

**What distinguishes self-initiated expatriates from assigned expatriates and migrants? A literature-based definition and differentiation of terms.**

Maike Andresen, Franziska Bergdolt & Jil Margenfeld

(maike.andresen@uni-bamberg.de)

*Department of Social Sciences, Business Administration and Economics, Chair of Human Resource Management, University of Bamberg, Bamberg, Germany*

Proceedings of the 72th Academy of Management Meeting, Boston/USA, August 3-7, 2012.

Please do NOT cite this paper. This manuscript has been published in:

Andresen, M., Bergdolt, F., Margenfeld, J., & Dickmann, M. (2014). Addressing International Mobility Confusion - Developing Definitions and Differentiations for Self-initiated and Assigned Expatriates as well as Migrants. *International Journal of Human Resource Management*, DOI: 10.1080/09585192.2013.877058, <http://dx.doi.org/10.1080/09585192.2013.877058>

**What distinguishes self-initiated expatriates from assigned expatriates and migrants? A literature-based definition and differentiation of terms**

## **What distinguishes self-initiated expatriates from assigned expatriates and migrants? A literature-based definition and differentiation of terms**

The goal of this paper is to examine regularities and differences in the application of the three terms assigned expatriate (AE), self-initiated expatriate (SIE) and migrant as the criteria for demarcation are unclear (Al Ariss, 2010; Baruch, Dickmann, Altman, & Bournois, 2010). This research adopts a qualitative approach, using the tool of qualitative content analysis (Mayring, 2010). The data base includes 244 definitions from 10 sociological, psychological and business journals. Results indicate that migrant is the umbrella term for AE and SIE. Therefore a SIE is a migrant who executes his dependent work abroad. In contrast to AEs, decision of employment is made by the host country organization and the first formalized action (i. e. job application) is undertaken by the individual.

### **INTRODUCTION**

Recent research and literature on international Human Resource Management indicates a growing array of different forms of international work experiences (Briscoe, Schuler, & Claus, 2009; Selmer & Luring, 2011). So far, the criteria for demarcation of the different terms are often unclear (Baruch, Dickmann, Altman, & Bournois, 2010). In particular, the terms self-initiated expatriation, assigned expatriation and migration seem to be overlapping, often applied interchangeably in current expatriation research. While several authors agree concerning the difference between the terms ‚assigned expatriates’ (AE), denominating employees who are sent abroad by their company, usually receiving beneficial expatriate contracts, and ‚self-initiated expatriates’ (SIE), meaning individuals who undertake their international work experience with little or no organizational sponsorship, often with less favorable local work contracts (Biemann & Andresen, 2010; Peltokorpi & Froese, 2009; Suutari & Brewster, 2000), the difference between the terms SIE and migrant seems to be less evident (Al Ariss, 2010). SIEs can be further differentiated in intraorganizational SIEs (Intra-

SIEs) not altering the employing organization and interorganizational SIEs (Inter-SIEs) changing their employing organization (Andresen, Biemann, Pattie, in submission).

In general, the term migration can be defined as physical movement from one geographic point to another geographic point (Agozino, 2000), crossing national borders (Boyle, Halfacree, & Robinson, 1998). The UN recommendation on the statistics of international migration further specifies a migrant as “any person who changes his or her country of usual residence” (United Nations, 1998, p. 17), with the ‘country of usual residence’ representing the place where the person has the center of his life (United Nations, 1998). According to the OECD Model Tax Convention (Art. 4(2)), the center of a person’s life or dominant place of residence can be defined in a stepwise process, called ‘tie-breaker rule’ (Stuart, 2010). If the first criterion does not result in a plain demarcation of the person’s dominant place of residence, the next criterion has to be considered, and so forth. The four demarcation criteria are: Place where the person’s family lives, the person’s economic interests, the person’s habitual abode (place where the person spends more than 183 days of the year) and the person’s nationality (Stuart, 2010).

As will be shown in the following, the distinction between the three terms seems to be unclear. Hence, the goal of this paper is to examine regularities and differences in the application of the three terms assigned expatriate, self-initiated expatriate and migrant.

To date, there are only a few articles in the expatriation literature that demarcate the terms AE, SIE and migrant (Al Ariss, 2010; Baruch et al., 2010; Briscoe et al., 2009). Baruch et al. (2010) distinguish different modes of international work experiences along seven dimensions (time spent, intensity of international contacts, breadth of interaction, legal context, international work instigator, extent of cultural gap and specific position). According to the authors, the time spent abroad is longer for SIEs than for AEs. Further, SIEs in contrast to AEs are not sponsored by an organization and are less likely to gain objective career

benefits from their expatriation. Additionally, Baruch et al. (2010) distinguish expatriates from migrants in terms of rights to permanent residency, meaning that an expatriate might become a migrant when gaining citizenship or permanent visa status.

Al Ariss (2010) differentiates the terms SIE and migrant along four main criteria: geographical origin and destination of the international mobility, the forced/chosen nature of the movement, the period of stay abroad, and the positive or negative connotations of the terms. First, the author assumes that migrants, in contrast to SIEs, might often move from less developed countries to developed countries. Second, migrants and not SIEs might be rather forced to leave their home country, e.g. because of unemployment. Third, SIEs might have more ‚temporariness‘ in their movement abroad than migrants, eventually becoming permanent migrant workers, when deciding to stay in the new country. Last, the term migrant might eventually be referred to in more negative terms, e.g. denoting inferiority, than the term SIE (Al Ariss, 2010). In contradistinction to this dissociation of terms, recent literature on migration indicates the existence of migrant subgroups, for instance described as ‚qualified migrants‘ (QIs; Zikic et al., 2010) or ‚transnational knowledge workers‘ (TWKs; Colic-Peisker, 2010), neither including individuals that are forced to move nor individuals that are staying permanently in the host country.

Finally, Briscoe, Schuler and Claus (2009) distinguish between 20 different terms of international work experiences, defining SIEs as “individuals who travel abroad (usually as tourists or students) but who seek work as they travel and are hired in the foreign location, often by firms from their home country” (p. 169). Contrarily, migrants are described as employees who are hired to work in a foreign subsidiary or in the parent company and whose citizenship is in another country (Briscoe et al., 2009).

In sum, demarcation of the terms AE, SIE and migrant is not yet clear. The aim of this paper is to close this research gap by reviewing existing definitions of an AE, SIE and

migrant in current research literature, by examining regularities and differences in the application of the three above mentioned terms and by developing a criteria-based definition and differentiation of the terms. The chapter is organized as follows: First, a description of the methodologies applied to come to a differentiation of the terms AE, SIE and migrant is given. After that, the final results of the analysis are presented and discussed. Finally, the paper closes with theoretical as well as practical implications of the results and provides suggestions for further research.

## **METHODS**

### **Database**

The data used for the analysis was taken from journals in order to ensure that the most recent strands of research on the topic of expatriation and migration were covered. Due to the extensive usage of the terms „expatriate’ and „migrant’ in the literature the analysis for this paper was narrowed down to ten peer-reviewed journals. In order to cover the most current discourse on both terms five business (HRM) and psychological journals (taken as a basis for the definitions of „expatriate’) and five sociological journals (serving as a basis for definitions on the term „migrant’) were selected. The criteria were (1) relevance, i.e. identification of those journals with the highest number of hits in a full-text search using the search terms „expatriate’ and „migrant’ in scientific search engines (EBSCO Host, PsychINFO, Social Sciences Citation Index) in the years 2005 to 2010 and (2) quality, i.e. selection based on the accumulated impact factor for 2005 - 2010 of the respective journals using the ISI-index (see Tables 1 & 2).

### **INSERT TABLE 1 ABOUT HERE**

As a result all publications in the journals „International Journal of Human Resource Management’, „Journal of World Business’, ‘Human Resource Management’, ‘Journal of Applied Psychology’, and „Career Development International’ from 2005-2010 were screened

for any definitions of the term „expatriate’ and all publications in the journals „Ethnic and Racial Studies’, ‘Global Networks’, ‘Social Science & Medicine’, ‘Journal of Ethnic and Migration Studies’, and „International Migration Review’ were screened for any definitions of the term „migrant’.

#### **INSERT TABLE 2 ABOUT HERE**

Due to the fact that the field of research on SIEs is only emerging, the number of definitions available for the term „self-initiated expatriate’ significantly falls below the number of definitions available for the terms „expatriate’ and „migrant’. Consequently, all articles on SIEs that have been published in an English-language peer-reviewed journal constituted the basis for analysis. No time limitation has been applied here. The ISI-index of the considered journals can be found in Table 3.

#### **INSERT TABLE 3 ABOUT HERE**

Altogether the articles included in the data base comprised 74 definitions of the term „expatriate’, the term „self-initiated expatriate’ was defined 86 times, and the data pool for the term „migrant’ involved 84 definitions. Disjointing them in meaningful clauses, the definitions were coded verbatim using statistical software (SPSS). The clauses were assigned to several criteria which were deduced from an evaluation of definitions found in standard textbooks on HRM and sociology as well as induced from the data. The criteria will be outlined in the results section.

#### **Data analysis**

A qualitative approach has been adopted using the tool of qualitative content analysis (Mayring, 2000) in order to analyze and compare the available definitions on the terms AE, SIE, and migrant. The qualitative content analysis serves to systematically gather and evaluate data and is defined as an empirical analysis of texts within their context (Mayring, 2000). The identified meaning units (= definitions of the three terms in journal papers) have been coded

according to primarily developed categories. According to Krippendorf (1980) a category consists of several pieces of content that share a commonality. Using a deductive approach to category application (Mayring, 2000) the categories have been developed before coding the meaning units in statistical software (SPSS). Standard business and sociological text book definitions of the above mentioned terms have been used to generate the fifteen categories. By use of a frequential analysis the categories have been evaluated according to the most frequently emerging characteristics. Using these findings as well as additional current research results on expatriates, SIEs, and migrants sufficient conditions for the differentiation between the three terms were deduced.

## **RESULTS**

The main results of the analysis of the definitions were summarized in morphological boxes (see Table 4). The criteria list has been divided into four different aspects: Individual level (criteria concerning the expatriate/migrant himself, e. g. initiative to go abroad), organizational level (criteria concerning the organization, e. g. decision of employment), political level (criteria concerning state or political facilities, e. g. visa status), and finally criteria with respect to mobility in general (destination country).

### **INSERT TABLE 4 ABOUT HERE**

Results indicate firstly that there is no consistency in the literature regarding how each of the three individual terms is defined. Taking the term migrant as an example there are definitions which indicate that migrants stay permanently in the immigration country (Massey & Bartley, 2006), whereas Wiles (2008), for example, states that the term migrant is rather associated with a temporary dwelling time of the individual in the foreign country.

Secondly, the tables clearly show that several criteria for demarcation of the terms AE, SIE and migrant are available. Whereas the length of stay of SIEs in the host country is considered to be not predetermined (Suutari & Brewster, 2000), AEs are rather expected to



stay for a previously predetermined time frame (Peltokorpi & Froese, 2009). This also explains why some authors provide a minimum and maximum duration when defining the term AE (e. g. Collings, Scullion, & Morley, 2007). This does not apply for both other groups. In line with that SIEs are in most cases not expected to repatriate (Crowley-Henry, 2007), while AEs are likely to repatriate to their home country (Huang, Chi, & Lawler, 2005). Regarding the criterion ‚initiative’ the term SIE is indicative of a more active individual who chooses to leave (Harrison, Shaffer, & Bhaskar-Shrinivas, 2004) and initiates the expatriation himself (Myers & Pringle, 2005), whereas for AEs the transfer is often initiated by the company (Peltokorpi & Froese, 2009). Differences concerning initiative are also reflected by the criterion motives for expatriation. While SIEs seem to expatriate due to personal motives such as self-development, AEs primarily leave in order to accomplish a job- or organizational-related goal (Peltokorpi, 2008). Hence, AEs get support by their organizations (Meyskens, Von Glinow, Werther, & Clarke, 2009) such as training prior to the departure (Howe-Walsh & Schyns, 2010), whereas SIEs are not backed by a company (Carr, Inkson, & Thorn, 2005). A self-initiated expatriation therefore rather implies a movement across different organizations (Inkson et al., 1997). Contrary to that assigned expatriates move within the boundaries of one organization (Baruch & Altman, 2002). Following this line of thought definitions of the term AE often refer to employees (Caligiuri, 2000) or managers (Tharenou & Harvey, 2006), whereas SIEs concern individuals (e.g. Carr, Kerr, & Thorn, 2005) implying rather independent movement. Consequently, AEs regard their foreign assignment as part of their organizational career (Siljanen & Lämsä, 2009) unlike SIEs who rather follow an individualized career path (Carr et al., 2005).

Migrants in contrast to AEs and SIEs are characterized by a movement across geographical borders (Milewski & Hamel, 2010) rather than organizational ones. Main motives for migration are settlement in the new country (Waldinger, 2008) and improvement

of individual economic conditions (Tharmaseelan, Inkson, & Carr, 2010). The literature on migrants also acknowledges that there are several consequences for the individual that result from the geographical relocation, such as relationships that span across borders ( Glick-Schiller, 2003). This circumstance it not considered in the literature on expatriates.

Furthermore, migrants are characterized by political characteristics such as country of birth (Massey & Bartley, 2006) and country of residence (Parreñas, 2010) as well as visa status (Preibisch, 2010). Strikingly, organization-related criteria emerging in the expatriate literature, for instance organizational support, do not appear in the migration literature.

Hence, the concept of expatriation is tailored rather to the organizational context of crossing borders whereas the concept of migration is tailored to the general context of crossing geographical borders.

Summing up, the criteria resulting from the content analysis of current business, psychological and sociological definitions of the terms AE, SIE and migrants were not sufficient to clearly differentiate the three subgroups. Consequently, the present data base was screened concerning research results, indicating either similarities or differences between AEs, SIEs and migrants. Not yet considered information, either new criteria or new characteristics, were added to the original criteria list (see Table 5). For some criteria (e. g. assessment), the present data base did not include research results for all subgroups. In this case, the data base was broadened to further peer-reviewed journal articles. All criteria were assessed if they are distinct for demarcation of the terms AE, SIE and migrant.

#### **INSERT TABLE 5 ABOUT HERE**

The main finding of our study is that there are four relevant criteria, that plainly demarcate the terms AE, SIE and migrant. To start with, we found two sufficient criteria distinguishing between the terms expatriate (including AEs and SIEs) and migrant. The first criterion is „executing work abroad’ (see Table 5). First, a person can only be named AE or

SIE if the person executes his work abroad. Therefore, individuals who move to a foreign country without taking up employment cannot be categorized as expatriates. The second criterion to demarcate between migrant and expatriate is „mode of employment’ (see Table 5). To be considered as an expatriate a person must have an employment contract. Consequently, individuals working illegally in a foreign country and self-initiated entrepreneurs starting a venture abroad are excluded from the expatriate category. Current research on AE and SIE supports these claims, revealing that expatriates are always associated with a dependent work context, having the work contract either with the home or the host organization (Biemann & Andresen, 2010; Doherty, Dickmann, & Mills, 2011; Suutari & Brewster, 2000).

Two other criteria, „decision of employment’ and „initiative’ sufficiently differentiate between the terms AE and SIE (see Table 5). While the decision to assign the expatriate to a position abroad is always made by the home country organization, the decision to employ the SIE is always made by an organization in the host country, either the same organization (Intra-SIE), e. g. in a foreign subsidiary, or a new organization (Inter-SIE). With respect to initiation, expatriate assignments can be individually and organizationally initiated (cf. Harris & Brewster, 1999; Thorn, 2009). Harris and Brewster (1999) describe a process they call „coffee machine system’ (p. 497), grounding on the practical observation that expatriates might initiate their own assignment during an informal discourse with their superior who in the following offers an expatriation opportunity if in interest for the organization. Self-initiated expatriates, by contrast, initiate their foreign movement individually. The difference between AEs and SIEs concerning the criteria ‚initiative’, can be best explained by the rubicon model of action phases (see Figure 1; Heckhausen & Gollwitzer, 1987; Heckhausen & Heckhausen, 2010).

#### **INSERT FIGURE 1 ABOUT HERE**

The model starts with the pre-decisional phase, where alternatives are evaluated,

preferences are built and motivation is formed (e. g. the diffuse idea to work abroad and evaluation of options such as assigned or self-initiated expatriation). The next step is the intention building, i.e. the concrete decision or goal setting process (e. g. the concrete aim to work abroad in the next year). Since both, AEs and SIEs, decide for themselves to work in a foreign country, they do not differ at this point of the model.

The post-decisional phase can be subdivided into a pre-actional, an actional and a post-actional phase. In the pre-actional or planning phase a concrete action plan is formed, e.g. how (as AE or SIE), when and for how long to work abroad. After intention initiation building the action phase follows, i.e. (1) in case of an assigned expatriation an employee receives a formalized job offer for a position in a foreign subsidiary by the home organization that the employee needs to check and accept (i. e. first formalized action is taken by the organization). (2) In case of a self-initiated expatriation an employee applies for a foreign job directly at the foreign subsidiary on his own (i. e. first action is taken by the individual) and the organization abroad checks the offer and accepts it. Both alternatives lead to a realization of the intention, i.e. the conclusion of a contract, followed by the management and implementation of the concrete assignment (mainly) by the (home) organization in case of an assignment or a self-organization of the relocation by the employee in case of a self-initiated expatriation. SIEs might face more obstacles in the action phase than AEs (e. g. financial challenges, resulting in negative emotions like fear or uncertainty), thus need a more strong volition, e. g. self-regulation strategies and discipline, to reach their goal (i. e. work in a foreign country for a certain period of time). According to Heckhausen & Gollwitzer (1987), volition is a crucial factor in the goal achievement process, deciding whether an action goal (e. g. completion of expatriate assignment) is achieved or not.

Finally, in the post-actional phase, when action is implemented, action results (e. g. career progress abroad and after repatriation in the home country) are evaluated. Success or

failure judgments are often accompanied by emotions, with positive emotions (e. g. pride) reinforcing similar action in the future (e. g. working abroad on an expatriate contract) and negative emotions (e. g. anger) hampering similar action in the future (e. g. initiating expatriation on their own; Weiner, 1985).

## **DISCUSSION**

The goal of this study was to find relevant demarcation criteria that plainly differentiate between the terms AE, SIE and migrant. Based on a qualitative content analysis of 244 definitions from sociological, psychological, and business journals we finally arrived at four main demarcation criteria that can be applied to define and differentiate the above mentioned terms. In order to visualize the definition process Figure 2 shows a decision tree.

### **INSERT FIGURE 2 ABOUT HERE**

To start with, a person is considered as migrant, if he 1) moves from one geographical point to another geographical point (Agozino, 2000) crossing national borders (Boyle, Halfacree, & Robinson, 1998) and 2) changes his dominant place of residence which is the center of a person's life (United Nations, 1998). According to the OECD Model Tax Convention (Art. 4(2)), the dominant place of residence can be defined in a four step process, called „tie-breaker rule' (Stuart, 2010). If the first criterion does not result in a plain demarcation of the person's dominant place of residence, the next criterion has to be considered. If the second criterion neither leads to a clear result, the third criterion should be answered, and so forth. First, an individual's center of life is usually (1) where the person's family (domestic partner or spouse, children) live. If this does not lead to a clear result (2) the person's economic interests should be considered (e. g. administration of property). Then, (3) the person's habitual abode is of interest, which is usually assumed to be where the person spends more than 183 days of the year. The last criterion is (4) the person's nationality (e. g. as indicated in the identity card; Stuart, 2010).

If a person is considered to have migrant status, the next decision step includes the criterion „executing dependent work abroad’. A person is called expatriate if he moves to another geographical point crossing national borders and changes his dominant place of residence and executes dependent work in a foreign country. At this point, the decision tree splits into the two branches AEs and SIEs. If the initiative, representing the first action taken by the organization (offering an expatriation contract), and the legal decision to employ the expatriate abroad is made by the home country organization the person is categorized as AE. In contrast to that SIEs take the first action themselves (applying for a job abroad) and the legal employment decision is made by the host country organization. SIEs can be subdivided into two groups: Inter-SIE, if the legal decision of employment is made by the same organization in the host country, e.g. foreign subsidiary. Intra-SIE, if the person takes up employment in a new organization and the new employer finally makes the legal decision to hire that person.

To sum up, all expatriate subgroups which are located on the left side of the decision tree simultaneously belong to the umbrella category migrant.

Moving on to the right side of the tree: A person that moves to another geographical point crossing borders without changing his dominant place of residence (i.e. center of his life) is not considered to be a migrant. For instance, „International Business Travellers’ (IBT) can be excluded from the migrant category as IBTs frequently move between different countries without changing their dominant place of residence, e. g. the family or partner remains in the home country (Collings et al., 2007; Welch, Welch, & Worm, 2007). As the decision of employment is made by the home organization and the first action (offering an IBT agreement) is taken by the organization an IBT belongs to the category of assigned travelers. Cross-border commuters regularly move between different geographical points crossing national borders in order to get to their place of employment without changing their

place of dominant residence (Knowles & Matthiesen, 2009). The decision of employment is made by the host organization and the first formalized action (applying for a job abroad) is undertaken by the individual. Hence, cross-border commuter can be categorized as self-initiated travelers. Summing up, all international workers which are located on the right side of the decision tree do not belong to the umbrella category migrant or expatriate.

Figure 3 clarifies the above explained relation between the terms AE, SIE and migrant. It becomes obvious that migrant is an umbrella term including all kinds of AEs and SIEs. Previous research claimed that migrants and expatriates are two exclusive groups (Al Ariss, 2010; Baruch et al., 2010).

### **INSERT FIGURE 3 ABOUT HERE**

From the findings above the following definitions for the terms AE and SIE have been deduced.

An expatriate is an individual who moves to another country while changing the dominant place of residence and executes dependent work abroad. As such, the expatriate has migrant status. In case of SIEs, the first action to move internationally is solely made by the individual who initiates the expatriation, whereas the legal decision of employment is made by the organization in the host country, which is either the organization where they are currently employed (Intra-SIEs) or a new organization (Inter-SIEs). In case of AEs, the first action to expatriate is taken by the home organization and the legal decision of employment is made by the organization in the home country.

***Implications of our findings.*** Our findings have crucial implications for future expatriation research, as they contradict currently available models on the demarcation of the terms SIE, AE and migrant (Al Ariss, 2010; Baruch et al., 2010). Suutari and Brewster (2000) were one of the first who recognized that SIEs „are not a homogeneous group” (p. 430).

Based on our results, researchers are able to clearly define if their sample consists of AEs, SIEs (Intra-SIEs or Inter-SIEs) or migrants, which could serve to explain existing heterogeneous results on expatriates and to facilitate interpretation of future research results.

Our research identified that only four demarcation criteria (executing work abroad, mode of employment, initiative and legal decision of employment) are sufficient for plain differentiation between the terms AE, SIE and migrant, while the other discussed criteria do not provide a satisfactory distinction (e.g. organizational support).

***Limitations of our study.*** Notwithstanding some limitations restrict the validity of our research results. Firstly, the data basis for AEs and migrants was constrained to 10 sociological, business and psychological journals, considering all publications in the period from 2005 to 2010. Especially the term migrant has a long tradition in the sociological field of research (Millar & Salt, 2007). Conceivably our data basis does not include older definitions of the term migrant and other forms of scientific publications such as monographs. However, the primary goal of the present study was to outline the current state of research concerning the definition of the terms AE, SIE and migrant. A second limitation is caused by the fact that many definitions did not contain all of the defined demarcation criteria, resulting in a high level of missing values and low frequencies of characteristics. Still, this might also be some kind of result, eventually revealing that a special criterion (e. g. visa status) is not important to define the term (e. g. SIE or AE).

***Implications for further research.*** Future research should provide empirical proof for our demarcation model and test whether the different subgroups can be plainly distinguished by the identified sufficient criteria. Besides, future research could build on our study trying to find further differences between AEs and SIEs. For instance further research on the criterion motives for going abroad is necessary as most of the studies do not reveal major differences so far (e.g. Doherty et al., 2011). An important area of research that could further serve to



sufficiently demarcate the above mentioned terms is the field of tax law, particularly whether the assessment takes place in the home or host country. So far no sufficient research has been conducted on this issue. Currently, many nations define the term migrant differently. Due to this inconsistency a person might have migrant status in one country but not in another (e.g. the German definition of immigrants is based on nationality whereas in the Netherlands immigrant status depends on the country of birth of the individual and its parents (Euwals, Dagevos, Gijsberts, & Roodenburg, 2010)). The criteria presented here could serve as a basis for a classification of the different samples found in research studies in order to determine what kind of subgroups of international movers were included in the migrant category and to better understand and interpret the results found.

#### REFERENCES

- Agozino, B. 2000. *Theoretical and methodological issues in migration research: interdisciplinary, intergenerational and international perspectives*. Aldershot Hants, England: Ashgate.
- Agullo, B., & Egawa, M. 2009. International careers of Indian workers in Tokyo: Examination and future directions. *Career Development International*, 14: 148-168.
- Al Ariss, A. (2010). Modes of Engagement: Migration, self-initiated expatriation and career development. *Career Development International*, 15: 338-358.
- Al Ariss, A., & Özbilgin, M. 2010. Understanding self-initiated expatriates: career experiences of Lebanese self-initiated expatriates. *Thunderbird International Business Review*, 54: 275-285.
- Allen, R. 2009. Benefit or burden? Social capital, gender, and the economic adaptation of refugees. *International Migration Review*, 43: 332-365.
- Arguillas, M. J. B., & Williams, L. (2010). The Impact of Parents' Overseas Employment on Educational Outcomes of Filipino Children. *International Migration Review*, 44: 300-319.
- Banai, M., & Harry, W. 2004. Boundaryless Global Careers. *International Studies of Management & Organization*, 34(3): 96-120.
- Barrett, A., & Duffy, D. 2008. Are Ireland's Immigrants Integrating into Its Labor Market? *International Migration Review*, 42: 597-619.
- Baruch, Y., & Altman, Y. 2002. Expatriation and repatriation in MNCs: a taxonomy. *Human Resource Management*, 41: 239-259.
- Baruch, Y., Dickmann, M., Altman, Y., & Bournois, F. 2010. *Exploring International Work: Types and Dimensions of Global Careers*. Paper presented at the 11th International Human Resource Management Conference, Birmingham (UK).
- Beck-Gernsheim, E. 2007. Transnational lives, transnational marriages: a review of the evidence from migrant communities in Europe. *Global Networks*, 7: 271-288.

- Begley, A., Collings, D. G., & Scullion, H. 2008. The cross-cultural adjustment experiences of self-initiated repatriates to the Republic of Ireland labour market. *Employee Relations*, 30: 264 - 282.
- Benson, G. S., & Pattie, M. 2008. Is expatriation good for my career? The impact of expatriate assignments on perceived and actual career outcomes. *The International Journal of Human Resource Management*, 19: 1636-1653.
- Bermudez, A. 2010. The transnational political practices of Colombians in Spain and the United Kingdom: politics ‚here’ and ‚there’. *Ethnic and Racial Studies*, 33: 75-91.
- Bhuiyan, S. N., & Al-Jabri, I. M. 1996. Expatriate turnover tendencies in Saudi-Arabia: An empirical examination. *The International Journal of Organizational Analysis*, 4: 393 - 407.
- Bhuiyan, S. N., Al-Shammari, E. S., & Jefri, O. A. 2001. Work-related attitudes and job characteristics of expatriates in Saudi Arabia. *Thunderbird International Business Review*, 43(1): 21-31.
- Biemann, T., & Andresen, M. 2010. Self-initiated foreign expatriates versus assigned expatriates: Two distinct types of international careers? *Journal of Managerial Psychology*, 25: 430 - 448.
- Black, J. S., Gregersen, H. B., & Mendenhall, M. E. 1992. Toward a theoretical framework of repatriation adjustment. *Journal of International Business Studies*, 23: 737-760.
- Böhning, R. 2009. Getting a handle on the migration rights-development nexus. *International Migration Review*, 43: 652-670.
- Bonache, J., & Zárraga-Oberty, C. (2008). Determinants of the success of international assignees as knowledge transferors: a theoretical framework. *The International Journal of Human Resource Management*, 19: 1-18.
- Bonache, J., Brewster, C., & Suutari, V. 2007. Preface, knowledge, international mobility and careers. *International Studies of Management and Organization*, 37(3): 3-15.
- Bossard, A., & Peterson, R. 2005. The repatriate experience as seen by American expatriates. *Journal of World Business*, 40: 9-28.
- Boswell, C., & Ciobanu, O. 2009. Culture, utility or social systems? Explaining the cross-national ties of emigrants from Borșa, Romania. *Ethnic and Racial Studies*, 32: 1346-1364.
- Boyle, P., Halfacree, K., & Robinson, V. 1998. *Exploring contemporary migration*. Harlow: Addison Wesley Longman.
- Bozionelos, N. 2009. Expatriation outside the boundaries of the multinational corporation: A study with expatriate nurses in Saudi Arabia. *Human Resource Management*, 48: 111 - 134.
- Briscoe, D., Schuler, R. S., & Claus, L. 2009. *International human resource management*. (3rd ed.). London: Routledge.
- Brody, E. S., & Binder, J. K. (2010). IRS Guidance adds body to the heart act’s new tax regime for expatriates. *Canadian Tax Journal*, 58: 447-458.
- Buzdugan, R., & Halli, S. S. 2009. Labor Market Experiences of Canadian Immigrants with Focus on Foreign Education and Experience. *International Migration Review*, 43: 366-386.
- Caligiuri, P. M. 2000. Selecting expatriates for personality characteristics: A moderating effect of personality on the relationship between host national contact and cross-cultural adjustment. *Management International Review*, 40: 61-80.
- Cappellen, T., & Janssens, M. 2005. Career paths of global managers: Towards future research. *Journal of World Business*, 40: 348-360.

- Cappellen, T., & Janssens, M. 2008. Global managers' career competencies. *Career Development International*, 13: 514-537.
- Carling, J. 2008. Toward a Demography of Immigrant Communities and Their Transnational Potential. *International Migration Review*, 42: 449-475.
- Carr, S., Inkson, K., & Thorn, K. 2005. From global careers to talent flow: Reinterpreting „brain drain“. *Journal of World Business*, 40: 386 - 398.
- Cerdin, J.-L., & Pargneux, M. L. 2009. Career and international assignment fit: Toward an integrative model of success. *Human Resource Management*, 48: 5-25.
- Chew, K., Leach, M., & Liu, J. M. 2009. The Revolving Door to Gold Mountain: How Chinese Immigrants Got Around U.S. Exclusion and Replenished the Chinese American Labor Pool, 1900-1910. *International Migration Review*, 43: 410-430.
- Colakoglu, S., Tarique, I., & Caligiuri, P. 2009. Towards a conceptual framework for the relationship between subsidiary staffing strategy and subsidiary performance. *The International Journal of Human Resource Management*, 20: 1291-1308.
- Colic-Peisker, V. (2010). Free floating in the cosmopolis? Exploring the identity-belonging of transnational knowledge workers. *Global Networks*, 10: 467-488.
- Collings, D., Scullion, H., & Morley, M. 2007. Changing patterns of global staffing in the multinational enterprise: Challenges to the conventional expatriate assignment and emerging alternatives. *Journal of World Business*, 42: 198-213.
- Collins, F. L. 2008. Bridges to learning: international student mobilities, education agencies and inter-personal networks. *Global Networks*, 8: 398-417.
- Conway, D., Potter, R. B., & Bernard, G. 2008. Dual citizenship or dual identity? Does „transnationalism' supplant „nationalism' among returning Trinidadians? *Global Networks*, 8: 373-397.
- Crowley-Henry, M. 2007. The Protean career: Exemplified by first world foreign residents in Western Europe? *International Studies of Management and Organization*, 37(3): 44-64.
- De Cieri, H., Fenwick, M., & Hutchings, K. (2005). The challenge of international human resource management: balancing the duality of strategy and practice. *The International Journal of Human Resource Management*, 16: 584-598.
- Dickmann, M., & Harris, H. 2005. Developing career capital for global careers: The role of international assignments. *Journal of World Business*, 40: 399-408.
- Diehl, C., Koenig, M., & Ruckdeschel, K. 2009. Religiosity and gender equality: comparing natives and Muslim migrants in Germany. *Ethnic and Racial Studies*, 32: 278-301.
- Doherty, N., Dickmann, M., & Mills, T. 2011. Exploring the motives of company-backed and self-initiated expatriates. *International Journal of Human Resource Management*, 22: 595-611.
- Ellis, D. R. 2011. Exploring cultural dimensions as predictors of performance management preferences: the case of self-initiating expatriate New Zealanders in Belgium. *The International Journal of Human Resource Management*, 1-21.
- Emmerik, I. H. V., & Euwema, M. C. 2009. The international assignments of peacekeepers: What drives them to seek future expatriation? *Human Resource Management*, 48: 135-151.
- Endres, D., Spengel, C., Elschner, C., & Schmidt, O. 2005. The tax burden of international assignments. *Intertax*, 33: 409-502.
- Euwals, R., Dagevos, J., Gijsberts, M., & Roodenburg, H. 2010. Citizenship and labor market position: Turkish immigrants in Germany and the Netherlands. *International Migration Review*, 44: 513-538.

Fargues, P. 2009. Work, Refuge, Transit: An Emerging Pattern of Irregular Immigration South and East of the Mediterranean. *International Migration Review*, 43: 544-577.

Farndale, E., Scullion, H., & Sparrow, P. 2010. The role of the corporate HR function in global talent management. *Journal of World Business*, 45: 161-168.

Feld, S. 2005. Labor Force Trends and Immigration in Europe. *International Migration Review*, 39: 637-662.

Fitzgerald, C., & Howe-Walsh, L. 2008. Self-Initiated expatriates: An interpretative phenomenological analysis of professional female expatriates. *International Journal of Business and Management*, 3(10): 156-175.

Forstenlechner, I. 2010. Brain drain in developed countries: Can governments do anything to bring expatriates back? *Public Policy and Administration*, 25: 156-174.

Freeman, G. P., & Ögelman, N. 1998. Homeland citizenship policies and the status of third country nationals in the European Union. *Journal of Ethnic and Migration Studies*, 24: 769-788.

Furman, R., Negi, N., Schatz, M. C. S., & Jones, S. (2008). Transnational social work: using a wraparound model. *Global Networks*, 8: 496-503.

Gabel, R. S., Dolan, S. L., & Cerdin, J. L. 2005. Emotional intelligence as predictor of cultural adjustment for success in global assignments. *Career Development International*, 10: 375-395.

Gardner, K. 2006. The transnational work of kinship and caring: Bengali-British marriages in historical perspective. *Global Networks*, 6(4): 373-387.

Glick-Schiller, N. 2003. The centrality of ethnography in the study of transnational migration: Seeing the wetlands instead of the swamp. In E. N. Foner (Eds.), *American Arrivals*: 99-128. Santa Fe, NM: School of American Research Press.

Green, P. 2008. Family and nation: Brazilian national ideology as contested transnational practice in Japan. *Global Networks*, 8: 418-435.

Gustafson, P. (2008). Transnationalism in retirement migration: the case of North European retirees in Spain. *Ethnic and Racial Studies*, 31: 451-475.

Guzzo, R. A., Noonan, K. A., & Elron, E. 1994. Expatriate managers and the psychological contract. *Journal of Applied Psychology*, 79: 617-626.

Haller, W., & Landolt, P. 2005. The transnational dimensions of identity formation: Adult children of immigrants in Miami. *Ethnic and Racial Studies*, 28: 1182-1214.

Hao, L., & Kim, J. J. H. 2009. Immigration and the American obesity epidemic. *International Migration Review*, 43: 237-262.

Harris, H., & Brewster, C. 1999. The coffee-machine system: how international selection really works. *International Journal of Human Resource Management*, 10: 488-500.

Harrison, D. A., Shaffer, M. A., & Bhaskar-Shrinivas, P. 2004. Going places: Roads more and less traveled in research on expatriate experiences. *Research in Personnel and Human Resources Management*, 23: 199-247.

Haslberger, A., & Brewster, C. 2009. Capital gains: expatriate adjustment and the psychological contract in international careers. *Human Resource Management*, 48: 379-397.

Heckhausen, H., & Gollwitzer, P. M. 1987. Thought contents and cognitive functioning in motivational versus volitional states of mind. *Motivation and Emotion*, 1: 101-120.

Heckhausen, J., & Heckhausen, H. (Eds.) 2010. *Motivation and action*. Cambridge: Cambridge University Press.

Howe-Walsh, L., & Schyns, B. 2010. Self-initiated expatriation: implications for HRM. *International Journal of Human Resource Management*, 21: 260-273.

- Hu, M., & Xia, J.-M. 2010. A preliminary research on self-initiated expatriation as compared to assigned expatriation. *Canadian Social Science*, 6(5): 169-177.
- Huang, T.-J., Chi, S.-C., & Lawler, J. 2005. The relationship between expatriates' personality traits and their adjustment to international assignments. *The International Journal of Human Resource Management*, 16: 1656-1670.
- Huang, T.-J., Chi, S.-C., & Lawler, J. 2005. The relationship between expatriates' personality traits and their adjustment to international assignments. *The International Journal of Human Resource Management*, 16: 1656-1670.
- Hudson, S., & Inkson, K. 2006. Volunteer overseas development workers: the hero's adventure and personal transformation. *Career Development International*, 11: 304-320.
- Inkson, K., & Myers, B. A. 2003. „The big OE“: self-directed travel and career development. *Career Development International*, 8(4): 170-181.
- Inkson, K., Arthur, M. B., Pringle, J., & Barry, S. 1997. Expatriate assignment versus overseas experience: Contrasting models of international human resource development. *Journal of World Business*, 32: 351-368.
- Inkson, K., Carr, S., Edwards, M., Hooks, J., Johnson, D., Thorn, K., & Allfree, N. (2004). From brain drain to talent flow: Views of Kiwi expatriates. *University of Auckland Business Review*, 6(2), 29-39.
- Jokinen, T., Brewster, C., & Suutari, V. 2008. Career capital during international work experiences: contrasting self-initiated expatriate experiences and assigned expatriation. *International Journal of Human Resource Management*, 19: 979-998.
- Knowles, C. 2006. Seeing race through the lens. *Ethnic and Racial Studies*, 29: 512-529.
- Knowles, R. D., & Matthiesen, C. W. 2009. Barrier effects of international borders on fixed link traffic generation: the case of Åresundsbron. *Journal of Transport Geography*, 17: 155-165.
- Konopaske, R., Robie, C., & Ivancevich, J. 2005. A preliminary model of spouse influence on managerial global assignment willingness. *The International Journal of Human Resource Management*, 16: 405-426.
- Krippendorff, K. 1980. *Content analysis. An introduction to its methodology*. London: Sage Publications.
- Lauring, J., & Selmer, J. 2009. Expatriate compound living: an ethnographic field study. *The International Journal of Human Resource Management*, 20: 1451-1467.
- Levels, M., & Dronkers, J. 2008. Educational performance of native and immigrant children from various countries of origin. *Ethnic and Racial Studies*, 31: 1404-1425.
- Lii, S.-Y., & Wong, S.-Y. 2008. The antecedents of overseas adjustment and commitment of expatriates. *The International Journal of Human Resource Management*, 19: 296-313.
- Lu, M. 1999. Do people move when they say they will? Inconsistencies in individual migration behavior. *Population and Environment: A Journal of Interdisciplinary Studies*, 20: 467-488.
- Martiniello, M., & Lafleur, J.-M. 2008. Towards a transatlantic dialogue in the study of immigrant political transnationalism. *Ethnic and Racial Studies*, 31: 645-663.
- Massey, D. S., & Bartley, K. 2006. The changing legal status distribution of immigrants: A caution. *International Migration Review*, 39: 469-484.
- Maxwell, R. 2010. Evaluating Migrant Integration: Political Attitudes Across Generations in Europe. *International Migration Review*, 44(1): 25-52.
- Mayring, P. 2000. *Qualitative Inhaltsanalyse. Grundlagen und Techniken* (7th ed.). Weinheim: Deutscher Studien Verlag.

- Mazzucato, V., & Kabki, M. 2009. Small is beautiful: the micro-politics of transnational relationships between Ghanaian hometown associations and communities back home. *Global Networks*, 9: 227-251.
- McKenna, S., & Richardson, J. 2007. The increasing complexity of the internationally mobile professional: Issues for research and practice. *Cross Cultural Management*, 14: 307-320.
- Meyskens, M., Von Glinow, M. A., Werther, W. B., & Clarke, L. 2009. The paradox of international talent: alternative forms of international assignments. *The International Journal of Human Resource Management*, 20: 1439-1450.
- Milewski, N., & Hamel, C. 2010. Union formation and partner choice in a transnational context: The case of descendants of turkish immigrants in France. *International Migration Review*, 44: 615-658.
- Millar, J., & Salt, J. 2007. Portfolios of mobility: the movement of expertise in transnational corporations in two sectors - aerospace and extractive industries. *Global Networks*, 8: 25-50.
- Moldenhawer, B. 2005. Transnational migrant communities and education strategies among Pakistani youngsters in Denmark. *Journal of Ethnic and Migration Studies*, 31(1), 51-78.
- Myers, B., & Pringle, J. 2005. Self-initiated foreign experience as accelerated development: Influences of gender. *Journal of World Business*, 40: 421-431.
- Näsholm, M. 2009. An Identity construction perspective on careers of Swedish international itinerants. *Management revue*, 20(1): 53-69.
- O'Sullivan, A., & O'Sullivan, S. L. 2008. The performance challenges of expatriate supplier teams: a multi-firm case study. *The International Journal of Human Resource Management*, 19: 999-1017.
- Oda, E. 2010. Ethnic migration and memory: disputes over the ethnic origins of Japanese Brazilians in Japan. *Ethnic and Racial Studies*, 33: 515-532.
- Olsen, J. E., & Martins, L. L. 2009. The effects of expatriate demographic characteristics on adjustment: A social identity approach. *Human Resource Management*, 48: 311-328.
- Painter, G., & Yu, Z. 2010. Immigrants and housing markets in mid-size metropolitan areas. *International Migration Review*, 44: 442-476.
- Parreñas, R. S. 2010. Homeward bound: the circular migration of entertainers between Japan and the Philippines. *Global Networks*, 10: 301-323.
- Paull, B., & Chu, W. 2003. Expatriate assignments - tax and non-tax considerations. *International Tax Review*, Oct: 63.
- Peltokorpi, V. 2008. Cross-cultural adjustment of expatriates in Japan. *International Journal of Human Resource Management*, 19: 1588-1606.
- Peltokorpi, V., & Froese, F. J. 2009. Organizational expatriates and self-initiated expatriates: who adjusts better to work and life in Japan? *International Journal of Human Resource Management*, 20: 1096-1112.
- Portes, A. 2009. Migration and development: reconciling opposite views. *Ethnic and Racial Studies*, 32(1): 5-22.
- Portes, A., Escobar, C., & Radford, A. W. 2007. Immigrant Transnational Organizations and Development: A Comparative Study. *International Migration Review*, 41: 242-281.
- Preibisch, K. 2010. Pick-your-own labor: Migrant workers and flexibility in canadian agriculture. *International Migration Review*, 44: 404-441.

- Pruthi, S., Wright, M., & Meyer, K. E. 2009. Staffing venture capital firms' international operations. *The International Journal of Human Resource Management*, 20: 186-205.
- Redstone Akresh, I. 2006. Occupational Mobility Among Legal Immigrants to the United States. *International Migration Review*, 40: 854-884.
- Reiche, B. S. 2006. The inpatriate experience in multinational corporations: an exploratory case study in Germany. *International Journal of Human Resource Management*, 17: 1572-1590.
- Richardson, J. 2006. Self-directed expatriation: family matters. *Personnel Review*, 35: 469-486.
- Richardson, J., & Mallon, M. 2005. Career interrupted? The case of the self-directed expatriate. *Journal of World Business*, 40: 409-420.
- Richardson, J., & McKenna, S. 2000. Metaphorical „types“ and human resource management: self-selecting expatriates. *Industrial & Commercial Training*, 32: 209-218.
- Richardson, J., & McKenna, S. 2006. Exploring relationships with home and host countries: A study of self-directed expatriates. *Cross Cultural Management*, 13(1): 6-22.
- Richardson, J., & Zikic, J. 2007. The darker side of an international academic career. *Career Development International*, 12(2): 164-186.
- Rosen, P. B., Ekelman, F. B., & Lubbe, E. J. 2000. Managing expatriate employees: Employment law issues and answers. *Journal of Employment Discrimination Law*, 2(1), 110-123.
- Rowthorn, R. 2008. The fiscal impact of immigration on the advanced economies. *Oxford Review of Economic Policy*, 24: 560-580.
- Sánchez Vidal, M. E., Sanz Valle, R., & Aragón, M. I. B. 2008. International workers' satisfaction with the repatriation process. *International Journal of Human Resource Management*, 19: 1683-1702.
- Scullion, H., Collings, D. G., & Gunnigle, P. 2007. International human resource management in the 21st century: emerging themes and contemporary debates. *Human Resource Management Journal*, 17: 309-319.
- Selmer, J., & Lauring, J. 2010. Self-Initiated academic expatriates: Inherent demographics and reasons to expatriate. *European Management Review*, 7: 169-179.
- Selmer, J., & Lauring, J. 2011. Marital status and work outcomes of self-initiated expatriates: Is there a moderating effect of gender? *Cross Cultural Management: An International Journal*, 18: 198-213.
- Selmer, J., & Lauring, J. 2011. Acquired demographics and reasons to relocate among self-initiated expatriates. *International Journal of Human Resource Management*, 22: 2055-2070.
- Siljanen, T., & Lämsä, A.-M. 2009. The changing nature of expatriation: exploring cross-cultural adaptation through narrativity. *The International Journal of Human Resource Management*, 20: 1468-1486.
- Snel, E., Engbersen, G., & Leerkes, A. 2006. Transnational involvement and social integration. *Global Networks*, 6: 285-308.
- Soehl, T., & Waldinger, R. 2010. Making the connection: Latino immigrants and their cross-border ties. *Ethnic and Racial Studies*, 33: 1489-1510.
- Sparrow, P. R. 2007. Globalization of HR at function level: four UK-based case studies of the international recruitment and selection process. *The International Journal of Human Resource Management*, 18: 845-867.
- Starr, T. L., & Currie, G. 2009. „Out of sight but still in the picture’: short-term international assignments and the influential role of family. *International Journal of Human Resource Management*, 20: 1421-1438.

- Stead, G. B., & Bakker, T. M. 2010. Discourse Analysis in Career Counseling and Development. *Career Development Quarterly*, 59(1): 72-86.
- Stuart, E. 2010. Art. 4 (2) of the OECD Model Convention: Practice and Case Law. In G. Maisto (Eds.), *Residence of individuals under Tax Treaties and EC Law*: 181-194. Amsterdam: IBFD Publications BV.
- Surak, K. 2008. Convergence in Foreigners' Rights and Citizenship Policies? A Look at Japan. *International Migration Review*, 42: 550-575.
- Suutari, V., & Brewster, C. 2000. Making their own way: International experience through self-initiated foreign assignments. *Journal of World Business*, 35: 417-436.
- Suutari, V., & Brewster, C. 2001. Expatriate management practices and perceived relevance. *Personnel Review*, 30: 554-577.
- Tams, S., & Arthur, M. B. 2007. Studying careers across cultures: Distinguishing international, cross-cultural, and globalization perspectives. *Career Development International*, 12(1): 86-98.
- Tharenou, P. 2009. Self-initiated international careers: Gender differences and career outcomes. In S. G. Baugh & S. E. Sullivan (Eds.), *Maintaining focus, energy and options over the career*: 197-226. Charlotte, NC: Information Age Publishing.
- Tharenou, P. 2010. Women's self-initiated expatriation as a career option and its ethical issues. *Journal of Business Ethics*, 95(1): 73-88.
- Tharenou, P., & Caulfield, N. 2010. Will I stay or will I go? Explaining repatriation by self-initiated expatriates. *Academy of Management Journal*, 53: 1009-1028.
- Tharenou, P., & Harvey, M. 2006. Examining the overseas staffing options utilized by Australian headquartered multinational corporations. *International Journal of Human Resource Management*, 17: 1095-1114.
- Tharmaseelan, N., Inkson, K., & Carr, S. C. 2010. Migration and career success: testing a time-sequenced model. *Career Development International*, 15: 218-238.
- Thite, M., Srinivasan, V., Harvey, M., & Valk, R. 2009. Expatriates of host-country origin: „coming home to test the waters?. *International Journal of Human Resource Management*, 20: 269-285.
- Thomas, K. J. A. 2007. Child Mortality and Socioeconomic Status: An Examination of Differentials by Migration Status in South Africa. *International Migration Review*, 41(1): 40-74.
- Thorn, K. 2009. The relative importance of motives for international self-initiated mobility. *Career Development International*, 14: 441-464.
- Trotz, D. A. 2006. Rethinking Caribbean transnational connections: conceptual itineraries. *Global Networks*, 6(1): 41-59.
- United Nations. 1998. *Recommendations on statistics of international migration*. Statistical Papers Series M No. 58 Rev. 1, New York.
- van der Heijden, J. A. V., van Engen, M. L., & Paauwe, J. 2009. Expatriate career support: predicting expatriate turnover and performance. *The International Journal of Human Resource Management*, 20: 831-845.
- Vance, C. 2005. The personal quest for building global competence: A taxonomy of self-initiating career path strategies for gaining business experience abroad. *Journal of World Business*, 40: 374-385.
- van Meeteren, M., Engbersen, G., & van San, M. 2009. Striving for a Better Position: Aspirations and the Role of Cultural, Economic, and Social Capital for Irregular Migrants in Belgium. *International Migration Review*, 43: 881-907.
- Vertovec, S. 2007. Super-diversity and its implications. *Ethnic and Racial Studies*, 30: 1024-1054.



Waldinger, R. 2007. Did manufacturing matter? The experience of yesterday's second generation: A reassessment. *International Migration Review*, 41(1), 3-39.

Waldinger, R. 2008. Between „here“ and „there“: Immigrant cross-border activities and loyalties. *International Migration Review*, 42(1): 3-29.

Walsh, J., & Zhu, Y. 2007. Local complexities and global uncertainties: a study of foreign ownership and human resource management in China. *International Journal of Human Resource Management*, 18: 249-267.

Wang, M., & Takeuchi, R. 2007. The role of goal orientation during expatriation: A cross-sectional and longitudinal investigation. *Journal of Applied Psychology*, 92: 1437-1445.

Weiner, B. 1985. An attributional theory of achievement motivation and emotion. *Psychological Review*, 92: 548-573.

Welch, D. E., Welch, L. S., & Worm, V. 2007. The international business traveller: a neglected but strategic human resource. *The International Journal of Human Resource Management*, 18: 173-183.

Wiles, J. 2008. Sense of home in a transnational social space: New Zealanders in London. *Global Networks*, 8(1): 116-137.

Williams, A. M. 2007. International labour migration and tacit knowledge transactions: a multi-level perspective. *Global Networks*, 7(1): 29-50.

Yamanaka, K. 2005. Changing family structures of Nepalese transmigrants in Japan: split-households and dual-wage earners. *Global Networks*, 5: 337-358.

Zikic, J., Bonache, J., & Cerdin, J.-L. 2010. Crossing national boundaries: A typology of qualified immigrants' career orientations. *Journal of Organizational Behavior*, 31: 667-686.

Figure 1: Rubicon model of action phases (Heckhausen & Gollwitzer, 1987; Heckhausen & Heckhausen, 2010)

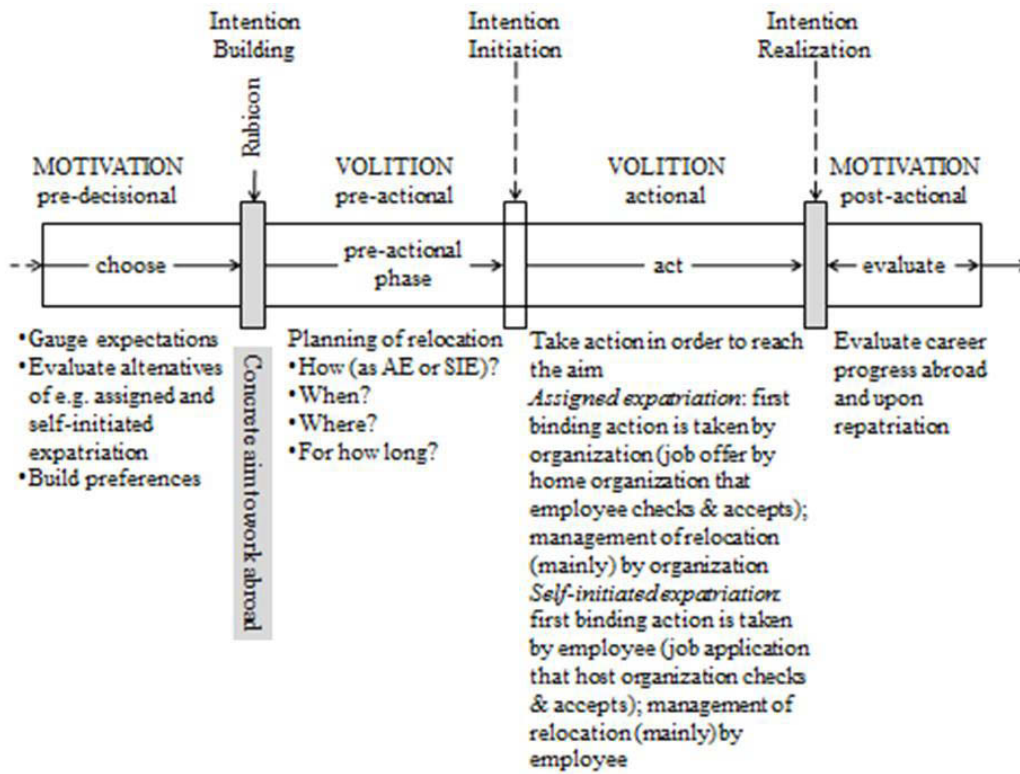


Figure 2: Decision tree

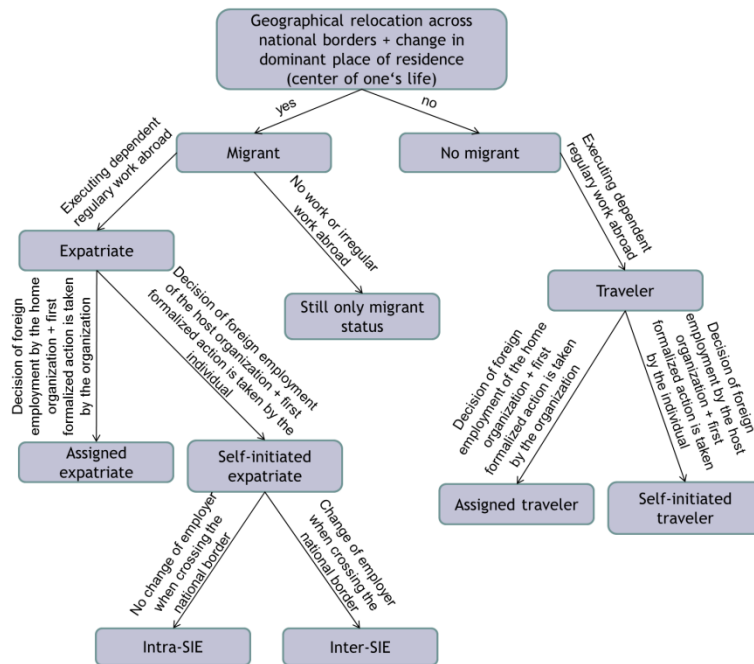


Figure 3: Illustration of the interrelation between the terms

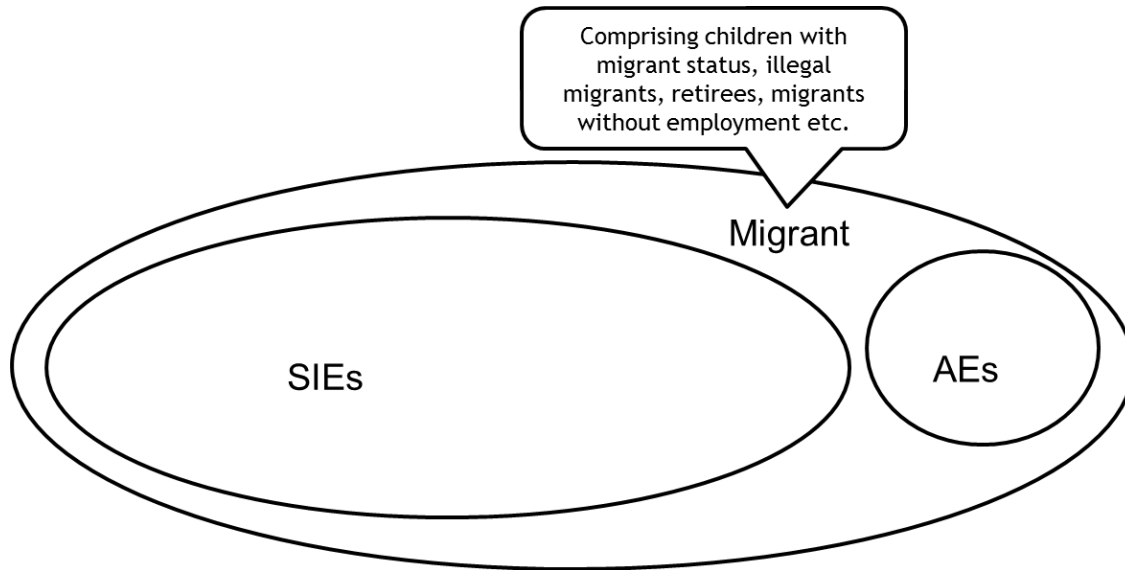


Table 1: Impact factors and numbers of hits in the data bases for the term ‚expatriate’

	Accumulated number of hits for the search term ‚expatriate’ in the chosen data bases (full-text search)	ISI impact factor 2005-2010	Number of relevant articles	Number of relevant definitions
International Journal of HRM	<b>280</b>	<b>1.61</b>	<b>51</b>	74
Journal of World Business	<b>64</b>	<b>2.82</b>	<b>10</b>	
Human Resource Management	<b>62</b>	<b>1.83</b>	<b>7</b>	
Career Development International	<b>33</b>	<b>1.31 (not listed in the years 2005-2009)</b>	<b>3</b>	
Journal of Applied Psychology	<b>24</b>	<b>6.73</b>	<b>3</b>	

Table 2: Impact factors and numbers of hits in the data bases for the term ‚migrant’

	Accumulated number of hits for the search term ‚migrant’ in the chosen data bases (full-text search)	ISI impact factor 2005-2010	Number of relevant articles	Number of relevant definitions
Journal of Ethnic and Migration Studies	<b>254</b>	<b>1.42</b>	<b>7</b>	84
Ethnic and Racial Studies	<b>173</b>	<b>1.92</b>	<b>16</b>	
Social Science & Medicine	<b>163</b>	<b>3.48</b>	<b>6</b>	
Global Networks – A Journal of Transnational Affairs	<b>88</b>	<b>2.02</b>	<b>23</b>	
International Migration Review	<b>64</b>	<b>2.15</b>	<b>35</b>	

Table 3: Impact factors for the papers relevant for the definition of the term ‚self-initiated expatriate’

	ISI impact factor 2005-2010	Number of relevant articles	Number of relevant definitions
International Journal of HRM	<b>1.61</b>	<b>21</b>	
Career Development International	<b>1.31 (not listed in the years 2005-2009)</b>	<b>15</b>	
Cross Cultural Management: An International Journal	<b>not listed</b>	<b>6</b>	
Journal of Managerial Psychology	<b>2.15 (not listed in the years 2005-2007)</b>	<b>6</b>	
Journal of World Business	<b>2.82</b>	<b>5</b>	
Canadian Social Science	<b>not listed</b>	<b>5</b>	
Thunderbird International Business Review	<b>not listed</b>	<b>4</b>	
Employee Relations	<b>not listed</b>	<b>4</b>	
Human Resource Management	<b>1.83</b>	<b>3</b>	
International Studies of Management & Organization	<b>not listed</b>	<b>3</b>	
Management Review	<b>not listed</b>	<b>2</b>	
Journal of Business Ethics	<b>1,60</b>	<b>2</b>	
Academy of Management Journal	<b>10.78</b>	<b>2</b>	
Ethnic and Racial Studies	<b>1.92</b>	<b>1</b>	
International Journal of Business and Management	<b>not listed</b>	<b>1</b>	
Public Policy and Administration	<b>not listed</b>	<b>1</b>	
University of Auckland Business Review	<b>not listed</b>	<b>1</b>	
Industrial and Commercial Training	<b>not listed</b>	<b>1</b>	
European Management Review	<b>not listed</b>	<b>1</b>	
Journal of Organizational Behavior	<b>4.41</b>	<b>1</b>	
Personnel Review	<b>1,17</b>	<b>1</b>	

Table 4: Morphological Box 'Self-initiated expatriate', 'Assigned expatriate' and 'Migrant' based on definitions found in academic journals (2005-2010)

		SIE (N=86)	AE (N=74)	Migrant (N=84)
<b>Criteria: Individual level</b>		<b>Findings</b>		
Duration	Findings:	Long-term (N = 4) (Hu & Xia, 2010); (Thorn, 2009); (Ellis, 2011); (Myers & Pringle, 2005)	Long-term (N = 6) (O'Sullivan & O'Sullivan, 2008); (Walsh & Zhu, 2007); (Vance, 2005); (Emmerik & Euwema, 2009); (Welch, Welch, & Worm, 2007); (Bonache & Zárraga-Oberty, 2008)	Long-term (N = 3) (Parreñas, 2010); (Levels & Dronkers, 2008); (Surak, 2008)
		Temporary to permanent (N =4) (Thorn, 2009); (Zikic, Bonache, & Cerdin, 2010); (Al Ariss, 2010); (Bhuian & Al-Jabri, 1996)	Semi-permanent to permanent (N =5) (Pruthi, Wright, & Meyer, 2009); (Reiche, 2006); (Tharenou & Harvey, 2006); (Thite, Srinivasan, Harvey, & Valk, 2009); (van der Heijden, van Engen, & Paauwe, 2009)	Permanently (N = 10) (Richardson & Zikic, 2007); (Yamanaka, 2005); (Colic-Peisker, 2010); (Massey & Bartley, 2006); (Snel, Engbersen, & Leerkes, 2006); (Al Ariss, 2010); (Wiles, 2008)
		Temporary (N =3) (Baruch, Dickmann, Altman, & Bournois, 2010.); (Inkson, Carr, Edwards, Hooks, Johnson, Thorn, & Allfree, 2004); (Al Ariss, 2010)	Temporary (N =5) (Huang, Chi, & Lawler, 2005); (Siljanen & Lämsä, 2009); (Reiche, 2006); (Olsen & Martins, 2009); (Collings, Scullion, & Morley, 2007)	
		Not predetermined (N = 4) (Tharenou, 2010); (Tharenou & Caulfield, 2010); (Al Ariss, 2010); (Howe-Walsh & Schyns, 2010)	Predetermined (N = 5) (Peltokorpi & Froese, 2009); (Peltokorpi, 2008); (Meyskens, Von Glinow, Werther, & Clarke, 2009); (Sparrow, 2007); (Howe-Walsh & Schyns, 2010)	Repeated periods (N = 3) (Yamanaka, 2005); (Portes, Escobar, & Radford, 2007); (Parreñas, 2010)
			Minimum Duration: 6 months (N =3) (Peltokorpi & Froese, 2009); (Peltokorpi, 2008); (Howe-Walsh & Schyns, 2010), 1 year (N =2) (O'Sullivan & O'Sullivan, 2008); (Tharenou & Harvey, 2006), 2 years (N = 5) (Guzzo, Noonan, & Elron, 1994); (Walsh & Zhu, 2007); (Dickmann & Harris, 2005); (Sánchez Vidal, Sanz Valle, & Aragón, 2008); (Bossard & Peterson, 2005), 3	

			years (N = 3) (Meyskens et al., 2009); (Konopaske, Robie, & Ivancevich, 2005); (Collings et al., 2007)	
			Maximum Duration: 1 year (N = 3) (Collings et al., 2007); (Walsh & Zhu, 2007); (Tharenou & Harvey, 2006), 3 years (N = 2) (Guzzo, 1994); (Dickmann & Harris, 2005), 5 years (N = 9) (Bossard & Peterson, 2005); (Sánchez Vidal et al., 2008); (Meyskens et al., 2009); (Konopaske et al., 2005); (Collings et al., 2007); (Peltokorpi & Froese, 2009); (Peltokorpi, 2008); (Howe-Walsh & Schyns, 2010), Several years (N = 2) (Bossard & Peterson, 2005); (Sánchez Vidal et al., 2008)	
	Implication:	<b>Long-term, temporary to permanent, rather not predetermined</b>	<b>Long-term, temporary to permanent, rather predetermined period</b>	<b>Long-term, temporary to permanent, repeated periods</b>
Initiative (psychological decision to move)	Findings:	On the initiative of the expatriate (N = 19) (Al Ariss & Özbilgin, 2010); (Cappellen & Janssens, 2008); (Al Ariss, 2010); (Inkson, Arthur, Pringle, & Barry, 1997); (Suutari & Brewster, 2000); (Thorn, 2009); (Siljanen & Lämsä, 2009); (Ellis, 2011); (Myers & Pringle, 2005); (Fitzgerald & Howe-Walsh, 2008); (Hu & Xia, 2010); (Tharenou, 2010); (Biemann & Andresen, 2010); (Inkson & Myers, 2003); (Meyskens et al., 2009); (Scullion, Colling & Gunnigle, 2007); (Zikic et al., 2010); (Begley, Collings, & Scullion, 2008); (Doherty, Dickmann, & Mills, 2011); (Baruch, Dickmann, Altman, & Bourmois, 2010)		
		Decision of the individual to expatriate (N = 3) (Selmer & Lauring, 2011a); (Selmer & Lauring, 2011b); (Peltokorpi & Froese, 2009); (Peltokorpi, 2008)	Assigned (N = 6) (Tams & Arthur, 2007); (Reiche, 2006); (Bonache & Zarraga-Oberty, 2008); (Welch et al., 2007); (Lii & Wong, 2008); (Sánchez Vidal et al., 2008);	
		Choose to leave (N = 4) (Hu & Xia, 2010); (Tharenou & Caulfield, 2010); (Richardson, 2006); (Ellis, 2011)	Sent (N = 11) (Peltokorpi, 2008); (Pruthi et al., 2009); (Richardson & Mallon, 2005); (Sánchez Vidal et al., 2008); (Lauring & Selmer,	

			2009); (Olsen & Martins, 2009); (Emmerik & Euwema, 2009); (Dickmann & Harris, 2005); (Peltokorpi & Froese, 2009); (Peltokorpi, 2008); (Bossard & Peterson, 2005)	
		Not on the initiative of an organization (N = 4) (Scullion, Collings, & Gunnigle, 2007); (Begley et al., 2008); (Doherty et al., 2011); (Biemann & Andresen, 2010)	Initiative by company (N = 2) (Siljanen & Lämsä, 2009); (Meyskens et al., 2009)	
		Not transferred by organization (N = 9) (Richardson & Mallon, 2005); (Peltokorpi & Froese, 2009); (Peltokorpi, 2008); (Selmer & Luring, 2011a); (Selmer & Luring, 2011b); (Tharenou, 2010); (Tharenou & Caulfield, 2010)	Transferred (N = 7) (van der Heijden et al., 2009); (Reiche, 2006); (Tharenou & Harvey, 2006); (De Cieri, Fenwick, & Hutchings, 2005); (Pruthi et al., 2009); (Sánchez Vidal et al., 2008); (Siljanen & Lämsä, 2009)	
		Voluntary (N = 3) (Biemann & Andresen, 2010); (Hu & Xia, 2010); (Hudson & Inkson, 2006)		
	Implication:	<b>Individually initiated</b>	<b>Organizationally initiated</b>	
Motives	Findings:	To work/ live (N = 13) (Fitzgerald & Howe-Walsh, 2008); (Begley et al., 2008); (Sparrow, 2007); (Doherty et al., 2011); (Biemann & Andresen, 2010); (Selmer & Luring, 2011a); (Selmer & Luring, 2011b); (Howe-Walsh & Schyns, 2010); (Peltokorpi, 2008); (Peltokorpi & Froese, 2009); (Tharenou & Caulfield, 2010); (Forstenlechner, 2010); (Hu & Xia, 2010)	To work/ live (N = 15) (Siljanen & Lämsä, 2009); (Tams & Arthur, 2007); (Lii & Wong, 2008); (De Cieri et al., 2005); (Sánchez Vidal et al., 2008); (Sparrow, 2007); (Benson & Pattie, 2008); (Vance, 2005); (Bossard & Peterson, 2005); (Sánchez Vidal et al., 2008); (Dickmann & Harris, 2005); (Emmerik & Euwema, 2009); (Luring & Selmer, 2009); (Bozionelos, 2009); (Cappellen & Janssens, 2008)	To settle (N = 6) (Waldinger, 2007); (Waldinger, 2008); (Colic-Peisker, 2010); (Snel et al., 2006); (Mazzucato & Kabki, 2009); (Yamanaka, 2005)
		Personal reasons (N = 5) (Inkson & Myers, 2003); (Siljanen & Lämsä, 2009); (Peltokorpi, 2008); (Peltokorpi & Froese, 2009); (Begley et al., 2008)	Job or organisational related goal (N = 4) (Olsen & Martins, 2009); (Wang & Takeuchi, 2007); (Peltokorpi & Froese, 2009); (Peltokorpi, 2008);	To improve economic and social conditions (N = 7) (Tharmaseelan, Inkson, & Carr, 2010); (Beck-Gernsheim, 2007); (Knowles, 2006); (Massey & Bartley, 2006); (Hu & Xia, 2010); (Haller & Landolt, 2005); (Furman, Negi, Schatz, & Jones, 2008)
		Culture, career and personal motives (N = 3) (Ellis, 2011); (Thorn, 2009); (Myers &	For the company (N = 1) (Tharenou & Harvey, 2006)	Employment (N = 4) (Arguillas & Williams, 2010); (Preibisch, 2010); (Parreñas, 2010);

		Pringle, 2005)		(Colic-Peisker, 2010)
		Self-development and cultural experiences (N = 2) (Peltokorpi & Froese, 2009); (Inkson, Carr, Edwards, Hooks, Johnson, Kaye Thorn, & Allfree, 2004)	International mission (N = 1) (Sánchez Vidal et al., 2008)	Education (N = 1) (Conway, Potter, & Bernard, 2008)
	Implication:	<b>Personal and professional motives with a dominance of personal goals</b>	<b>Personal and professional motives with a dominance of organization-related goals</b>	<b>Different reasons, rather economical or political</b>
Repatriation	Findings:	No intention to repatriate before expatriation (N = 3) (Biemann & Andresen, 2010); (Hu & Xia, 2010); (Al Ariss, 2010)	No repatriation (N = 1) (Bossard & Peterson, 2005)	No repatriation (N = 2) (Al Ariss, 2010); (Gustafson, 2008)
		Either intention to repatriate or not (N = 1) (Thorn, 2009)	Repatriation expected (N = 2) (Lii & Wong, 2008); (Konopaske et al., 2005)	Expected to repatriate (N = 1) (Arguillas & Williams, 2010)
		Individuals choose whether to return (N = 2) (Biemann & Andresen, 2010); (Hu & Xia, 2010)	Repatriation planned (N = 4) (Cerdin & Pargneux, 2009); (Guzzo et al., 1994); (Huang et al., 2005); (Meyskens et al., 2009)	Eventual repatriation (N = 1) (Portes, 2009)
				Return only rarely (N = 1) (Boswell & Ciobanu, 2009)
	Implication:	<b>Either intention to repatriate or not</b>	<b>Rather intention to repatriate, repatriation agreement</b>	<b>Either intention to repatriate or not</b>
Relocation of family	Findings:		Relocation of expatriate and family (N = 4) (Guzzo et al., 1994); (Dickmann & Harris, 2005); (Collings et al., 2007); (Farndale, Scullion, & Sparrow, 2010)	
			No relocation of the family (N = 1) (Starr & Currie, 2009)	
			Either relocation of family or not	



			(N = 2) (Konopaske et al., 2005); (Meyskens et al., 2009)	
	Implication:		<b>Either relocation of family or not</b>	
Consequences for the Individual	Finding:			Multiple social relations across borders (N = 4) (Waldinger, 2008); (Snel et al., 2006); (Trotz, 2006); (Diehl, Koenig, & Ruckdeschel, 2009)
				Assimilation and acculturation (N = 2) (Colic-Peisker, 2010); (Snel et al., 2006)
				Influencing daily life (N = 2) (Furman et al., 2008); (Portes et al., 2007)
				Termination of ties from those left behind (N = 1) (Diehl et al., 2009)
	Implication:			<b>In tendency social ties in several countries</b>
<b>Criteria: Organizational level</b>		<b>Findings</b>		
Executing Work Abroad	Findings:	Individual (N = 14) (Fitzgerald & Howel-Walsh, 2008); (Crowley-Henry, 2007); (Meyskens et al., 2009); (Hudson & Inkson, 2006); (Biemann & Andresen, 2010); (Siljanen & Lämsä, 2009); (Begley et al., 2008); (Selmer & Luring, 2011a); (Selmer & Luring, 2011b); (McKenna & Richardson, 2007); (Zikic et al., 2010); (Bozionelos, 2009); (Bonache, Brewster, & Suutari, 2007); (Agullo & Egawa, 2009)	Individuals (N = 4) (Dickmann & Harris, 2005); (Bozionelos, 2009); (Wang & Takeuchi, 2007); (Siljanen & Lämsä, 2009)	Individuals (N = 3) (Redstone Akresh, 2006); (Maxwell, 2010); (Painter & Yu, 2010)
		Person (N = 4) (Peltokorpi, 2008); (Peltokorpi & Froese, 2009); (Hu & Xia, 2010); (Richardson & McKenna, 2006)	Person (N = 3) (Meyskens et al., 2009); (Vance, 2005); (Emmerik & Euwema, 2009)	Person (N = 20) (Carling, 2008); (Oda, 2010); (Colic-Peisker, 2010); (Massey & Bartley, 2006);

				(Barrett & Duffy, 2008); (Preibisch, 2010); (Surak, 2008); (Fargues, 2009); (Gardner, 2006); (Collins, 2008); (van Meeteren, Engbersen, & van San, 2009); (Haller & Landolt, 2005); (Mazzucato & Kabki, 2009); (Waldinger, 2007); (Moldenhawer, 2005); (Fargues, 2009); (Milewski & Hamel, 2010); (Feld, 2005); (Waldinger, 2008); (Snel et al., 2006)
		Professionals, managers (N = 4) (Banai & Harry, 2004); (Tharenou & Caulfield, 2010); (Tharenou, 2010); (Hu & Xia, 2010)	Managers (N = 6) (Konopaske et al., 2005); (Bonache & Zárraga-Oberty, 2008); (Siljanen & Lämsä, 2009); (Walsh & Zhu, 2007); (Guzzo et al., 1994); (Tharenou & Harvey, 2006);	Foreigners (N = 2) (Portes et al., 2007); (Massey & Bartley, 2006)
		Workers (N = 1) (Cappellen & Janssens, 2008)	Employees (N = 12) (Welch et al., 2007); (Lii & Wong, 2008); (Tams & Arthur, 2007); (Olsen & Martins, 2009); (Bossard & Peterson, 2005); (Benson & Pattie, 2008); (O'Sullivan & O'Sullivan, 2008); (Howe-Walsh & Schyns, 2010); (Siljanen & Lämsä, 2009); (Colakoglu, Tarique, & Caligiuri, 2009); (De Cieri et al., 2005); (Sánchez Vidal et al., 2008)	Workers (N = 2) (Parreñas, 2010); (Portes, 2009)
	Implication:	<b>Employed individuals</b>	<b>Employed individuals</b>	<b>Individuals; occupation not mandatorily necessary</b>
Support	Findings:	Independent job search (N = 5) (Jokinen, Brewster, & Suutari, 2008); (Richardson & McKenna, 2006); (Richardson & McKenna, 2000); (Selmer & Lauring, 2011a); (Selmer & Lauring, 2011b)	Funded by company (N = 3) (Siljanen & Lämsä, 2009); (Meyskens et al., 2009); (Bozionelos, 2009)	
		No organizational support (N = 9) (Doherty et al., 2011); (McKenna & Richardson, 2007); (Näsholm, 2009); (Selmer & Lauring, 2011a); (Selmer & Lauring, 2011b); (Selmer & Lauring, 2010); (Scullion et al., 2007); (Begley et al., 2008); (Al Ariss & Özbilgin, 2010)	Receive relocation package (N = 2) (Peltokorpi, 2008); (Peltokorpi & Froese, 2009)	
		Independent (N = 7) (Richardson & McKenna, 2006); (Richardson, 2006); (Richardson &	Receive training (N = 1) (Liza Howe-Walsh & Schyns, 2010)	

		McKenna, 2000); (Forstenlechner, 2010); (Hu & Xia, 2010); (Ellis, 2011); (Biemann & Andresen, 2010)		
		<b>Self-funding (N = 5)</b> (Peltokorpi, 2008); (Peltokorpi & Froese, 2009); (Fitzgerald & Howe-Walsh, 2008); (Suutari & Brewster, 2000); (Tharenou, 2010)		
	<b>Implication:</b>	<b>No or little support from employer</b>	<b>High support from home and host organization</b>	<b>Depends, all scenarios possible</b>
Career	<b>Findings:</b>	<b>Responsible for own career (N = 6)</b> (Selmer & Lauring, 2011a); (Selmer & Lauring, 2011b); (Siljanen & Lämsä, 2009); (Banai & Harry, 2004); (Selmer & Lauring, 2010); (Biemann & Andresen, 2010)	<b>Foreign assignment as part of the career (N = 3)</b> (Peltokorpi, 2008); (Meyskens et al., 2009); (Siljanen & Lämsä, 2009)	
		<b>No structured career path (N = 2)</b> (Peltokorpi & Froese, 2009); (Suutari & Brewster, 2000)		
		<b>International career independent of one single employer (N = 1)</b> (Agullo & Egawa, 2009)		
	<b>Implication:</b>	<b>Self-managed career</b>	<b>Organizational career</b>	
Contract	<b>Findings:</b>	<b>Contractual basis (N = 7)</b> (Selmer & Lauring, 2011a); (Selmer & Lauring, 2011b); (Peltokorpi, 2008); (Peltokorpi & Froese, 2009); (Fitzgerald & Howe-Walsh, 2008); (Richardson & Mallon, 2005); (Bhuiyan, Al-Shammari, & Jefri, 2001)		
		<b>Local contract (N = 3)</b> (Crowley-Henry, 2007); (Hu & Xia, 2010); (Biemann & Andresen, 2010)		
	<b>Implication:</b>	<b>Work contract</b>		
<b>Criteria: Political Approach</b>		<b>Findings</b>		
Citizenship	<b>Findings:</b>			Born in a different country from that in which they

				reside (N = 9) (Painter & Yu, 2010); (Thomas, 2007); (Massey & Bartley, 2006); (Hao & Kim, 2009); (Buzdugan & Halli, 2009); (Feld, 2005); (Milewski & Hamel, 2010); (Maxwell, 2010); (Moldenhawer, 2005)
				Non-nationality of the state of residence (N = 2) (Painter & Yu, 2010); (Böhning, 2009)
				Entitlement to naturalization (N = 2) (Chew, Leach, & Liu, 2009); (Colic-Peisker, 2010)
	Implication:			<b>May be citizen or not</b>
Visa Status	Findings:			Legal residency in a foreign country (N = 4) (Massey & Bartley, 2006); (Parreñas, 2010); (Colic-Peisker, 2010); (Gustafson, 2008)
				Violation of visa conditions (N = 4) (van Meeteren et al., 2009); (Fargues, 2009); (Parreñas, 2010); (Massey & Bartley, 2006)
				Temporary visa (N = 1) (Preibisch, 2010)
	Implication:			<b>Either visa or not</b>
<b>Criteria: Mobility in general</b>		<b>Findings</b>		
Kind of Movement	Findings:	Movement in general (N = 13) (Thorn, 2009); (Baruch, Dickmann, Altman, & Bournois, 2010); (Peltokorpi, 2008); (Peltokorpi & Froese, 2009); (Ellis, 2011); (Crowley-Henry, 2007); (Al Ariss, 2010); (Cappellen & Janssens, 2008); (Hu & Xia, 2010); (Scullion et al., 2007); (Biemann & Andresen, 2010); (Tharenou, 2010); (Inkson & Myers, 2003)	Movement in general (N = 2) (Tharenou & Harvey, 2006); (Haslberger & Chris Brewster, 2009)	Movement in general (N = 6) (Boswell & Ciobanu, 2009); (Richardson & Zikic, 2007); (Colic-Peisker, 2010); (Al Ariss, 2010); (Knowles, 2006); (Conway et al., 2008)

		Movement across organizations (N = 4) (Siljanen & Lämsä, 2009); (Al Ariss & Özbilgin, 2010); (Näsholm, 2009); (Banai & Harry, 2004)	Movement within organisations (N = 4) (Bozionelos, 2009); (Collings et al., 2007); (Siljanen & Lämsä, 2009); (Sparrow, 2007)	Movement into another country (N = 4) (Carling, 2008); (Surak, 2008); (Chew et al., 2009); (Oda, 2010)
		Travel (N = 7) (Begley et al., 2008); (Fitzgerald & Howe-Walsh, 2008); (Hudson & Inkson, 2006); (Al Ariss & Özbilgin, 2010); (Thorn, 2009); (Myers & Pringle, 2005); (Al Ariss, 2010);	Crossing boundaries (N = 2) (Cerdin & Pargneux, 2009); (Gabel, Dolan, & Cerdin, 2005)	(Geographical) movement across boundaries (N = 8) (Gardner, 2006); (Yamanaka, 2005); (Snel et al., 2006); (Beck-Gernsheim, 2007); (Waldinger, 2008); (Milewski & Hamel, 2010); (Furman et al., 2008) (Collins, 2008)
		Personal odyssey (N = 2) (Hu & Xia, 2010); (Inkson et al., 1997)		Movement out of home country/ nation state of origin/country of citizenship (N = 3) (Yamanaka, 2005); (Waldinger, 2008); (Hu & Xia, 2010)
	Implication:	<b>Crossing national and organizational boundaries</b>	<b>Crossing national but not organizational boundaries</b>	<b>Crossing national boundaries</b>
Origin	Findings:		Home organization (N = 6) (Haslberger & Brewster, 2009); (Pruthi, Wright, & Meyer, 2009); (Peltokorpi & Froese, 2009); (Thite et al., 2009); (Howe-Walsh & Schyns, 2010); (Siljanen & Lämsä, 2009)	Country of origin (N = 3) (Martiniello & Lafleur, 2008); (Beck-Gernsheim, 2007); (Yamanaka, 2005)
			MNC (N = 5) (Bonache & Zárraga-Oberty, 2008); (Sparrow, 2007); (Peltokorpi & Froese, 2009); (Bozionelos, 2009); (Colakoglu et al., 2009)	Developing countries (N = 3) (Al Ariss, 2010); (Beck-Gernsheim, 2007); (Colic-Peisker, 2010)
			Business organization (N = 2) (Pruthi et al., 2009); (Olsen & Martins, 2009)	Developed countries (N = 1) (Knowles, 2006)
				From beyond the nation state,,s boundaries (N = 1) (Waldinger, 2007)

	Implication:		<b>Starting from a company</b>	<b>Starting from a (by tendency developing) country</b>
Destination	Findings:		Foreign subsidiary (N = 9) (Sánchez Vidal et al., 2008); (Sparrow, 2007); (Haslberger & Brewster, 2009); (Reiche, 2006); (Collings et al., 2007); (Tams & Arthur, 2007); (Peltokorpi, 2008); (Peltokorpi & Froese, 2009); (Siljanen & Lämsä, 2009)	
			Headquarters (N = 3) (Reiche, 2006); (Tharenou & Harvey, 2006); (Pruthi et al., 2009)	
			Foreign acquired company (N = 1) (Meyskens et al., 2009)	
		Foreign country (N = 8) (Thorn, 2009); (Myers & Pringle, 2005); (Crowley-Henry, 2007); (Ellis, 2011); (Biemann & Andresen, 2010); (Hu & Xia, 2010); (Howe-Walsh & Schyns, 2010); (Baruch, Dickmann, Altman, & Bournois, 2010)	Foreign country (N = 12) (Sánchez Vidal et al., 2008); (Siljanen & Lämsä, 2009); (O'Sullivan & O'Sullivan, 2008); (Bozionelos, 2009); (Olsen & Martins, 2009); (Vance, 2005); (Bossard & Peterson, 2005); (Peltokorpi & Froese, 2009); (Dickmann & Harris, 2005); (Lii & Wong, 2008); (Meyskens et al., 2009); (De Cieri et al., 2005)	Different country (N = 2) (Al Ariss, 2010); (Furman et al., 2008)
		Abroad (N = 10) (Richardson, 2006); (Selmer & Luring, 2011a); (Selmer & Luring, 2011b); (Peltokorpi & Froese, 2009); (Richardson & Mallon, 2005); (Al Ariss, 2010); (Ellis, 2011); (Hugh Scullion et al., 2007); (Fitzgerald & Howe-Walsh, 2008); (Begley et al., 2008)	Abroad (N = 10) (Bonache & Zárraga-Oberty, 2008); (Siljanen & Lämsä, 2009); (Tharenou & Harvey, 2006); (Peltokorpi & Froese, 2009); (Sánchez Vidal et al., 2008); (Emmerik & Euwema, 2009); (Huang et al., 2005); (Wang & Takeuchi, 2007); (Benson & Pattie, 2008); (Richardson & Mallon, 2005)	Abroad (N = 4) (Portes et al., 2007); (Parreñas, 2010); (Richardson & Zikic, 2007); (Arguillas & Williams, 2010)
		Foreign culture (N = 1) (Biemann & Andresen, 2010)	Less advanced economies (N = 1) (Meyskens et al., 2009)	Developed countries (N = 4) (Al Ariss, 2010); (Tharmaseelan et al., 2010); (Beck-Gernsheim, 2007); (Colic-Peisker, 2010)
		Country of choice (N = 3) (Al Ariss, 2010); (Tharenou & Caulfield, 2010); (Tharenou, 2010)		

Implication:	<b>Going to foreign country</b>	<b>Going to foreign company</b>	<b>Going to different, by tendency developed country</b>
--------------	---------------------------------	---------------------------------	----------------------------------------------------------

Table 5: Final criteria list for the demarcation of the terms migrant, assigned expatriate and self-initiated expatriate

		SIE (N=86)	AE (N=74)	Migrant (N=84)
Criteria	Distinct for demarcation	Implications		
<b>Individual level</b>				
Duration	ambiguous	<b>Long-term, temporary to permanent, rather not predetermined</b>	<b>Long-term, temporary to permanent, rather predetermined period</b>	<b>Long-term, temporary to permanent, repeated periods</b>
Initiative	distinct	<b>Individually initiated</b>	<b>Organizationally initiated; Added: Individually and organizationally initiated (Harris &amp; Brewster, 1999; Thorn, 2009)</b>	<b>Added: Individually initiated (Baruch, Dickman, Altman, &amp; Bournois, 2010; Lu, 1999) or politically initiated (Allen, 2009; Fargues, 2009)</b>
Motives	ambiguous	<b>Personal and professional motives with a dominance of personal goals</b>	<b>Personal and professional motives with a dominance of organization-related goals</b>	<b>Different reasons, rather economic or political</b>
Repatriation	ambiguous	<b>Either intention to repatriate or not</b>	<b>Rather intention to repatriate, repatriation agreement</b>	<b>Either intention to repatriate or not</b>
Emotional Attachment to	ambiguous	<b>Added: Home and/or host country (Begley, Collings, &amp;</b>	<b>Added: Home and/or host country (Black, Gregersen, &amp; Mendenhall,</b>	<b>Added: Home and/or host country (Beck-Gernsheim,</b>

Home/Host Country		Scullion, 2008)	1992)	2007; Gustafson, 2008; Snel, Engbersen, & Leerkes, 2006)
Relocation of family	ambiguous		<b>Either relocation of family or not</b>	
Consequences for Individual	ambiguous			<b>In tendency social ties in several countries</b>
<b>Organizational level</b>				
Executing Work Abroad	distinct	<b>Employed individuals</b>	<b>Employed individuals</b>	<b>Individuals; occupation not mandatorily necessary</b> (Fargues, 2009; Soehl & Waldinger, 2010; Williams, 2007)
Mode of Employment	distinct	<b>Added: Dependent employment</b> (Biemann & Andresen, 2010; Fitzgerald & Howe-Walsh, 2008)	<b>Added: Dependent employment</b> (Peltokorpi, 2008)	<b>Added: Dependent or independent employment</b> (Soehl & Waldinger, 2010)
Decision of Employment	distinct	<b>Added: Decision is made by host country organization which is either the same (Intra-SIE) or a new organization (Inter-SIE)</b> (Biemann & Andresen, 2010; Crowley-Henry, 2007; Suutari & Brewster, 2000)	<b>Added: Decision is made by home country organization</b> (Rosen, Ekelman, & Lubbe, 2000)	<b>Added: Not mandatorily necessary, all scenarios possible</b> (Williams, 2007)
Organizational support	ambiguous	<b>No or little support from employer</b>	<b>High support from home and host organization</b>	<b>Added: Depends, all scenarios possible</b> (Williams, 2007)



Career	ambiguous	<b>Self-managed career</b>	<b>Organizational career</b>	<b>Added: Not necessarily career-related</b> (Crowley-Henry, 2007)
Contract		<b>Work contract</b>		
<b>Political level</b>				
Citizenship	ambiguous	<b>Added: Maybe or not</b> (Al Ariss & Özbilgin, 2010)	<b>Added: Not aspired, but might change abroad</b> (e. g. Brody & Binder, 2010; Freeman & Ögelman, 1998)	<b>May be citizen or not</b>
Visa Status	ambiguous	<b>Added: Yes, work permit; status depends on immigration policies</b> (Al Ariss & Özbilgin, 2010)	<b>Added: Yes, work permit; status depends on immigration policies</b> (e. g. Paull & Chu, 2003)	<b>Either visa or not</b>
Assessment (taxation)	ambiguous	<b>Added: Rather in host country (local contract)</b> (e. g. Endres, Spengel, Elschner, & Schmidt, 2005)	<b>Added: Rather in home country (expatriate contract)</b> (e. g. Brody & Binder, 2010; Endres et al., 2005; Paull & Chu, 2003)	<b>Added: Rather in host country (local contract) or no taxes (no contract)</b> (Rowthorn, 2008)
<b>Movement in general</b>				
Kind of Movement	ambiguous	<b>Crossing national and organizational boundaries</b>	<b>Crossing national but not organizational boundaries</b>	<b>Crossing national boundaries</b>
Origin	ambiguous		<b>Starting from a company</b>	<b>Starting from a, by tendency developing country</b>
Destination	ambiguous	<b>Going to foreign country</b>	<b>Going to foreign company</b>	<b>Going to foreign country</b>