

What does expatriate success mean? Developing a comprehensive definition through a systematic literature review

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Abstract

Purpose – Despite being one of the most used dependent variables in expatriate management research, no clear-cut understanding exists of what expatriate success means. Thus, this study aims to propose an integrative definition of expatriate success by providing an overview of expatriate success's dimensions, antecedents, and their interplay.

Design/methodology/approach – A systematic literature review (SLR) was conducted to achieve the purpose. A total of 249 empirical studies (quantitative 111, qualitative 50, mixed-methods 17), literature reviews (67) and meta-analyses (4) on expatriate success were reviewed from Web of Science and Scopus databases published from 1990 until December 2021. The study selection criteria followed the PRISMA flowchart steps, and then descriptive and network analyses were performed to identify expatriates' success dimensions, antecedents and their interplay.

Findings – The findings show the interplay among antecedents and dimensions of expatriate success across three levels (individual, interpersonal and organisational) to clarify the concept of expatriate success. Also, the study offers a comprehensive definition of expatriate success based on the dimensions identified.

Research limitations/implications – The suggested definition of expatriate success elucidates the “atheoretical”, multidimensional and socially constructed nature of the construct and hence, calls for more “theoretical”, multidimensional and subjective considerations of the term to ground human resource management practices addressed to attain expatriates' success.

Originality/value – This paper provides an integrative definition of expatriate success, giving greater insight into the construct, in addition to critically reflecting on it.

Keywords Expatriate success, SLR, PRISMA approach, Cross-cultural adjustment, Performance, Career development

Paper type Literature review

Introduction

Despite the worldwide crises and current global turmoil (PWC Global Crisis Survey, 2021), organisations largely remain dependent on expatriates for business success and expansion. They rely on them to establish business relations, transfer knowledge, control the subsidiary, or achieve goals set before the assignment (DeNisi and Sonesh, 2016). Accordingly, expatriate

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success demonstrates a prominent position in the literature on expatriate management as the primary dependent variable (e.g. Kraimer and Wayne, 2004; Reiche and Harzing, 2011).

Nevertheless, this literature presents no consensus on what expatriate success means or how it is measured (Hemmasi *et al.*, 2010). Expatriate success has been conceptualised in various ways, from individual and organisational perspectives and through objective and objectivist measures. Traditionally success depended on whether the expatriate stayed or left the mission (Caligiuri and Cascio, 1998) which is a direct, objective and observable fact from the organisational perspective. Next, the second and most extended conception of expatriate success has been an adjustment-defined as the extent to which expatriates are comfortable living abroad (e.g. Black, 1990; Black and Gregersen, 1991)– to the new assignment and environmental context. However, this is an “objectivist measure” of career success since respondents rate their level of adjustment with researcher-imposed expatriate success criteria without considering the concept’s subjective nature (Briscoe *et al.*, 2021). A third and more contemporary conception of expatriate success is based on achieving the organisational goals for the assignment (Harzing and Christensen, 2004). Even though this measure of success is not standard but adapts to the nature of each organisation and international mission, it still leaves out the phenomenological and subjective nature of the construct. The lack of consensus on expatriate success measures and definitions extends to the studies investigating their antecedents. For instance, they associated expatriate success with one or more of the following: adjustment (Black *et al.*, 1991), withdrawal cognitions (Shaffer and Harrison, 1998), job performance (Caligiuri, 1997), organisational commitment (Florkowski and Fogel, 1999) and assignment completion (Reiche and Harzing, 2011). The most widely used dimension as a proxy measure of expatriate success is cross-cultural adjustment (CCA), performance, satisfaction and organisational commitment, respectively (Hemmasi *et al.*, 2010). Also, this disagreement is evident in how studies used one concept (e.g. adjustment) as either a measure (e.g. DeNisi and Sonesh, 2016) or antecedent of success (e.g. Benson and Pattie, 2009; Templer, 2010; van Bakel *et al.*, 2011). Regarding this, a more comprehensive understanding of expatriate success that considers its multidimensionality is needed.

On another note, according to the dictionary, success is “the fact that an individual has achieved something they want and have been trying to do or get” (Oxford University, 2022). Also, contemporary careers literature suggests that career success is “the experience of achieving goals that are personally meaningful to the individual, rather than those set by parents, peers, organisation, or society” (Mirvis and Hall, 1994, p. 366). Both definitions are synonymous with individual achievement and depend on objectives, which are subjective and differ from one individual to another. Hence, being “successful” holds different meanings for different people (Nugin and Onken, 2010). Furthermore, success is a socially constructed phenomenon (Dries, 2011). However, this socially constructed, phenomenological and subjective nature has been overlooked in the extant definitions of expatriate success often disregarding various aspects of expatriate success depending on whether it’s explored from an individual or organisational perspective (e.g. Kraimer and Wayne, 2004; Van der Laken *et al.*, 2016). For instance, defining expatriate success as the completion of the assignment (Tung, 1981) overlooks the expatriate performance throughout, the repatriate turnover from the organisational perspective (e.g. Mezas and Scandura, 2005), expatriate subjective perceptions of success (e.g. Mello *et al.*, 2020) or their perceived career expectations from the individual’s perspective (Haski-Leventhal *et al.*, 2020; Sokro *et al.*, 2021). Thus, this “objective” conception is insufficient to capture the multidimensionality of the construct of expatriate success particularly when recently the subjective dimension of expatriate success expressed as forms of work satisfaction, life satisfaction, or well-being related to career (Canhilar *et al.*, 2015) has gained importance. Therefore, a broader conception of expatriate success that considers its subjective nature is needed.

Therefore, this study aims to provide a comprehensive understanding of expatriate success by conducting a systematic literature review (SLR) guided by the following objectives: (1) identify the dimensions and antecedents of expatriate success, (2) determine the interplay among them and (3) identify previous definitions of expatriate success in the literature and provide an integrative definition of it. By achieving these objectives, the contribution of this SLR to the expatriate literature is twofold. First, it provides greater insight into the different dimensions of expatriate success and their interplay, highlighting the construct's multidimensional and socially constructed nature. Second, it provides an integrative definition, combining individual and organisational perspectives with subjective and objective measures of success.

In what follows, we describe in detail how we proceeded with the SLR following Preferred Reporting Items for Systematic Reviews and Meta-Analysis (PRISMA) steps (selection process, article risk of bias assessment, methods of analysis) and, then discuss the findings. Finally, we conclude and reflect on the possibilities for future research that this new integrative understanding of the construct provides.

Methods and methodology

Study selection process

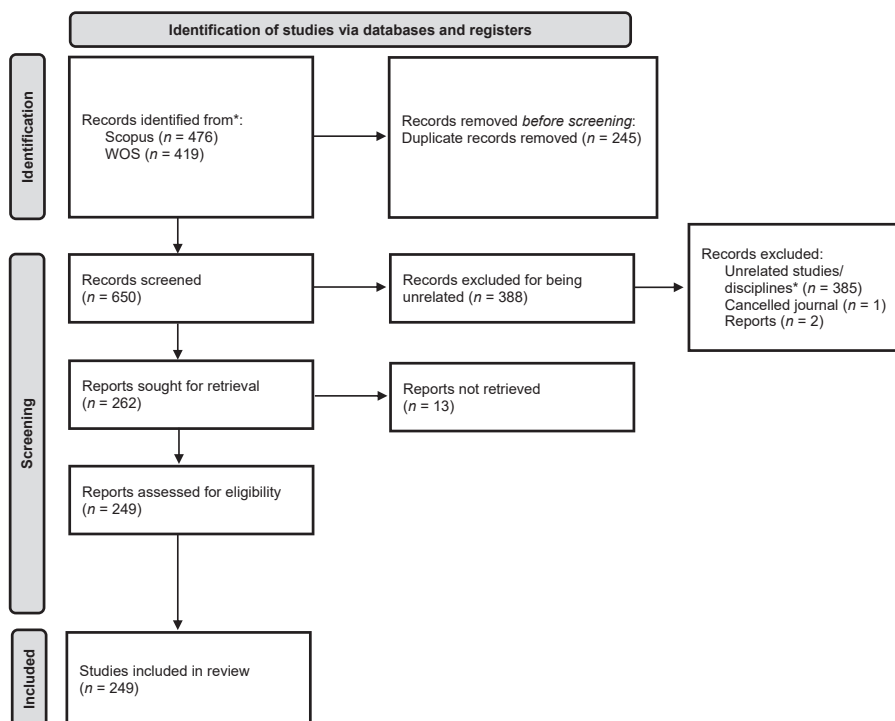
We conducted a SLR (Tranfield *et al.*, 2003) to elucidate the concept of expatriate success further and critically analyse what has been missed from this concept. Compared to narrative literature reviews, SLR minimises the bias involved in identifying, selecting and analysing studies, as it is based on replicable methods (Needleman, 2002). Our SLR documents were selected, and the findings reported according to the PRISMA approach (Moher *et al.*, 2009). This approach is most suitable for SLR because it eliminates bias in the above tri-phasic (article selection, analysis and reporting) workflow (Petticrew and Roberts, 2006; Priyashantha *et al.*, 2021a, b).

Following the 3-step PRISMA flow diagram (Figure 1: Page *et al.*, 2021) for study selection, the first step involved determining search terms, selection criteria and electronic databases. Preliminary results show that “expatriate success” was commonly associated with keywords like adjustment, performance, productivity, satisfaction, turnover and withdrawal. Our inclusion criteria (Table 1) were document types (book chapters, conference proceedings, journal articles), English language, and published between 1990 and 2021. Next, we searched Scopus and Web of Science separately using the combined terms (“expatriate success”) AND each keyword in the topic, title and abstract.

Searches on Scopus and WOS yielded 895 studies. After eliminating duplicates, we reviewed the titles and abstracts of 650 studies for relevance. We excluded 388 unrelated documents (e.g. seasonal marine life expatriation, novels). After which, we conducted a second round of inspection, resulting in 262 studies. Out of these, 13 studies were excluded because of inaccessibility. Then, we screened the remaining 249 eligible studies, recording the journal name, year, author, information on the nature of the study, theory(ies) adopted, variables used as either antecedents and/or dimensions, methods, themes and whether an explicit definition of expatriate success is provided (Table A1 in appendix).

Study risk of bias assessment

Study selection and subsequent analysis may be significantly influenced by the researcher's subjectivity, negatively affecting the review's quality (Kitchenham and Charters, 2007). However, the empirical evidence in support of quality assessment is so little that no consensus exists on the basis of such assessments (Thomas and Harden, 2008). As such, the selected studies were subjected to an assessment that is based on the relation with our focus



Note(s): Unrelated studies/disciplines: Addresses expatriates but not their success (123), International HR Practice but not specific to expatriates (84), Abstract in English but main body in a foreign language (7), Literature (biography, poetry, novel) (3), Culture and communication unrelated to expatriate success (83), Family studies (migration, teenagers, couples) (41), Unrelated research disciplines (e.g., animal expatriate, space studies, botany) (19), Economics (7), Project management (5), Sports studies (13)

Source(s): Adapted from Page *et al.*, (2021)

Figure 1. PRISMA article selection flow diagram

Inclusion criterion	Focus on
1	Published studies starting 1990 to December 2021 ³
2	Various document types (journal articles, books, book chapters, conference proceedings)
3	Publications address expatriate success and related factors
4	Publications must be in English

Note(s): ³ Studies investigating expatriates and their success started to emerge after the seminal work by Black and Stephens (1989), who addressed expatriate adjustment. Our cut-off date was December 2021, as we started the search in January 2022

Source(s): Authors' own (2023)

Table 1. Inclusion criteria

on the research, and the inclusion and exclusion criteria only, and coupled with the fact that only WOS- and Scopus-retrieved publications were considered on the basis that such documents have already been peer-reviewed (Xiao and Watson's, 2019). That was done

independently and in parallel by the two authors of this article (Brereton *et al.*, 2007) who formed a consensus regarding the 249 included studies.

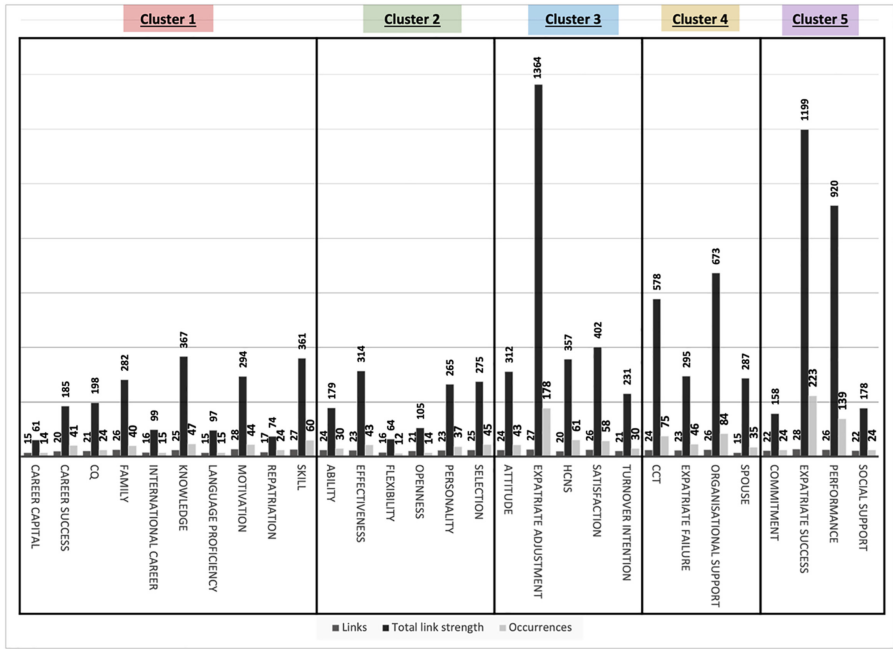
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Methods of analysis

We performed a 'descriptive analysis (see Findings) by identifying the frequency that expatriate success-related variables were treated as dimensions and/or antecedents of success, authors, dates, journals, research methodologies, data collection techniques, unit of analysis (individual, interpersonal and organisational levels) and theories. This allowed us to satisfy objectives to (1) identify the dimensions and antecedents of expatriate success (Table A1 in the appendix) and (3) clarify the definition of expatriate success in the previous literature (Table A2 in the appendix). Hence, antecedents, dimensions and definitions were the overarching themes or analytical codes extracted deductively from the research objectives.

Through inductive thematic analysis of the articles (Thomas and Hardens, 2008), we were able to identify different dimensions (e.g. CCA, Performance, Satisfaction) and antecedents (e.g. CCA, Motivation to migrate, Interaction with HCNs) of success as first-order codes and classify them into three levels (individual, interpersonal and organisational). Subsequently, we used these first-order and second-order codes to analyse expatriate success definitions and trends based on the frequencies of these codes (see findings). Next, we conducted this analysis manually by tabulating the information in chronological order for a better understanding (Table A1 in the appendix) and to highlight the contrast and trend of expatriate success definition across the years (Table A2 in the appendix). Drawing on Rousseau *et al.*'s classification (2008), we used integration and interpretation methods to analyse and synthesise our data. Integration is a process of triangulation across different studies and methods to answer specific questions and examine the approaches taken to the topic. This enabled us to answer the following questions: What variables did the studies consider and how? How did the studies define expatriate success? And what theoretical framework did they adopt? Interpretation involves collecting descriptive data, pinpointing its common concepts and transferring them to new classifications to develop new constructs. Although, we didn't explicitly develop a new construct, however in systematically classifying its dimensions and critically indicating what is missed from the extant definitions we extended and developed the construct further.

We used VOSviewer version 1.6.11 (Van Eck and Waltman, 2010) to generate a perceptual map of the final sample to satisfy objective (2), that is to determine the interplay between antecedents and dimensions of expatriate success. VOSviewer is a software tool that helps create and visualise maps based on network data using objects of interest (e.g. keywords). The relationship between these items is shown by the way they link together. All of the links and items constitute the network. After running our sample, the final list contained 29 terms (Figure 2). These terms are connected by lines and are labelled with coloured nodes. The node's size is positively correlated with the occurrence of terms in the titles and abstracts. The more co-occurrences between two terms is evident in their closer proximity on the map, colour similarity and the stronger the link between them (Van Eck and Waltman, 2010). Finally, we obtained a complex visualisation of clusters and networks (Figures 3 and 4). The five clusters demonstrate how the antecedents and dimensions of expatriate success are interrelated, thus helping us to attain objective 2. For example, in the blue cluster-the biggest node- (CCA) is linked to HCNs, attitude, satisfaction and turnover intentions. This linkage helps answer our objective to determine the interplay between antecedents and dimensions of expatriate success.



Source(s): Authors' own (2023)

Figure 2. Links, total strength links and occurrences of the terms in the VOSviewer maps

Findings

Profile of included studies

This section explains the characteristics of the final 249 studies we included (Table 2). The 249 studies were published between 1990 and 2021 across 104 journals, 14 books and 15 of which were conference proceedings. These studies involve 482 authors from 41 countries, indicating broad coverage. The average citation rate for each article during this period was 34. In total, 531 author keywords were determined. 111 studies adopted quantitative methods (44.6%), 64 were conceptual (25.7%), 50 qualitative (20%), 17 mixed-methods (6.8%), four meta-analyses (1.7%) and three conducted SLRs (1.2%).

Identifying the dimensions and antecedents of expatriate success

This section addresses our first objective: identifying the dimensions and antecedents of expatriate success. Across 249 studies, relationships between factors considered antecedents or dimensions of expatriate success were investigated (Table A1). Noticeably, 167 studies (67.1%) were atheoretical in contrast to, 82 (32.9%) which were theory-informed (the 10th column in Table A1). Although in this analysis, we do not distinguish between Oes (organisational expatriates) and SIEs (self-initiated expatriates), and our findings confirm Pinto *et al.*'s (2020) criticism of SIE's studies as atheoretical or theoretically fragmented without further understanding underlying motives and drivers of success. However, in the last 4 years, theory-based explanations of expatriate success increased (Figure A1 in the appendix).

Two dimensions received the most attention in expatriate studies, namely the individual (62.6%) and the organisational (45%). Recently, the interpersonal dimension gained further attention (6.8%). Various studies investigated the individual dimensions: subjective and self-

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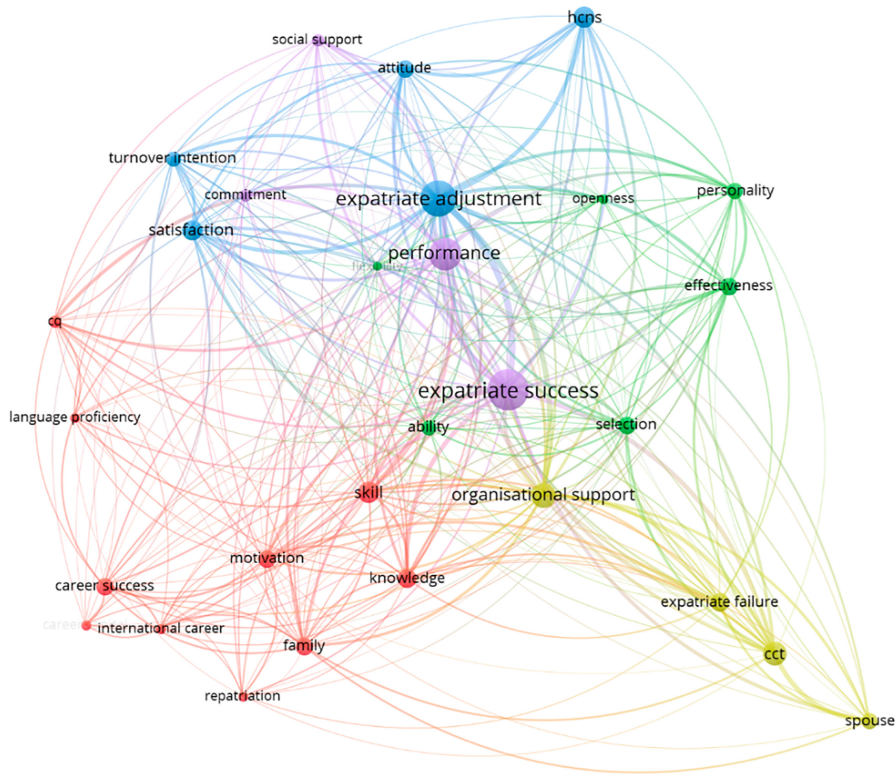


Figure 3.
Network visualisation
of terms' co-
occurrences

Source(s): Authors' own (2023)

reported such as CCA (Webb and Wright, 1996; Cao *et al.*, 2013), satisfaction, whether life, self, career, or job (Gabel *et al.*, 2005; Canhial *et al.*, 2015), success, whether in the career, job or in self-development (Cerdin and Le Pargneux, 2009; Bashir *et al.*, 2021), the expatriate's perspective on work-family balance (Valk *et al.*, 2014), job security, personal growth, authenticity and ability to live contentedly (Valk, 2021). Other dimensions investigated were knowledge gain (Bonache and Zárrega-Oberty, 2008), financial gains (earnings, salaries) and promotions and the duration to obtain the latter after the assignment (Bolino, 2007).

The organisational dimensions considered are expatriate performance (e.g. Hiltrop and Janssens, 1990; Caligiuri and Phillips, 2003), intention to complete the international assignment (IA) (Kraimer and Wayne, 2004), completing the IA (Caligiuri, 1997), effectiveness during the IA (Lee and Donohue, 2012), achieving organisational goals (Porter and Tansky, 1999), job withdrawal intentions (Harcar and Harcar, 2004), turnover intentions (Bozionelos, 2009), commitment to the organisation (Hemmasi *et al.*, 2010), tenure after repatriation (Varner and Palmer, 2005), expatriate return on investment (McNulty and Cieri, 2013), ability to work effectively (Lee and Donohue, 2012) and the organisation's use of knowledge gain (Toh *et al.*, 2012).

Lastly, the interpersonal dimensions are concerned with relationship building and identification with the team abroad (Harrison and Shaffer, 2005), knowledge transfer among host-country nationals and their career capital gain (Toh *et al.*, 2012), contribution to society

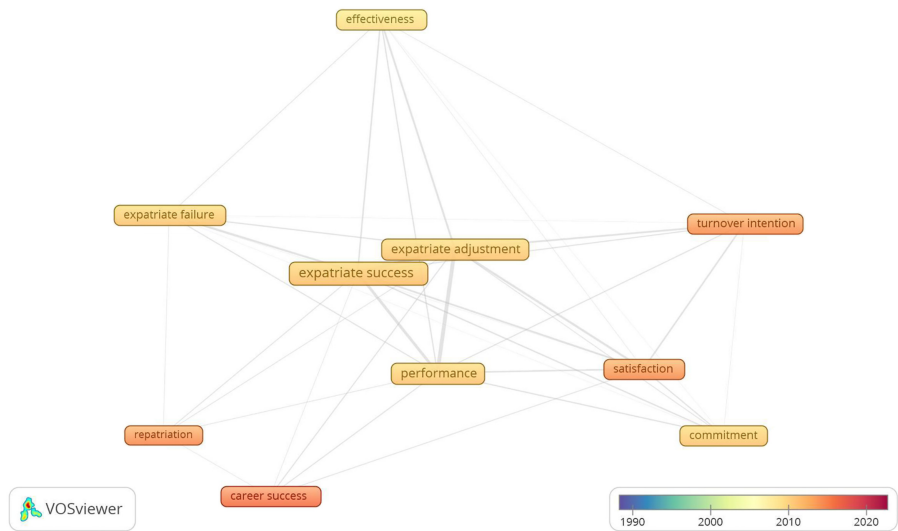


Figure 4. Overlay visualisation of terms

Source(s): Authors' own (2023)

Description	Results
Timespan	1990:2021
Journals	104
Journal articles	220
Conferences	15
Books	14
Authors	482
Countries	41
Average citation per article	34.166
Authors keywords	531

Table 2. Profile of included studies

Source(s): Authors 'own (2023)

and family (Valk *et al.*, 2014) and work-family balance (from the family's perspective) (Kempen *et al.*, 2015).

Despite the many studies covering the different dimensions, we rarely found studies that addressed those antecedents and dimensions across all three levels jointly except for Porter and Tansky (1999) and Toh *et al.* (2012) further clouding the meaning of expatriate success. This was evident in the 3 SLRs, which each address expatriate success's dimensions and antecedents differently. Van der Laken *et al.* (2016) focused on perceived organisational support's impact on expatriate success. Weisheit (2018) studied expatriate success from an individual standpoint, emphasizing the importance of an employee's readiness to relocate. Lastly, Faeth and Kittler (2020) explored expatriate management in hostile environments from a multi-stakeholder perspective. Despite the fragmented studies, our findings confirm that expatriate success is multidimensional, as indicated by previous literature (Toh *et al.*, 2012) (Table A1).

The interplay between individual, interpersonal and organisational antecedents and dimensions of expatriate success

This section addresses our second objective showing the intertwined relationships between the antecedents and dimensions. In what follows, we discuss the most frequently studied dimensions and show how some antecedents are related.

Depending on the study, adjustment was designated as an individual dimension or antecedent of success. The most widely studied dimension was CCA in its different forms (psychological, socio-cultural and work). Then, 111 studies (44.6%) considered CCA a dimension of expatriate success. In contrast, 33 articles (13.3%) considered it an antecedent of expatriate success, good performance, intention to complete the IA and expatriate well-being. Thus, adjustment has been mostly equated to success rather than an antecedent of it despite several individual antecedents shaping expatriates' CCA. For example, the Big Five personality characteristics explicitly related to expatriates' CCA (Ones and Viswesvaran, 1997). Also, other antecedents of expatriate adjustment were also investigated: cultural intelligence (CQ; e.g. Huff, 2013) 12 studies (4.8%), (emotional intelligence (EQ; e.g. Cray *et al.*, 2018) six studies (2.4%); motivation to migrate (Van den Bergh and Du Plessis, 2012) and willingness to go on IAs (e.g. Wan, 2019) six studies (2.4%). Other explored factors were language proficiency (e.g. Caliguiri *et al.*, 2009; Huff, 2013), management and leadership skills (Harjo, 2016).

Also, interpersonal antecedents played a significant role in expatriates' CCA: the family's (and spouse's) adjustment and their willingness to go on IAs (e.g. Van Vianen *et al.*, 2008) and interaction with HCNs (e.g. Varma *et al.*, 2012; Van Bakel, 2019). Several organisational antecedents also affected expatriates' CCA such as selection criteria. Organisations whose primary selection criteria were the expatriate's mental ability, Big Five personality characteristics and EQ facilitated the expatriate's CCA (Gabel *et al.*, 2005). Selecting the right candidate, providing them and their accompanying families with adequate cross-cultural training (CCT) and preparation (e.g. Hiltrop and Janssens, 1990; McCabe, 1993) were crucial to adjustment. Organisational support also contributed to CCA (Hiltrop and Janssens, 1990; Webber and Vögel, 2019). Kraimer and Wayne (2004) believe that this perceived organisational support and efforts is crucial for expatriates' CCA and well-being. David *et al.* (2021) showed that POS and family-supportive work perceptions could enhance the odds of an expatriate's success as it alleviates the burdens they potentially face when accompanied by their family. If expatriates perceive the company's support positively, they will adjust more readily.

Performance is the second most frequent dimension involved in expatriate success. Although only one study (0.4%) considers it an antecedent of success, 80 (32.1%) consider it one of the critical dimensions of success from the organisational perspective. Similarly, various individual antecedents shaped CCA and satisfaction and impacted expatriates' performance. For instance, in addition to Big Five personality characteristics, CQ (Huff, 2013), EQ (Cray *et al.*, 2018), motivation to migrate (van den Bergh and Du Plessis, 2012), willingness to go on IAs (e.g. Wan, 2019), language proficiency (e.g. Caliguiri *et al.*, 2009; Huff, 2013), management and personal leadership skills (Harjo, 2016) have also been correlated with expatriate performance as a dimension of success.

Furthermore, to ensure optimal performance, organisations must also consider the expatriate candidate's technical abilities, stress tolerance, flexibility, communication skills, cultural empathy, spouse adaptability and subsidiary-parent company relations (Hiltrop and Janssens, 1990). Harvey *et al.* (2001) showed the impact of a candidate's level of motivation on their performance. Lee and Kartika (2014) suggest that both CCA and expatriate performance and knowledge transfer are influenced by interpersonal factors, for example. Similarly, performance is primarily shaped by the same interpersonal and organisational antecedents.

The third most frequent dimension of expatriate success was expatriate satisfaction. Satisfaction appeared as a dimension of success in 35 studies (14.1%) but as an antecedent in

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only three (1.2%), which indicates that satisfaction was mainly considered an essential dimension of success but not a contributing factor, and various antecedents shaped it. Although satisfaction is one of the critical dimensions of expatriate success, unlike CCA, it is not considered a dimension of success on its own. Instead, satisfaction complements other dimensions of success, such as CCA (Supangco and Mayrhofer, 2014), intention to complete the IA (Mezias and Scandura, 2005), turnover intention (Bozionelos, 2009) and withdrawal cognition (Canhilar *et al.*, 2015). Further, several factors contribute to expatriate satisfaction. Interaction with HCNs relates to expatriate job satisfaction and intention to complete the IA (Konanahalli *et al.*, 2011; Templer, 2010). Organisational support and the extent to which expatriates and HCN support perceive it contributes to their satisfaction with their career and intention to complete the assignment (Cao *et al.*, 2014). Similarly, this perceived organisational support affects their life and family satisfaction (David *et al.*, 2021).

Other dimensions of expatriate success from the organisational perspective were the completion of the IA (e.g. Lazarova *et al.*, 2015) and willingness to remain (e.g. Braga and Kubo, 2010), both with 20 studies (8%); intention to stay with 13 studies (5.2%) (e.g. Cao *et al.*, 2014); premature returns with four studies (1.6%) (e.g. Canhilar *et al.*, 2015); and withdrawal cognition with four studies (1.6%) (e.g. Davis *et al.*, 2018). Ten studies (4%) address commitment to the organisation as another dimension of success (Chen, 2015; Gallego-Toledo, 2015; Van Der Laken *et al.*, 2016). To a lesser extent, other organisational dimensions of expatriate success that were considered sporadically were knowledge transfer (2%), tenure after repatriation (0.4%) and effectiveness (2%). As for achieving organisational goals like financial targets and market shares (0.2%), Porter and Tansky (1999) showed that specific individual antecedents (e.g. assimilation, endurance, psychological factors and career expectations) play a significant role in increasing expatriate chances of achieving such goals, adjusting better and completing the IA.

Finally, knowledge transfer was considered one of the interpersonal dimensions in only three articles (1.2%). While Toh *et al.* (2012) investigated the role played by organisations in providing adequate CCT to expatriates to ensure this transfer, Wang and Varma (2018) highlighted the critical role of HCNs. Bonache and Zárrega-Oberty (2008) echoed this and added the need for the right abilities and motivation. Contribution to home country society and family, work-family balance and satisfaction were other dimensions of expatriate success at this level (Valk *et al.*, 2014). Moreover, as one key interpersonal dimension of expatriate success, CCA affects relationship building and identification with the team abroad (Harrison and Shaffer, 2005; Denisi and Sonesh, 2016). Hence, the interplay of individual, interpersonal and organisational antecedents shapes these interpersonal dimensions.

To complement these findings, we used VOS viewer to generate several maps highlighting our sample's networks of the keywords co-occurrence. These maps represented five clusters, namely the following: International career success (Cluster 1 in red); Success determined by selection based on personal characteristics (Cluster 2 in green); Success as adjustment and satisfaction influenced by interpersonal factors (Cluster 3 in blue); Success as the lack of expatriate failure facilitated by spouse's organisational support and training (Cluster 4 in yellow); and finally, success linked to commitment and performance enabled by social support (Cluster 5 in purple).

Figure 3 represents the network of co-occurrences of all 29 terms in the five clusters. Figures 2 and 3 show that the "Expatriate success" node is the largest in our sample. It occurred 233 times and is linked to the other terms. This is expected as the studies in our sample specifically relate to expatriate success, the main keyword. The "Expatriate adjustment" node has the highest total strength link (1,364). This node has 27 links (out of 28), reflecting that expatriate adjustment was highly researched and considered the most frequent dimension or antecedent of success. "Performance" has 26 links, the third strongest links (920) and occurred 139 times.

The five clusters show that expatriate success is not a uni- or bi-dimensional concept. Instead, it is multidimensional and affected by diverse factors at differing levels. The main dimensions considered were adjustment, performance, satisfaction, commitment, effectiveness, turnover intentions, career success and repatriation success, therefore, taking the individuals' and the organisation's perspectives into account.

This map (Figure 4) echoes our previous finding about expatriate success, shifting to focus on global career success and involving the whole career, not only the IA. For instance, none of the terms is shaded in blue (oldest), and most are in light orange (more recent). Although authors explored adjustment, performance and expatriate success since the 1990s, these terms appear to be emphasised more recently (light orange) as the research intensity increased as of 2009. Our findings show that research on these dimensions tripled from 67 articles between 1990 and 2006 to 182 articles from 2007 to 2021. The dimensions considered from 2009 onward are career success, repatriation, satisfaction and turnover intention.

Definitions of expatriate success

In this section we satisfy the third objective, by reviewing the existing definitions of expatriate success and suggesting an integrative one. Although researchers studied expatriate success in many ways and from various lenses, no consensus on one definition exists. As mentioned, different dimensions have been considered for the same concept making comparing them difficult. Our findings reveal that very few studies explicitly define expatriate success: only 31 (12.4%) studies, from which only half, 16 (51.6%), were grounded in some theory (Table A2 in the appendix). In 5 out of 16 studies, authors adopted Human Capital Theory (Becker, 1964) thus reflecting the predominance of the organisational perspective when defining expatriate success. Conversely, the importance of the interaction and exchange between the organisation and the individual to define expatriate success also seems relevant, with 5 articles out of 16 using either Person-Environment Fit Theory (Kristof, 1996), Social Exchange Theory (Blau, 1964) or relational models of procedural justice (Tyler and Lind, 1992), thus highlighting the organisational perspective in the definition of expatriate success. The use of psychological theories focussing on the subjective dimension of expatriate success at the individual level, such as Anxiety and Uncertainty Management Theory (Gudykunst and Nishida, 2001), Conservation of Resources Theory (Hobfoll, 1989) and Regulatory Focus Theory (Higgins, 1997) are less used to define success, with only three articles out of 16.

Of these 31 articles that define success, 12 (38.8%) considered either individual (e.g. CCA) or organisational (e.g. performance) dimensions, 17 (54.8%) took both dimensions into account, 1 (3.2%) considered the individual and interpersonal dimensions (e.g. knowledge transfer) and 1 (3.2%) highlights all three.

Also, these studies differed in how they refer to success: 12 (38.8%) used the term "expatriate success", eight (25.8%) used "career success", eight (25.8%) used "success in the IA", 2 (6.4%) contrasted "expatriate success" and "failure" and one (3.2%) combined "expatriate success" with "success in the IA". More than half, 16 (51.6%), focused on the success of OEs. The rest either investigated SIEs (five studies, 16.2%), did not specify the type of expatriate of interest (eight studies; 25.8%), or investigated both OEs and SIEs (two studies, 6.4%). So, comparably, fewer studies defining expatriate success were referred to as SIEs. It is also worth noting that when referring to success in the IA, which is bound to the assignment's corporate goals, authors studied OEs solely, whereas both OEs and SIEs were the subjects of the studies on career success with a broader focus going beyond the attainment of the corporate goals.

The first to suggest a definition of expatriate success was Zeynep Aycan in 1997. She considered both individual and organisational perspectives and proposed that success can be

defined by expatriates' levels of adjustment and performance. Also, [Caligiuri \(1997\)](#) explored these two dimensions and suggested that the three most common criteria for evaluating expatriate success were the following: completion of the foreign assignment, CCA and performance on the foreign assignment in this order. Also, [Porter and Tansky \(1999\)](#) considered success "in terms of the expatriate achieving specific objectives but considered from the organisational perspective. These objectives often include some financial goals but might also be in the form of market share gain, introducing a new product or service, cycle time improvements, or quality objectives" (p. 47). Other researchers ([Caligiuri, 1997](#); [Kraimer and Wayne, 2004](#)) reported similar definitions of expatriate success and related it to adjustment, performance, completion of the IA, or even the organisation's return on investment on its expatriates ([McNulty, 2008](#)). Hence, authors have been more interested in equating expatriate success to tangible and organisational dimensions rather than subjective and individual dimensions, showing a predominance of the organisational perspective in their definitions of expatriate success.

Another trend observed when analysing these definitions is that while previous studies mainly emphasised objective and factual measures of success, such as completing the IA or promotions, more recent definitions started incorporating more subjective measures. For instance, [Gabel et al. \(2005\)](#) introduced life satisfaction as an additional measure of success. Other subjective measures, such as expatriates' gain in knowledge from IAs, fulfilled psychological contracts reflecting the individuals' perspective ([Kumarika Perara et al., 2017](#)), and career and job satisfaction ([Traavik and Richardsen, 2010](#)) have been considered. Hence, research attempted to provide greater insight into expatriate success by simultaneously focussing on subjective and objective measures that capture the individual's and the organisation's perspectives.

Finally, another consideration that can be drawn from the findings is that of a broader time scope that goes beyond success in the IA and encompasses long-term career success. [Cerdin and Le Pargneux \(2009\)](#) proposed this idea and incorporated both the IA and the long-term career. They added expertise, career, job and development success concepts. They also shed light on the importance of measuring all these during expatriation and after repatriation to define success. [Traavik and Richardsen \(2010\)](#) also explored career success and proposed subjective (e.g. career, job satisfaction) and objective outcomes (e.g. rewards, promotions) to measure it. [Valk et al. \(2014\)](#) considered new dimensions of expatriate success while relating it to career success. They found that the outcome of a successful international career is the work-family balance, self-satisfaction and contribution to the family and home-country society. Three other studies ([Blanco and Castillo, 2020](#); [Hamori and Koyuncu, 2011](#); [Schmid and Wurster, 2017](#)) also related expatriate success to career success but considered the time required to get to the top as the measure of this success. Blanco and Castillo pointed out that the longer expatriates are away from the HQ, the longer they will take to get to the top and, therefore, the less successful they will be. Conversely, [Ramaswami et al. \(2016\)](#) considered that the more international experience expatriates exhibit, i.e. the more time spent on IAs, the more human capital they possess, the more rewards they obtain and, therefore, the more successful they are.

This perspective was recently updated. [Harry et al. \(2019\)](#), [Waxin and Brewster \(2020\)](#), [Mello et al. \(2020\)](#) and [Lazarova et al. \(2021\)](#) all provided more recent definitions of expatriate success and linked it to career success and its objective and subjective outcomes. [Mello et al. \(2020\)](#) defined expatriate success as including different subjective and objective measures at the individual level. They mainly focused on the accomplishment of desirable, positive psychological or work-related outcomes, on tangible, objective and measurable features such as promotions or salaries as objective outcomes, and career satisfaction, career success and finally, the multidimensional evaluation criteria of career facets, such as growth and development, personal life and

authenticity as subjective outcomes. Then, we found that the definitions by [Valk et al. \(2014\)](#) and [Mello et al. \(2020\)](#) are the most integrative, comprehensive and inclusive. They tackle the individual, interpersonal and organisational aspects and use the subjective and objective measures of an expatriate's success to describe this complex and multi-faceted concept, even though their definitions apply to SIE.

In sum, over time, the definition of expatriate success evolved. First, it was associated with merely completing an assignment measured factually and objectively. Then, it incorporated the expatriates' ability to adjust, measured in a self-reported way, perform well and achieve organisational goals, measured by the organisation. Finally, it considered the efficient transfer of knowledge and expertise and several subjective dimensions of career success.

Discussion

Research on expatriate success often overlooked the construct's multidimensionality and subjective and socially constructed nature failing to achieve a consensus on defining it. Our findings support this notion and show the various antecedents and dimensions to understand expatriate success. These antecedents and dimensions were not independent, as a visible interplay was found among them across individual, interpersonal and organisational levels. Considering the dimensions identified and discriminating them from antecedents, we suggested a comprehensive definition, complementing the extant ones (e.g. [Aycan, 1997](#); [Mello et al., 2020](#)). Next, we discuss each of our findings to their respective objectives next.

The first objective of identifying the dimensions and antecedents of expatriate success has been thoroughly fulfilled through our findings, which comprehensively address individual, interpersonal and organisational ones. Specifically, our SLR clarifies the concept by systematically categorising and integrating the antecedents and dimensions that were previously primarily investigated separately and only rarely in combination. It also identifies which dimensions (CCA, performance and satisfaction in this order) have been most frequently studied as proxies of expatriate success, which level of analysis (individual and organisational mostly) and which perspective (primarily organisational). From these findings, we conclude that expatriate success is a multidimensional construct that needs to be analysed individually, interpersonally and organisationally from two perspectives, namely individual and organisational (e.g. [Harry et al., 2019](#); [Lazarova et al., 2021](#)) jointly to be adequately measured. While each level is essential to understanding expatriate success, no single level can be considered the sole determiner. Thus, categorising these antecedents and dimensions ([Table A1](#)) provides a much-needed boundary-clarification of the concept of expatriate success. This clarification calls for attention for future studies in expatriate management research to specify what they mean by success when analysing it as a variable. This specification is necessary to compare studies and create an integrated corpus of knowledge.

Our second objective of the SLR, the interplay among the factors across the different levels is evident in the five clusters that emerged from VOSviewer. Interestingly, four out of the five clusters evidenced the importance of interpersonal and organisational factors on the dimensions of success. The interplay between the antecedents and outcomes at the individual and interpersonal levels contributes to understanding expatriate success. Personality traits play a significant role in facilitating the expatriates' adjustment and, subsequently, success in their IA. Also, the HCNs' attitudes toward expatriates are equally important as emphasized by some studies that a good level of communication between the two parties often leads to a better CCA, performance, intention to complete the IA and overall satisfaction ([Templer, 2010](#); [Konanahalli et al., 2011](#); [Cao et al., 2014](#)). All these factors increase expatriates' satisfaction with their job and career, which will likely be reflected in their decreased turnover and withdrawal intentions. Furthermore, the interplay is also evident across the three levels

together. For instance, expatriates' commitment to the mission and organisation and their performance seems to be highly influenced by the level of social support provided at the interpersonal level. The social support from the expatriates' family, community, and new work surroundings can play either a positive or a negative role in an expatriate's commitment levels to the job, performance and CCA, all of which consequently reflect on their success (Goby *et al.*, 2002). Undoubtedly, this success is also ensured by a positive performance which is also impacted by the level of social support (Konanhalli *et al.*, 2011; Araci, 2015).

Finally, in line with our third objective, we propose an integrative, multidimensional and multi-level definition of expatriate success. Expatriate success is a socially and scholarly constructed term that comprehensively and integratively evolved and acquired new dimensions at the individual, interpersonal and organisational levels. The trend in this evolution has been divergent rather than convergent making the concept more broadly defined with new, previously unnoticed dimensions. The definition we put forward reflects this expansive trend and incorporates less-noticed dimensions and perspectives for a more holistic understanding of the construct. Hence, we propose the following definition: "expatriate success encompasses all dimensions: the individual (adjustment, satisfaction, career success and work-life balance), the interpersonal (HCNs and expatriate relationship, HCN career capital gain, knowledge transfer and work-family balance) and the organisational (performance, commitment, completion of IA, achieving organisational goals, repatriation success, turnover intention, knowledge transfer and effectiveness)." The interplay between these three dimensions shows that expatriate success can only happen when all the stakeholders across the three levels can capitalise on the expatriation process. Moreover, expatriate success is the outcome of pre-, during and post-assignment factors that ensure the appropriate candidate selection, transition into the assignment and environment through the various individual, interpersonal and organisational factors, and a post-assignment path forward. Our definition integrates all the dimensions previously addressed fragmentedly, to offer a broader conception of expatriate success. It also incorporates a new processual and more comprehensive focus on the long-term rather than short-term success. This long-term view shows that expatriate success is conceived as the overall career success that extends beyond the termination of an assignment, as suggested in recent research addressing both subjective and objective measures and outcomes (e.g. Harry *et al.*, 2019; Lazarova *et al.*, 2021).

The attainment of these objectives has allowed for covering an extant gap in previous expatriate research where the concept of success had been differently and incongruently addressed (Hemmasi *et al.*, 2010) leading to a lack of comparability among studies (Black, 1990; Caligiuri and Cascio, 1998; Harzing and Christensen, 2004). Also, satisfying our objectives allowed the crafting of a broader conception of expatriate success that considers its subjective and socially constructed nature in line with the career's literature (Briscoe *et al.*, 2021). As we indicate below, this new conception opens a range of avenues for future research.

Limitations and future research

This research is not without its limitations. The studies included do not investigate different kinds of expatriates, such as flex-patriates, short-term assignees, international commuters, business travellers and non-traditional and minority expatriates (Mäkelä *et al.*, 2017; Hutchings, 2021). Instead, it focuses only on OEs and SIEs, which we distinguish between (Table A2). However, understanding whether the measures and definitions of success differ among different groups of expatriates is critical to enriching the conception of expatriate success and should be further investigated by future studies. Specifically, a SLR can be conducted to explore the dimensions of success considered in the studies using these atypical samples of expatriates. Furthermore, delving into the subjective nature of success, it will be interesting to compare the key dimensions used by organisations and the different groups of

expatriates to define success (i.e. the protean career of SIEs in contrast to other kinds of expatriates might emphasize individual dimensions such as work–life balance or satisfaction). In a similar line, comparing the dimensions used by expatriates to define success with those of migrants can be also a fruitful avenue for research to enrich the understanding of the socially constructed nature of this concept.

The suggested conception of expatriate success exhibits three important implications for further research in expatriate management. First, given that 15 out of the 31 articles (48.39%) defining expatriate success are not theoretically grounded, it might be time to abandon the concept of expatriate success altogether and instead focus on the overall career success of our international employees. HRM and occupational psychology theoretical models on career achievement and success (Pinto *et al.*, 2020) such as the Theory of Work Adjustment (Dawis and Lofquist, 1984) can be drawn upon to further enrich, ground and theorise the understanding of career success concerning international workers' work-life experience, and subsequently success. These theoretical models can enrich and complement the existing organisational perspective (Kristof, 1996; Becker, 1964) in the definition of expatriate success by giving more prominence to the individual level and subjective nature of this construct.

Second, the suggested broader and multidimensional understanding of expatriate success highlights a necessary shift in the measurement criteria of it and for considering its subjective and socially constructed nature. Multiple indicators covering the highlighted dimensions should be employed to measure the complex nature of expatriate success, as it is neither limited to “objectivist” measures such as CCA, job, life or career satisfaction and organisational commitment, nor to observable measures such as financial compensation or promotions, assignment completion, knowledge transfer, or performance measures, but also expands to include the expatriates' subjective perceptions of their career success defined in their terms (Spurk *et al.*, 2019). While subjective and objective career success measures were addressed in the career development literature (Briscoe *et al.*, 2021), they have not been so in expatriate research, often ignoring the multidimensional, subjective and socially constructed nature of expatriate success. To further understand expatriate success, objective and subjective measures must be accounted for. Thus, to account for the subjective experience of success, we suggest that future studies include subjective measures of expatriates' success. We recommend incorporating the expatriates' perspective into studies on expatriate success by exploring their expectations before, during and after the assignment and how they define success through qualitative or mixed-methods designs.

A third research avenue on expatriate success is to develop and validate a questionnaire with the previously qualitatively identified meanings and idiosyncratic definitions of subjective expatriate success. Given that the meanings of success, like all personal meanings, are particularly sensitive to cultural differences, we recommend conducting this study cross-culturally to account for possible differences across cultures and to develop a culturally sensitive scale.

Implications for practice

Also, the evolution of the concept of expatriate success entails practical implications for organisations. In line with the new, more integrative conception of expatriate success, organisations should now not merely focus on selection and training but also incorporate career development support and career path planning in harmony with the expatriates' perceptions and expectations of their career success which contributes to expatriates' career success, their willingness to share their acquired knowledge and experience with others and ultimately contribute to the organisation's success.

But before deploying HR actions to facilitate expatriate success, organisations should ask expatriates to define what success means to them in their own words, to clarify expectations,

help to satisfy them or understand some paradoxical situations that are assessed as expatriate success. Also, this knowledge should be translated into using multiple rather than single indicators (e.g. the completion of the IA) by HR professionals when evaluating expatriates' success. With these steps, organisations may also overcome the issue of expatriates disengaging after repatriation or abandoning the organisation despite completing the IA and outperforming during it, because their expectations and mental representations of success have not been considered by their organisations.

Further, capitalising on these considerations can foster a sense of loyalty and commitment among their expatriates particularly when they realise that their organisations are concerned with the expatriates' perceptions and expectations of success, not just the organisational goals, which align with the move toward protean and boundaryless career models (McDonald and Hite, 2008).

Conclusion

This study (1) identified the dimensions and antecedents of expatriate success, (2) determined the interplay among them and (3) clarified the definitions of expatriate success in the previous literature to provide an integrative definition of it. Following the PRISMA guidelines, 249 studies were included for the review from WOS and Scopus databases, These studies were thoroughly reviewed, coded and analysed manually and with VOSviewer.

In attaining these objectives, the review has made two important theoretical contributions: first, to highlight the construct's multidimensional, subjective and socially constructed nature, calling for this consideration in future research. Second, to suggest an integrative definition incorporating all the dimensions and combining individual and organisational perspectives with subjective and objective measures of success.

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(The Appendix follows overleaf)

Table A1.
List of manuscripts
used in the SLR

Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents			Dimensions			Explicit definition of expat. success	Theory/es employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational		
1	EMJ	Hitrop and Janssens (1990)	LR	-	<i>Antecedents:</i> Personal characteristics of the expatriate manager, Spouse's adaptability, Selection, Training, Support <i>Dimensions:</i> Performance	✓	✓	✓	✓	✓	✓	Atheoretical	
2	TDJ	Hogan and Goodson (1990)	LR	-	<i>Antecedents:</i> CCA - <i>Dimensions:</i> Performance, Efficiency	✓					✓	Atheoretical	
3	SLMR	Black and Gregersen (1991)	Qual	Case studies	<i>Antecedents:</i> Commitment to parent and local firm	✓						Atheoretical	
4	JIBS	Feldman and Thomas (1992)	Mix	Personal narratives - Surveys/ANOVA	<i>Antecedents:</i> Job Satisfaction, Internal Work Motivation, Feelings of influence, Mystery over the new environment <i>Antecedents:</i> Selection, Pre-departure trainings for expatriates and their families	✓						Atheoretical	
5	JIVBM	McCabe (1993)	LR	-	<i>Antecedents:</i> Job knowledge, Motivation, Relational Skills, Flexibility, Adaptability <i>Antecedents:</i> Training and Pre-departure visits to host country to enhance the interaction of expatriates with HCNs - <i>Dimensions:</i> CCA		✓	✓				Atheoretical	
6	PP	Arthur and Bennett (1995)	Quan	Survey/MANOVA		✓						Atheoretical	
7	HRMR	Bell and Harrison (1996)	LR	-	<i>Antecedents:</i> Organizational Support <i>Dimensions:</i> CCT - <i>Dimensions:</i> CCA		✓	✓				Atheoretical	
8	APJHR	Davidson and Kinzel (1996)	Quan	Survey	<i>Antecedents:</i> Selection (traits and technical skills), Preparing the employee for the expatriate assignment, CCT - <i>Dimensions:</i> CCA		✓	✓				Atheoretical	
9	LQ	Thomas (1996)	LR	-	<i>Antecedents:</i> Cultural, Social and Health causes - <i>Dimensions:</i> CCA		✓	✓				Atheoretical	
10	CDI	Webb and Wright (1996)	LR	-	<i>Antecedents:</i> Pre-departure preparation of expatriate		✓	✓				Atheoretical	
11	JJLE	Armistage and Powell (1997)	Qual	Case studies				✓				Atheoretical	
12	JJCM	Ashamelh and Crocitto (1997)	LR	-				✓				Atheoretical	

(continued)

Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents			Dimensions			Explicit definition of expat. success	Theory/ies employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational		
13	NAEM	Ayeon (1997)	LR	-	Dimensions: CCA, Performance			✓	✓	✓		Social Exchange Theory (Homans, 1950), Vernon's Life Cycle Theory (Vernon, 1966), Social Learning Theory (Bandura, 1977), and Adaptation-Level Theory (Helson, 1964)	
14	IJHRM	Ayeon (1997)	LR	-	Antecedents: Expatriate's competencies and skills, Support and assistance prior and during IA Dimensions: Completion of the IA, CCA, Performance	✓		✓				Social Exchange Theory (Homans, 1950), Social Learning Theory (Bandura, 1977), Attribution Theory (Heider)	
15	NAEM	Caliguri (1987)	Quan	Survey/CFA				✓	✓	✓		Theory of Expatriate Performance, including contextual	
16	NAEM	Oes and Viswesvaran (1997)	LR	-	Antecedents: Big Five (Emotional stability, Extraversion, Openness to experience, Conscientiousness, Agreeableness) - Dimensions: Performance, CCA, Satisfaction, Adaptation, Completion Rate, Premature Returns, Culture Shock, Effectiveness, Professional Effectiveness, Interpersonal Effectiveness, Acculturation, Overseas Success	✓		✓	✓	✓		Atheoretical	
17	JWB	Pummett (1997)	Mix	In-depth interviews/FG - Survey	Antecedents: Selection, Training (pre, during and after the assignment) of the expatriate and the accompanying spouse - Dimensions: Expatriate's Success		✓		✓			Atheoretical	
18	Book 5	Saangil and Oes (1997)	Quan	Survey/CFA	Antecedents: CCA (affected by Job Knowledge and Motivation, Relational skills, Flexibility/Adaptability, Extra-cultural openness, Family situation) - Dimensions: Performance	✓				✓		Atheoretical	
19	JTI	Woodard et al. (1997)	Quan	Survey	Antecedents: Selection, Training, Support		✓			✓		Atheoretical	
20	IJHRM	Harvey (1998)	Quan	Survey	Antecedents: Spouse's career difficulties - Dimensions: Performance, Expatriate's Success		✓			✓		Atheoretical	

(continued)

What does expatriate success mean?

Table A1.

Table A1.

Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents		Dimensions			Explicit definition of expat success	Theory/fes employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal		
21	LODJ	Jordan and Cartwright (1998)	LR	-	<i>Antecedents:</i> Openness to experience, Extroversion, Low anxiety/neuroticism, Relational ability, Cultural sensitivity, Linguistic skills, and the ability to handle stress. Selection <i>Dimensions:</i> CCA, Personal Growth, Performance	✓	✓	✓	✓	✓	✓	Atheoretical
22	IJHRM	Caligiuri and Tung (1999)	Quan	Survey/CA/ Moderated PA/ ANOVA	<i>Antecedents:</i> Characteristics (e.g., Language skills, technical skills, Open-minded Personality), Interpersonal (Family: supportive and well-adjusted spouse and children, HCNS Support, Support from headquarters, Maintaining the psychological contract) <i>Dimensions:</i> Adjustment, Desire to terminate the IA and Supervisor rated performance	✓	✓	✓	✓	✓	✓	Atheoretical
23	IJHM	Feng and Pearson (1999)	Quan	Survey	<i>Antecedents:</i> Adjustment and Adaptation skills, Interpersonal relations skills, Cultural stress management skills	✓	✓	✓	✓	✓	✓	Atheoretical
24	HRM	Porter and Tansky (1999)	LR	-	<i>Antecedents:</i> Assimilation, Endurance, Psychological Factors, Career Expectations <i>Dimensions:</i> Achieving the goals (financial, market share etc), CCA, Completion of IA	✓	✓	✓	✓	✓	✓	Atheoretical
25	PP	Caligiuri (2000)	Quan	Survey/RA/DM/BC	<i>Antecedents:</i> Personality type - complete IA, Performance	✓	✓	✓	✓	✓	✓	(Bass, 1991; MacDonald, 1998)
26	JCCP	Dalton and Wilson (2000)	Quan	Survey NEO PIR	<i>Antecedents:</i> Big five personality characteristics - <i>Dimensions:</i> Performance	✓	✓	✓	✓	✓	✓	Atheoretical
27	EJP	Van Oudenhoven-Van and Van Oudenhoven (2000)	Quan	Survey (MPQ)	<i>Antecedents:</i> Openness, Flexibility, Social Initiative, Emotional stability	✓	✓	✓	✓	✓	✓	Atheoretical

(continued)

Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents			Dimensions			Explicit definition of expat. success	Theory/ies employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational		
28	IJIR	Grant-Vallone and Enstler (2001)	Quan	Survey/HRA	Antecedents: Balance between personal and work life, Organizational support - Dimensions: CCA, Performance, Expatriate's Success	✓	✓	✓	✓	✓	✓	✓	Atheoretical
29	IJHRM	Harvey <i>et al.</i> (2001)	LR	-	Antecedents: Candidate motivation level, Selection of fitting candidates, Parent host: Information Asymmetry, Goal Congruence	✓		✓					Agency Theory (Jensen and Meeking, 1976; Eisenhardt, 1988; Ninkant and Rao, 1994) and Expectancy Theory (Vroom, 1964; Naudler and Lawler, 1977; Porter and Lawler, 1968)
30	JBIT	Linchan and Scallion (2001)	Qual	Semi-structured interviews/Cross-case analysis	Antecedents: Breaking the glass ceiling, Accompanying spouse's Adjustment status, Mentorship, Interpersonal networks	✓		✓					Atheoretical
31	IJIR	Van Oudenhoven <i>et al.</i> (2001)	Quan	Survey	Antecedents: Traits and Skills (Orientation to action, Adventurousness, Open-mindedness, Flexibility, Extraversion, Emotional Stability, Cultural Empathy, Perseverance, Commitment to the company) - Dimensions: CCA, Performance	✓		✓					Atheoretical
32	CCMJJ	Varma and Stroh (2001)	Quan	Survey	Antecedents: High LMX - Success	✓		✓					Leader-Member Exchange Theory (Liden and Maslyu, 1998)
33	WMR	Cordano <i>et al.</i> (2002)	Quan	Survey (W AMSS)/ CFAMANOVA and ANOVA	Antecedents: HCNs' Support - Dimensions: CCA, Social and Work Adjustments	✓		✓					Atheoretical
34	ITJ	Edmond (2002)	Quan	Survey/RA	Antecedents: Selection Criteria (Task-Cross-cultural)		✓	✓					Atheoretical
35	JTMD	Goby <i>et al.</i> (2002)	Quan	Survey	Antecedents: Harmony between the perception of expats (and the spouse) and the HRDs about social and employment support - Dimensions: job Commitment, Organization Loyalty, Expatriate's Success	✓		✓					Atheoretical
36	JWB	Harvey and Novicevic (2002)	LR	-	Antecedents: CCA	✓							Atheoretical

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Table A1.

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Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents			Dimensions			Explicit definition of expat success	Theory/es employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational		
37	IJHRM	Napier and Taylor (2002)	Qual	Semi-structured interviews/ Workshops, seminars and FG interviews/	Antecedents: Host nation's culture, Level of economic development of the host country	✓						Atheoretical	
38	WMR	Paik and Vance (2002)	Quan	Survey/Small group interviews/	Antecedents: Status as foreigners, Gender	✓						Atheoretical	
39	JSP	Stieckle et al. (2002)	Quan	MANOVA Survey/CAHRA	Dimensions: Performance, CCA, Job Satisfaction, Identification with the work team abroad		✓	✓				Atheoretical	
40	IJIR	Vance and Fisher (2002)	Qual	In-depth interviews	Antecedents: Training -			✓				Atheoretical	
41	CTFJ	Woodard et al. (2002)	Quan	Survey	Dimensions: Performance Antecedents: Selection, Training, Support - Dimensions: Expatriate's Success			✓	✓			Atheoretical	
42	IJIR	Ali et al. (2003)	Quan	Survey/HRA	Antecedents: CCA (Enhanced by the adjustment of the spouse)	✓						Atheoretical	
43	IJHRM	Galignani and Phillips (2003)	Quan	Experiment (pre-test and post-test)	Antecedents: Realistic job preview's effect on expat's self-efficacy and his/her ability in making informed decision -	✓		✓				Atheoretical	
44	JMP	Guthrie et al. (2003)	Quan	Survey (NEO-PIR, HPI)	Dimensions: Performance Antecedents: Social and Psychological adjustments, Family Situation, Job Knowledge and Motivation, Relational Skills, Flexibility, Adaptability, Extra-Cultural Openness, Extroversion, Agreeableness	✓						Atheoretical	
45	IJHM	Mormini and Horeycutt (2003)	LR	-	Conscientiousness Antecedents: Technical Competencies, Learning Abilities - Dimensions: CCA			✓				Atheoretical	
46	JIM	Marin and Barco (2003)	Quan	Survey/RA	Antecedents: Performance expectation, Clarification, Consideration of the local environment, Frequency of PA, Fairness, Career development - Dimensions: Expatriate's performance system	✓		✓				Atheoretical	

(continued)

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47	HR	Cerdin and Duboulay (2004)	Qual	Qualitative interviews	<i>Antecedents:</i> Psychoanalytical approach to look into the past to find determinants that shed light on success on IA	✓	✓	✓	✓	✓	✓	Work Role Transition Theory (Nicholson, 1984) and Psychoanalytical Theory (Freud, 1899)	
48	JTMD	Hancar and Hancar (2004)	LR	-	<i>Antecedents:</i> Family Issues, HR Policies - <i>Dimensions:</i> Job Withdrawal Intentions, Performance	✓	✓	✓	✓	✓	✓	Spillover Theory (Pleck, 1977)	
49	IJIR	Harvey and Kessling (2004)	LR	-	<i>Dimensions:</i> CCA	✓	✓	✓	✓	✓	✓	Atheoretical	
50	JM	Kramer and Wayne (2004)	Quan	Survey/CFA/SEM	<i>Dimensions:</i> CCA, Commitment to the organization, Performance, Intentions to complete IA	✓	✓	✓	✓	✓	✓	Atheoretical	
51	JIBS	Shay and Baack (2004)	Quan	Surveys/SEA	<i>Dimensions:</i> Premature Returns, CCA, Effectiveness	✓	✓	✓	✓	✓	✓	Work Role Transition Theory (Nicholson, 1984), Uncertainty Reduction Theory (Berger and Calabrese, 1975), and Contact Theory (Hornans, 1950)	
52	JCCP	Ward <i>et al.</i> (2004)	Quan	Survey	<i>Antecedents:</i> Psychological Adaptation, Sociocultural Adaptation (both are affected by neuroticism, conscientiousness, agreeableness, less discrepancy between extraversion and hostile culture norms less discrepancy between openness and host-culture norms)	✓	✓	✓	✓	✓	✓	Atheoretical	
53	IJHRM	Anderson (2005)	Mix	Semi-structured interviews - Survey	<i>Antecedents:</i> Selection (Technical and interpersonal skills, Family situation)	✓	✓	✓	✓	✓	✓	Atheoretical	
54	CDI	Gabel <i>et al.</i> (2005)	Mix	Semi-structured interviews - Survey	<i>Antecedents:</i> Mental Ability (Perf), Big five characteristics (Perf), EQ (CCA, Perf, Satisfaction, Withdrawal decisions) Selection - <i>Dimensions:</i> CCA, Performance, Completion of IA, Life Satisfaction	✓	✓	✓	✓	✓	✓	Atheoretical	

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55	IJHRM	Harrison and Schaffer (2005)	Quan	Survey/FA	Antecedents: CCA - Dimensions: Task Performance, Relationship Building, Overall Performance	✓			✓				Work motivation Theory (e.g. Vroom's VIE theory, 1964; Naylor et al., 1980), Withdrawal Theory (e.g. Hulin, 1991), also referred to as Reduction of Inputs Theory (Harrison, 2001) or Propensity to Withdraw Effort Theory (Kidwell and Bennett, 1993) Atheoretical
56	PR	Holopainen and Björkman (2005)	Quan	Survey (longitudinal)/DM/RA	Antecedents: Personal Characteristics - Dimensions: completion of IA, CCA, Performance	✓			✓				
57	IJHRM	Huang et al. (2005)	Quan	Survey	Antecedents: Big five personality characteristics - Dimensions: CCA	✓			✓				Theory of Personality (Ogeman, 1990; Mount and Barrick, 1996) Development of International Mentoring Theory by integrating current perspectives on protean and boundaryless careers with the literature on mentoring and expatriates Atheoretical
58	JIBS	Mezias and Scandura (2005)	LR	-	Antecedents: Mentoring - Dimensions: CCA, Completion of IA, Successful Repatriation, Transfer of Knowledge			✓	✓				
59	JCCP	Moi et al. (2005)	MA	-	Antecedents: Extraversion, Emotional Stability, Agreeableness	✓			✓				
60	JEIT	Neupert et al. (2005)	Qual	Critical incidents interviews/Needs assessment	Conscientiousness - Dimensions: CCA, Performance Antecedents: The development of professional skills (leadership, management), Personal characteristics (Patience, Flexibility, Confidence, Innovation, Experience, Maturity) Antecedents: CCA	✓							Atheoretical
61	JCP	Swagler and Jone (2005)	Quan	Survey/FMR	Antecedents: CCA	✓							Atheoretical
62	CCM/J	Tan et al. (2005)	LR	-	Antecedents: HCNs' Support			✓	✓				Atheoretical
63	AME	Toh and Dennis (2005)	LR	-	Dimensions: CCA								Atheoretical
64	SMR	Värner and Palmer (2005)	LR	-	Antecedents: Self-knowledge, Selection, Training Dimensions: Knowledge Gain, Effectiveness, Knowledge Gain, Tenure after repatriation	✓		✓	✓			✓	Atheoretical
65	IMDS	Lee and Croker (2006)	Quan	Survey/HRA	Antecedents: CCT - Dimensions: CCA	✓		✓	✓				Atheoretical

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Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents				Dimensions			Explicit definition of expat success	Theory/ies employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational			
66	HRDR	Litalre <i>et al.</i> (2006)	LR	-	<i>Antecedents:</i> CCT - <i>Dimensions:</i> Expatriate's early return, Delayed productivity and start-up time, Disruption of the relationship between the expatriate and HCN, Damage to the MNC's image, Lost Opportunities, Problematic repatriation resulting in high turnover rates <i>Dimensions:</i> CCA				✓	✓			Atheoretical	
67	IEJ	Richardson <i>et al.</i> (2006)	Quan	Survey	<i>Antecedents:</i> Spouse's Adjustment <i>Antecedents:</i> Holistic approach in selection and training while taking in consideration the family status, EQ, Learning orientation and lifestyle habits (diet and exercise)				✓				Social Learning Theory (Bandura, 1977) Atheoretical	
68	IM	Anderson (2007)	LR	-	<i>Antecedents:</i> Spouse's Adjustment <i>Antecedents:</i> Holistic approach in selection and training while taking in consideration the family status, EQ, Learning orientation and lifestyle habits (diet and exercise)				✓				Atheoretical	
69	IJCHM	Avrli and Maginni (2007)	LR	-	<i>Antecedents:</i> Spouse's Adjustment <i>Antecedents:</i> Holistic approach in selection and training while taking in consideration the family status, EQ, Learning orientation and lifestyle habits (diet and exercise)				✓				Atheoretical	
70	JIBS	Bolino (2007)	LR	-	<i>Dimensions:</i> (Subjective) satisfaction with one's career/ [Objective] promotions				✓				Human Capital Theory (Becker, 1964; Judge <i>et al.</i> , 1995; Wayne <i>et al.</i> , 1999), Career Cone Model (Schein, 1977) Atheoretical	
71	IJHRM	Kupba and Cattrio (2007)	Quan	Survey	<i>Antecedents:</i> Well-being of the spouse before, during and after the IA				✓				Equity Theory (Adams, 1965)	
72	IJHRM	Paik <i>et al.</i> (2007)	Mix	In depth interviews - Survey/ANOVA	<i>Antecedents:</i> HCN's Support (influenced by perceived compensations's gap) - <i>Dimensions:</i> CCA				✓				Equity Theory (Adams, 1965)	
73	JOB	Toh and Demisi (2007)	LR	-	<i>Antecedents:</i> HCN's Support - <i>Dimensions:</i> CCA				✓				Social Identity Theory (Tajfel, 1978; Tajfel and Turner, 1979) Atheoretical	
74	IJHRM	Bonache and Zarraga-Oberty (2008)	LR	-	<i>Antecedents:</i> Abilities, Motivation, Quality of relationship between the individuals - <i>Dimensions:</i> Success of knowledge transfer				✓				Atheoretical	
75	Book 2	Barrus (2008)	LR	-	<i>Antecedents:</i> Personal characteristics, Families, HCNs				✓				Atheoretical	
76	IJFIP	Flytzani and Nizamp (2008)	Quan	Survey	<i>Antecedents:</i> Locus of control - <i>Dimensions:</i> CCA, Performance				✓				Locus of Control Theory (Rotter, 1966, 1975, 1980)	

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Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents		Dimensions			Explicit definition of expat success	Theory/es employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal		
77	IJIR	Herleman <i>et al.</i> (2008)	Mix	Interviews - Survey/ CA/HR/MRA	<i>Antecedents:</i> Social Support, Ibasho, Stressor - <i>Dimensions:</i> Satisfaction, CCA, Well-being	✓	✓	✓	✓	✓	✓	Atheoretical
78	SBP	Lee and Sakoko (2008)	Quan	Survey/CFA/SEM/ANOVA	<i>Antecedents:</i> Personality Characteristics, Social Support - <i>Dimensions:</i> CCA, Performance	✓	✓	✓	✓	✓	✓	Theory of Evolutionary Personality Psychology (Buss, 1991) Atheoretical
79	GBOE	McCarthy (2008)	Qual	Case study	ROE: a calculation in which the financial and non-financial benefits to the firm are compared with the financial and non-financial costs of the IA, as appropriate to the assignment's purpose	✓	✓	✓	✓	✓	✓	Atheoretical
80	IJHRM	Seak and Enderwick (2008)	Qual	Email questionnaire containing open-ended questions	<i>Antecedents:</i> Selection (traits and technical skills), Preparing the employee for the expatriate assignment, CCT - <i>Dimensions:</i> CCA, Performance	✓	✓	✓	✓	✓	✓	Atheoretical
81	Book 6	Van Vianen <i>et al.</i> (2008)	LR	-	<i>Antecedents:</i> Selection (self-assessment, family's opinion, organisation's opinion) - <i>Dimensions:</i> Completion of the IA, Meet performance standards, CCA	✓	✓	✓	✓	✓	✓	Atheoretical
82	JCAF	Yeaton and Hall (2008)	LR	-	<i>Antecedents:</i> Selection (right skills), Training and Support during the different stages of the IA - <i>Dimensions:</i> CCA	✓	✓	✓	✓	✓	✓	Atheoretical
83	HRM	Benson and Pattie (2009)	Quan	Survey/RA	<i>Antecedents:</i> LMX Interactions - <i>Dimensions:</i> CCA, Performance	✓	✓	✓	✓	✓	✓	Leader-Member Exchange Theory (Liden and Maslyn, 1998) Atheoretical
84	HRM	Rozamelos (2009)	Quan	Survey/ANCOVA/ HRA	<i>Antecedents:</i> CCT, Protégé Experience (Affected by gender), Peer Support (affected by gender), Cultural clusters of the home and host countries - <i>Dimensions:</i> Job Satisfaction, Turnover Intentions	✓	✓	✓	✓	✓	✓	Atheoretical
85	HRMR	Caligiuri <i>et al.</i> (2009)	LR	-	<i>Antecedents:</i> Selection (Personal Characteristics, Language Skills, International experience as predictors)	✓	✓	✓	✓	✓	✓	Atheoretical

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						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational		
86	HRM	Cerdin and Le Pargneux (2009)	LR	-	Dimensions: Career Success, Job Success, Development Success Performance				✓	✓	✓	✓	Theory of Fit (e.g. Kristof, 1996), Human Capital Theory (Becker, 1964) and Signal Theory (Spence, 1973) Atheoretical
87	IJMR	Harvey and Moeller (2009)	LR	-	Antecedents: Selection (motivation), Training, Repatriation Dimensions: Performance	✓		✓					Atheoretical
88	IJHRM	Kreng and Huang (2009)	LR	-	Antecedents: HCN's Support - Dimensions: CCA	✓			✓				Atheoretical
89	HRM	Olsen and Martins (2009)	LR	-	Antecedents: Cultural Distance - Dimensions: CCA	✓			✓				Social Identity Theory (Tajfel, 1978; Tajfel and Turner, 1979) Atheoretical
90	IJHRM	Thite et al. (2009)	Mix	In-depth interviews - Survey	Dimensions: CCA				✓				Atheoretical
91	HRM	Tungli and Peperl (2009)	Quan	Mail survey/ interviews with HR professionals/ Comparative analysis	Termination, CCA, Performance				✓				Atheoretical
92	Book, 3	Breza and Kubo (2010)	LR	-	Antecedents: Strong Organizational Culture - Dimensions: Willingness to remain till the end of IA, Premium Pay			✓					Atheoretical
93	PR	Cogin and Fish (2010)	Quan	Survey/SEMOLS regression	Antecedents: Selection, Predicting individual's value, Orientations - Dimensions: Performance	✓		✓					Atheoretical
94	BAR	De Macedo-Souares and Schubsky (2010)	Mix	Interviews - Survey	Antecedents: Commitment, Interdependence, Coordination, Communication	✓							Atheoretical
95	CRIBJ	Dovrenes et al. (2010)	Quan	Survey/MRA	Antecedents: Expatriate's personality - Dimensions: CCA, Performance, Assignment Value	✓			✓				Atheoretical
96	IJHRM	Hemmasi et al. (2010)	Quan	Survey/Scale development	Dimensions: CCA, Satisfaction, Organizational Commitment, Performance Professional development, Career advancement, Macro-organizational Contribution, Effectiveness				✓				Atheoretical
97	AJBM	Lee (2010)	Qual	In-depth interviews	Antecedents: IQ, CQ, EQ - Dimensions: CCA, Performance	✓			✓				Atheoretical

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98	ARCOM 2010	Moore and Edmarlin (2010)	Qual	A face-to-face questionnaire interview	<i>Antecedents:</i> Cross-Cultural Difference	✓							Atheoretical	
99	IJHRM	Templer (2010)	Quan	Survey/HRA	<i>Antecedents:</i> HCN's perceived importance of expatriate's personal attributes, Ethnocentric attitudes of HCNs - <i>Dimensions:</i> Work Adjustment, Subordinate Commitment, Job Satisfaction, Unit Performance <i>Dimensions:</i> [Objective] Earnings and Promotions, [Subjective] Career and Job Satisfaction <i>Antecedents:</i> CCT - <i>Dimensions:</i> Expatriate's Success <i>Dimensions:</i> Career Satisfaction, Job Satisfaction, Intention to leave the organization	✓			✓	✓	✓		Atheoretical	
100	IJHRM	Travnik and Richardson (2010)	Quan	Survey	<i>Dimensions:</i> [Objective] Earnings and Promotions, [Subjective] Career and Job Satisfaction			✓				✓		Atheoretical
101	IJCIM	Gansin <i>et al.</i> (2011)	Quan	Survey	<i>Antecedents:</i> CCT - <i>Dimensions:</i> Expatriate's Success			✓						Atheoretical
102	AOM 2011	Cerdin and Dickmann (2011)	Quan	Survey/HRA	<i>Dimensions:</i> Career Satisfaction, Job Satisfaction, Intention to leave the organization			✓				✓		Person-Environment Fit Theory (e.g. Krusoff, 1996) and the Boundary-less Career Perspective (e.g. Arthur and Rousseau, 1996) Atheoretical
103	COBRA 2011	Cermagic and Smith (2011)	Qual	Case studies/In depth interviews	<i>Antecedents:</i> Selection (Learning Orientation Skills) - <i>Dimensions:</i> CCA			✓						Human Capital Theory (Becker, 1964; Ng <i>et al.</i> , 2005) Atheoretical
104	IJHRM	Hamori and Koyuncuot (2011)	Quan	Surveys/HRA	<i>Dimensions:</i> Shortest time to get promoted to the top			✓						
105	AJCEB	Konamballi <i>et al.</i> (2011)	Qual	In-depth interviews	<i>Antecedents:</i> HCNs' Support, Job Parameters, Organizational Completion of IA, Job Satisfaction, Performance <i>Dimensions:</i> CCA, CCA	✓		✓				✓		
106	AJEM	Lai (2011)	Quan	Survey/MRA	<i>Antecedents:</i> Selection, Training, Family Support (Specialty Capacity, Interface Ability, Leadership, Family Status and Cultural Perception) <i>Antecedents:</i> Person-Organization Fit, Psychological Climate, CCA, Personality Traits, Innovative Climate - <i>Dimensions:</i> Performance			✓						Atheoretical
107	AJEM	Lee and Wu (2011)	Quan	Survey	<i>Antecedents:</i> Person-Organization Fit, Psychological Climate, CCA, Personality Traits, Innovative Climate - <i>Dimensions:</i> Performance			✓						Psychological Climate Theory (James and Seale, 1981) and Personality-Job Fit Theory (Holland, 1997)

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108	JMP	Manson and Carr (2011)	Quan	Survey/ANOVA MANCOVA/RA	Antecedents: Demands-Abilities Fit, Supplies-Values Fit, Perceived Fit - <i>Dimensions</i> : Job Satisfaction, Work Engagement, Success of multiple stakeholders is the ultimate expatriate's success	✓			✓				Theory of Vocational "Fit" (Bretz and Judge, 1994)
109	IJHM	Miao <i>et al.</i> (2011)	Qual	In-depth semi-structured interviews	<i>Dimensions</i> : CCA, Turnover Intention, Performance				✓				Atheoretical
110	IJHRM	Partie and Parks (2011)	Quan	Survey/RA	Antecedents: Psychosocial Support, Expatriates' developmental networks - <i>Dimensions</i> : CCA				✓		✓		Atheoretical
111	CDI	Shen and Kraam (2011)	Qual	In-depth interviews	Antecedents: Salient Factors, Person Factors, System Factors - <i>Dimensions</i> : Performance				✓				Atheoretical
112	JWB	Soltani and Wilkinson (2011)	Qual	Open-ended questions interviews	Antecedents: HCNS' support - <i>Dimensions</i> : CCA, Performance				✓				Institutional Theory (DiMaggio and Powell, 1991; Scott, 1987, 2001; Tolbert and Zucker, 1996)
113	TIBR	Van Baled <i>et al.</i> (2011)	Quan	Experiment (longitudinal study)/ ANOVA	Antecedents: Soft Skills (the need for diversity of ideas, perspectives, cross-cultural experience, and people management), Hard Skills (the specific knowledge and technical expertise), Local spouse increases the chance of the expatriate to have better networking in the host country - <i>Dimensions</i> : CCA				✓				Atheoretical
114	GBOE	Arp (2012)	Qual	Case studies	MANCOVA				✓				Atheoretical
115	JMD	Cao <i>et al.</i> (2012)	LR	-	Antecedents: Selection (Career Capital, Protean Career Attitude, CQ), Training - <i>Dimensions</i> : CCA				✓				Career Capital Theory (Arthur <i>et al.</i> , 1995; DeFillippi and Arthur, 1994)
116	TQR	Gupta <i>et al.</i> (2012)	Qual	Open ended questions interview	Antecedents: CCA accompanying spouse - <i>Dimensions</i> : Expatriate's CCA				✓				Atheoretical
117	IJHRM	Harrison and Michailova (2012)	Mix	Semi-structured interviews - Survey	Antecedents: Previous IAs - <i>Dimensions</i> : CCA				✓				Atheoretical

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118	IJHRM	Ishii (2012)	Mix	In-depth interviews - Survey/HRA	<i>Antecedents:</i> Local Identification (through language proficiency and adapting of communication styles of the subsidiary) - <i>Dimensions:</i> CCA, Expatriate's Success	✓	✓	✓	✓	✓	✓	Atheoretical	
119	IJHRM	Kim and Froese (2012)	Mix	Informal interviews - Survey	<i>Antecedents:</i> Willingness to accept IA - <i>Dimensions:</i> Completion of IA, CCA	✓			✓			Role-Identity Salience Theory (Dupuis <i>et al.</i> , 2008)	
120	IJHRM	Lee and Donohue (2012)	Quan	Survey/PA	<i>Antecedents:</i> CCA - <i>Dimensions:</i> Completion of IA, Achieving expected outcomes, On the job effectiveness	✓			✓			Job Performance Theory (Moi <i>et al.</i> , 2005)	
121	IJHRM	Pechler <i>et al.</i> (2012)	Quan	Survey/RA/SEM	<i>Antecedents:</i> Systematic selection expatriate's preparation, Spouse's ability to adjust, Acceptance and Support of HCN	✓		✓				Similarity Attraction Paradigm (Byrne, 1971) and Social Identity Theory (Tajfel <i>et al.</i> , 1971; Tajfel and Turner, 1979; Tajfel, 1981)	
122	Book 11	Toh <i>et al.</i> (2012)	LR	-	<i>Antecedents:</i> CCT (Cultural Sensitivity, Communication, Management) - <i>Dimensions:</i> Knowledge Transfer (Expats, HCNs, Organization)	✓		✓	✓			Social Identity Theory (Tajfel, 1978; Tajfel and Turner, 1979) and Justice Theories (e.g., Blader and Tyler, 2009; Tyler and Lind, 1992; Smith and Tyler, 1996; Leonardelli and Toh, 2011)	
123	JMD	Van Den Bergh and Du Plessis (2012)	Qual	In-depth qualitative interactive FG/ Nvivo	<i>Antecedents:</i> Status, Identity, Motivation to migrate - <i>Dimensions:</i> Career Success	✓			✓			The Adult Learning Theory (Kolb, 1984)	
124	EJIM	Varma <i>et al.</i> (2012)	Quan	Survey/ANOVA	<i>Antecedents:</i> HCN and Expatriate interactions - <i>Dimensions:</i> CCA	✓		✓	✓			Atheoretical	
125	CER	Veach (2012)	LR	-	<i>Dimensions:</i> CCA			✓	✓			Atheoretical	
126	CDI	Cao <i>et al.</i> (2013)	Quan	Survey/SEM	<i>Antecedents:</i> Protean Career Attitude - <i>Dimensions:</i> CCA	✓			✓			The psychic distance theory (Johnston and Valne, 1992), Theory of Reasoned Action (Fishbein and Ajzen, 1975), and Cultural Intelligence Theory (Earley and Ang, 2003)	
127	MRR	Huff (2013)	Quan	Survey/HSPA/HMR	<i>Antecedents:</i> CQ, Language Proficiency - <i>Dimensions:</i> CCA, Willingness to complete IA	✓			✓			Developmental/Contextual Career Theory (Vondracek and Schulerberg, 1989)	

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Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents			Dimensions			Explicit definition of expat. success	Theory/ies employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational		
128	IJHRM	Kim and Tung (2013)	Mix	In-depth interviews - Survey	<i>Antecedents:</i> Expatriate's Position, Expatriates' Expectations, Work-Life Balance <i>Dimensions:</i> Satisfaction with IA	✓		✓	✓			Atheoretical	
129	CDI	Lee et al. (2013)	Quan	Survey/SEM	<i>Antecedents:</i> Social Support (Socialization of HCNs, CQ, Transformational Leadership - <i>Dimensions:</i> Performance, CCA <i>Dimensions:</i> Expatriate ROI	✓		✓		✓		Social Learning Theory (Bandura, 1977) and Social Exchange Theory (Wayne et al., 1997)	
130	GBOE	Mcnulty and Cerr (2013)	Qual	Case study	<i>Antecedents:</i> Goal Congruence (between the sending supervisor and the expatriate) - <i>Dimensions:</i> Performance, Turnover Intention		✓			✓		Psychological Contract Theory (Rousseau, 1989)	
131	IJHRM	Pattie et al. (2013)	Quan	Survey/RA	<i>Antecedents:</i> Family, Work Interface - <i>Dimensions:</i> Family Adjustment	✓			✓			Goal Congruence Theory (Deutsch, 1973; Johnson and Johnson, 1989; Chen et al., 2006) and Leader-Member Exchange Theory (Liden and Maslyn, 1998)	
132	JGM	Schluter and Boerner (2013)	Qual	In depth interviews	<i>Antecedents:</i> Organizational Support Training (Language and Cultural aspect of the host country), Communication between HCNs and expatriates - <i>Dimensions:</i> CCA		✓			✓		Atheoretical	
133	WASJ	Zainol et al. (2013)	Quan	Survey	<i>Antecedents:</i> Selection, Performance <i>Antecedents:</i> POS, HCNs and expatriates' interactions - <i>Dimensions:</i> Career satisfaction, Intention to stay		✓			✓		Atheoretical	
134	IJHRM	Bader and Berg (2014)	LR	-	<i>Antecedents:</i> Protean Career Attitude, Boundaryless Career Attitude, Careerist Orientation - <i>Dimensions:</i> Career Satisfaction, Job Satisfaction, Intention to leave IA			✓				Atheoretical	
135	IJHRM	Bonache and Noethen (2014)	LR	-			✓			✓		Atheoretical	
136	IJHRM	Cao et al. (2014)	Quan	Survey				✓				Social Capital Theory (Bourdieu, 1983) and Theory of Transnational Network for Migrants (Saxenian, 2005)	
137	IJHRM	Cerdin and Le Pargneux (2014)	Quan	Survey					✓			Person-Environment Fit Theory (e.g. Kristof, 1996)	

(continued)

What does expatriate success mean?

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Table A1.

Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents		Dimensions			Explicit definition of expat success	Theory/ies employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal		
138	KSSJ	Danisman (2014)	Qual	In-depth interviews NVIVO	<i>Antecedents:</i> Previous IA's experiences - <i>Dimensions:</i> Expatriate's attitude towards the new culture	✓			✓			Atheoretical
139	Book 12	Hashberger <i>et al.</i> (2014)	LR	-	<i>Antecedents:</i> CCA - <i>Dimensions:</i> Performance, Retention, Career Satisfaction	✓		✓				Person-Environment Fit Theory (eg. Krusopf, 1996) and Theory of Work (Davis and Loquist, 1984)
140	JJRM	Jones <i>et al.</i> (2014)	Qual	Semi-structured interviews/Open, axial and selective coding	<i>Antecedents:</i> Training targeting managerial decision-making, Organizational culture, Management vision, International market mind-set		✓					Personality Trait Theory (Ewen, 1988)
141	JCPS	Kishori and Kumar, (2014)	LR	-	<i>Dimensions:</i> CCA, Performance, Completion of IA			✓				Atheoretical
142	APBR	Lauring and Schner (2014)	Quan	Survey/ANCOVA ANOVA	<i>Dimensions:</i> CCA, Time to proficiency, Performance, Satisfaction			✓				Atheoretical
143	Book 9	Lee and Kartika (2014)	Quan	Survey/CFA/RA	<i>Antecedents:</i> Individual factors, Family factors, Social factors - <i>Dimensions:</i> CCA, Performance, Knowledge Transfer, Innovation Work Behaviour	✓			✓			Social Learning Theory (Bandura, 1977), Family System Theory (Bowen, 1978) and Spillover Theory (Pleck, 1977)
144	JGM	Supangco and Mayrhofer (2014)	Quan	Survey/RA	<i>Antecedents:</i> Self-efficacy, Role conflict, Role discretion, Supervisory support, POS - <i>Dimensions:</i> Satisfaction, CCA				✓			Atheoretical
145	SAJRM	Valk <i>et al.</i> (2014)	Qual	In-depth interviews/ Kodani 1,2	<i>Dimensions:</i> Work-family balance, Self-satisfaction, Contribution to the family and home country society				✓			Career Capital Theory (Arthur <i>et al.</i> , 1995; DeFillippi and Arthur, 1994)
146	SOSE	Windarti <i>et al.</i> (2014)	Qual	In-depth interviews	<i>Dimensions:</i> CCA			✓				Atheoretical
147	EDP Sciences	Zainol <i>et al.</i> (2014)	Quan	Survey	<i>Dimensions:</i> CCA			✓				Atheoretical
148	IJOA	Amazrouei and Zacca (2015)	Qual	Structured face-to-face interviews	<i>Antecedents:</i> Leadership (Enhanced by EI)							Atheoretical
149	SBS	Araci (2015)	MA	-	<i>Antecedents:</i> Selection, Training (Intercultural), Organisational and Social Supports - <i>Dimensions:</i> Performance		✓			✓		Atheoretical

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						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational			
150	JSD	Bartolo-Ribeiro and Andrade (2015)	LR	-	<i>Antecedents:</i> Selection (Knowledge, Skills and Abilities)	✓								Atheoretical
151	JGM	Canhail <i>et al.</i> (2015)	Qual	Semi-structured interviews/content analysis	<i>Dimensions:</i> Job and Personal well-being, Satisfaction, Withdrawal Cognition, Premature Termination, Performance		✓				✓		✓	Atheoretical
152	IJIR	Chen (2015)	Quan	Survey/HRA	<i>Antecedents:</i> CCA (affected by CQ) - <i>Dimensions:</i> Organizational Commitment, Job Satisfaction, Turnover Rate, Performance			✓				✓		Atheoretical
153	JGM	Davies <i>et al.</i> (2015)	Quan	Survey/CFA/ ANCOVA	<i>Antecedents:</i> Spouse's Adjustment Status - <i>Dimensions:</i> CCA	✓								Relational Demography Theory (Tsui and O'Reilly, 1989)
154	JCHRM	Gallego-Toledo (2015)	Qual	Case study	<i>Antecedents:</i> Well-being, Job satisfaction, Performance, Trainings - <i>Dimensions:</i> Organizational Commitment, Job Commitment		✓					✓		Atheoretical
155	IJIR	Gibson <i>et al.</i> (2015)	LR	-	<i>Antecedents:</i> Targeted expatriate's expectation - <i>Dimensions:</i> CCA			✓						Atheoretical
156	IJHRDM	Howe-Walsh <i>et al.</i> (2015)	LR	-	<i>Dimensions:</i> Performance, Completion of IA			✓						Atheoretical
157	JWB	Iram <i>et al.</i> (2015)	Quan	Survey	<i>Antecedents:</i> Language proficiency - <i>Dimensions:</i> CCA			✓						Atheoretical
158	BJM	Kawai and Mohr (2015)	Quan	Survey/CA/HRA	<i>Antecedents:</i> Role ambiguity, Role novelty, Organizational support, Supervisor support			✓						Role Theory (Katz and Kahn, 1979)
159	IJHRM	Kempen <i>et al.</i> (2015)	Quan	Survey/CFA/BCs/HRA	<i>Antecedents:</i> Role over load, Role ambiguity, Work-family, CCA		✓							Atheoretical
160	Book 4	Korner (2015)	LR	-	<i>Antecedents:</i> Spouse's adjustment status - <i>Dimensions:</i> CCA			✓						Atheoretical
161	PJMES	Krishnaveni and Arthi (2015)	Qual	In depth interviews	<i>Antecedents:</i> Organizational support, CCT - <i>Dimensions:</i> Performance			✓					✓	Atheoretical

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Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents			Dimensions			Explicit definition of expat success	Theory/es employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational		
162	Book 4	Lazarova <i>et al.</i> (2015)	Quan	Survey	<i>Antecedents:</i> Spouse and family adjustment, Willingness to go on IA- <i>Dimensions:</i> Completion of IA, CCA, Performance	✓	✓	✓	✓	✓	✓	Work/Life Balance (Greenhaus and Beutell, 1985; Greenhaus and Powell, 2003, 2006), Family Systems Theory (Caligiuri <i>et al.</i> , 1998), b; Olson, 1993; Rosenbusch and Cseh, 2012) Crossover Theory (Westman, 2001; Westman <i>et al.</i> , 2004) and the Job Demands-Resources Model (Bakker and Demerouti, 2007; Demerouti <i>et al.</i> , 2001; Kanasek, 1979)	
163	APJHR	Li and Jackson (2015)	Qual	In-depth interviews	<i>Dimensions:</i> CCA	✓			✓			Theory of Anxiety and Uncertainty Management in Intercultural Communication (Gudykunst and Ting-Toomey, 1988; Gudykunst 1993, 2005) Symbolic Leadership Theory (Winkler, 2010)	
164	JGM	Linder (2015)	Mix	Personal interviews and expert interviews - Survey/ PLS-SEM	<i>Antecedents:</i> Leadership - <i>Dimensions:</i> CCA	✓			✓			Atheoretical	
165	Book 1	Morley and Parkinson (2015)	Qual	In-depth interviews/ Analytic induction approach followed by coding and generation of meaning	<i>Antecedents:</i> Personal Attributes, Knowledge and skills, Effective management of operations	✓		✓				Atheoretical	
166	JWB	Ren <i>et al.</i> (2015)	Quan	Survey/Multiple RA/Logistic RA	<i>Antecedents:</i> Engagement - <i>Dimensions:</i> Performance	✓				✓		Self-Determination Theory (Ryan and Deci, 2000) and Relative Deprivation Theory (Crosby, 1976; Martin, 1981) Integral Theory of Ken Wilber (1995, 2000, 2016)	
167	JGM	Saloman (2015)	Qual	IPA/Semi-structured interviews	<i>Antecedents:</i> Coaching					✓		Atheoretical	
168	IJHRM	Shen and Jiang (2015)	Quan	Survey/MRA	<i>Antecedents:</i> Expatriate's self-efficacy, Family problems, POS - <i>Dimensions:</i> CCA, Performance (Enhanced by CQ)	✓			✓			Atheoretical	
169	IJOA	Amazrouei <i>et al.</i> (2016)	Qual	Structured face-to-face interviews	<i>Antecedents:</i> Leadership (Enhanced by CQ)	✓						Atheoretical	
170	JGM	Buecker <i>et al.</i> (2016)	Qual	In-depth interviews	<i>Antecedents:</i> Know-why, Know-how, Know-whom - <i>Dimensions:</i> CCA	✓			✓			Atheoretical	

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						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational		
171	JWB	Caligiuri and Bonache (2016)	LR	-	<i>Antecedents:</i> Change in individuals' competences as a function of living and working in another country, Personality characteristics, Motivation for success abroad	✓							Atheoretical
172	IJTD	Caligiuri and Tarque (2016)	Quan	Survey subscale of (NEOPIR) NEO - FFI	<i>Antecedents:</i> Personality traits (eg., Extraversion, Emotional Stability, Agreeableness) Conscientiousness)	✓							Atheoretical
173	JGM	Caligiuri et al. (2016)	Quan	Survey/RA	<i>Antecedents:</i> HCN's Support (depends on his/her ethnocentrism and cultural humility) - <i>Dimensions:</i> Performance	✓				✓			Atheoretical
174	Book 10	Causin and Neervya (2016)	Quan	Survey	<i>Dimensions:</i> Willingness to complete IA					✓			Atheoretical
175	JGM	Denis and Sonesh (2016)	LR	-	<i>Antecedents:</i> CCA, Absorptive Capacity - <i>Dimensions:</i> Task performance, Relationship building, Contextual Performance, Retention	✓			✓	✓			Atheoretical
176	APJHR	Furusawa and Brewster (2016)	Quan	Survey/MRA	<i>Antecedents:</i> Selection, Pre-departure trainings, Organizational support - <i>Dimensions:</i> CCA, Performance					✓			Atheoretical
177	ISBCD-16	Gitonga and Zhang (2016)	LR	-	<i>Antecedents:</i> CQ - <i>Dimensions:</i> CCA, Performance	✓				✓			Atheoretical
178	HRDR	Greer and Sikes (2016)	LR	-	<i>Dimensions:</i> CCA					✓			Atheoretical
179	ISCILO 015	Harjo (2016)	Quan	Survey/MRA	<i>Antecedents:</i> Big 5 personality characteristics, Language proficiency, Leadership and management skills - <i>Dimensions:</i> CCA, Performance	✓				✓			Atheoretical
180	TIBR	Mabeila et al. (2016)	Quan	Survey	<i>Dimensions:</i> Salary development or Promotions					✓			Atheoretical
181	ER	Mamuly and De Cret (2016)	LR	-	<i>Dimensions:</i> Corporate ROI, Individual ROI					✓			Psychological Contract Theory (eg. Pate and Scullion, 2009; Yan et al., 2002)
182	IJCCM	Opjara (2016)	Quan	Survey/HRA/CA	<i>Antecedents:</i> CCA					✓			Atheoretical

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						Individual	Interpersonal	Organizational	Individual	Interpersonal		
183	JMD	Pinto and Araujo (2016)	Qual	Semi-structured interviews/ Thematic content analysis Survey	<i>Antecedents:</i> Interpersonal contacts, Organizational Contacts	✓		✓			Social Capital Theory (Bourdieu, 1985)	
184	HR	Ramaswami <i>et al.</i> (2016)	Quan	Survey	<i>Antecedents:</i> Remuneration (relation between human capital and compensation building) <i>Antecedents:</i> Selection, Training - <i>Dimensions:</i> Expatriate's success <i>Antecedents:</i> Social support by supervisor, Organizational support - <i>Dimensions:</i> Performance, Retention, CCA, Commitment			✓	✓		Human Capital Theory (Becker, 1963) Atheoretical	
185	JIBE	Selvanathan <i>et al.</i> (2016)	Quan	Survey				✓			Stress Management Theories (Ashford and Taylor, 1990; Kahn <i>et al.</i> , 1964; Katz <i>et al.</i> , 1974; Kahn, 1978; Mendenhall, 1974; Lazarova <i>et al.</i> , 2010; Gudykunst and Nishida, 2001), Social Capital Theory (Bourdieu, 1985), Social Networks Theory (Dunn, 1983), Social Learning Theory (Bandura, 1977), Exchange theories (Blau, 1964; Graftlner, 1960), Psychological Contracts Theory (Rousseau, 1995) and Leader-Member Exchange Theory (Liden and Maslyn, 1998)	
186	JGM	Van Der Laken <i>et al.</i> (2016)	SLR	-				✓	✓			
187	JGM	Egliston and Dolles (2017)	Qual	Biographical narrative interviews	<i>Antecedents:</i> Strong mental composure (provided by social support and problem-focused coping strategies) - <i>Dimensions:</i> Performance, CCA	✓		✓		✓	Atheoretical	
188	HRMJ	Foster (2017)	Mix	Interviews - Survey	<i>Antecedents:</i> CCT - CCA			✓			Atheoretical	
189	EMJ	Furnham (2017)	Quan	Surveys/ANCOVA MANCOVA/RA	<i>Antecedents:</i> Personality Characteristics (Less Neurotic, More Extraverted, Agreeable, Openness, Conscientiousness) - <i>Dimensions:</i> CCA			✓	✓		Atheoretical	
190	HRM	Kumarika <i>et al.</i> (2017)	LR	-	<i>Antecedents:</i> Psychological contract (parent and host companies) - <i>Dimensions:</i> Performance, Intention Turnover			✓		✓	Social Exchange Theory (Blau, 1964; Gouldner, 1960)	

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Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents			Dimensions			Explicit definition of expat success	Theory/ies employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational		
191	REEP	Roche (2017)	LR	-	Antecedents: Expatriate selection criteria, Training, Teaching techniques, Family and social Support, Organisation's Support, Compensation	✓		✓					Atheoretical
192	IJSA	Saigob and Bastida (2017)	Quan	Survey/SEA/BC	Dimensions: CCA, Performance, Intention of early returns			✓		✓			Atheoretical
193	IBR	Schmid and Wuster (2017)	Quan	Survey/MRA	Dimensions: Shortest time to get promoted to the top after IAs			✓					Human Capital Theory (Becker, 1993) and Elite Theory (e.g., Mills, 1956; Davis, 1994)
194	BJM	Silbiger et al. (2017)	Quan	Survey/CFA/SEM	Dimensions: Satisfaction, Intention to withdraw			✓		✓			Regulatory Focus Theory (Higgins, 1997)
195	Book 7	Tenzen and Schuster (2016)	LR	-	Antecedents: Relational skills and abilities - Dimensions: Communication			✓					Atheoretical
196	JGM	Baluku et al. (2018)	MA	-	Antecedents: Flexibility, Adaptability Dimensions: Mobility intentions			✓					Atheoretical
197	PJMS	Bednarova et al. (2018)	Quan	Survey	Antecedents: Intercultural Knowledge - Dimensions: CCA			✓					Atheoretical
198	JIEB	Cray et al. (2018)	Qual	Structured interviews/Content analysis	Antecedents: Social intelligence, EQ, CQ			✓					Atheoretical
199	ODJ	Davis et al. (2018)	LR	-	Dimensions: CCA, Performance, Withdrawal cognition			✓					Conservation of Resources Theory (Hobfoll, 1989)
200	IJHRM	Dickmann and Cerdin (2018)	Qual	In-depth interviews/ Focus group	Antecedents: Know-why, Know-how, Know-whom			✓					Intelligent Career Theory (Arthur, Claman and DeFilippi, 1995)
201	SJM	Gutormsen et al. (2018)	Qual	In-depth interviews/ iterative hermeneutical approach	Dimensions: Performance, Career development, Life satisfaction			✓					Atheoretical
202	HRMR	Kang and Shen (2018)	LR	-	Antecedents: HCN's Support - Dimensions: Expatriate's Success	✓							Atheoretical
203	MD	Lee (2018)	Quan	Survey/SEM	Antecedents: Previous IAs - Dimensions: CCA, Performance			✓					Atheoretical
204	AJBER	Sokro and Moet-Lysson (2018)	Quan	Survey	Antecedents: HCN's Support - Success			✓					Atheoretical
205	MEJM	Tahir and Ertek (2018)	Qual	Semi-structured in-depth interviews	Antecedents: CCA, Expatriate's CCT) - Dimensions: Performance			✓					Atheoretical

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						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational		
206	JPA	Tsegaye <i>et al.</i> (2018)	Quan	Survey/SEM	<i>Antecedents:</i> Personal value, Environmental factors - <i>Dimensions:</i> Work engagement	✓							Atheoretical
207	CCSM	Wang and Varma (2018)	LR	-	<i>Antecedents:</i> HCNS: Support - <i>Dimensions:</i> CCA, Performance, Knowledge Transfer		✓						Intergroup Contact Theory (Allport's, 1954)
208	JGM	Weisheit (2018)	SLR	-	<i>Antecedents:</i> International Relocation Mobility Readiness (IRMIR) - <i>Dimensions:</i> CCA, Satisfaction, Willingness to complete IA		✓						Atheoretical
209	MRR	Ahhol and Liu (2019)	Quan	Cross sectional surveys/MLR	<i>Dimensions:</i> CCA, Performance				✓				Atheoretical
210	IJCCM	Byraktar (2019)	Qual	Digital diary method/Rochester Interaction Record method/Inductive content analysis	<i>Antecedents:</i> Social Support - <i>Dimensions:</i> CCA				✓				Atheoretical
211	CCSM	France <i>et al.</i> (2019)	Mix	Semi-structured interviews/FG - Survey/RA	<i>Antecedents:</i> Self-reflection, Cross-cultural awareness	✓							Atheoretical
212	JGM	Gartomsen and Francesco (2019)	Quan	Survey/ MANCOVA/ ANOVA	<i>Dimensions:</i> CCA, Satisfaction, Willingness to complete IA				✓				Atheoretical
213	ITJ	Hanke (2019)	LR	-	<i>Antecedents:</i> Use of motivating language enhances expatriate's cross-cultural efficacy and intrinsic motivation - <i>Dimensions:</i> Expatriate's effectiveness				✓				Motivating Language Theory (Madlock and Sexton, 2015), Self Determination Theory (Deci and Ryan, 1985), and Self-Concordance Theory (Sheldon and Elliot, 1999)
214	SABR	Harry <i>et al.</i> (2019)	Qual	Unstructured Interviews/NVivo 9	<i>Dimensions:</i> (Objective) Number of promotions, Salary increases etc./ (Subjective) Personal judgement like career satisfaction				✓			✓	Human Capital Theory (Becker, 1964) and Bourdieu's Career Theory (Arthur and Rousseau, 1996)
215	CDI	Innessari and Sullivan (2019)	Quan	Survey/CFA	<i>Antecedents:</i> Career adaptability construct - <i>Dimensions:</i> CCA				✓				Career Construction Theory (Savickas, 1997, 2005)
216	RCS	Lin <i>et al.</i> (2019)	Quan	Survey/LISREL model	<i>Antecedents:</i> CCA, Work Stress - <i>Dimensions:</i> Job involvement				✓				Atheoretical
217	TIBR	Van Bakel and Salzbrenner (2019)	Mix	Podcast/In-depth interviews - Survey	<i>Antecedents:</i> Motivation, FOS, CCT - <i>Dimensions:</i> CCA				✓				Atheoretical

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218	IJHRM	Van Bakel (2019)	LR	-	<i>Antecedents:</i> HCNs' and expatriates' interactions - <i>Dimensions:</i> CCA, Performance	✓			✓			✓	Atheoretical
219	HRMR	Van Der Laaken <i>et al.</i> (2019)	MA	-	<i>Antecedents:</i> Social support - <i>Dimensions:</i> CCA (proximal), Commitment (proximal), Performance (long term), Retention (long term)	✓			✓			✓	Social Exchange Theory (e.g., Gouidner, 1960; Kurtzess <i>et al.</i> , 2017; Kaabe and Behr, 2003; Rousseau, 1985; Seers, 1989) and Anxiety/Uncertainty Management Theory (Gudykunst and Nishida, 2001)
220	JGM	Wan (2019)	Qual	In-depth interviews/Asynchronous emailed interviews	<i>Antecedents:</i> Selection (Big Five personality traits of openness, conscientiousness, extraversion, agreeableness, and emotional stability), training (cultural diversity), Willingness for expatriation - <i>Dimensions:</i> Motivation	✓			✓				Atheoretical
221	SAJEMS	Webber and Vogel (2019)	Quan	Survey	<i>Antecedents:</i> Preparation, Support and training of the spouse - <i>Dimensions:</i> CCA of the spouse, Satisfaction of the spouse	✓			✓	✓			Atheoretical
222	HRH	Alulshidin <i>et al.</i> (2020)	Qual	Case Study	<i>Antecedents:</i> Selection, Training			✓					Atheoretical
223	JGM	Arokasamy and Kim (2020)	Quan	Survey	<i>Antecedents:</i> EQ, CQ - <i>Dimensions:</i> CCA	✓			✓				Atheoretical
224	THEMR	Bianco and Sastre Castillo (2020)	Quan	HMR	<i>Antecedents:</i> Education, Training, Experience - <i>Dimensions:</i> Performance, Rewards	✓			✓			✓	Human Capital Theory (Becker, 1979)
225	TIBR	Dang and Rammal (2020)	LR	-	<i>Antecedents:</i> Interpersonal relationships between expatriates and HCNs, families of expats relationships in the host country - <i>Dimensions:</i> CCA	✓			✓				Family Systems Theory (Bowen, 1978)
226	JIM	Dmitrova <i>et al.</i> (2020)	Quan	Survey/MRA	<i>Antecedents:</i> CCA (influenced by Cultural novelty, Supervisor's support, Job decision latitude) - <i>Dimensions:</i> Career satisfaction	✓			✓				Job Demands-Resources Theory (Demerouti <i>et al.</i> , 2001)
227	JGM	Faeh and Kintler (2020)	SLR	-	<i>Antecedents:</i> Certain skills, Right motivation to work in a hostile environment - <i>Dimensions:</i> CCA	✓			✓				Atheoretical

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228	Book 8	Froese and Peltokorpi (2020)	Quan	Survey/ANOVA	<i>Dimensions:</i> CCA, Work Attitudes				✓			Conservation of Resources Theory (Hobfoll, 1989)	
229	JITC	Kim (2020)	Quan	Survey	<i>Antecedents:</i> CCT (enhances CQ) - <i>Dimensions:</i> CCA		✓					Transformative Learning Theory (Cranton, 1994-1996; Mezirow, 1991-1992; 1996-1997), Connectionism Theory (Thorndike, 1910) Atheoretical	
230	Book 8	Mello et al. (2020)	LR	-	<i>Dimensions:</i> [Objective] Number of promotions, Salary increases etc/[Subjective] Personal Judgement-like career satisfaction				✓		✓		
231	MRR	Pinto et al. (2020)	Quan	Survey	<i>Antecedents:</i> Confidence - <i>Dimensions:</i> CCA, Performance				✓			Achievement Goal Theory (Kanter et al., 2017) and Expectancy-Value Theory (Atkinson, 1964)	
232	MOR	Ren et al. (2020)	Quan	Survey	<i>Dimensions:</i> CCA, Performance, Commitment, Retention				✓			Social Capital Theory of Career Success (Lin, 1995; Seibert et al., 2001) and Intelligence Theory (Sternberg, 1996; Sternberg and Detemman, 1986) Atheoretical	
233	CP	Setti et al. (2020)	Quan	Survey/CFA	<i>Antecedents:</i> CCA (affected by CQ) - <i>Dimensions:</i> Performance				✓				
234	CCSM	Vora and Kainzbauer (2020)	Qual	In depth interviews/ FG/NVIVO 10	<i>Antecedents:</i> Humanistic leadership style - <i>Dimensions:</i> Better Communication within the leader and the team						✓	Humanistic Leadership Theory (eg. Avolio et al., 2006; Duh et al., 2014; House and Aditya, 1997; Zhu et al., 2019) Atheoretical	
235	Book 8	Waxin and Brewster (2020)	LR	-	<i>Dimensions:</i> [Objective] Number of promotions, Salary increases etc/[Subjective] Personal Judgement-like career satisfaction				✓				
236	JJOA	Wu et al. (2020)	Quan	Survey	<i>Antecedents:</i> Trust, Social capital, Knowledge sharing behaviour - <i>Dimensions:</i> Financial Performance				✓			Atheoretical	
237	EBPJ	Zainol et al. (2020)	LR	-	<i>Antecedents:</i> Psychological comfort - <i>Dimensions:</i> CCA				✓			Atheoretical	
238	IJEM	Bashir et al. (2021)	Quan	Survey/PLS-SEM	<i>Antecedents:</i> Psychological contract - <i>Dimensions:</i> CCA, Commitment, Intrinsic career success				✓			Signaling Theory (Spence (1973) and Motivation Theory (Maslow, 1943)	

(continued)

Serial	Source	Authors (year)	Method	Tools	Study foci	Antecedents			Dimensions			Explicit definition of expat success	Theory/ies employed
						Individual	Interpersonal	Organizational	Individual	Interpersonal	Organizational		
239	IJBSAM	Chan <i>et al.</i> (2021)	Quan	Survey/ANOVA/PLSSEM	Antecedents: POS, HCN's Support (Role Information/Social Support) - Dimensions: CCA	✓	✓	✓	✓	✓	✓	Conservation of Resources Theory (Hobfoll, 1989)	
240	IJHRM	David <i>et al.</i> (2021)	Quan	Survey/Bias-corrected bootstrapping	Antecedents: POS, FSOP, Organizational CQ, Gender - Dimensions: CCA, Commitment, Career Satisfaction, Community Embeddedness	✓	✓	✓	✓	✓	✓	Strategic Human Resource Management Theory (Wright and McVahlan, 1992)	
241	JGM THEMR	Doke <i>et al.</i> (2021)	Qual	In-depth interviews	Antecedents: Organisational support (financial support, Housing relocation assistance, Schooling support for children, Career counselling for partners) Pre-departure trainings - Dimensions: CCA	✓	✓	✓	✓	✓	✓	Gender Role Theory (Eagly, 1987) and Job Demands Resources (JDR) model (Bakker and Demerouti, 2007)	
242	ECKM	Gardim <i>et al.</i> (2021)	Qual	Case Study/Semi-structures interviews	Antecedents: Selection, Knowledge Management	✓	✓	✓	✓	✓	✓	Atheoretical	
243	JWB	Lazarova <i>et al.</i> (2021)	Quan	Survey/CFA/MLR	Dimensions: (Objective) Number of promotions, Salary, Increases/ (Subjective) Personal Judgement like career satisfaction	✓	✓	✓	✓	✓	✓	Conservation of Resources Theory (Hobfoll, 1989)	
244	IJHRM	Marques <i>et al.</i> (2021)	Quan	Survey/PLSSEM	Antecedents: Responsible leadership - Dimensions: CCA, Performance	✓	✓	✓	✓	✓	✓	Responsible Leadership (Pless and Maak, 2012) and Social Identity Theory (Tajfel, 1978; Tajfel and Turner, 1979) Atheoretical	
245	JGM THEMR	Ray and Maheshwari (2021)	Qual	Semi-structured interviews/NVivo 8	Antecedents: Social Support from various domains (Community, Family and Work) - Dimensions: CCA, Success	✓	✓	✓	✓	✓	✓	Atheoretical	
246	EJTD	Tahir (2021)	Qual	In-depth unstructured interviews/NVivo	Antecedents: Knowing the novel culture and business's norms in the subsidiary	✓	✓	✓	✓	✓	✓	Atheoretical	
247	JGM THEMR	Valk (2021)	Qual	Interviews and self-reports/Kodani 1.2	Antecedents: Competencies, Knowledge, Skills, Abilities, Other characteristics - Dimensions: CCA, Completion of IA	✓	✓	✓	✓	✓	✓	Human Capital Theory (Becker, 1964, 2002)	
248	IJPE	Zhang <i>et al.</i> (2021)	Quan	Survey/DEA/SEM/DT	Antecedents: Selection (DT)	✓	✓	✓	✓	✓	✓	Cultural Dimensions Theory (Hofstede, 1980, 2001)	
249	IJM	Zhou (2021)	Mix	Cases/Interviews/Observation - Surveys/Harman's single-factor test/CFANIRA	Antecedents: Psychological Contract of expats and MNCs	✓	✓	✓	✓	✓	✓	Psychological Contract Theory (Rousseau, 1989)	
					122 2/6	63 2/6	156 2/6	80 2/6	112 2/6	17 2/6	31 2/6	82 2/6	

Note(s): The acronyms are tabulated in Table 2 below

What does expatriate success mean?

Table A1.

Table A2.
List of manuscripts explicitly defining expatriate success

Serial Source	Authors (year)	Method	Definition of Expatriate's success (ES)	Levels	Key terms	Specific terms referring to success	Type of expats	Theory/ies employed
1	NAEM Aycan (1997)	LR	...“Therefore, the two most critical criteria of “expatriate success” are adjustment and performance.” The author links the acculturation process to the adjustment of the expatriate and highlights the importance of studying the process from the Individual and organisational levels	Individual and organisational	Adjustment Performance	Expatriate success	OE	Social Exchange Theory (Homans, 1958), Vernon's Life Cycle Theory (Vernon, 1966), Social Learning Theory (Bandura, 1977) and Adaptation-Level Theory (Helson, 1964) Theory of Expatriate Performance, including contextual, managerial, technical and expatriate-specific dimensions is proposed based on (Campbell <i>et al.</i> , 1993) Atheoretical
2	NAEM Caligiuri (1997)	Quan	The author suggests the following: the three most common criteria for evaluating expatriate success have been: (1) completion of the foreign assignment, (2) cross-cultural adjustment and (3) performance on the foreign assignment	Individual and organisational	Completion of the IA Adjustment Performance	Success in the IA	OE	
3	LODJ Jordan and Cartwright (1998)	LR	..“In expatriation, success can be defined as a successful cultural adjustment that leads to personal growth as much as it can be defined as high performance at work.”	Individual and organisational	Adjustment Performance	Expatriate success	OE	

(continued)

Serial Source	Authors (year)	Method	Definition of Expatriate's success (ES)	Levels	Key terms	Specific terms referring to success	Type of expats	Theory/ies employed
4	HRM Porter and Tansky (1999)	LR	<p>"Success can be defined in many ways. Here we consider success to the organisation in terms of the expatriate achieving specific objectives. These objectives would often include some financial goals but might also be in the form of market share gain, introducing a new product or service, cycle time improvements, or quality objectives. Accomplishing the stated business objectives will require interaction with people in the host country, so it is unlikely to happen unless the manager assimilates. To avoid unnecessary expense, it is also crucial that the Individual complete the entire term of the assignment, which is more likely if both the employee and his/her family view the experience positively and have expectations for career benefit following the assignment. Although the assimilation, the endurance, the psychological factors and the career expectations can be considered success outcomes in their own right (Gregersen, 1992), we regard all of these as contributing factors to whether the expatriate achieves assigned business objectives."</p> <p>"Consistent with this converging view of expatriate success, we define success in terms of expatriate adjustment, commitment to the organisation, job performance and intentions to complete the assignment."</p>	Organisational	Completion of the IA Achieving organisational goals	Success in the IA	OE	Atheoretical
5	JM Kraimer and Wayne (2004)	Quan		Individual and organisational	Adjustment Commitment to the organisation Performance Intention to complete IA	Expatriate success	OE	Atheoretical

(continued)

What does expatriate success mean?

Table A2.

Table A2.

Serial Source	Authors (year)	Method	Definition of Expatriate's success (ES)	Levels	Key terms	Specific terms referring to success	Type of expats	Theory/ies employed
6 JTM	Harcar and Harcar (2004)	LR	In this study, expatriate women's success is defined with two variables, job withdrawal and work performance, which are affected by family issues and HR policies ... "Consequently, at the Individual level, the research reported here considers four success indicators: (1) cross-cultural adjustment, (2) performance evaluation, (3) complete a full term of the assignment and (4) life satisfaction." ... "How effective is the expatriate during his/her stay? How long does the expatriate stay with the company after repatriation? What knowledge has the expatriate gained and how is the company institutionalising and using that knowledge?"	Organisational	Job withdrawal intentions Performance	Expatriate success	OE	Spillover Theory (Pleck, 1977)
7 CDI	Gabel <i>et al.</i> (2005)	Mix		Individual and organisational	Adjustment Performance Completion of the IA Life satisfaction	Success in the IA	OE	Atheoretical
8 SMR	Varner and Palmer (2005)	LR		Individual and organisational	Expatriate's effectiveness during the IA Expatriate's tenure after repatriation Expatriate's Knowledge gain Organisation's use of expatriate's gained knowledge	Expatriate success	Not Specified	Atheoretical
9 Book 6	Van Vianen <i>et al.</i> (2008)	LR	"Expatriates who remain in their assignments until the end of the term (attendance), meet the performance standards and adjust to the new culture (satisfaction, well-being) are considered as the most successful ones"	Individual and organisational	Meeting performance standards Adjustment	Expatriate success	Not Specified	Atheoretical

(continued)

Serial Source	Authors (year)	Method	Definition of Expatriate's success (ES)	Levels	Key terms	Specific terms referring to success	Type of expats	Theory/ies employed
10	GBOE McMully (2008)	Qual	The author proposes a definition and a method of ROI calculation using expatriates. In fact, in this article, "expatriate ROI" is defined as "a calculation in which the financial and non-financial benefits to the firm are compared with the financial and non-financial costs of the international assignment, as appropriate to the assignment's purpose." "Individual success during expatriation and repatriation encompasses what we call career success, job success and development success. We also propose to measure IA success at the organisational level during expatriation and repatriation by performance."	Organisational	Expatriate's ROI: financial and non-financial benefits to the firm vs the financial and non-financial costs incurred by the organisation	Expatriate success	OE	Atheoretical
11	HRM Cerdin and Le Pargneux (2009)	LR	"Individual success during expatriation and repatriation encompasses what we call career success, job success and development success. We also propose to measure IA success at the organisational level during expatriation and repatriation by performance."	Individual and organisational	Career success Job success Development success Performance Retention of employees	Expatriate success in the IA	OE	Theory of Fit (e.g. Kristof, 1996), Human Capital Theory (Becker, 1964) and Signal Theory (Spence, 1973) Atheoretical
12	IJHRM Traavik and R�chardsen (2010)	Quan	Objective career success was defined by extrinsic, visible outcomes such as earnings or promotions, whereas subjective career success was defined by intrinsic outcomes such as career and job satisfaction	Individual	Objective outcomes (earnings and promotions) Subjective outcomes (career and job satisfaction)	Career success	OE/SIE	Atheoretical
13	IJHRM Pattie and Parks (2011)	Quan	"... three outcomes that are critical measures of expatriate success: adjustment, turnover intentions and expatriate performance."	Individual and organisational	Adjustment Turnover intentions	Expatriate success	OE	Atheoretical
14	IJHRM Hamori and Koyuncu (2011)	Quan	This paper focuses on the career success of expatriates and defines it as the shortest time to get promoted to the top	Individual	Performance Shortest time to get promoted to the top	Career success	OE	Human Capital Theory (Becker, 1964; Ng et al., 2005)

(continued)

What does expatriate success mean?

Table A2.

Table A2.

Serial Source	Authors (year)	Method	Definition of Expatriate's success (ES)	Levels	Key terms	Specific terms referring to success	Type of expats	Theory/ies employed
15 AOM 2011	Cerdin and Dickmann (2011)	Quan	The authors explored two success criteria from an Individual perspective: career satisfaction and job satisfaction. Moreover, from the organisational perspective, they evaluated the expatriate's intention to leave the organisation as a measure of IA success (failure)	Individual and organisational	Career satisfaction Job satisfaction Intention to leave the organisation	Success in the IA	OE	Person-Environment Fit Theory (e.g. Kristof, 1996) and the Boundaryless Career Perspective (e.g. Arthur and Rousseau, 1996)
16 TIBR	Van Bakel et al. (2011)	Quan	"It is therefore important to include both cross-cultural adjustment and performance in studies concentrating on the determinants of the success of international assignments."	Individual and organisational	Adjustment Performance	Success in the IA	Not Specified	Atheoretical
17 Book 11	Toh et al. (2012)	LR	".. If an expatriate assignment is truly successful, the expatriate should gain knowledge and experience, the HCN should gain knowledge and career capital and the organisation should benefit both because of the successful transfer of information that motivated the assignment in the first place, but also from the career capital gained by all of its employees"	Individual, interpersonal and organisational	Expatriate's knowledge and experience gain HCN's knowledge and career capital gain Organisation's successful transfer of information	Expatriate success Expatriate failure	Not Specified	Social Identity Theory (Tajfel, 1978; Tajfel and Turner, 1979) and Justice Theories (e.g. Blader and Tyler, 2008; Tyler and Lind, 1992; Smith and Tyler, 1996; Leonardelli and Toh, 2011)

(continued)

Serial Source	Authors (year)	Method	Definition of Expatriate's success (ES)	Levels	Key terms	Specific terms referring to success	Type of expats	Theory/ies employed
18	APBR Lauring and Selmer (2014)	Quan	..The evaluation of an IA (whether successful or failure) can be approached from two perspectives or two different levels. At the Individual level, the main concern is the expatriate. Expatriate retention, Individual performance or cross-cultural adjustment are some factors related on an Individual level (e.g. Caligiuri, 1997, 2000; Takeuchi <i>et al.</i> , 2002). On the other hand, organisational perspectives are concerned with the effectiveness of the international human resources strategies practised in the organisation. Recruitment, selection and compensation are some examples of these strategies and return investments.” “... this study will primarily deal with four basic variants: work adjustment, time to proficiency, job performance and job satisfaction.”	Individual and organisational	Job Performance Desire to leave the assignment early Satisfaction	Success in the IA	OE	Atheoretical
19	SAJHRM Valk <i>et al.</i> (2014)	Qual		Individual and organisational	Adjustment Time to proficiency Performance job satisfaction	Expatriate success	SIE	Career Capital Theory (Arthur <i>et al.</i> , 1995; DeFillippi and Arthur, 1994) Atheoretical
20	JGM Canhilal <i>et al.</i> (2015)	Qual	This article defines an expatriate's success from the Individual perspective. Based on the female (India) expatriates interviewed for their career success, they consider having work-family balance, self-satisfaction and contribution to the family and home country society as the outcome of a successful career	Individual and interpersonal	Work - family balance Self-satisfaction Contribution to the family and home country	Career success	SIE	Atheoretical

(continued)

What does expatriate success mean?

Table A2.

Table A2.

Serial Source	Authors (year)	Method	Definition of Expatriate's success (ES)	Levels	Key terms	Specific terms referring to success	Type of expats	Theory/ies employed
21	IJHRDM Howe-Walsh <i>et al.</i> (2015)	LR	A successful expatriation is one where the individual performs effectively in a foreign country and remains for the planned duration and part of successful expatriation includes retaining the repatriate when they return to the home organisation ... "We base our choice of constructs on Harzing and Christensen (2004), who urge the use of the well-established HRM concepts of performance and turnover in evaluating expatriate success or failure." .. "Hence, the current study used withdrawal cognition and job satisfaction as expatriation success."	Organisational	Performance Completion of the IA Repatriation	Success in the IA	Not Specified	Atheoretical
22	HRM Kumarika Perera <i>et al.</i> (2017)	LR	.. "We base our choice of constructs on Harzing and Christensen (2004), who urge the use of the well-established HRM concepts of performance and turnover in evaluating expatriate success or failure." .. "Hence, the current study used withdrawal cognition and job satisfaction as expatriation success."	Organisational	Performance Turnover intention	Expatriate success Expatriate failure	OE	Social Exchange Theory (Blau, 1964; Gouldner, 1960)
23	BJM Silbiger <i>et al.</i> (2017)	Quan	.. "Hence, the current study used withdrawal cognition and job satisfaction as expatriation success." ... "By using time to the top, we apply a recommended measure of career success as previously used in upper echelons research (Cappelli and Hamori, 2005; Sheridan <i>et al.</i> , 1990)."	Individual and organisational	Job satisfaction Intention to withdraw	Success in the IA	Not Specified	Regulatory Focus Theory (Higgins, 1997)
24	IBR Schmid and Wurster (2017)	Quan	.. "Hence, the current study used withdrawal cognition and job satisfaction as expatriation success." ... "By using time to the top, we apply a recommended measure of career success as previously used in upper echelons research (Cappelli and Hamori, 2005; Sheridan <i>et al.</i> , 1990)."	Individual	The shortest time to get promoted to the top after being on IAs	Career success	OE	Human Capital Theory (Becker, 1993) and Elite Theory (e.g. Mills, 1956; Davis, 1994)
25	ODJ Davis <i>et al.</i> (2018)	LR	.. "Expatriate success is often evaluated in terms of expatriate adjustment, job performance and withdrawal cognitions."	Individual and organisational	Adjustment Performance Withdrawal cognitions	Expatriate success	Not Specified	Conservation of Resources Theory (Hobfoll, 1989)

(continued)

Serial Source	Authors (year)	Method	Definition of Expatriate's success (ES)	Levels	Key terms	Specific terms referring to success	Type of expats	Theory/ies employed
26	HRMR Van Der Laaken <i>et al.</i> (2019)	MA	..“We included four success criteria in order to balance between psychological processes and organisational outcomes: expatriates’ adjustment, commitment, performance and retention. We consider adjustment and commitment to be proximal outcomes as they constitute direct psychological responses to received social support. Performance and retention can be regarded as longer-term behavioral responses to social support and can thus be considered more distal criteria of success.”	Individual and organisational	Adjustment Commitment to the organisation Performance Retention	Expatriate success	OE/SIE	Social Exchange Theory (e.g. Gouldner, 1960; Kurtzsis <i>et al.</i> , 2017; Raabe and Beehr, 2003; Rousseau, 1989; Seers, 1989) and Anxiety/ Uncertainty Management Theory (Gudykunst and Nishida, 2001) Human Capital Theory (Becker, 1964) and Boundaryless Career Theory (Arthur and Rousseau, 1996)
27	SABR Harry <i>et al.</i> (2019)	Qual	..“The grouping of career success has been on two continuums. Firstly, career success is a subjective experience associated with psychological success and emphasises career satisfaction (Shaiffer <i>et al.</i> , 2012; Shortland, 2018) and job satisfaction (Hussain and Deery, 2018). Secondly, career success can also be framed as an objective reality, emphasising more on measurable outcomes such as job security, promotions and salary (Egner, 2013; Lee, 2005; Zikic, 2014).”	Individual	Objective measures; Job security, Promotion and Salary Subjective measures; Career and job satisfaction	Career success	SIE	

(continued)

What does expatriate success mean?

Table A2.

Table A2.

Serial Source	Authors (year)	Method	Definition of Expatriate's success (ES)	Levels	Key terms	Specific terms referring to success	Type of expats	Theory/ies employed
28 Book 8	Waxin and Brewster (2020)	IR	<p>..''Career success is defined as the accomplishment of desirable work-related outcomes at any point in a person's career (Arthur <i>et al.</i>, 2005). Career success consists of two dimensions (Ng <i>et al.</i>, 2005): Objective career success includes externally comparable or more tangible indicators of a person's career development, such as salary and promotions (Arthur <i>et al.</i>, 2005); subjective career success refers to a person's internal reflection and evaluation and is often operationalised as career satisfaction (Ng <i>et al.</i>, 2005)''</p>	Individual	Objective measures; Salary Promotions Subjective measures; Career satisfaction	Career success	SIE	Atheoretical

(continued)

Serial Source	Authors (year)	Method	Definition of Expatriate's success (ES)	Levels	Key terms	Specific terms referring to success	Type of expats	Theory/ies employed
29	Book 8 Mello <i>et al.</i> (2020)	LR	<p>.. "Empirical studies of expatriates define career success as the accomplishment of desirable, positive psychological or work-related outcomes as a result of international experiences accumulated over time (Hotbrügge and Ambrosius, 2015; Ng <i>et al.</i>, 2005; Suutari <i>et al.</i>, 2018). In the careers literature, objective career success is defined as factors directly observable by others and measurable in a standardised way, such as salary or promotions (Arthur <i>et al.</i>, 2005; Gunz and Heslin, 2005). Subjective career success is defined as the focal actor's evaluation and experience of achieving career outcomes meaningful to them personally (Ng <i>et al.</i>, 2005; Seibert <i>et al.</i>, 2001; Shockley <i>et al.</i>, 2016), typically measured as career satisfaction (Greenhaus <i>et al.</i>, 1990; Seibert <i>et al.</i>, 2013) or perceived career success (Heslin, 2003; Turban and Dougherty, 1994) and, more recently, as a multidimensional evaluation of career facets, such as growth and development, personal life and authenticity (Shockley <i>et al.</i>, 2016)."</p> <p>.. "Career satisfaction as a measure of career success."</p>	Individual	Objective measures: Promotions Salaries Subjective satisfaction Growth Development Personal Life Authenticity	Career success	SIE	Atheoretical
30	JWB Lazarova <i>et al.</i> (2021)	Quan	<p>.. "Hence, we offer a definition of expatriate effectiveness and success that is more broad than these four criteria and the definitions of Bird <i>et al.</i> (2010), Ross (2011), drawing upon the contributions of aforementioned authors, namely the ability to work effectively and live contentedly abroad."</p>	Individual	Subjective measures: Career satisfaction Ability to work effectively and live contentedly	Career success	OE	Conservation of Resources Theory (Hobfoll, 1989) Human Capital Theory (Becker, 1964, 2002)
31	JGM THEMR	Qual	<p>.. "Hence, we offer a definition of expatriate effectiveness and success that is more broad than these four criteria and the definitions of Bird <i>et al.</i> (2010), Ross (2011), drawing upon the contributions of aforementioned authors, namely the ability to work effectively and live contentedly abroad."</p>	Individual and organisational	Subjective measures: Career satisfaction Ability to work effectively and live contentedly	Expatriate success	Not Specified	

What does expatriate success mean?

Table A2.

Journals

<i>Academy of Management Executive</i>	AME
<i>African Journal of Business and Economic Research</i>	AJBER
<i>African Journal of Business Management</i>	AJBM
<i>Asia Pacific Business Review</i>	APBR
<i>Asia Pacific Journal of Human Resources</i>	APJHR
<i>Australian Journal of Construction Economics and Building</i>	AJCEB
<i>Brazilian Administration Review</i>	BAR
<i>British Journal of Management</i>	BJM
<i>Career Development International</i>	CDI
<i>Clothing and Textiles Research Journal</i>	CTRJ
<i>Commercial Education Research</i>	CER
<i>Competitiveness Review: An International Business Journal</i>	CRIBJ
<i>Cross Cultural and Strategic Management</i>	CCSM
<i>Cross Cultural Management: An International Journal</i>	CCMIJ
<i>Current Psychology</i>	CP
<i>Employee Relations</i>	ER
<i>Environmental Behavior Proceeding Journal</i>	EBPJ
<i>European Journal of International Management</i>	EJIM
<i>European Journal of Personality</i>	EJP
<i>European Journal of Training and Development</i>	EJTD
<i>European Management Journal</i>	EMJ
<i>Global Business and Organizational Excellence</i>	GBOE
<i>Human Relations</i>	HR
<i>Human Resource Development Review</i>	HRDR
<i>Human Resource for Health</i>	HMH
<i>Human Resource Management</i>	HRM
<i>Human Resource Management Journal</i>	HRMJ
<i>Human Resource Management Review</i>	HRMR
<i>Industrial Management</i>	IM
<i>Industrial Management & Data Systems</i>	IMDS
<i>International Business Review</i>	IBR
<i>International Education Journal</i>	IEJ
<i>International Journal of Business Science and Applied Management</i>	IJBASAM
<i>International Journal of Commerce and Management</i>	IJCM
<i>International Journal of Contemporary Hospitality Management</i>	IJCHM
<i>International Journal of Cross-Cultural Management</i>	IJCCM
<i>International Journal of Emerging Markets</i>	IJEM
<i>International Journal of Foresight and Innovation Policy</i>	IJFIP
<i>International Journal of Hospitality Management</i>	IJHM
<i>International Journal of Human Resource Development and Management</i>	IJHRDM
<i>International Journal of Human Resource Management</i>	IJHRM
<i>International Journal of Intercultural Relations</i>	IJIR
<i>International Journal of Lifelong Education</i>	IJLE
<i>International Journal of Management Reviews</i>	IJMR
<i>International Journal of Manpower</i>	IJM
<i>International Journal of Organizational Analysis</i>	IJOA
<i>International Journal of Production Economics</i>	IJPE
<i>International Journal of Retail & Distribution Management</i>	IJRDM
<i>International Journal of Selection and Assessment</i>	IJSA
<i>International Journal of Training and Development</i>	IJTD
<i>International Journal of Value-Based Management</i>	IJVBM
<i>International Trade Journal</i>	ITJ
<i>Journal of Chemical and Pharmaceutical Sciences</i>	JCPS
<i>Journal of Chinese Human Resource Management</i>	JCHRM
<i>Journal of Counseling Psychology</i>	JCP
<i>Journal of Cross-Cultural Psychology</i>	JCCP
<i>Journal of European Industrial Training</i>	JEIT

Table A3.
List of acronyms

(continued)

Journals

What does
expatriate
success mean?

<i>Journal of Global Mobility</i>	JGM
<i>Journal of Global Mobility: The Home of Expatriate Management Research</i>	JGM THEM
<i>Journal of International Business and Economics</i>	JIBE
<i>Journal of International Business Studies</i>	JIBS
<i>Journal of International Education in Business</i>	JIEB
<i>Journal of International Management</i>	JIM
<i>Journal of International Trade & Commerce</i>	JITC
<i>Journal of Management</i>	JM
<i>Journal of Management Development</i>	JMD
<i>Journal of Managerial Psychology</i>	JMP
<i>Journal of Organizational Behavior</i>	JOB
<i>Journal of Psychology in Africa</i>	JPA
<i>Journal of Spatial and Organizational Dynamics</i>	JSOD
<i>Journal of the Textile Institute</i>	JTI
<i>Journal of Transnational Management Development</i>	JTMD
<i>Journal of World Business</i>	JWB
<i>Korean Social Science Journal</i>	KSSJ
<i>Leadership & Organization Development Journal</i>	LODJ
<i>Leadership Quarterly</i>	LQ
<i>Management and Organization Review</i>	MOR
<i>Management Decision</i>	MD
<i>Management Research Review</i>	MRR
<i>Middle East Journal of Management</i>	MEJM
<i>New Approaches to Employee Management</i>	NAEM
<i>Organization Development Journal</i>	ODJ
<i>Personnel Psychology</i>	PP
<i>Personnel Review</i>	PR
<i>Polish Journal of Management Studies</i>	PJMS
<i>Purushartha: A Journal of Management Ethics and Spirituality</i>	PJMES
<i>Revista de Cercetare si Interventie Sociala</i>	RCIS
<i>RURAL. ENVIRONMENT. EDUCATION. PERSONALITY</i>	REEP
<i>Scandinavian Journal of Management</i>	SJM
<i>Singapore Management Review</i>	SMR
<i>Sloan Management Review</i>	SLMR
<i>Social and Behavioral Sciences</i>	SBS
<i>Social Behavior and Personality</i>	SBP
<i>South African Journal of Economic and Management Sciences</i>	SAJEMS
<i>South Asian Journal of Human Resources Management</i>	SAJHRM
<i>Southern African Business Review</i>	SABR
<i>The International Journal of Human Resource Management</i>	IJHRM
<i>The Journal of Corporate Accounting and Finance</i>	JCAF
<i>The Qualitative Report</i>	TQR
<i>Thunderbird International Business Review</i>	TIBR
<i>Training & Development Journal</i>	DJ
<i>Women in Management Review</i>	WMR
<i>World Applied Sciences Journal</i>	WASJ
<i>Zeitschrift für Sozialpsychologie (Journal of Social psychology)</i>	JSP
Proceedings Academy of Management 2011 Annual Meeting - West Meets East: Enlightening, Balancing. Transcending	AOM 2011
European Conference on Knowledge Management (pp. 931-1919). Academic Conferences International Limited	ECKM
Proceedings of the 9th International Conference on System of Systems Engineering Australia, 2014	SOSE
Proceedings of the 26th Annual Conference Association of Researchers in Construction Management	ARCOM 2010
Proceedings of RICS Construction and Property Conference	COBRA 2011

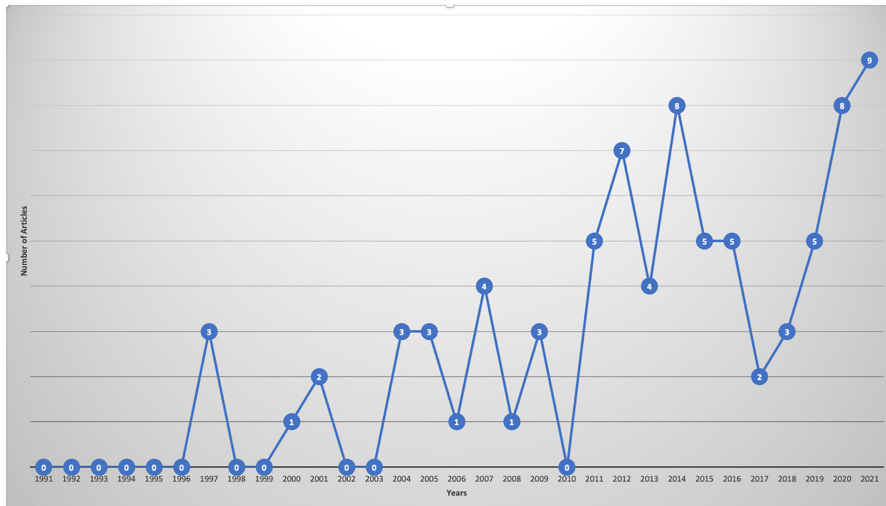
(continued)

Table A3.

Journals	
The First International Symposium on Business Cooperation and Development in South-East and South Asia under B&R Initiative	ISBCD-16
3rd International Seminar and Conference on Learning Organization (ISCLO, 2015)	ISCLO 2015
Books	
International Human Resources Management Challenges and Changes	Book 1
The Routledge Companion to International Business Coaching	Book 2
Challenges of Human Resource Management in Japan	Book 3
Work and Family Interface in the International Career Context	Book 4
New Approaches to Employee Management, Vol. 4. Expatriate Management: Theory and Research	Book 5
The Blackwell Handbook of Personnel Selection	Book 6
Expatriate Management: Transatlantic Dialogues	Book 7
Self-Initiated Expatriates in Context: Recognising Space, Time and Institutions	Book 8
Expert Systems with Applications	Book 9
Handbook of Research on Global Hospitality and Tourism Management	Book 10
The Oxford Handbook of Organizational Socialization	Book 11
Managing Performance Abroad: A New Model for Understanding Expatriate Adjustment.	Book 12
Routledge Studies in Human Resource Development	
Terms	
Structural Equation Modelling	SEM
Bivariate Correlation	BC
Confirmatory Factor Analysis	CFA
Correlation Matrix	CM
Correlational Analysis	CA
Cross-Cultural Adjustment	CAA
Cultural Intelligence	CQ
Data Envelopment Analysis	DEA
Decision Tree	DT
Emotional Intelligence	EQ
Factor Analysis	FA
Family Supportive Work Perception	FSOP
Focus Groups	FG
Harman Single Factor	HSF
Hierarchical Multiple Regressions	HMR
Hierarchical Regression Analysis	HRA
International Assignment	IA
Linear Structural Relation Model	LISREL
	Model
Multidimensional Personality Questionnaire	MPQ
Multiple Linear Regression	MLR
Multiple Regression Analysis	MRA
Multivariate Analyses Of Covariance	MANCOVA
Organisational expatriate	OE
Once-Way Analyses Of Variance	ANOVA
Ordinary Least Squares	OLS
Parallel Analysis	PA
Partial Least Squares Structural Equation Modelling	PLS-SEM
Perceived Organisational Support	POS
Regression Analysis	RA
Self-initiated expatriate	SIE
Structural Equation Analysis	SEA
The Revised Neo Personality Inventory	NEO-PI-R
The Hogan Personality Inventory	HPI
Women As Managers Scale	WAMS

Table A3. Source(s): Authors 'own (2023)

What does
expatriate
success mean?



Source(s): Authors' own (2023)

Figure A1.
Trend of theory's
grounding over
the years

About the authors

Nour R. El Amine is a PhD candidate in Management at the University of Rovira i Virgili in Tarragona (Spain). Her research mainly focuses on expatriates (organisational, self-initiated, military and peacekeeping), how they identify themselves and how that subsequently clarifies how they define success. Nour has presented her work at various conferences such as the British Academy of Management (BAM), European Academy of Management (EURAM), ACEDE - Spanish Academy of Management and others. Nour R. El Amine is the corresponding author and can be contacted at: nour.elamine@estudiants.urv.cat, nourelaminekhalifeh@gmail.com

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