	Research implications	Practical implications
Crossover effects	The interrelation between IRWs' embeddedness abroad and their family members' enmeshment in the local community, their own workplaces, careers, and/or education institutions	<p>Summary 2a: Family embeddedness in the host country is positively related to IRWs' host community, organization, and career embeddedness. The interrelationship between family embeddedness and workers' community, organization, and career embeddedness is more profound among IRWs than among native workers due to the increased co-dependence between IRWs and their family members.</p> <p>Summary 2b: Family embeddedness in the host country is positively related to IRWs' intention to stay in the host country.</p>	<ul style="list-style-type: none"> <li>Elucidation on how IRWs create and develop embeddedness in new countries.</li> <li>The crossover effects are intensified in the international relocation context due to:                             <ul style="list-style-type: none"> <li>Resource loss following relocation</li> <li>Relocation goal: maximizing resources for all family members in the host country.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Proposition 2a: The positive relationship between family embeddedness and IRWs' embeddedness is strengthened among IRWs who are the main drivers of the relocation decision.</li> <li>Proposition 2b: The positive relationships between family embeddedness and IRWs' embeddedness are moderated by the partner's self-efficacy, sociability, and nativity. Specifically, the relationships become stronger as the partners have higher levels of self-efficacy and sociability, and are natives as opposed to foreigners in the host countries.</li> <li>Proposition 2c: Family embeddedness is positively related to IRWs' home-career interference.</li> <li>Research methods: Apply actor-partner interdependence model (APIM), dyadic polynomial regression.</li> </ul>	<ul style="list-style-type: none"> <li>Family embeddedness aids:                             <ul style="list-style-type: none"> <li>Liaison with immigration offices (e.g. easing the conditions for family reunification)</li> <li>Career support for the partners (e.g. job agencies cooperation, in-house job opportunities, professional training)</li> </ul> </li> </ul>

(Continued)



Table 1. Continued.

Characteristics	Definition	Summaries of evidence among IRWs	Theoretical implications	Research implications	Practical implications
Transnationalism	IRWs' concurrent embeddedness in home, host, and/or third countries (where they had previously relocated to)	<p>Summary 3a: IRWs sustain their embeddedness in multiple countries, including home, host, and/or third nations while abroad.</p> <p>Summary 3b: Host country community embeddedness negatively relates to the home country community embeddedness and/or third country community embeddedness.</p> <p>Summary 3c: IRWs following an upward trajectory, as measured by the countries' level of economic development, are embedded in the host community mainly by links with families, fit in terms of amenities and high quality of life, and sacrifice relating to safety, social security, and stability. IRWs who move to a less economically developed country are embedded in the host community mainly by links with families and friends, fit resulting from a fascination with the host country's culture, climate, and lifestyle, without any discernible sacrifice.</p> <p>Summary 3d: Company-sponsored IRWs with dual organization embeddedness in the home and host country have better work outcomes than company-sponsored IRWs embedded solely in the home- or host organization.</p> <p>Summary 3e: IRWs' mobility decisions result from their comparisons of embeddedness in different countries rather than sole host country embeddedness. IRWs tend to stay in or move to the location where they are comparatively more embedded.</p>	<ul style="list-style-type: none"> <li>Extends the constellation of job embeddedness framework, i.e. multiple locations</li> <li>Transnational embeddedness is more effective than single-country embeddedness in predicting IRWs' outcomes (e.g. retention).</li> </ul>	<ul style="list-style-type: none"> <li>Proposition 3a: The degree to which IRWs' career capital can be transferred between countries is positively related to their transnational embeddedness.</li> <li>Proposition 3b: IRWs who are highly embedded in their host country, home country, and, if applicable, other countries at the same time tend to experience higher levels of career success and well-being and lower levels of stress than those who are primarily embedded in a single country.</li> <li>Research methods: Apply latent class analysis (LCA), qualitative comparative analysis (QCA)</li> </ul>	<ul style="list-style-type: none"> <li>Transnational embeddedness aids: Home and host country mentors (for company-sponsored IRWs)</li> <li>Involvement in home organization's activities (for company-sponsored IRWs)</li> <li>Business trips back home</li> <li>Recruitment via existing workers' transnational networks.</li> </ul>

it comes to their immersion in the host country. Specifically, IRWs tend to demonstrate a notably higher degree of enthusiasm and vigor in their embedding process (Pawlak & Goździak, 2020; Ryan & Mulholland, 2014).

This heightened commitment to embeddedness among IRWs stems from the critical role of embeddedness as a resource pool for their effective functioning in a foreign nation and the realization of their relocation objectives (Beaverstock, 2002). These objectives often revolve around maximizing their lifetime resources (Sjaastad, 1962). Immersion across multiple domains becomes paramount in achieving such goals. For instance, executing a foreign work assignment necessitates not only an intra-firm network (organizational links) but also trust-infused relationships with local colleagues and clients (career links), comprehension and assimilation of the local culture (community fit), and the embeddedness of their families into the community (community links) (Beaverstock, 2002). Additionally, career advancement is fortified as IRWs' professional connections evolve into personal friendships (Shen & Kram, 2011). For those relocating for non-work-related reasons, such as family or adventure, an increase in career status and income results in deeper involvement in local life, encompassing leisure activities and social networks, ultimately enhancing overall life satisfaction (Mendoza & Guitart, 2008; Pawlak & Goździak, 2020).

However, a pivotal distinction between IRWs and native workers emerges in their initial resource endowment upon relocation. Native workers often possess essential resources, such as fluency in the local language, a robust support system, and recognized qualifications, whereas IRWs frequently experience a pronounced loss of resources, starting with depleted assets. As a result, IRWs are compelled to seek a rapid and efficient means of resource investment and recovery within their embedding process.

Drawing from the reviewed literature, we propose that the process of IRWs' immersion in various domains abroad occurs concurrently, displaying greater intensity compared to their domestic counterparts, even when their initial embeddedness in one or more domains is minimal. In this context, IRWs judiciously allocate their limited resources within each domain to facilitate their embedding not only within that domain but also across others, optimizing their embeddedness (i.e. resources) across all host country domains. For instance, international managers in Singapore exemplify the use of cultural knowledge and active networking in the host community to cultivate organizational links, such as relationships with colleagues in the workplace (Beaverstock, 2002). Others bolster their rapport with co-workers by deepening their community embeddedness, achieved through assimilation into the local culture and informal interactions outside the work environment (Brunton & Cook,

2018; Fee et al., 2017; Halvorsen et al., 2015). IRWs' community embeddedness thrives as they cultivate personal connections within both the organizational and professional circles. Over time, colleagues often transition into close friendships (Ryan, 2018; Ryan & Mulholland, 2014; Shen & Kram, 2011), and these friends actively support IRWs in their quest to learn about the local culture, language, and way of life, thus augmenting their community embeddedness (Agha-Alikhani, 2016; Shen & Kram, 2011).

The influence of spillover effects extends beyond the development of IRWs' embeddedness; it also plays a significant role in diminishing their embeddedness. Those who lack a firm foothold in one domain tend to experience erosion in other areas as well. Moreover, given that resource loss typically exerts a more potent impact than resource gain (Hobfoll, 1989, 2001), a decline in one domain often precipitates a substantial decline in another. A clear illustration of this can be seen in the findings of Brunton and Cook (2018), who noted that a perceived cultural misfit with the host country could hinder interactions with colleagues, potentially affecting the person-job fit and subsequently impeding organization embeddedness. Additionally, IRWs engaged in low-income and precarious jobs, indicative of insufficient organization sacrifice, were often unable to partake in leisure activities and engage in local social life, which could result in a detachment from the host country's community (Cederberg, 2017; Jun & Ha, 2015; Pawlak & Goździak, 2020).

The transfer of resources across domains initiates trilateral spillover effects that reverberate across the host community, organization, and career embeddedness levels. This interrelation between embeddedness levels emerges as a cumulative outcome of changes in embeddedness within these domains and signifies the consequences of IRWs' ongoing embedding process. Substantiating this connection, there exists quantitative evidence supporting the spillover of embeddedness levels from the host community to the organization domain (Andresen, 2015; Kraimer et al., 2012; Meuer et al., 2019). Furthermore, the entrenchment of workers in their international career relates to their community embeddedness abroad (Mendoza & Guitart, 2008; Tharenou & Caulfield, 2010). The interplay between career and organization embeddedness is bolstered by insights gleaned from qualitative studies. For instance, the presence of highly autonomous career prospects in a particular host country was found to foster a sense of fit within the host organization (Bilodeau, 2010) and was also linked to the perception of loss resulting from leaving the host country (Mendoza & Guitart, 2008).

Put succinctly, evidence from the literature shows that IRWs have a more notable tendency to transfer resources across embeddedness domains. Similarly, when they encounter resource scarcity in one domain,

it is likely that their resource pool in another domain is severely affected. Changes in each of their host community, organization, and career embeddedness tend to result in changes in the others. The co-evolution of embeddedness across domains is more pronounced among IRWs than among natives due to their motivation to regain resources after relocation, as well as to maximize their total resources in the host country.

**Summary 1a:** *Changes in IRWs' host community, organization, and career embeddedness are positively interrelated. The interrelation is more profound among IRWs than among natives due to the major resource loss upon relocation and the resulting urgent necessity to accumulate resources in host country domains.*

The phenomenon of spillover occurs in a specific manner, where IRWs employ excess resources from one domain to invest them in other domains where acquiring resources is more difficult. The choice of relocation mode has a notable impact on the direction of these spillover effects. Self-initiated IRWs tend to demonstrate a greater propensity than company-sponsored IRWs to shift resources from the host community to the organizational domain. Conversely, company-sponsored IRWs often direct resources in the opposite direction. This divergence in resource allocation can be attributed to the fact that company-sponsored IRWs are typically more deeply integrated within their organization than within their community (Biemann & Andresen, 2010; Shen & Kram, 2011); hence, they have more substantial resources in their organization than in their community. By contrast, self-initiated IRWs possess greater resources in their host community in comparison to their organization (Meuer et al., 2019; Shen & Kram, 2011), and transfers in the direction from community to organization embeddedness tend to be more prevalent. According to the literature, company-sponsored IRWs are prone to using their connections with colleagues in the host location to expand their local networks and become deeply involved in the social life of the host community (Agha-Alikhani, 2016). In contrast, IRWs who relocate independently exhibit a lesser reliance on the host organization to become part of the host community. Instead, they are more inclined than their company-sponsored counterparts to make use of community resources to support their workplace behaviors, including behaviors like organizational citizenship (Andresen, 2015). This contrast in how resources are utilized underscores the differences in spillover patterns between company-sponsored and self-initiated IRWs.

**Summary 1b:** *Company-sponsored IRWs are more likely to spill over their organization embeddedness into the community domain, whereas self-initiated IRWs are more likely to spill over their community embeddedness into the organization domain.*

The likelihood of spillover effects among IRWs is predicated on their relocation goals. Specifically, individuals primarily motivated by economic interests tend to prioritize saving money for remittances rather than immersing themselves in the local culture or community (Jun & Ha, 2015; Pawlak & Goździak, 2020). This economic focus often results in a lack of motivation and resources, such as language proficiency and cultural awareness, for active involvement in the host community and their career (Jun & Ha, 2015; Pawlak & Goździak, 2020). They are less likely to invest their income and time in leisure activities or building social networks in the host country, thus limiting the potential for spillover effects. Conversely, IRWs relocating for career advancement are driven to succeed in the host country. They recognize the importance of leveraging their resources for enhanced international career prospects. As a case in point, Ryan and Mulholland (2014) discovered that company-sponsored IRWs transformed their professional networks into personal social circles, actively integrating host country cultural knowledge to strengthen connections with colleagues and clients, resulting in greater career success in the host country (Beaverstock, 2002; Ryan & Mulholland, 2014). As a result, economic and career-oriented IRWs exhibit different motivations that influence their level of embeddedness in the host country and, consequently, the likelihood of experiencing spillover effects.

**Summary 1c:** *The spillover effect between host community, organization, and career embeddedness is intensified by career aspirations and dampened by economic remittance goals.*

#### **4.2.2. Directions for future research and propositions**

Despite the existing empirical support for the heightened spillover effects experienced by IRWs, there remains a need for further investigation using a wider array of research methods. Therefore, it is a promising avenue to emphasize the significance of spillover effects and incorporate them into future research on IRWs.

The concurrent embeddedness of IRWs into various aspects of the host country, including the community, organization, and career, signifies the accumulation of resources in the host nation. This suggests that being embedded in multiple domains may serve as a more robust predictor of their professional outcomes compared to being embedded in a single domain. For example, research has demonstrated that being embedded in multiple domains within the host country is more effective than being solely enmeshed in a single domain in predicting IRWs' intentions to remain in both the host country and their organization (Nguyen & Andresen, 2021). In a similar vein, existing literature suggests

that IRWs' performance and career success are more effectively fostered by the surplus resources accumulated from enmeshment in multiple domains within the host country, rather than relying on a single domain (Beaverstock, 2002).

As IRWs successfully transfer and accumulate resources across multiple domains, they benefit from a positive feedback loop where more resources become accessible to them (Hobfoll, 2001). This ample resource pool is crucial for IRWs in achieving their professional objectives, mitigating the systemic challenges they face, such as a lack of network and social support, which hinder the realization of their career aspirations (Beaverstock, 2002; Nguyen & Andresen, 2023). Therefore, the initial step in further research should focus on examining the impact of being embedded in multiple domains on work-related outcomes, including retention, performance, and career success.

**Proposition 1a:** *IRWs who are simultaneously embedded in the host country community, organization, and career achieve higher levels of work outcomes, such as retention intent, performance, and career success, compared to those primarily embedded in a single domain within the host country.*

In this context, it is advisable to employ innovative methods to investigate the impacts of being embedded in multiple domains, as previous SLRs on the embeddedness of IRWs have highlighted limitations in the reliance on linear regression analysis (Linder, 2016) for such research (Meyer & Morin, 2016). To effectively examine the simultaneous embedding of IRWs in different domains, a person-centered approach should be adopted, utilizing methods such as latent class analysis (LCA) (Lazarsfeld & Henry, 1968) or set theory-based approaches like qualitative comparative analysis (QCA) (Ragin, 2014) and necessary condition analysis (NCA) (Dul, 2020).

LCA aims to identify subpopulations among IRWs with distinct embedding patterns encompassing their levels of embeddedness across multiple domains. Subsequently, researchers can compare the outcomes across these identified subpopulations. Meanwhile, QCA and NCA focus on the configurations formed by various combinations of embeddedness in multiple domains, enabling researchers to assess these configurations in terms of their effects (Roig-Tierno et al., 2017).

Another promising avenue for research could be the exploration of moderators affecting spillover effects. While existing literature indicates that these effects are heightened among IRWs due to their rapid resource losses following international relocation, it remains unclear whether the intensity of these effects remains constant over time. Current evidence suggests that spillover effects may peak in the early phase of relocation and decline thereafter (Brunton & Cook, 2018). For example, in the early

stages of relocation, IRWs perceive the negative impact of incongruent cultural norms on their work interactions to be most severe (Brunton & Cook, 2018). However, over time, the influence of cultural misfits on their organizational relationships may diminish as they adapt more acculturated communication practices for work purposes without necessarily achieving full cultural congruence in their daily life interactions (Brunton & Cook, 2018).

This evolution over time may be because resource loss is most acute in the immediate aftermath of relocation (Brunton & Cook, 2018; Ryan & Mulholland, 2014), driving IRWs to quickly acquire resources from multiple domains to recover and achieve their relocation goals. As they accumulate greater resources in the host nation, this process becomes less acute (Ryan, 2018). At this stage, they can utilize various sources of support (for example, social support) and prioritize their embeddedness in specific domains, similar to the domestic population, to pursue their personal objectives (Ryan, 2018).

**Proposition 1b:** *The length of stay in the host country negatively moderates the positive interrelationships between changes in community, organization, and career embeddedness among IRWs. Specifically, the interrelations weaken as IRWs stay longer in the host country.*

In a similar vein, existing research has delved into the influence of relocation mode and aspirations on the occurrence of spillover effects among IRWs, yet it has notably overlooked the role of individual traits that differentiate IRWs' motivations to deepen their embeddedness in various domains. Spillover effects, stemming from the process of embedding in multiple domains, necessitate the deliberate transfer of resources within these domains. However, IRWs may exhibit variations in their motivations for these resource transfers based on their orientations toward avoiding resource losses or optimizing resource gains, a concept referred to as regulatory focus (Higgins, 1997).

Current literature indicates that a promotion-focused orientation, characterized by an emphasis on success and accomplishment, tends to drive IRWs to concurrently build embeddedness in different domains (Beaverstock, 2002; Halvorsen et al., 2015). For instance, they foster connections with colleagues by forming friendships with the purpose of advancing their professional objectives (Halvorsen et al., 2015). In contrast, IRWs who adopt a prevention-focused approach, with a primary focus on avoiding further losses and failures, may primarily strive to safeguard limited resources (e.g. income) rather than reinvesting them. This limited reinvestment reduces their inclination to actively transfer resources between multiple domains, thereby decreasing the likelihood of experiencing spillover effects (Jun & Ha, 2015; Pawlak & Goździak, 2020).

**Proposition 1c:** *Regulatory focus moderates the positive interrelationship between changes in community, organization, and career embeddedness. Specifically, the interrelations are stronger for IRWs with a promotion focus and weaker for those with a prevention focus.*

Given that spillover effects primarily entail the connections between alterations in embeddedness within each domain, we advocate for the use of latent growth modeling (LGM) over the prevalent cross-sectional approach. LGM allows for the examination of the covariance between slope factors, such as changes in community embeddedness and changes in organizational embeddedness, rather than solely focusing on intercept factors, such as the initial levels of community embeddedness and organizational embeddedness. Consequently, LGM provides a more effective means of capturing spillover effects and their associated outcomes, precursors, and factors that moderate them (see Ng & Feldman, 2014).

### **4.3. Crossover effects between the embeddedness of family members and internationally relocated workers**

#### **4.3.1. Description and summary of related literature**

In the realm of the domestic setting, the embeddedness of family into the community has been recognized as a significant contributor to workers' community embeddedness, that is, embedding by proxy, as highlighted in studies by Feldman et al. (2012), Kiazad et al. (2015), and Mitchell et al. (2001). Furthermore, the family can also engage with the worker's organization, as observed in the research conducted by Ramesh and Gelfand (2010). In this context, family embeddedness is defined as the interconnectedness between a worker's family and their organization, resulting from family connections (the family's ties to the organization), family alignment (the family's perception of the worker's compatibility within the organization), and family sacrifices (the family's losses associated with the worker's income from the job). It has been demonstrated that family embeddedness significantly influences worker retention, extending beyond the worker's involvement in their organization and the community, as found in the study by Ramesh and Gelfand (2010).

Despite these findings, research on family embeddedness remains relatively limited, even within the domestic context, as observed in previous studies (Feldman et al., 2012; Kiazad et al., 2015). Within this SLR, family members' embeddedness pertains to the host community, career, and, where relevant, the organization's embeddedness of IRWs partners. Additionally, it encompasses the embeddedness of their children into the host community and local educational institutions. Evidently, the interdependence between family members and IRWs tends to be notably

stronger than that of native workers (Sterle et al., 2018). This heightened interdependence can be attributed to two main factors.

Firstly, the decision to relocate abroad is often not an individual choice but rather a collective decision made by the entire household, aimed at optimizing the resources of the entire family, as detailed in Massey et al. (1993). In essence, IRWs aim to maximize not only their personal resources but also those of the entire family through international relocation, encompassing resources not only within the host community but also spanning other domains, including the careers of family members, organizations, and local educational institutions.

The second factor contributing to this increased interdependence is the challenging circumstances faced by the family. Specifically, relocating abroad can initially result in significant resource losses for the family, such as disruptions in children's education or a partner's unemployment (Humphries et al., 2009). Internationally relocated families often have limited access to external resources that are readily available to domestic households, such as nearby extended family members who can assist in the family's embeddedness process (Kōu et al., 2017).

On one hand, the urgent need for internationally relocated families to recover from these resource losses and ensure the embeddedness of all family members is intensified due to the challenges posed by relocation losses. On the other hand, this situation triggers intensive resource exchange within the household, serving as the most viable resource reservoir to achieve this objective. We posit that the spillover effects, specifically embeddedness by proxy, are intensified among IRWs due to their unique relocation circumstances.

Empirical evidence strongly illustrates the presence of reciprocal effects between the embeddedness of IRWs and their families. To illustrate, the embeddedness of IRWs' children within local schools and communities creates opportunities for parents to expand their community networks by participating in various social events (Beaverstock, 2002; Bürgelt et al., 2008; Ryan, 2018). The acculturation of younger family members, which acts as a form of community fit, plays a crucial role in facilitating the social enmeshment of parents, primarily through improved language proficiency and cultural assimilation (Ryan, 2018; Tsuda, 1999). Similarly, the perceived sense of community sacrifice is heightened from the perspective of IRWs, as valuable benefits for their children, such as health-care and educational continuity, may be forfeited if they leave the host country (Humphries et al., 2009; Khoo et al., 2008, 2011).

A similar interdependence is evident between IRWs and their partners. IRWs leverage the networks cultivated by their partners in the host country to expand their own social and professional connections (Beaverstock, 2002; Koelet et al., 2017; Martinovic et al., 2015). The

career embeddedness of partners, including employment opportunities, career prospects, and income, contributes to the anticipated losses that IRWs may face when leaving the host nation (Harvey, 2009; McCarthy, 2019; Sapeha, 2017; Wickramaarachchi & Butt, 2014). To ensure family stability in the host country, IRWs enhance the value of benefits offered by their host organization, thus strengthening their commitment to the organization (Humphries et al., 2009). Their career embeddedness abroad benefits from their families' connection to the host community, providing a sense of stability and support, which enables them to pursue international career paths (Beaverstock, 2002; van den Bergh & Du Plessis, 2012).

In summary, the job embeddedness of IRWs in their host country operates within an ecological system where their professional and community embeddedness strongly and positively interacts with that of their families. IRWs appear to rely extensively on the embeddedness of their families to establish, sustain, and deepen their connections to the host nation.

**Summary 2a:** *Family embeddedness in the host country is positively related to IRWs' host community, organization, and career embeddedness. The interrelationship between family embeddedness and workers' community, organization, and career embeddedness is more profound among IRWs than among native workers due to the increased co-dependence between IRWs and their family members.*

In this context, resources accumulated within the family's embeddedness are likely to extend to specific behaviors and outcomes among IRWs. Illustrative outcomes of these crossover effects encompass Family-to-Work Facilitation (FWF) and Work-to-Family Facilitation (WFF). FWF and WFF denote the concept where individuals' involvement in one domain (either family or work) furnishes resources that enhance their performance in the other domain (Greenhaus & Powell, 2006; Wayne et al., 2007). FWF pertains to the use of family resources to improve work performance, while WFF describes the opposite direction. Resource exchanges between the family and work environments include developmental gains in terms of skills, knowledge, and expanded perspectives, affective benefits such as positive attitudes and emotional equilibrium, efficacy in task execution, and access to resources like social and career success (Carlson et al., 2006). Wayne et al. (2007) postulated that the likelihood of FWF and WFF increases when resources are abundant.

Our review of the literature unveiled that well-embedded family members serve as instrumental resources for IRWs in their work environment. For example, IRWs acquire developmental gains, including societal knowledge and language skills, from family members who are integrated

into the host society (Ryan, 2018). Having family members established in the host country provides emotional support, allowing IRWs to focus on their work (Mendoza & Guitart, 2008). Similarly, their proficiency in professional networking benefits from their partner's expanded local networks, often through social events (Beaverstock, 2002). The deeper the family's immersion in the host country, the more resources become available in the family environment that can be transferred from the family to the IRW's workplace. IRWs with affluent family resources typically perceive favorable work outcomes (Beaverstock, 2002; Ryan, 2018). These enriched resources, such as positive affectivity, confidence, and income, can subsequently be utilized to enhance family life (Tsuda, 1999). Therefore, family embeddedness both represents and generates substantial resources that foster reciprocal facilitation between work and home life.

In summary, family embeddedness within the host country correlates positively with family-to-work facilitation and work-to-family facilitation among IRWs. The embeddedness of internationally relocated families in their host countries is indicative of the extent to which they succeed in achieving their relocation objectives. In essence, family embeddedness signifies whether the entire household has effectively optimized its family resources abroad (Massey et al., 1993). As a result, the connectedness of family members in host countries plays a significant role in IRWs' mobility decisions, influencing their choice to either remain in the host country or relocate. Children's embeddedness in the host country, encompassing well-being, social security, education, and naturalization (i.e. the process of acquiring host-country citizenship), motivates IRWs' decisions to remain in the host country (Bürgelt et al., 2008). This motivation extends beyond their personal preferences for onward movement or repatriation (Agyeman & Garcia, 2016; Harvey, 2009; Kōu et al., 2017; Poppe et al., 2016). Similar effects have been observed concerning partners' career sacrifices, such as business opportunities (Ette et al., 2016), and families' community sacrifices, such as household income (McCarthy, 2019). Conversely, IRWs' decisions to move onward are likely followed by obstacles that affect family resources, such as partner unemployment (Humphries et al., 2009; Sapeha, 2017) or a lack of permanent residence rights or opportunities for family reunification (Humphries et al., 2009). The influence of family embeddedness is especially critical in situations where families play a significant role in IRWs' relocation motivations, such as when cross-border relocation is intended to create a better life for family members (Humphries et al., 2009; Poppe et al., 2016).

**Summary 2b:** *Family embeddedness in the host country is positively related to IRWs' intention to stay in the host country.*

### 4.3.2. Directions for future research and propositions

The findings on crossover effects provide several implications for future research. One aspect to consider is the influence of family characteristics on the occurrence and magnitude of crossover effects. Current evidence on this matter is somewhat limited. Nevertheless, it is apparent that crossover effects tend to exhibit variability based on several factors. For instance, the role of IRWs in their family's decision to relocate appears to be a crucial determinant. More precisely, the primary decision-makers within a household, responsible for shaping the relocation choices, tend to display a stronger inclination towards utilizing crossover effects (Beaverstock, 2002; Kōu et al., 2017). These decision-makers possess a keen interest in accumulating resources abroad, and as a result, they are more inclined to transfer resources from the family to various domains in the host country (Beaverstock, 2002; Kōu et al., 2017). To illustrate, those instigating the relocation decision may underscore the importance of ensuring the settlement and success of their entire families, believing that this is conducive to advancing their careers overseas (Kōu et al., 2017).

**Proposition 2a:** *The positive relationship between family embeddedness and IRWs' embeddedness is strengthened among IRWs who are the main drivers of the relocation decision.*

Likewise, while crossover effects illustrate the mutual influences of partners on their embedding, there is limited evidence regarding the influence of a partner's resources on these effects. Our review of the literature suggests that attributes of partners, such as self-efficacy and sociability, appear to foster crossover effects by creating an excess of family resources that IRWs can channel into their own embeddedness (Beaverstock, 2002). Additionally, a native partner tends to contribute more resources, such as access to a family network, compared to a foreign spouse, thereby facilitating the occurrence of crossover effects (Koelet et al., 2017). For instance, they can acquire insights into local social norms and are more motivated to establish social networks with the assistance of native partners (Pawlak & Goździak, 2020).

**Proposition 2b:** *The positive relationships between family embeddedness and IRWs' embeddedness are moderated by the partner's self-efficacy, sociability, and nativity. Specifically, the relationships become stronger as the partners have higher levels of self-efficacy and sociability, and are natives as opposed to foreigners in the host countries.*

The interdependence between partners in their embedding process holds the potential for both advantages and disadvantages. The close interconnectedness of families with the host nation can promote not

only facilitation but also conflict between career and family obligations. This is because deeply embedded families may introduce additional household demands, such as active involvement in children's educational activities, which can potentially disrupt the career pursuits of IRWs (Mendoza & Guitart, 2008; van den Bergh & Du Plessis, 2012). In some cases, one partner's strong focus on an international career may lead the other partner to scale back their career efforts to handle family responsibilities (Mendoza & Guitart, 2008), resulting in a phenomenon known as home-career interference (Schooreel et al., 2017). Future studies involving dual-career couples who have been internationally relocated may shed further light on the mechanisms underpinning crossover effects and uncover the connections between embeddedness and the outcomes of each partner, including aspects such as home-career interference.

**Proposition 2c:** *Family embeddedness is positively related to IRWs' home-career interference.*

When it comes to investigating crossover effects, the existing literature reveals a significant methodological shortfall. This limitation becomes evident due to the scarcity of research that has utilized dyadic data and analyses to explore the embeddedness of IRWs, even concerning matters related to their couples or families (Nguyen & Andresen, 2023). The directions for examining crossover effects, including the investigation of moderators and outcomes as proposed, necessitate the application of dyadic data and analysis. Dyadic data prove ideal for uncovering the reciprocal effects between partners rather than relying solely on data from one partner. Several specialized analyses are tailored for dyadic data. Among them, the actor-partner interdependence model (APIM) stands out, as it enables the detection and measurement of the interdependence between partners' embeddedness and related factors (Kenny, 2006). For instance, APIM can be applied to assess the impact of each partner's embeddedness on the other partner's experiences of home-career interference. It can further facilitate family unit-level analyses, such as examining the relationship between family embeddedness and the outcomes of IRWs at the group level, such as the average level of home-career interference experiences within the couple (common fate model) (Ledermann & Macho, 2014). Alternatively, dyadic polynomial regression can be employed to examine the consequences of (dis)similarity in enmeshment levels between partners (see Schönbrodt et al., 2018). For example, home-career interference may be more pronounced for IRWs when their partner's level of embeddedness surpasses their own.

#### **4.4. The transnational character of job embeddedness among internationally relocated workers**

##### **4.4.1. Description and summary of related literature**

Unlike native workers, who typically establish their roots solely in their country of residence, IRWs tend to forge connections across multiple geographical locations, including their home country, host country, and potentially even third countries. This phenomenon aligns with the concept of transnationalism, where IRWs maintain enduring connections and a sense of belonging in various places simultaneously (Faist, 2010). Transnational embeddedness is exemplified by their community, organizational, and career ties with family, friends, and colleagues across their home, host, and/or third countries. These connections can be a result of their current or prior employment or residency in these diverse nations (Carragher et al., 2008; Ette et al., 2016; Fernando & Patriotta, 2020; Harvey, 2009; Koelet et al., 2017; Toma et al., 2015). IRWs exhibit a persistent commitment to preserving their community embeddedness in their host countries, often involving aspects like residence rights or social security. Simultaneously, they may invest in businesses or properties in their home country and maintain their social status within their home community (Constant & Massey, 2002; de Arce & Mahia, 2012; Gashi & Adnett, 2015; Lo et al., 2012). They possess the unique ability to assimilate into their host societies while cherishing the familiar aspects of their homeland, including weather, leisure activities, and emotional attachment, all of which underscore their enduring community fit (Lo et al., 2012).

**Summary 3a:** *IRWs sustain their embeddedness in multiple countries, including home, host, and/or third nations while abroad.*

Research findings indicate that there are inherent trade-offs in the process of developing embeddedness within a host community while simultaneously maintaining connections within one's home community. It has been observed that IRWs tend to experience a gradual fading of non-kin ties at home, such as friendships, as they invest in building ties in the host country (Koelet et al., 2017; Ryan & Mulholland, 2014). This shift is often influenced by the workers' perceptions of their home community's circumstances. For instance, when IRWs perceive adverse conditions in their home community, including factors like war, crime, or unfavorable political systems, they tend to place a higher value on the security and stability offered by host societies (Harvey, 2009; Poppe et al., 2016). Similarly, those who have faced unfavorable economic conditions in their home country are inclined to appreciate the greater wealth or affordability in the host nation (McGhee et al., 2012).

Moreover, connections to a third country can significantly impact IRWs' embeddedness in their current host nation, particularly among highly mobile workers. Previous relocation experiences play a crucial role in shaping their current host country enmeshment (Bürgelt et al., 2008). For instance, if they had a hectic lifestyle in a previous host country, they may value a more relaxed environment in their current host community (Humphries et al., 2009). Additionally, open immigration policies in a third country can negatively affect their perceptions of fit and connections in the current host community, particularly when faced with stricter immigration conditions (Humphries et al., 2009; Kōu et al., 2017).

The negative relationships observed between IRWs' embeddedness in different locations can be attributed to resource competitiveness. These individuals have limited personal resources at their disposal, including time, effort, and mental capacity, to invest in building their network (community links), adapting to the culture and social norms (community fit), and accumulating financial or social benefits (community sacrifice) in a particular location. As they allocate more resources to build connections within the host country community, they naturally have fewer resources available to maintain connections with their homeland or other international destinations. Conversely, when they direct their resources toward their home or third-country communities, such as through remittances, it hinders their ability to immerse themselves in the host nation's community (Jun & Ha, 2015; Pawlak & Goździak, 2020).

**Summary 3b:** *Host country community embeddedness negatively relates to the home country community embeddedness and/or third country community embeddedness.*

Transnationalism encompasses not only the embeddedness of IRWs but also the comparison of external resources in their home and host countries, which IRWs utilize to establish their connections in these locations. Economic disparities between their home and host countries play a crucial role in shaping the primary factors constituting their embeddedness within the host community. Those experiencing an upward trajectory, meaning they have relocated from a less developed homeland to a more developed destination, appear to become immersed in the new host community more seamlessly than those who experience a downward trend, especially in terms of links such as family, fit pertaining to amenities and high quality of life, and sacrifices such as safety and economic stability (Bilodeau, 2010; McGhee et al., 2012). The upward trajectory provides IRWs with practical facilitators, including a sense of safety, social security, and economic stability in the host country (McGhee et al., 2012; Ryan, 2018).

Conversely, those experiencing a downward trajectory face more significant challenges when immersing themselves in the host community,

especially when moving from a more developed homeland to a less developed destination (Bilodeau, 2010; Mendoza & Guitart, 2008). Their immersion is primarily shaped by factors involving their partner, children, or friends (Bilodeau, 2010; Khoo et al., 2008; Mendoza & Guitart, 2008). Their ability to fit into the host country's culture, climate, and lifestyle is a key driver of their immersion but is not typically accompanied by noticeable community sacrifices (Khoo et al., 2008, 2011).

**Summary 3c:** *IRWs following an upward trajectory, as measured by the countries' level of economic development, are embedded in the host community mainly by links with families, fit in terms of amenities and high quality of life, and sacrifice relating to safety, social security, and stability. IRWs who move to a less economically developed country are embedded in the host community mainly by links with families and friends, fit resulting from a fascination with the host country's culture, climate, and lifestyle, without any discernible sacrifice.*

The transnational nature of company-sponsored IRWs is closely associated with their concurrent affiliations with both their home and host organizations, especially in the context of intra-organizational mobility. Unlike their connections within the community domains, the resources within their home and host organizations are intricately linked.

This interconnection is exemplified by the sharing of organizational knowledge and internal networks, which are pertinent to both their home and host entities (Carragher et al., 2008; Shen & Kram, 2011). This unique dynamic enables company-sponsored IRWs to effectively utilize the resources they acquire from both their home and host companies to attain their specific objectives. For instance, their embeddedness in the home organization, such as having access to a mentor within the home entity, can also enhance their embeddedness in the host organization by facilitating a better fit through access to organizational knowledge and by recognizing potential sacrifices, such as the opportunity for career advancement (Carragher et al., 2008). Contacts within the home subsidiary serve the dual purpose of keeping company-sponsored IRWs informed about developments at the home office, providing them with a comprehensive understanding of the entire Multinational Corporation (MNC), and offering professional and personal support during their assignments abroad (Carragher et al., 2008; Shen & Kram, 2011). Simultaneously, company-sponsored IRWs can leverage their embeddedness in the host organization to gain valuable knowledge and enhance their career prospects within the company (Carragher et al., 2008; Froese et al., 2021; Yin & Bao, 2006). Consequently, it is evident that company-sponsored IRWs with dual organizational connections possess an additional resource beyond their host organization's embeddedness, which they can reinvest to optimize their work-related outcomes.

**Summary 3d:** *Company-sponsored IRWs with dual organization embeddedness in the home and host country have better work outcomes than company-sponsored IRWs embedded solely in the home- or host organization.*

Adopting a COR perspective, the embeddedness of IRWs in their home, host, and/or third countries, encompassing their community, organization, and career connections in these multiple locations, is indicative of the resources they accumulate in each place. In their decision-making process regarding mobility, IRWs do not base their choices solely on their embeddedness into the host country but rather on a comparison of their enmeshment across multiple locations.

Existing literature indicates that IRWs are more likely to consider relocation when they find themselves *less* embedded in the host country compared to their home country (or other nations), as opposed to being completely detached from the host country (Abarcar, 2017; Cliff et al., 2015; Khoo et al., 2008; McGhee et al., 2012; Taylor et al., 2014). This implies that an IRW may continue to reside in the host country even when their embeddedness there has decreased, as long as their degree of enmeshment in the host country exceeds that in other nations. For example, fluctuations in currency exchange rates between a less-developed home country and a more advanced host country can influence IRWs to prolong their stay in the host country despite initial repatriation plans (Abarcar, 2017). In such cases, the improved economic prospects in the host country outweigh the financial situation in their home country during an economic crisis, thus leading to an extended stay in the host nation.

Similarly, IRWs may opt to remain abroad due to their preference for the culture in the host country over that of their home country (Cliff et al., 2015). Their choice to stay or return home hinges on their preferences concerning indicators like social and economic stability, as well as wealth in the host community compared to their home community (Bilodeau, 2010; McGhee et al., 2012; Ryan, 2018). Furthermore, they are more likely to settle in the host country when their international career offers additional benefits, such as autonomy and compensation, compared to their home professional environment (Harvey, 2009; Mendoza & Guitart, 2008; Tharenou & Caulfield, 2010). Conversely, they tend to return home when the career prospects in the host country appear inferior in comparison to their home country (Bilodeau, 2010).

**Summary 3e:** *IRWs' mobility decisions result from their comparisons of embeddedness in different countries rather than sole host country embeddedness. IRWs tend to stay in or move to the location where they are comparatively more embedded.*

#### 4.4.2. Directions for future research and propositions

Recognizing the concept of transnational embeddedness provides a foundation for exploring various avenues of future research. While there is robust evidence of the existence of transnational embeddedness, there remains a need for the development of research on the factors associated with it. Particularly, the precursors or antecedents of transnational embeddedness warrant further investigation. Given that being enmeshed in multiple countries results in the accumulation of valuable resources, it is reasonable to expect that IRWs strive to deepen their immersion in various countries. However, achieving a truly transnational state is a challenging endeavor. IRWs encounter several obstacles when attempting to maintain their pre-existing connections with their home country and/or other nations while simultaneously immersing themselves in the host country. Factors such as geographic distance, the absence of face-to-face communication, and diminishing shared interests can hinder their relationships with individuals from their home country (Carragher et al., 2008; Ryan & Mulholland, 2014; Shen & Kram, 2011).

In this context, transnational embeddedness demands additional resources, whether they are personal or external in nature, to sustain it. Among these resources, career capital, which encompasses career-related motivations, identification, skills, expertise, and networks, holds significant value. A highly transferable career capital that can be effectively applied and utilized across various national contexts is a valuable asset. Research suggests that IRWs with transferable expertise, such as global finance and managerial skills, can enhance their international career prospects across geographic borders (Beaverstock, 2002). Similarly, expertise that is highly valued in several nations, such as IT or biotechnology, opens doors for IRWs to enrich their careers in different locations (Harvey, 2009).

**Proposition 3a:** *The degree to which IRWs' career capital can be transferred between countries is positively related to their transnational embeddedness.*

One more promising avenue for future research pertains to the outcomes of transnational embeddedness, particularly within the realm of careers. Transnational career embeddedness appears to offer distinct advantages, especially for company-sponsored IRWs who are anticipated to progress in their careers across multiple countries (Beaverstock, 2002; Froese et al., 2021; Shen & Kram, 2011). The concept of transnational career embeddedness may be closely linked to employability, knowledge sharing, or retention after repatriation, as simultaneous connections with colleagues in their home country prepare IRWs for challenges and opportunities upon returning home

(Andresen, 2021; Froese et al., 2021; Oleškevičiūtė et al., 2022; Shen & Kram, 2011).

Moreover, maintaining connections to the home country can provide IRWs with additional resources, such as emotional support from family (Agha-Alikhani, 2016; Shen & Kram, 2011). This additional support is likely to help reduce stress and enhance their overall well-being. Having family members in a secure home environment offers IRWs emotional security, shielding them from the potential necessity of returning home to care for family members during unexpected and often disruptive events (Hussain & Deery, 2018). As a result, being embedded in both their home and host countries equips IRWs with ample resources to pursue and achieve their career objectives across nations, mitigates stress, and fosters life satisfaction, which is synonymous with subjective well-being among IRWs (Agha-Alikhani, 2016; Oleškevičiūtė et al., 2022; Shen & Kram, 2011).

**Proposition 3b:** *IRWs who are highly embedded in their host country, home country, and, if applicable, other countries at the same time tend to experience higher levels of career success and well-being and lower levels of stress than those who are primarily embedded in a single country.*

Much like the research on embeddedness in multiple domains, the literature on transnational embeddedness faces limitations in terms of methodology, primarily due to its historical reliance on linear regression analysis (Linder, 2016). This approach falls short of accurately capturing the true state of transnational embeddedness and the interactive or comparative effects of embeddedness in multiple countries. To incorporate transnational embeddedness into future studies, methods such as LCA and QCA offer valuable tools.

LCA, for instance, has been utilized to identify transnational embedders among IRWs (Nguyen & Andresen, 2021). In this approach, researchers initiate a standard LCA to pinpoint embeddedness patterns among IRWs. They employ indicators such as the levels of embeddedness in the home, host, and third countries. Subsequently, transnational embeddedness is identified through patterns characterized by high levels of embeddedness in at least two of the included countries (Nguyen & Andresen, 2021). The use of LCA with covariates can further delve into the antecedents and outcomes of transnational embeddedness, aligning with propositions 3a and 3b (Nylund-Gibson et al., 2019). Additionally, QCA can be employed to assess whether a configuration involving high levels of embeddedness in the home, host, and third-country embeddedness is sufficient to achieve the outcomes outlined in proposition 3b. These advanced methodologies offer a more nuanced and comprehensive

understanding of transnational embeddedness, addressing the limitations of traditional linear regression analysis.

## 5. Discussion

### 5.1. Theoretical implications

The findings from this SLR present an enhanced framework for comprehending the concept of job embeddedness among IRWs, encompassing aspects that were previously omitted or not fully explained in the original theory.

Firstly, in comparison to the original concept, recent studies on domestic workers have highlighted the notion of resource investments across various domains, which are the foundation for spillover effects (Ng & Feldman, 2014; Singh et al., 2021). Nevertheless, in the context of domestic workers, these spillover effects are primarily observed when resources are abundant (Ng & Feldman, 2014; Singh et al., 2021). In contrast, IRWs experience spillover effects even in situations of resource scarcity. This distinction arises because, in the domestic context, the imperative for comprehensive embeddedness across multiple domains is not as pronounced as in international relocation scenarios. For instance, domestic workers who are newly hired might strategically limit their community involvement to bolster their organizational embeddedness, leading to unique embedding processes across domains (Feldman et al., 2012). In contrast, for IRWs, deepening their organizational immersion is less feasible without concurrently establishing connections with the local community (e.g. cultural awareness) (Beaverstock, 2002) and their professional environment (e.g. alignment between aspirations and opportunities in the host country) (Bilodeau, 2010). Moreover, the loss of resources during the relocation phase intensifies the need for resource restoration in all domains of the host country. As a result, spillover effects are more pronounced and evident among IRWs.

Secondly, although the original concept of embeddedness acknowledges the existence of crossover effects, their applicability in the context of international relocation appears to differ. In the original concept, family embeddedness (e.g. a partner's employment) is considered a component of an individual's community ties and sacrifices (Clinton et al., 2012; Feldman et al., 2012; Mitchell et al., 2001). However, this approach does not account for the interdependence (i.e. mutual development) of family members in their embedding processes. This discrepancy may be attributed to the fact that family members in the domestic context exhibit less interdependence in their immersion compared to those who relocate internationally.

Limited access to external resources (e.g. familiarity with the host country's rules and norms) heightens IRWs' reliance on resources within the family. For example, the settlement of children in the host country is a prerequisite for IRWs to establish their sense of belonging to the host society. This requirement does not necessarily apply to domestic workers whose roots are established beforehand, possibly since their childhood. International relocation amplifies crossover effects, as IRWs vigorously exchange resources within the family to enhance their family's resource pool under challenging circumstances.

Lastly, the transnational characteristic broadens the scope of job embeddedness among IRWs, encompassing not only three dimensions (i.e. links, fit, and sacrifice) and three domains (i.e. community, organization, career) but also multiple nations (i.e. home, host, and/or third countries). The most significant theoretical implication arising from this characteristic is the nuanced relationship between job embeddedness and IRWs' retention and potentially other outcomes. In the original concept, job embeddedness signifies an accumulated resource tied to a specific location, which incentivizes workers to stay there in order to safeguard their resources (Kiazad et al., 2015; Mitchell et al., 2001). Transnational embeddedness signifies that IRWs' resources are distributed across multiple nations. Consequently, embeddedness in the host country is no longer the sole predictor of IRWs' retention. Instead, the comparison between embeddedness in different countries appears to exert a more substantial influence on IRWs' mobility. Consequently, transnational embeddedness represents a more substantial resource reservoir compared to resources derived from a single country. IRWs who are deeply immersed in both home and host nations (i.e. true transnational embedders) exhibit a stronger inclination to safeguard their accumulated resources, resulting in a more pronounced propensity for retention compared to those primarily rooted in a single location (Nguyen & Andresen, 2021). In this context, transnational embeddedness offers a more accurate predictor of outcomes among IRWs compared to single-country embeddedness.

## **5.2. Practical implications**

The results of a SLR reveal a variety of strategies to enhance the embeddedness of IRWs into host countries. Consistent with the insights on the ripple effects of these strategies, it is recommended that organizations not only focus on embedding IRWs within their own structure but also on connecting them with the local

community and advancing their career prospects. For instance, companies can develop a strategic integration program, as suggested by van Bakel et al. (2011), which involves introducing IRWs to local hosts. These hosts can subsequently assist IRWs in establishing connections with relevant social networks and engage them in company-sponsored social activities like sports. In cases where the safety of IRWs is jeopardized due to a hostile environment marked by high levels of terrorism, insecurity, and risk, organizations can implement a range of security measures to support their embeddedness into the community, as proposed by Faeth and Kittler (2017). In terms of career embeddedness, employers in host countries should actively involve IRWs in their organizational career management, thus offering them long-term career prospects and developmental plans.

Additionally, insights into the crossover effects emphasize the significance of family embeddedness in these embedding strategies. To facilitate the immersion of IRWs' family members, organizations can collaborate closely with civil society organizations or immigration offices to create favorable conditions for IRWs and their families. This might involve simplifying the process of family reunification. Furthermore, companies can extend career support to IRWs' partners, such as partnering with job agencies, providing in-house job opportunities, and offering professional training when necessary.

Lastly, organizations can implement various measures to encourage transnational embeddedness among their IRWs. For example, they can establish long-term mentoring programs that involve mentors from both the home and host countries. These programs can facilitate collaborative work and interactions between IRWs and their colleagues back home and actively engage IRWs in social activities and events organized by the home organization, as recommended by Carraher et al. (2008). For IRWs who relocate by themselves, the Human Resources department can offer business trips back home when feasible and recruit new hires through the existing transnational network of their employees, as suggested by Crowley-Henry et al. (2021).

### **5.3. Limitations and general research implications**

Several limitations may impact the findings of our research. The diversity of the samples in the original studies enabled us to identify job embeddedness characteristics within the IRW population and examine the limits of job embeddedness theory. This SLR suggests

that the spillover, crossover, and transnational effects identified are generally applicable across a range of diverse IRW groups. Recent research, for instance, has demonstrated the applicability of transnational and crossover effects to IRWs with different qualification levels (Nguyen & Andresen, 2021, Nguyen & Andresen, 2023).

However, despite the diversity of the samples, our observations, as outlined in the data description, reveal that existing literature on this subject has primarily focused on more privileged groups of IRWs. As a result, it is necessary to verify the applicability of the three embeddedness characteristics to IRWs facing precarious situations, including low-status IRWs (Haak-Saheem et al., 2019), refugees, homosexual couples, single parents, and divorced/separated families. Similarly, while we have examined some significant factors influencing job embeddedness among IRWs, it is important to acknowledge that not all demographic factors have been covered. Further research is needed to determine if these identified characteristics vary based on the IRW population's ethnic background, social and economic status, family status, and career orientation, such as traditional versus pro-tean careers.

Many other important aspects of IRWs' embeddedness are beyond the scope of this paper. For example, scholars could explore how significant others, like friends and members of their social networks, support IRWs in developing their embeddedness in a foreign country. Research has indicated that individuals are more likely to move abroad if their friends are already residing in the host country (Toma et al., 2015). Once in the host location, these friends may serve as role models and provide guidance to IRWs on effectively adapting to the new environment. This dynamic could potentially contribute to a crossover effect that extends beyond the family and further enhances the immersion of IRWs. Finally, further studies are needed to investigate the boundary conditions of the identified characteristics in similar contexts, such as domestic relocations within a country with highly dispersed and segregated regions, as seen in countries like China or the United States.

## 6. Conclusion

Our SLR introduces three key characteristics that provide insight into the job embeddedness of IRWs, particularly in the context of their embeddedness development and constellation in new countries. These characteristics encompass spillover and crossover effects, which are notably more pronounced among IRWs when compared to

domestic workers, as well as transnationalism, which expands the scope of job embeddedness among IRWs. These intensified spillover and crossover effects help elucidate how IRWs establish and nurture their connections with their new host countries. Furthermore, transnationalism underscores the fact that IRWs are simultaneously integrated into multiple nations. The findings regarding these aspects of IRWs' job embeddedness carry several implications, including the potential for a new theoretical framework, recommendations for future research employing appropriate research methodologies, and practical suggestions for organizations and policymakers.

### Disclosure statement

No potential conflict of interest was reported by the author(s).

### Funding

This research has received funding from the European Union's H2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No. 765355.

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### Data availability statement

The authors confirm that the data supporting the findings of this study are available in the Appendix.

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**Appendix**

**Table A1.** Summary of selected articles.

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Agha-Alikhani (2016)	Mixed method, cross-sectional	10 Company-sponsored IRWs in Denmark, 10 returned Company-sponsored IRWs in Germany	Highly skilled	Mixed	- IRWs' network characteristics	- Host country embeddedness - community links - Home-/ Host country embeddedness - organizational links - Home-/ Third-/ Host country embeddedness - career links	- Spillover effects - Transnationalism
Agyeman & Garcia (2016)	Qualitative, cross-sectional	40 Ghanaian IRWs in Italy & Spain (52%–59% were working)	Middle- to low-skilled	Self-initiated IRWs	- (1) Investment in home country - (2) Socio-economic situation in home country - (3) Residence rights and social security policy in host country - (4) Children's social security and residence rights in host country - (5) Children's education in host country	- (1) Home country embeddedness - community sacrifice - (2) (3) Host country embeddedness - community sacrifice - (4) Host country embeddedness - children' community sacrifice - (5) Host country embeddedness - children's education sacrifice	- Crossover effects
Andresen (2015)	Quantitative, cross-sectional	194 IRWs in 64 countries	Highly skilled	Mixed	- (1) Host country embeddedness - community (latent construct) - (2) Host country embeddedness - organization (latent construct)	- (1) Host country embeddedness - community (latent construct) - (2) Host country embeddedness - organization (latent construct)	- Spillover effects

(Continued)

**Table A1.** Continued.

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Beaverstock (2002)	Qualitative, cross-sectional	24 British IRWs in Singapore	Highly skilled	Company-sponsored IRWs	<ul style="list-style-type: none"> <li>- (1) Business networks in host country</li> <li>- (2) Social activities and networks in host country</li> <li>- (3) IRWs' family members' social activities and networks in host country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - career links</li> <li>- (2) Host country embeddedness - community links</li> <li>- (3) Host country embeddedness - family community links</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> <li>- Crossover effects</li> </ul>
Biemann & Andresen (2010)	Quantitative, cross-sectional	159 German-speaking IRWs managers in 33 countries	Highly skilled	Mixed	<ul style="list-style-type: none"> <li>- (1) On-the-job embeddedness in host country</li> <li>- (2) Off-the-job embeddedness in host country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - organization (latent construct)</li> <li>- (2) Host country embeddedness - community (latent construct)</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> </ul>
Bilodeau (2010)	Qualitative, cross-sectional	11 Canadian IRWs in Egypt	Highly skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Perception of person-job fit in the organization</li> <li>- (2) Relationships beyond the school in host country</li> <li>- (3) Relationships with host nationals</li> <li>- (4) Marketability, skill utilization, and career prospects while staying in host country</li> <li>- (5) Compensation for career level in host country</li> <li>- (6) Career prospects in the home country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - organizational fit</li> <li>- (2) (3) Host country embeddedness - community links</li> <li>- (4) Host country embeddedness - career fit</li> <li>- (5) Host country embeddedness - career sacrifice</li> <li>- (6) Home country embeddedness - career fit</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> <li>- Transnationalism</li> </ul>

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Brunton & Cook (2018)	Qualitative, cross-sectional	53 nurses in New Zealand (36 IRWs)	Highly skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) IRWs' relationships with host national colleagues and patients</li> <li>- (2) IRWs' perception of expertise utilization and evaluation by host organizations</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - organizational links</li> <li>- (2) Host country embeddedness - organizational fit</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> </ul>
Bürgel et al. (2008)	Qualitative, cross-sectional	4 German IRWs couples in New Zealand and 4 German returned IRWs couples	Highly skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Relationships with host nationals</li> <li>- (2) Adaptation to, acceptance of and respect for local culture in host country</li> <li>- (3) Children's social networks in host country</li> <li>- (4) Children's well-being and future in home country</li> <li>- (5) Extensive prior travelling experiences.</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community links</li> <li>- (2) Host country embeddedness - community fit</li> <li>- (3) Host country embeddedness - children's community links</li> <li>- (4) Home country embeddedness - children's community sacrifice</li> <li>- (5) Third country embeddedness - community (latent construct)</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> <li>- Transnationalism</li> </ul>
Carraher et al. (2008)	Quantitative, cross-sectional	299 IRWs in 10 countries, skilled	Highly skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Host-country mentor</li> <li>- (2) Home-country mentor</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - organizational links</li> <li>- (2) Home country embeddedness - organizational links</li> </ul>	<ul style="list-style-type: none"> <li>- Transnationalism</li> </ul>

(Continued)

**Table A1.** Continued.

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Cederberg (2017)	Qualitative, cross-sectional	22 female IRWs in United Kingdom	Not stated	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- Downward mobility (social class, financial status)</li> <li>- Underpaid work</li> </ul>	<ul style="list-style-type: none"> <li>- Host country embeddedness - community sacrifice</li> <li>- Host country embeddedness - organizational sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> </ul>
Cliff et al. (2015)	Mixed methods, cross-sectional	<ol style="list-style-type: none"> <li>1. Qualitative: 20 female IRWs in Australia</li> <li>2. Quantitative: 946 IRWs in Australia</li> </ol>	Highly skilled	Not stated	<ul style="list-style-type: none"> <li>- (1) Imported social network</li> <li>- (2) Community connectedness</li> <li>- (3) Local social network</li> <li>- (4) Identification with host country culture (more than home country culture)</li> <li>- (5) Employment (job status)</li> <li>- (6) Employment (skills match)</li> </ul>	<ul style="list-style-type: none"> <li>- (1)(2)(3) Host country embeddedness - community links</li> <li>- (4) Host country embeddedness - community fit</li> <li>- (4) Home country embeddedness - community fit</li> <li>- (5) Host country embeddedness - organizational sacrifice</li> <li>- (6) Host country embeddedness - organizational sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Transnationalism</li> </ul>
Constant & Massey (2002)	Quantitative, longitudinal	33,493 IRWs (guest workers) in Germany and their families from 1984–1997	Mixed	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Attachment to host country: feel like natives</li> <li>- (2) Attachment to host country: spouse and/or children in host country</li> <li>- (3) Attachment to host country: own home, host country citizenship</li> <li>- (4) Attachment to host country: socio-economic achievements</li> <li>- (5) Attachment to country of origin: spouse and/or children in country of origin</li> <li>- (6) Remittances</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community fit</li> <li>- (2) Host country embeddedness - community links</li> <li>- (3) Host country embeddedness - community sacrifice</li> <li>- (4) Home country embeddedness - organizational sacrifice</li> <li>- (5) Home country embeddedness - organizational sacrifice</li> <li>- (6) Home country embeddedness - community links</li> <li>- (6) Home country embeddedness - community sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Transnationalism</li> </ul>

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
de Arce & Mahia (2012)	Quantitative, cross-sectional	8,819 internationally relocating individuals in Spain (53.5% were working)	Mixed	Not stated	<ul style="list-style-type: none"> <li>- (1) Family (spouse/child(ren)) in home country</li> <li>- (2) Dynamic wage difference between the host and the origin country</li> <li>- (3) Permanent residence documentation in host country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Home country embeddedness - community links</li> <li>- (2) (3) Home country embeddedness - community sacrifice</li> <li>- (2) Host country embeddedness - community sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Transnationalism</li> </ul>
Ette et al. (2016)	Quantitative, cross-sectional	2,352 IRWs in Germany	Mixed	Not stated	<ul style="list-style-type: none"> <li>- (1) Yearly gross income</li> <li>- (2) Successful socio-cultural integration in host country: language skills, permanent residence title</li> <li>- (3) Provision of more rights and opportunities for immigrants</li> <li>- (4) Successful socio-cultural integration in host country: good economic opportunities for partners</li> <li>- (5) Family resides in host country</li> <li>- (6) Family ties in home country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - organizational sacrifice</li> <li>- (2) (3) Host country embeddedness - community sacrifice</li> <li>- (4) Host country embeddedness - family sacrifice</li> <li>- (5) Host country embeddedness - community links</li> <li>- (6) Home country embeddedness - community links</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> <li>- Transnationalism</li> </ul>
Fee et al. (2017)	Qualitative, cross-sectional	20 Australian IRWs in Vietnam	Highly skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Relationship with host national colleagues</li> <li>- (2) Knowledge about local context and culture</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - organizational links</li> <li>- (2) Host country embeddedness - community fit</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> </ul>

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**Table A1.** Continued.

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Fernando & Patriotta (2020)	Qualitative, cross-sectional	38 Sri Lankan IRWs in the UK	Highly skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Relationship with co-workers and managers in host country</li> <li>- (2) Occupational downgrading in host country</li> <li>- (3) Career prospect and progression in host country</li> <li>- (4) Reputation of employers in host country</li> <li>- (5) Salary package, work-life balance in host country</li> <li>- (6) Relationship with co-workers and managers in home country.</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - career links</li> <li>- (2) (3) Host country embeddedness - career fit</li> <li>- (4) (5) Host country embeddedness - career sacrifice</li> <li>- (6) Home country embeddedness - career links</li> </ul>	<ul style="list-style-type: none"> <li>- Transnationalism</li> </ul>
Gashi & Adnett (2015)	Quantitative, cross-sectional	563 Kosovan internationally relocating individuals (60% were working)	Mixed	Not stated	<ul style="list-style-type: none"> <li>- (1) Experience of IRWs in host country: aboard education, relocating duration, residential status</li> <li>- (2) Family abroad</li> <li>- (3) Preparedness to return: remittances sent back home, investment in real estate and/ or business purposes</li> <li>- (4) Preparedness to return: expectation to visit home country in next 2 months, communication with family at home within last month</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community sacrifice</li> <li>- (2) Host country embeddedness - community links</li> <li>- (3) Home country embeddedness - community sacrifice</li> <li>- (4) Home country embeddedness - community links</li> </ul>	<ul style="list-style-type: none"> <li>- Transnationalism</li> </ul>

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Halvorsen et al. (2015)	Qualitative, cross-sectional	40 IRWs Australia	Mixed	Not stated	- Job embeddedness in host country	- (1) Host country embeddedness - community (latent construct) - (2) Host country embeddedness - organization (latent construct)	- Spillover effects
Harvey (2009)	Qualitative, cross-sectional	202 British and Indian IRWs in US	Highly skilled	Self-initiated IRWs	- (1) Professional opportunities in home country - (2) Culture, lifestyle, and government treatment in home country - (3) Family and friends in home country - (4) Family and friends in host country - (5) Concerns for family members: spouse' employment - (6) Concerns for family members: children's well-being	- (1) Home country embeddedness - career fit - (2) Home country embeddedness - community fit - (3) Home country embeddedness - community links - (4) Host country embeddedness - community links - (5) Host country embeddedness - spouses' organization/ career (latent construct) - (6) Host country embeddedness - children's community sacrifice	- Crossover effects - Transnationalism

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**Table A1.** Continued.

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Humphries et al. (2009)	Qualitative, cross-sectional	21 IRWs (nurses) in Ireland	Highly skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Children's well-being and relationships, residency and naturalization, family integrity in host country</li> <li>- (2) Quality of life, social benefits, educational opportunities, financial stability, equality in host country</li> <li>- (3) Salary, job security and permanence in host organization</li> <li>- (4) Deskilling immersed in job design in host organization</li> <li>- (5) Attractive job offer from other organizations (e.g. with relocation bonus)</li> <li>- (6) Opportunity to specialize and/or use one's specialty, opportunity to advance career in another country</li> <li>- (7) Clearer whole-family residency and citizenship entitlements, opportunities for family reunification, safety, equality in another country</li> <li>- (8) Lifestyle in a former host country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness – family community links/ sacrifice</li> <li>- (2) Host country embeddedness – community sacrifice</li> <li>- (3) Host country embeddedness – organizational sacrifice</li> <li>- (4) Host country embeddedness – organizational fit</li> <li>- (5) Third country embeddedness – organizational sacrifice</li> <li>- (6) Third country embeddedness – career fit</li> <li>- (7) Third country embeddedness – family's community sacrifice</li> <li>- (8) Third country embeddedness – community fit</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> <li>- Transnationalism</li> </ul>

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Jun & Ha (2015)	Mixed methods, cross-sectional	Qualitative: 15 internationally relocating individuals (8 working) in Korea; Quantitative: 454 IRWs in Korea	Low-skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Social network in host country</li> <li>- (2) Precarious, shifted work</li> <li>- (3) Remittances</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community links</li> <li>- (2) Host country embeddedness - organizational sacrifice</li> <li>- (3) Home country embeddedness - community sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> <li>- Transnationalism</li> </ul>
Khoo et al. (2008)	Quantitative, cross-sectional	1,175 IRWs in Australia	Highly-to middle-skilled	Not stated	<ul style="list-style-type: none"> <li>- (1) Suitable employment in home country</li> <li>- (2) Perceived economic, political, and social conditions, and war in home country</li> <li>- (3) Attitude towards Australia's lifestyle, climate</li> <li>- (4) Children's benefits in host country</li> <li>- (5) Better employment opportunity, career development in host country</li> <li>- (6) Higher salary and promotability in host country</li> <li>- (7) Having relatives and friends in host country</li> <li>- (8) Perception of host country's lifestyle, climate, economic and social conditions</li> <li>- (9) Permanent residence application process in host country</li> <li>- (10) Better employment opportunity, career development elsewhere</li> <li>- (11) Higher salary, promotion elsewhere</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Home country embeddedness - career fit</li> <li>- (2) Home country embeddedness - community fit</li> <li>- (3) Host country embeddedness - community fit</li> <li>- (4) Host country embeddedness - children's embeddedness - community sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> <li>- Transnationalism</li> </ul>

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**Table A1.** Continued.

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Khoo et al. (2011)	Quantitative, cross-sectional	878 IRWs from Europe in Australia	Highly to middle skilled	Mixed	- Same as Khoo et al. (2008) above	- Same as Khoo et al. (2008) above	- Crossover effects - Transnationalism
Koelet et al. (2017)	Quantitative, cross-sectional	576 intra-EU internationally relocating individual who married nationals (85% were working) in Belgium and the Netherlands	Highly skilled	Not stated	- IRWs' network characteristics	- (1) Host country embeddedness - community links - (2) Host country embeddedness - partner's community links - (3) Home country embeddedness - community links	- Crossover effects - Transnationalism
Kou et al. (2017)	Qualitative, cross-sectional	47 Indian IRWs in United Kingdom and the Netherlands	Highly skilled	Not stated	- (1) Linked lives of parents/ extended family networks in home country - (2) Linked life of the spouse/partner: education and employment of spouse in home country - (3) Linked life of the spouse/partner: employment of spouse in host country - (4) Conditions for family reunification in a third country	- (1) Home country embeddedness - community links - (2) Home country embeddedness - spouse/partner's embeddedness (latent construct) - (3) Host country embeddedness - spouse/partner's organizational/career embeddedness (latent construct) - (4) Third country embeddedness - community sacrifice	- Crossover effects - Transnationalism

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Kraimer et al. (2012)	Quantitative, longitudinal	112 returned IRWs in various countries	Highly skilled	Company-sponsored IRWs	<ul style="list-style-type: none"> <li>- (1) Organizational embeddedness</li> <li>- (2) Community embeddedness</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - organization (latent construct)</li> <li>- (2) Host country embeddedness - community (latent construct)</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> </ul>
Lo et al. (2012)	Quantitative, cross-sectional	210 IRWs in Macau	Mixed	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Home country embeddedness - community fit and sacrifice</li> <li>- (1) Host country embeddedness - organizational fit and sacrifice</li> <li>Host country embeddedness - community fit and sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Home country embeddedness - community fit and sacrifice</li> <li>- (1) Host country embeddedness - organizational fit and sacrifice</li> <li>Host country embeddedness - community fit and sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Transnationalism</li> </ul>
Martinovic et al. (2015)	Quantitative, longitudinal	2,332 IRWs and their families in Germany (1985–1999)	Middle to low skilled	Not stated	<ul style="list-style-type: none"> <li>- (1) Interethnic contacts (with host nationals)</li> <li>- (2) Partner's links with community</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community fit and sacrifice</li> <li>- (2) Host country embeddedness - community links</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> </ul>
McCarthy (2019)	Quantitative, cross-sectional	479 Spanish IRWs in the UK	Highly skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Family connections in host country (children and partner)</li> <li>- (2) Feeling at home</li> <li>- (3) Household income</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community link</li> <li>(2) Host country embeddedness - community fit</li> <li>(3) Host country embeddedness - family's community sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> </ul>

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**Table A1.** Continued.

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
McGhee et al. (2012)	Qualitative, cross-sectional	20 Polish internationally relocating individuals in the UK (75% were working)	Mixed	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) 'Affordability' and 'ease' of life in host country</li> <li>- (2) 'Affordability' and 'ease' of life in home country</li> <li>- (3) 'Dignity', 'normality', and 'happiness' of life in host country</li> <li>- (4) 'Dignity', 'normality', and 'happiness' of life in home country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community fit</li> <li>- (2) Home country embeddedness - community fit</li> <li>- (3) Host country embeddedness - community sacrifice</li> <li>- (4) Home country embeddedness - community sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Transnationalism</li> </ul>
Mendoza & Guitart (2008)	Qualitative, cross-sectional	30 Spanish internationally relocating individuals in Mexico (96% were working)	Highly to middle skilled	Mixed	<ul style="list-style-type: none"> <li>- (1) Professional culture in host country (precarious working culture, mistrust and reliability of co-workers, partners)</li> <li>- (2) Career opportunities, benefits, and advancement in host country (e.g. flexibility, wages, economic position, employment stability)</li> <li>- (3) Career opportunity, benefits, and advancement in home country</li> <li>- (4) Social networks in host country (e.g. marriage with host nationals, children born in host country, family members living in host country)</li> <li>- (5) Settlement of family in the host country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - career fit</li> <li>- (2) Host country embeddedness - career sacrifice</li> <li>- (3) Home country embeddedness - career sacrifice</li> <li>- (4) Host country embeddedness - community links</li> <li>- (5) Host country embeddedness - family community sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> <li>- Crossover effects</li> <li>- Transnationalism</li> </ul>

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Meuer et al. (2019)	Qualitative, longitudinal	345 IRWs in 40 countries	Highly skilled	Mixed	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - organization (latent construct)</li> <li>- (2) Host country embeddedness - community (latent construct)</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - organization (latent construct)</li> <li>- (2) Host country embeddedness - community (latent construct)</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> </ul>
Pawlak & Gozdzik (2019)	Qualitative, cross-sectional	Polish IRWs in Norway (sample size not reported)	Mixed	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Income in host country</li> <li>- (2) Integration into host country</li> <li>- (3) Family in home country</li> <li>- (4) Children' education in host country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - Career sacrifice</li> <li>- (2) Host country embeddedness - Community fit</li> <li>- (3) Home country embeddedness - Community links</li> <li>- (4) Host country embeddedness - Family sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> <li>- Crossover effects</li> <li>- Transnationalism</li> </ul>
Poppe et al. (2016)	Qualitative, cross-sectional	27 Sub-Saharan African IRWs in Belgium and Austria	Highly skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Family ties in host country</li> <li>- (2) Children' stability and well-being in host country (e.g. children's education, healthcare)</li> <li>- (3) Institutional crisis, war, and internal conflicts in home country</li> <li>- (4) Family ties in home country</li> <li>- (5) Career advancement in home country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community links</li> <li>- (2) Host country embeddedness - children's community sacrifice</li> <li>- (3) Home country embeddedness - community fit</li> <li>- (4) Home country embeddedness - community links</li> <li>- (5) Home country embeddedness - career sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> <li>- Transnationalism</li> </ul>

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Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Reiche et al. (2011)	Quantitative, longitudinal	143 IRWs in 10 German MNCs	Highly skilled	Company-sponsored IRWs	<ul style="list-style-type: none"> <li>- (1) Organizational embeddedness - links &amp; trust</li> <li>- (2) Organizational embeddedness - fit</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Organizational embeddedness – organizational links</li> <li>- (2) Organizational embeddedness - organizational fit</li> </ul>	- Transnationalism
Ryan & Mulholland (2014)	Qualitative, cross-sectional	37 French IRWs in United Kingdom	Highly skilled	Not stated	<ul style="list-style-type: none"> <li>- (1) IRWs' professional ties in host country</li> <li>- (2) IRWs' social ties in host country</li> <li>- (3) IRWs' social ties in home country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - career links</li> <li>- (2) Host country embeddedness - community links</li> <li>- (3) Home country embeddedness - community links</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> <li>- Transnationalism</li> </ul>
Ryan (2018)	Qualitative, cross-sectional	20 Polish IRWs in United Kingdom (19 were working)	Highly skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Differentiated embedding in host country (household, neighborhood, and wider community)</li> <li>- (2) Differentiated embedding in host country (workplace)</li> <li>- (3) Children's social activities in host country (schooling)</li> <li>- (4) Transnational ties in home country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community embeddedness (latent construct)</li> <li>- (2) Host country embeddedness - organizational embeddedness (latent construct)</li> <li>- (3) Host country embeddedness – children's schooling links</li> <li>- (4) Home country embeddedness - community links</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> <li>- Transnationalism</li> </ul>

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Sapeha (2017)	Quantitative, cross-sectional	8,507 IRWs in Australia (65.3% were working)	Mixed	Mixed	<ul style="list-style-type: none"> <li>- (1) Person-job-fit in host country</li> <li>- (2) Employment of partner in host country</li> <li>- (3) Community involvement in host country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - career fit</li> <li>- (2) Host country embeddedness - partner's organizational/ career embeddedness (latent construct)</li> <li>- (3) Host country embeddedness - community links</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> </ul>
Shen & Kram (2011)	Qualitative, cross-sectional	64 IRWs in Singapore and China	Highly skilled	Mixed	<ul style="list-style-type: none"> <li>- (1) Structures and content of IRWs' network in host country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - organizational links</li> <li>- (2) Host country embeddedness - community links</li> <li>- (3) Host country embeddedness - career links</li> <li>- (4) Home country embeddedness - organizational links</li> <li>- (5) Third country embeddedness - career links</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> <li>- Transnationalism</li> </ul>

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**Table A1.** Continued.

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Taylor et al. (2014)	Quantitative, cross-sectional	444 internationally relocating individuals in Australia (94% were working)	Mixed	Not stated	<ul style="list-style-type: none"> <li>- (1) Climate, lifestyle, remoteness in host country</li> <li>- (2) Cost of living and housing in host country</li> <li>- (3) Family and friends in host country</li> <li>- (4) Career opportunities in host country</li> <li>- (5) Working conditions, career prospects elsewhere</li> <li>- (6) Family and friends in elsewhere</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community fit</li> <li>- (2) Host country embeddedness - community sacrifice</li> <li>- (3) Host country embeddedness - community links</li> <li>- (4) Host country embeddedness - career fit</li> <li>- (5) Third country embeddedness - career fit</li> <li>- (6) Third country embeddedness - community links</li> </ul>	<ul style="list-style-type: none"> <li>- Transnationalism</li> </ul>

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Tharenou & Caulfield (2010)	Quantitative, longitudinal	546 Australian IRWs	Highly skilled	Self-initiated	<ul style="list-style-type: none"> <li>- (1) Host country career embeddedness</li> <li>- (2) Host country community embeddedness</li> <li>- (3) Career opportunity and associated money/ income in home country</li> <li>- (4) Lifestyle, physical environment and/ or weather in home country</li> <li>- (5) Safety and security in home country</li> <li>- (6) Better place to bring up children in home country</li> <li>- (7) Friendships in home country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - career embeddedness (latent construct)</li> <li>- (2) Host country embeddedness - community embeddedness (latent construct)</li> <li>- (3) Home country embeddedness - career sacrifice</li> <li>- (4) Home country embeddedness - community fit</li> <li>- (5) Home country embeddedness - community sacrifice</li> <li>- (6) Home country embeddedness - children's community sacrifice</li> <li>- (7) Home country embeddedness - community sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Spillover effects</li> <li>- Transnationalism</li> </ul>
Toma et al. (2015)	Quantitative, longitudinal	775 Senegalese internationally relocating individuals in France, Italy and Spain (61.1% were working)	Mixed	Not stated	<ul style="list-style-type: none"> <li>- (1) Family and friend networks in host country</li> <li>- (2) Family and friend networks in home country</li> <li>- (3) Family and friend networks in other countries</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community links</li> <li>- (2) Home country embeddedness - community links</li> <li>- (3) Third country embeddedness - community links</li> </ul>	<ul style="list-style-type: none"> <li>- Transnationalism</li> </ul>

(Continued)

**Table A1.** Continued.

Article	Method & Design	Sample	Skill level	Relocation mode	Job embeddedness-related factors (first-order categories)	Coding of the data according to the job embeddedness concept (second-order categories)	Relevant characteristics of IRWs' job embeddedness (main categories)
Tsuda (1999)	Qualitative, cross-sectional	47 Brazilian IRWs and their families in Japan	Low skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Structural embeddedness in host country</li> <li>- (3) Perceived economic status in home country</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community embeddedness (latent construct)</li> <li>- (2) Host country embeddedness - family embeddedness (latent construct)</li> <li>- (3) Home country embeddedness - community sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> </ul>
van den Bergh & Du Plessis (2012)	Qualitative, cross-sectional	21 women IRWs in the Netherlands	Highly skilled	Self-initiated IRWs	<ul style="list-style-type: none"> <li>- (1) Career networks (mentors/ counsellors) in host country</li> <li>- (2) Children's school activities</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - career links</li> <li>- (2) Host country embeddedness - children's institution links</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> </ul>
Wickramaarachchi & Butt (2014)	Quantitative, cross-sectional	50 IRWs in Australia (90% were working)	Highly skilled	Not stated	<ul style="list-style-type: none"> <li>- (1) Attachment to local community in host country (regular participation in various community activities).</li> <li>- (2) Economic and workplace satisfaction (having a job relevant to qualifications)</li> <li>- (3) Economic and workplace satisfaction (having friends at work)</li> <li>- (4) Economic and workplace satisfaction (satisfaction with family income)</li> </ul>	<ul style="list-style-type: none"> <li>- (1) Host country embeddedness - community links</li> <li>- (2) Host country embeddedness - career fit</li> <li>- (3) Host country embeddedness - organizational links</li> <li>- (4) Host country embeddedness - family's community sacrifice</li> </ul>	<ul style="list-style-type: none"> <li>- Crossover effects</li> </ul>