

**The interaction between self-initiate expatriates' motivations to relocate
and assignment success**

Running title: Self-initiated expatriates' motivation and success

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Abstract

This research focuses the interaction between self-initiate expatriates' domain-specific motivations to accept an international assignment and assignment success. The expectancy-value theory is proposed to explore how motivations influence assignment success. Employing a quantitative approach, this study collected data from 139 self-initiate expatriates. Results suggest that the desire to go abroad, self-confidence and career motives are the main motivations, but overall assignment success only partially depends on these initial motivations. Those self-initiate expatriates, who valued an assignment for career motives, reported the highest outcomes on career achievement, adjustment, professional and family accomplishments; but not in overall success. The highest overall success was reported by self-initiate expatriates who valued the assignment for the opportunity to escape from home living, and who were not separated from family. These findings partially support the predictions of the expectancy-value interaction, which contributes to the theory development and have practical implications.

Keywords: self-initiate expatriates, expectancy-value theory, motivation to relocate, assignment success

Introduction

International mobility is assuming an increasing relevance with the globalization process. Expectations of expatriate population growth are high (GMAC, 2011), and yet there is evidence of multinationals (MNCs) difficulties' to attract and retain global talent (GMAC, 2011, Hippler, 2009; Pinto, Cabral-Cardoso and Werther, *forthcoming*). Corporations are progressively relying on alternative types of international assignments to cope with this talent shortage and the pressure to contain expatriation costs, such as business travel, short-term and commuter assignments (Collings and Dowling, 2009; Meyskens, Von Glinow, Werther and Clarke, 2009).

At the same time, the emigration rate for highly skilled migrants has been increasing steadily. The estimated total number of international migrants worldwide, according to an OECD report, over exceeds 110 million migrants (population aged 15 or over), and highly skilled migrants represents over 23 million workers, which is already 21.5% of the whole (Dumont, Spielvogel and Widmaier, 2010). This talent flow means that many developing countries are losing skills, what is referred as “*brain drain*” (Baruch, Budhwar and Khatri, 2007; Forstenlechner, 2010; Pearson, Hammond, Heffernan and Turner, 2012), while developed countries are receiving it, which is named “*brain gain*” (Tung and Lazarova, 2006). This talent flow represents a potential (and large) pool of talent MNCs can use in their global staffing decisions, though organizations are not fully capitalizing on it (Felker, 2011; Pearson et al., 2012). Thus, the issue of knowing what are the main relocation drivers and what are the expectations of these highly skilled and mobile workers is essential to advance the theory and practice of international human resource management (IHRM).

Given the diversity of mobility situations, it is difficult to differentiate between professionals who are qualified immigrants (Zikic, Bonache and Cerdin, 2010), from self-assigned expatriates who relocate on a temporary basis (Suutari and Brewster, 2000). This

self-directed process to undertake an international assignment places a greater responsibility of action and outcomes on the shoulders of these workers. Embarking on an international assignment without any organizational support is indicative of a strong motivational drive. While the literature identifies the factors influencing this decision, there is little evidence on how these factors influence expectations of success (Dickmann, Doherty, Mills and Brewster, 2008). Thus, the present study focuses the motivations and expectations of assignment success, among a diversified sample of self-initiate expatriates, and explores how aligned motivations and expectations are.

To achieve these objectives, the first section attempts to distinguish the concept of self-initiate expatriate from related constructs, and resumes the literature on the factors driving self-initiate expatriates' decision to relocate. The second section, presents the literature on assignment success, drawn on academic research with corporate expatriates. The third section explores the interaction between self-assigned expatriates' motives to relocate and assignment success, through the lens of the expectancy-value theory. This motivational theory predicts a specific domain interaction between motivations and expectations of success, which is empirically explored in this study. The following sections of this paper describe research methods, results, discussion and conclusions. Suggestions for further research and practical implications are also discussed.

What drives self-initiate expatriates to an international assignment?

This question has been frequently raised in the mobility literature. It has been answered through the use of qualitative methods (Al Ariss, 2010; Ferro, 2006; Suutari and Brewster, 2000), quantitative methods (Doherty, Dickmann and Mills, 2011), or a combination (Dickmann et al., 2008). This assessment of motives has moved from a ranking list to

comparisons between self-initiate expatriates versus other categories of international workers (Doherty et al., 2011; Hippler, 2010).

The distinction between expatriates (Inkson, Arthur, Pringle and Barry, 1997), qualified immigrants (Zikic et al., 2010), and self-initiated expatriates (Suutari and Brewster, 2000), is more conceptual than real, as the frontiers between these situations often blur in the work context (Cao, Hirschi and Deller, *forthcoming*). Yet, some conceptual clarity is needed to better account for differences that still persist. The criteria adopted by Inkson et al. (1997) are useful to distinguish expatriation from other forms of international mobility. While the expatriate assignment is initiated and funded by the company, which expects the accomplishment of certain business goals over a limited period of time; qualified immigrants and self-initiate expatriates undertake a foreign work assignment by their own initiative, on a long term or temporary basis. The distinction between qualified immigrants and self-initiate expatriates is often made by the duration of the assignment: undetermined for immigrants and temporary, in the case of self-assigned expatriates (Suutari and Brewster, 2000; Zikic et al., 2010). Likewise, some authors consider that immigrants relocate from developing to developed countries (Al Ariss, 2010; Baruch et al. 2007), mainly by necessity (Al Ariss, 2010; Marfleet and Blustein, 2011); whereas self-initiate expatriates relocate by personal choice (Howe-Walsh and Schyns, 2010; Tharenou and Caulfield, 2010).

International mobility can then assume multiple forms, which may overlap for the same worker, and may differ over time (e.g. it may start as a self-initiated assignment and turn into long-term emigration). Therefore, in this study self-initiated expatriates comprise all professionals (regardless of their qualifications), who have chosen to relocate to another country of his/her choice, to live and work for an undefined extent of time, and who were not transferred by an employer (Suutari and Brewster, 2000; Tharenou and Caulfield, 2010).

This conceptual clarity is helpful in determining what are the motivational factors influencing the relocation decision, as there is evidence that motivations depend on the simultaneous influence of market, social environment, and personal traits and attitudes (Ferro, 2006; Selmer and Luring 2011a; 2011b). Whether one initiate an international assignment by personal choice or external forces, or a mixture of these factors, is relevant. Thus, this study explores the factors influencing the decision to undertake an international assignment, through the viewpoint of self-initiate expatriates.

In determining the motivational drivers of the decision to relocate among self-initiate expatriates, typical drivers were listed and ranked. These motives are related with the desire for adventure, personal challenge and professional development, career prospects, compensation, family and domestic issues, including the need to escape from home country or problems at home (Dickmann et al, 2008; Doherty et al, 2011; Hippler, 2010; 2009; Suutari and Brewster, 2000; Thorn, 2009). Although there is considerable information on the motivations to relocate, conclusions were drawn independently, on data from a limited range of occupations, such as knowledge workers and academics (Felker, 2011; Ferro, 2006; Richardson and Mckenna, 2002, 2006; Selmer and Luring, 2011a, 2011b), from a few national origins, such as Finns (Jokinen, Brewster and Suutari, 2008; Suutari and Brewster, 2000); Australians (Tharenou and Caulfield, 2010) and New Zealanders (Thorn, 2009), and displaced on developed specific locations, such as Japan (Peltokorpi and Froese, 2009) or France (Al Ariss, 2010). Perhaps the most comprehensive approach exploring the motives to relocate is a study by Doherty et al. (2011), who compared company-backed and self-initiate expatriates' motives, along an eight-factor model. According to this study, self-initiate expatriates are more influenced by the location and the host country reputation (p. 602), while career factors are more influential among corporate expatriates. This study confirmed the

influential role of family considerations among self-initiate expatriates, but not the influence of push factors, such as economic necessity or home unemployment.

Following the lead of these results, there are opportunities for further research developments. In particular, this study examines the influence of some push factors, such as the social pressure to relocate (Ferro, 2006; Pinto et al., *forthcoming*; Stahl and Cerdin, 2004); and explores the interface between motivations and expectations of success. The extent to which a self-initiate expatriate is aware of the motives driving his/her decision to relocate is likely to shape his/her success expectations (Dickmann et al., 2008), which is herein advanced through the conceptual lens of motivational theories.

What is a successful international assignment?

With the exception of Cerdin and Pargneux (2009), most models of expatriation success are one-dimensional, accessing success either through the eyes of individuals (Arthur and Bennett, 1995; Shaffer, Harrison, Gregersen, Black and Ferzandi, 2006) or through the lens of organizations (Bonache and Zárraga-Oberty, 2008; McNulty and Tharenou, 2005).

The Cerdin and Pargneux (2009) model combines the career and international assignment literature to explain assignment's success from both the individual and the organizational perspective, along the stages of pre-expatriation, expatriation and repatriation. It is the congruence between the career decision to accept an international assignment and expatriation characteristics, which explains international assignment's success, during expatriation and repatriation. The motivations to go abroad and the free choice to accept an assignment influence career success. Additionally, the better the congruence between individuals' career anchors (e.g. technical/functional, managerial, entrepreneurial creativity, challenge, and internationalism), and the international work environment; the more favorable to international assignment success.

In summary, this model has relevant contributions to advance the debate on what international assignment's success is and how can it be measured and influenced. First, it proposes a multi-faceted approach to measure international assignment success, recognizing that individual and organizational perspectives may differ but are both important. In this model, individual success encompasses career, job and development success; while organizational success involves performance, expertise transfer, employees' retention, network and relationship building. This is clearly an important advancement, regarding the more traditional view of expatriation success as synonymous of cross-cultural adjustment, job performance and retention. Second, this model integrates individuals' career decision (to accept an international assignment before the expatriation), with career anchors and work environment characteristics (during expatriation and repatriation) to explain international assignment's success, both during and after the assignment. Basically, this means that organizations and individuals have to align their mutual interests before, during and after the international assignment, so as to benefit the most from the investment. Finally, the model also proposes a link between developmental success during the expatriation stage and success afterwards, during repatriation, which has been overlooked.

Despite the relevant contributions to the theory, the Cerdin and Pargneux (2009) model did not integrate other individual and demographic variables considered critical to fully understand international assignment's success, among self-initiated expatriates. For instance, by using the theory of fit to explain the relationship between career variables and international assignment's success, the authors put an emphasis on the congruence between individual and organizational perspectives, which is naturally diluted when people move abroad by their own initiative.

Among self-initiate expatriates, career metaphors (Baruch, 2004; Inkson, 2004, 2007) have been used to understand career development, and career success (Cao et al.,

forthcoming; Crowley-Henry, *forthcoming*). For instance, in her recent work, Crowley-Henry (*forthcoming*) highlighted the fact that self-initiate expatriates prioritize different values at different moments in life, so a new metaphor of “*career rivers*” better captures the experienced career challenges and career development (p. 1). Within this context, the success of an assignment, and ultimately the success of an international career, are inherently subjective and depend on the relative importance of factors self-initiate expatriates prioritize, which varies with individual circumstances. In accordance with the career literature, career success can be objective and subjective (Ng, Eby, Sorensen and Feldman, 2005). *Objective success* includes tangible indicators such as salary and promotion, while *subjective success* involves perceptual assessment across individually relevant dimensions, such as career satisfaction. Bearing in mind the intrinsic motivations of most self-initiate expatriates (Doherty et al, 2011) subjective evaluations are expected to be the major success criteria.

In the framework presented herein, self-initiate expatriates’ motivations to relocate, at a certain point in time, serve as the basis against which each person rate the success of the assignment. The term *assignment success* is then defined as the achievement of personally desirable outcomes. According to the literature, this individual outcomes include cross-cultural adjustment, with respect to all facets: work, interaction and general adjustment (Black, Mendenhall and Oddou, 1991; Howe-Walsh and Schyns, 2010); professional and work opportunities (Felker, 2011), career advancement (Jokinen et al., 2008), job satisfaction (Reiche and Harzing, 2010), family development (Richardson, 2004), and no premature return (Reiche and Harzing, 2010). Therefore, the motivations of self-initiated expatriates need to be considered in light of a more holistic approach, as motivations not only influence the choice of an international assignment, as may determine expectations of success, and therefore, the criteria used to rate assignment success.

Applying the expectancy-value theory: how personal motives and goals interact with assignment success?

Several motivation theories describe how motivation influences individuals' choice, persistence and performance (Eccles and Wigfield, 2002). One of these approaches to motivation is the expectancy-value theory (Eccles, Adler, Futterman, Goff, Kaczala, Meece and Midgley, 1983; Eccles and Wigfield, 2002; Wigfield and Eccles, 2000), which is based on the Atkinson expectancy-value model of achievement motivation (Atkinson, 1964). According to the modern expectancy-value theory (Eccles and Wigfield, 2002), individual's beliefs on the value of an activity (e.g. task value beliefs), and expectancies on the ability to perform it, explain individual's choice, expectancies of success and performance. Figure 1 shows one adaptation of the expectancy-value model of achievement motivation (Eccles et al., 1983; Eccles and Wigfield, 2002; Wigfield and Eccles, 2000). It focuses one portion of the model, specifically the constructs of goals and self-schemata and subjective task values, which are assumed to influence the expectancies of success, achievement-related choices and performance.

Insert Figure 1 about here

As can be seen in the figure, personal goals and self-schemata are influenced by perceptions of task demand, ideal self, personal goals and ability beliefs, which in turn, affect the expectations of success, achievement choices and performance. The subjective value of the task, which depends on the perception of its utility and interest, on the incentives involved, and the costs associated with the engagement in the activity, also influences expectations of success, achievement and performance.

This theory has been tested successfully in many empirical research studies, notably in the educational field (see Wigfield and Eccles, 2000, for a review), but have not been applied to the self-initiate expatriate literature. This model would predict that the decision to go abroad, among self-initiate expatriates, is influenced by expatriates' personal goals and expectancies on their ability to succeed, as by subjective beliefs of the value of an international assignment. Also, the subjective evaluation of the assignment success would be positively related with these motivations and values.

Thus, with the expectancy-value theory in mind, this study aims to explore the following research questions:

- What are the main motives to initiate an international assignment, among self-initiated expatriates?
- What are the underlying relationships between the motives to initiate an international assignment and the criteria used to assess its success?

Method

Research approach

The data reported in this study was collected as part of a larger research project, through the use of a web-survey. A variety of methods were utilized for data collection, including: sending email invitations to members of international workers' groups registered in the Facebook and LinkedIn, randomly selecting international assignees from expatriation web sites, and a snowball sampling approach by posting invitations on expatriation discussion lists and pages through the web. These invitations presented the research and explained the general purposes of the study. From all sources, data were collected via the same web-based survey, made available from August to November 2011. Participation was voluntary and replies were anonymous, except for participants who wished to qualify to win a 50€ Amazon gift-card, for which an email address was required.

This sampling procedure limited the sample to respondents with access to internet, who self-selected to participate. Also, it made difficult to determine an accurate response rate, because it was not possible to count potential respondents. However, for the purposes of this study, this procedure was considered cost effective and useful to target respondents not easily available other way.

Questionnaire design

The questionnaire was designed in English, pilot tested through the web with a similar international sample, and refinements were made in accordance with initial feedback. While the survey covered other issues, this paper comprises the three sections reported following.

The first section contains a list of items designed to account for the main motives to relocate. These items were selected from the literature, notably Dickmann et al. (2008), Hippler (2009), and Doherty et al. (2011), who conducted a comparative study on motives of company-backed and self-initiated expatriates. In the present study, the original items of the eight-factors model proposed by Doherty et al. (2011) were included, along with 19 additional items intended to better reflect motives related with expatriates' family (such as providing a multicultural education to children); compensation (such as the compensation package offered and target bonus); host characteristics (such as host climate, safety and security); expatriates' need to distance him/herself from home (such as distance from personal problems/home country routine); and finally motives related with external pressures to relocate (such as feeling compelled by others or by a negative reputation whether he/she has not relocated). Respondents were asked to rate how much influence each item had on their decision to accept an international assignment, on a seven-point Likert scale, ranging from (1) No influence, to (7) Very great influence. This scale format follows Dickmann et al. (2008) and Doherty et al. (2011) design.

The second section collected information on the success criteria used to rate the international assignment. Based on the literature (Reiche and Harzing, 2010), a list of 29 items explored the way respondents rate their present assignment, according to several criteria. A seven-point Likert scale were used, ranging from (1) Far below what I've expected, to (7) Far above what I've expected. In addition, one single item measured the overall success rate of the present assignment, on the same seven-point Likert scale.

Finally, the third section included demographic data, such as age, gender, family situation, education, birth and destination regions, native language, English language fluency, present position, and tenure in the assignment. Respondents were also asked to report their present situation: whether self-initiate expatriate, corporate expatriate, trailing spouse or other. In each section, all items were sorted randomly.

Data analysis

To answer the research questions, a quantitative approach was employed primarily through factorial analyses to reduce the items used in the survey to a more parsimonious set of factors related with the motivations to go abroad and the success criteria. Regression analyses were also chosen to explore the relationship between the research variables (e.g. motivations and success). These analyses were employed instead of structural equation modeling due to the limited sample size ($N = 139$), and concerns about increased power requirements when considering multiple factors. The statistical analyses were carried out using the SPSS statistical computer package and the following procedures were adopted: (1) Principal components analyses (PCA) with varimax rotation were conducted to determine the most appropriate way to reduce data on the motivations and success criteria included in the survey. The resulting factors were subsequently interpreted and used as the main research variables; (2) Descriptive statistics and correlation analyses were conducted for the major components derived from the factor analyses. The means, standard-deviations and inter-correlations were

determined; (3) Multiple regression analyses were computed to assess the extent to which motivations to go abroad predict assignment's success ratings. For the regression analysis, variables were standardized (Cohen and Cohen, 1983) before following a two-step procedure. For each success factor, the demographic variables were entered in step 1, while the motivations to go abroad were entered in step 2.

Research findings

Research participants

The present study uses part of the data collected for a larger research project. The overall dataset included 256 complete replies from international workers, of which 139 were self-initiate expatriates (54.3%), 88 were corporate expatriates (34.4%), and 29 were trailing spouses (11.3%). The surveyed sample reported in this study includes the 139 self-initiate expatriates. Table 1 summarizes the main participants' characteristics.

Insert Table 1 about here

The participants' age averaged 44 years, and they are highly qualified as 89.2% had a college education, or more. The gender split was 56.1% male and 43.9% female, which is similar to other studies with self-initiate expatriates (Doherty et al., 2011; Tharenou and Caulfield, 2010). Most respondents have no children (55.4%), and 9.4% are abroad separated from family. This sample is predominantly European (64%), also relocated within Europe (56.8%). In Europe, the main reported birth countries were UK (13.7%), Andorra (7.9%), France (7.2%) and Portugal (7.2%); while outside Europe respondents were from US (14.4%), New Zealand (4.3%) and Canada (4.3%). The main destinations within Europe were UK (10.8%) and Germany (7.9%), while outside were US (9.4%), Angola (8.6%) and China

(5.8%). The average tenure in the assignment was 4.74 years. At the time of the inquiry, participants occupied mainly professional (34.5%) and management positions (28.1%).

Motives to go abroad

A Principal Components Analysis (PCA) was conducted on the items ascertain to influence respondents' decision to undertake an international assignment. Following Doherty et al. (2011) procedure, a PCA with varimax rotation was used and considered adequate to reduce original data to a set of more manageable factors. The Kaiser-Meyer-Olkin (KMO) coefficient and Bartlett's test of Sphericity were calculated, to determinate the adequacy of the factor analysis. A KMO of 0.867 and a Bartlett's test significant ($p < 0.000$) indicated data adequacy and supported our decision. This analysis produced a model with 12 factors, accounting for 63.71% of the total variance. Overall, the motives influencing expatriates decisions to accept an international assignment can be grouped into 12 components, as summarized in Table 2^a.

Insert Table 2 about here

To test the internal reliability, Cronbach's alpha coefficients were calculated for each scale. All scales revealed good to acceptable internal consistency including the entire scale, whose Cronbach coefficient of 0.93 is excellent. The scales representing factor 6 - *Networking opportunities*, factor 9 - *Escape from home living*, and factor 10 - *Self-confidence*, had coefficients ranging from 0.612 and 0.659, which were considered acceptable, given the small number of items in each scale. The 12-factor model was used in the subsequent analyses, and each component was designated in accordance with the conceptual meaning of the items included.

^a The actual Factor Pattern/Structure Matrix Rotated to the Varimax Criterion can be made available on request

The first component was named *Feeling pressured to relocate*. Alone, it explained 22.44% of data variance and contains eight items, such as: negative impact on my career, whether I've not relocated; losing relevant skills' development, and losing present work networks and prestige/status, whether I've not relocated. The second component was related with *Career motives*, and includes items as professional challenge and prestige of working abroad, or superior career opportunities at destination. The third component was named *Host location characteristics*, and refers to location's cultural characteristics, reputation, standard of living and the desire to live in a particular place. The fourth component, named *Distance oneself from home*, refers the need to leave home or distance from personal or familiar problems. The fifth component focuses the *Family motives* to go abroad, such as providing better opportunities and support to family members, including children multicultural education and partner's willingness to move. The sixth component focuses the *Networking opportunities* carried by an international assignment, such as maintaining personal and professional networks, and the desire to help improve locals' life conditions. The seventh component comprises *Compensation motives*, while the eighth component focuses the *Desire to relocate*. The ninth component was named *Escape from home living* and includes the feeling of being burned out by home job and the need to escape from home unemployment. The tenth component, named *Self-confidence* refers to the judgement of being skilful adapting and living abroad. Finally, the last two components contain single items, and refer the existence of *Close ties between home and destination*, and *Host climate*.

The most influential factors affecting the decision to relocate among self-initiate expatriates were the *desire to relocate* (e.g. desire for adventure and to see the world), the *self-confidence* to adapt and live abroad; and the expected *career benefits* (e.g. destination opportunities for skills and professional development). The mean rating for these three factors

were between 4.26 and 5.14, which suggests a *moderate* to a *considerable influence* in the decision to relocate, according to the scale used.

In order to determine if different origins and destinations originated different motivations to go abroad, several analyses of variance (ANOVA) were undertaken^b. According to birth region, there are two main significant differences, as shown in Figure 2.

Insert Figure 2 about here

As illustrated, those originated from Latin America reported higher career motivations ($F = 2.654$; $p < 0.05$), while North Americans reported higher interest for host climate ($F = 2.480$; $p < 0.05$). There are also some significant differences between destination regions, according to Figure 3.

Insert Figure 3 about here

Self-initiate expatriates living in North America reported higher family motivations ($F = 2.702$; $p < 0.05$) and the need to distance oneself from home ($F = 3.109$; $p < 0.01$), also revealing the feeling of being pressured to relocate ($F = 13.352$; $p < 0.001$). Self-initiate expatriates living in Africa reported higher compensation motives ($F = 6.982$; $p < 0.01$).

These results are generally intuitive and coincidental with previous research (Thorn, 2009), but requires further exploration as the limited number of respondents in some regions (e.g. three in Australia and Oceania and eight in the Middle East) impedes generalizations.

^b The detailed results of these analyses are available upon request to the authors.

Gender did not produce statistically significant differences between respondents, regarding motivations to relocate.

Assignment success

Following a similar procedure, a principal components factor analysis with varimax rotation, was conducted on the items ascertain to rate the assignment by self-initiate expatriates. A KMO of 0.904 and a Bartlett's test significant ($p < 0.000$) indicated data adequacy and supported the decision to proceed with the factor analysis. This analysis produced a 5-factor model, accounting for 69.72% of the total variance. From the original scale, only one item was dropped from the model (e.g. *Encouragement of international mobility among your colleagues*) because it did not load on any factor, and its removal did not affect the scale consistency. To test the internal reliability, Cronbach's alpha coefficients were calculated for each scale and the total scale. All scales revealed good to excellent internal consistency, including the entire scale, whose Cronbach coefficient was 0.94. This 5-factor model was used in the subsequent analyses, and each component was labelled according to the conceptual meaning of the items included. Overall, self-initiate expatriates rate their present assignment along five components, as summarized in Table 3^c.

Insert Table 3 about here

The first component was named *Career accomplishments*. Alone, it explained 20.94% of data variance and contains nine items, such as: compensation, promotion, enlargement of responsibility, career prospects within and outside the current employer, job and general satisfaction, and professional development. The second component relates with the

^c The actual Factor Pattern/Structure Matrix Rotated to the Varimax Criterion can be made available on request

accomplishments carried by the assignment, which were named *Assignment accomplishments*. It focuses on task performance, transfer and utilization of expertise, skill building, learning and growth. The third component was named *Family accomplishments*, and refers to spouse and children interaction and general adjustment to the local environment and life style. The fourth component, named *Withdrawal intentions*, refers the intention to leave the present job, employer, and occupation. Finally, the fifth component focuses the personal *Adjustment* abroad, such as the adjustment to work and general environment, and the adjustment to interacting with locals.

The success factors more positively rated by self-initiate expatriates were adjustment, assignment accomplishments and career achievements. The mean rating for these three factors were between 4.17 and 4.33, which suggests the present assignment is *according to* or *somewhat above what was expected*, according to the scale used.

To determine if different origins and destinations originated different perceptions of assignment success, several analyses of variance (ANOVA) were undertaken^d. According to birth region, only self-initiate expatriates from Asia reported lower overall success ($F = 2.455$; $p < 0.05$); while self-initiate expatriates living in Latin America reported higher career accomplishments ($F = 2.241$; $p < 0.05$) and assignment achievements ($F = 2.389$; $p < 0.05$). No significant differences exist between men and women, regarding assignment success. However, the limited number of observations in certain cells impedes generalizations.

Exploring the relationship between motivations and assignment success

In order to explore the relationship between the motivational factors affecting the decision to relocate and the domain specific factors used to rate assignment success, the scales previously

^d The detailed results of these analyses are available upon request to the authors.

presented were used into a descriptive and correlational analysis, shown in Table 4. Significance levels are based on two-tailed tests.

Insert Table 4 about here

As indicated in Table 4, correlations among research variables are generally small. Demographic variables, such as family situation, age and gender are inter-correlated, as women respondents are younger and single. Age is negatively correlated with education ($r = -0.22$; $p < 0.01$), career motives ($r = -0.22$; $p < 0.05$), and ties between home and host destination ($r = -0.18$; $p < 0.05$). Age is also negatively correlated with career accomplishments ($r = -0.29$; $p < 0.01$), and assignment achievements ($r = -0.26$; $p < 0.01$); suggesting youngest respondents rate better their present assignments in these dimensions. Family situation is negatively correlated with career motivations ($r = -0.21$; $p < 0.05$), and positively associated with family motivations ($r = 0.24$; $p < 0.01$). Respondents with children focused more family motives to relocate than respondents without children, who stress career motives. The motivations to accept an assignment are averagely and positively inter-correlated. The highest correlations are among the perception of being pressured do accept an assignment with the need to distance oneself from home ($r = 0.49$; $p < 0.01$), family motives ($r = 0.52$; $p < 0.01$), and networking opportunities ($r = 0.45$; $p < 0.01$). Also, the motivation to distance oneself from home is positively correlated with the need to escape from home living ($r = 0.48$; $p < 0.01$). Finally, career motivations are positively and significantly correlated with all other motivations, except with host climate ($r = 0.07$; ns), and the need to distance from home ($r = 0.14$; ns). Success factors are also positively inter-correlated, in particular career and assignment accomplishments ($r = 0.79$; $p < 0.01$). The rate of overall

assignment success is positively correlated with career accomplishments ($r = 0.61$; $p < 0.01$), assignment achievements ($r = 0.50$ $p < 0.01$) and adjustment ($r = 0.41$; $p < 0.01$).

To further explore the relationship between motivations and assignment success, several stepwise regression analyses were conducted. Table 5 summarizes the main results. Since significant correlations were found among several variables, potential multicollinearity was investigated, using tolerance and variance inflation factors (VIF) (Cohen and Cohen, 1983). In all regression models, the values for the tolerance are all close to one, and the lowest value was 0.785. Also, the maximum VIF obtained is below the reference of 10 (Cohen and Cohen, 1983), and the highest value was 1.277, which indicates multicollinearity is not a matter of concern.

Insert Table 5 about here

As indicated in Table 5, the main motivations influencing assignment success, among self-initiate expatriates, are career related. Career motivations, which were considered one of the main motives to accept and assignment (Table 2) are also a positive predictor of ratings of career accomplishments (according to *Model 1*: Adj. $R^2 = 0.138$; $F = 12.004$; $p < 0.001$), assignment accomplishments (*Model 2*: Adj. $R^2 = 0.187$; $F = 8.911$; $p < 0.001$), family accomplishments (*Model 3*: Adj. $R^2 = 0.185$; $F = 8.830$; $p < 0.001$), and adjustment (*Model 4*: Adj. $R^2 = 0.046$; $F = 7.720$; $p < 0.01$). Interestingly, career motivations do not predict assignment overall success. Those self-initiate expatriates who reported the highest rates in overall assignment success, are the ones who valued an assignment for the opportunity to escape from home living and are not separated from family (*Model 6*: Adj. $R^2 = 0.058$; $F = 5.283$; $p < 0.01$). In addition, those highly educated self-initiate expatriates, who wanted and international assignment, and had higher career and family motivations, reported the highest

assignment accomplishments (*Model 2*: Adj. $R^2 = 0.187$; $F = 8.911$; $p < 0.001$). Interestingly, the desire to relocate (for the adventure and the desire to see the world), reported to be the main driver of expatriation among this sample (e.g. Table 2), does not predict any success dimension beyond assignment accomplishment.

In addition, the family situation of self-initiate expatriates plays a relevant role, as illustrated in Figure 3. Being separated from family decreases overall success ratings, and being single reduces the influence of family motivations. Also, family accomplishments were mainly reported by married and highly educated respondents, who were driven by career motivations and host climate characteristics (*Model 3*: Adj. $R^2 = 0.185$; $F = 8.830$; $p < 0.001$).

Insert Figure 3 about here

Regarding withdrawal intentions among self-initiate expatriates, they are higher among respondents who wanted to escape from home living, and who valued their own ability to cope with the challenges of an assignment (*Model 4*: Adj. $R^2 = 0.111$; $F = 9.633$; $p < 0.001$). Apparently, these self-initiated expatriates exhibit higher withdrawal intentions, because they trust in their ability to relocate. Finally, success through adjustment, is higher among those self-initiated who valued an international assignment for its career prospects (*Model 5*: Adj. $R^2 = 0.046$; $F = 7.720$; $p < 0.01$).

Discussion

This study examined the main motivations driving relocation decisions among self-initiate expatriates, and how these specific-domain motivations related with assignment success. The expectancy-value theory was the underlying theoretical framework. A key feature of this

model is the assumption that individual's beliefs on the value of an activity (e.g. task value beliefs), and expectancies on the ability to perform it, explain individual's choice, expectations of success and performance. In this study, we explored whether specific-domain motivators to relocate interacted with self-initiated expatriates' expectations of success.

The empirical analysis explored the motivational drivers affecting relocation decision, and assignment success was judged against a set of multiple personal criteria. Several interesting findings emerged from the analysis.

First, the surveyed self-initiate expatriates are mainly European, aged 44 years old, and have been abroad (mostly within Europe) for an average of nearly five years. Typically they are abroad accompanied by a partner; and most do not have children. They are highly skilled and the positions most frequently taken abroad are professional and managerial. Thus, the traditional stereotype of a male, low-qualified immigrant, leaving from developing to develop countries, does not apply to this sample.

Second, the main drivers for the international experience, among this sample of self-initiate expatriates, are the desire to relocate (for the adventure and the hope to see the world), the self-confidence in ones' ability to adapt and live abroad, and the career prospects, which support previous evidence (Doherty et al., 2011; Thorn, 2009). Other motivators also emerged as relevant, such as location characteristics, networking, and compensation, whose relevance depended much on self-initiate expatriates' contextual environment (e.g. origin and destination region) and personal characteristics (e.g. age and family situation). On the whole, these motivations have been reported before. However, previous literature has mainly emphasized the positive outlook of self-initiated assignments (underlining intrinsic motivation and pull factors); while disregarded push factors highlighted in this study. The first motivational factor, *Feeling pressured to relocate*, which includes perceptions of losing relevant skills, work networks, prestige/status, career opportunities and even losing

reputation, whether respondents have not relocated, is positively associated with other two push dimensions, such as need to *Distance oneself from home* and *Escape from home living*. This particular result support empirical evidence collected among Romania ICT workers, who revealed that mobility aspirations were linked to homeland social pressure and “*mythisation of mobility*” (Ferro, 2006, p. 182), which corroborates the need to further explore the local social environment as a trigger for international mobility. Apparently, family and social relations can actually drive people to leave their homes, even amid highly qualified workers, apparently less compelled to relocate by necessity or by reasons beyond their own will. Therefore, this study contributes to the international assignments’ motivational literature (Dickmann et al., 2008; Doherty et al. 2011, Hippler, 2009, Suutari and Brewster, 2000) by suggesting that push factors can actually combine to drive self-initiate expatriates’ decision to undertake an international assignment.

Third, perceived assignment success, as evidenced in this study, is multidimensional and includes objective measures related with career success, such as money, promotion and career development; as more subjective criteria, related with the overarching purpose of the assignment and family issues.

Fourth, the expectancy-valued model was used to explore the interaction between motivations and assignment success. According to this theory, specific-domain motivators would predict specific domain-assignment rates of success. Those self-initiate expatriates who valued career motivators, would report higher career achievements, while those who valued family motives, would report higher family accomplishments. The results from this study support these predictions. In fact, those self-initiate expatriates who valued an assignment for career motives reported the highest career achievements; and similarly, those who valued family motives also reported higher family accomplishments. However, career and family motivations did not predict overall assignment success, which is better predicted by personal

characteristics, related with the family situation, and personal circumstances, such as the need to escape from home.

Fifth, the selected framework explains only partially this study results on assignment success. According to the expectancy-value model (Eccles and Wigfield, 2002), task value beliefs (e.g. self-initiate expatriates' beliefs on the value of an international assignment), and expectancies on the ability to perform it, would explain workers choice (the decision to undertake the assignment), and expectations of success and performance. Therefore, even if respondents were not specifically asked to rate the value they attributed to the assignment, one would expect that self-confidence, which was a highly valued motivator among study participants, would emerge as a significant predictor of assignment success. This was not the case, neither for overall success, nor for the specific-domain success dimensions, excluding withdrawal intentions. Those self-initiate expatriates more personally-confident in their ability to adapt and live abroad, are also those who revealed increased intentions to leave the assignment, which suggests that high self-confident assignees are likely to relocate again. These findings were unexpected and somewhat counterintuitive, which reinforces the need to further explore these causal relations, through a longitudinal approach.

Limitations

When interpreting the findings of this study, some limitations should be considered. The first is the use of a cross-sectional design, which relied on retrospective accounts of the motives to relocate, subject to the influence of the actual experience, notably assignment success. This limitation may be overcome in the future through a longitudinal approach, which was not pursued in this study to maximize sample size. A second limitation relates with common method variance, since all variables were collected through the same questionnaire. Several actions were taken to minimize this bias, such as pilot-testing the questionnaire, using different response scales to reduce response set biases, informing respondents that there were

no right or wrong answers, and preventing respondents from returning to previous sections of the questionnaire. Also, as research variables (motives to go abroad and success criteria) were factor analyzed and factor analyses confirmed the expected constructs and the independence of variables, it suggests a minor contamination across inputs and outputs.

Because the same measurement instrument was administered in English to an international diverse sample, some other response biases are still possible, such as sample self-selection, language and cultural accommodation (Harzing and Maznevsk, 2002). When research participants are surveyed through the web, in a non-native language, some respondents might self-select to answer, may adjust their communication style and thereafter rate differently their attitudes. In this study, the sample demographics are comparable to other studies relying on self-assigned expatriates (Doherty et al., 2011; Suutari and Brewster, 2000), English is the native language for the majority of the respondents, and the reported English language fluency, among respondents, averaged 3.82 in a four point scale. Although the survey was limited to those with access to the web, and the sample was not aimed to be representative, these biases were considered a minor concern in the current study.

In future, a qualitative approach might be particularly adequate, to further explore the domain-specific interactions between motivations and expectations of success, among self-initiate expatriates, and how these interactions evolve over time.

Implications for theory and practice

To summarize, the findings of this study can be used by MNCs and IHRM in their attempts to attract and retain talented and skilled professionals. As the current study has reported, the desire of adventure, the confidence in oneself ability to adapt and live abroad, and career motivations, are influential on self-initiate expatriates' decision to relocate. Thus, MNCs managers can potentially increase organizational attractiveness, if they provide target information about global assignment challenges and career opportunities to these potential

and skilful candidates. By doing so, these qualified professionals can self-select to work for these companies, thus decreasing the talent shortage.

Due to the exploratory nature of this research, it also raises additional questions. For example, the present study explored the evoked motivational drivers influencing self-assigned decision to relocate. Future studies could assess these motives over time: before the decision is taken, before the assignment starts, and during the assignment. This would help to better account for the mixture of personal and external drivers influencing the decision process, and the influence of actual experience on evoked motivations.

Second, potential moderating variables, such as family situation and host country characteristics can be better explored. In this study, most respondents have no children, which have been commonly reported with other samples of self-initiate expatriates (Doherty et al., 2011; Thorn, 2009), but family motivations are still relevant to the relocation decision. In addition, this study shows that family situation (such as being accompanied or not) affect overall assignment success. Therefore, future research may extend our current knowledge on the influence of these variables, notably their influence on assignment outcomes. Another important moderator is location or host country characteristics. Even though a self-assigned expatriate may initiate an international assignment for the desire of adventure and career opportunities, they may be less open to relocate to certain destinations perceived to be culturally distant or less receptive to foreigners; and this willingness might decline after a first international experience or after a major life event. The existence of historic ties between nations, including *diaspora relations* (Enderwick, 2011) might also influence the relocation decision. Another related moderator is the occupation or profession held. Some occupations are more global than others, in the sense that people from the same educational background not only approach problems in a similar way, as socialization and technology reinforces these conformities (DiMaggio and W. Powell, 1983). For instance, international mobility has

specificities among IT workers, such as identified by Ferro (2006). In studying migration aspirations among IT Romanian workers, Ferro (2006) found that the decision to relocate was mainly shaped by the labour demand abroad. Thus, researchers might follow this lead to better account for personal and external moderators, including occupational segments, driving relocation decisions.

Third, there are other assignment outcomes, such as perceptions of underemployment, loss of professional identity and loss of professional knowledge (Felker, 2011; Al Ariss, 2010), which were not considered in this study, but needs further investigation in future. As shown, those self-initiate expatriates with the highest levels of success were those who were not alone and who were eager to escape from home living. Contrary to predictions, overall assignment success was not predicted by any specific-domain driver, such as career advancement and family accomplishment. Perhaps not surprisingly, perceived success is more determined by the fact of being away than by assignment actual results, which suggests the need for an extended analysis of multiple outcomes (both positive and negative), including a contextual perspective of the assignment.

Finally, the insights from this study on the interaction between specific-domain motivations and expectations of assignment success can be extended by conducting case study research. A qualitative approach might identify additional factors that encourage or dissuade relocation, including a more nuanced picture of causal relations between motivational drivers and perceptions of utility value and cost of an international assignment.

Conclusion

Globalization will continue influencing nations, business communities and personal lives. MNCs will persist on their demand for global and talented professionals, even if many will

not be willing to accept an international assignment for personal reasons, family constraints, or simply because they just do not prize it. Thus, organizations will benefit from employing skilful professionals who are ready to relocate by their own. By knowing what motivates these candidates, MNCs will be more likely to attract them and take advantage of their mobility. As this study revealed, amongst this community there are self-initiate expatriates highly confident on their abilities to adapt and live abroad, which can be indicative of their willingness to relocate again. By focusing on self-initiate expatriates' beliefs and goals, we have learned much about the reasons why individuals have chosen to undertake an international assignment and how these beliefs and goals relate to their perceptions of assignment success. Various motivational theoretical perspectives could have been used. Yet, the one selected – the expectancy-value theory – led to some important contributions to the motivational and expatriation literature. First, the focus on self-initiate expatriates' beliefs may have overemphasized rational and cognitive motivational processes, but also led to a theoretical exploration of these concepts outside the educational background. Second, with this study, the links between self-initiate expatriates' goals and values, to assignment choice and achievement were further explored. Finally, it is clear from this work that the context (both the family context, the home and destination living context) influence self-initiate expatriates' motivation and achievement. It is difficult to understand self-initiate expatriates' motivations and assignment success without understanding the context they are in. Hopefully, this work provides a call to further specify and contextualise self-initiate expatriates research.

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Figure 1 – Adaptation of Eccles et al. (1983) expectancy-value model

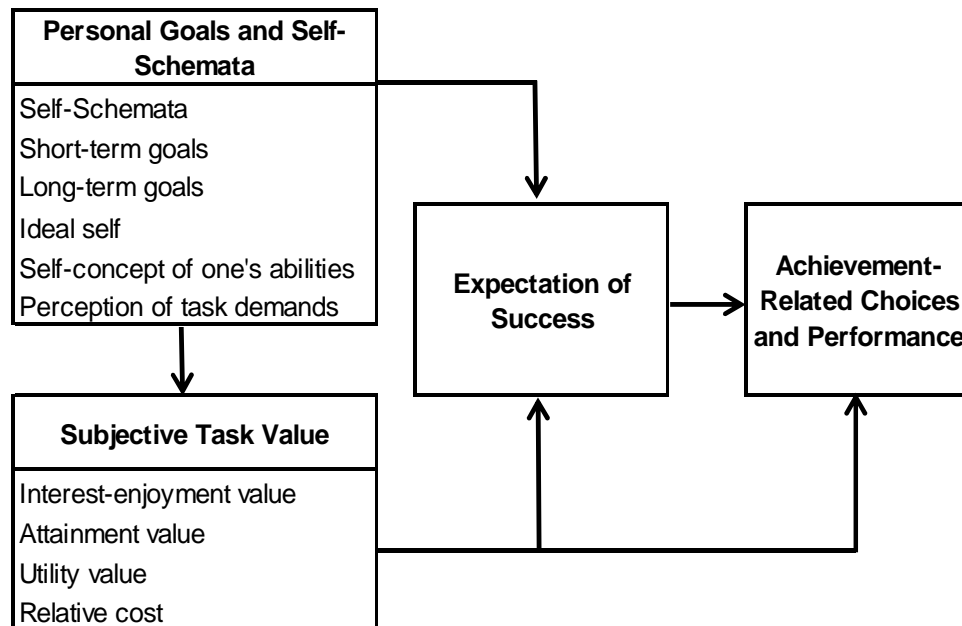


Figure 2 – Differences among self-initiate expatriate motives' by birth region

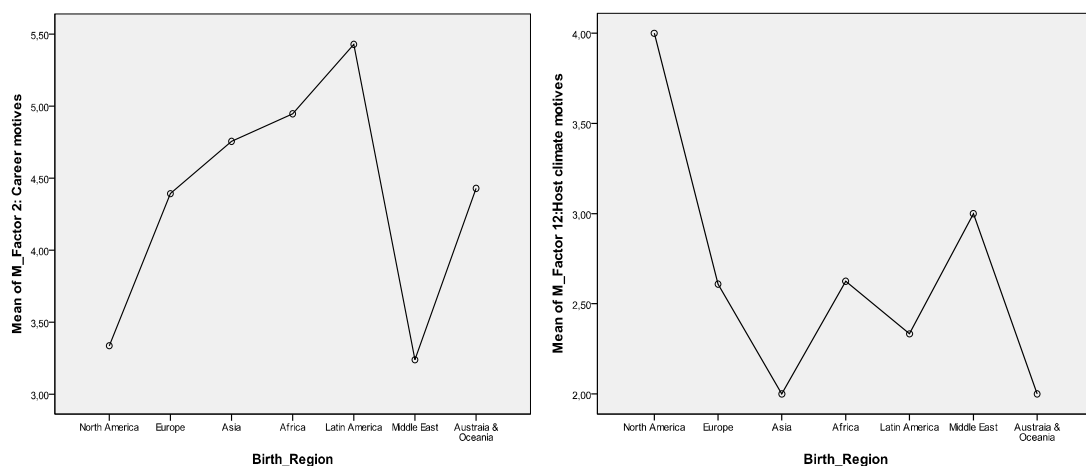


Figure 3 – Differences among self-initiate expatriate motives' by destination region

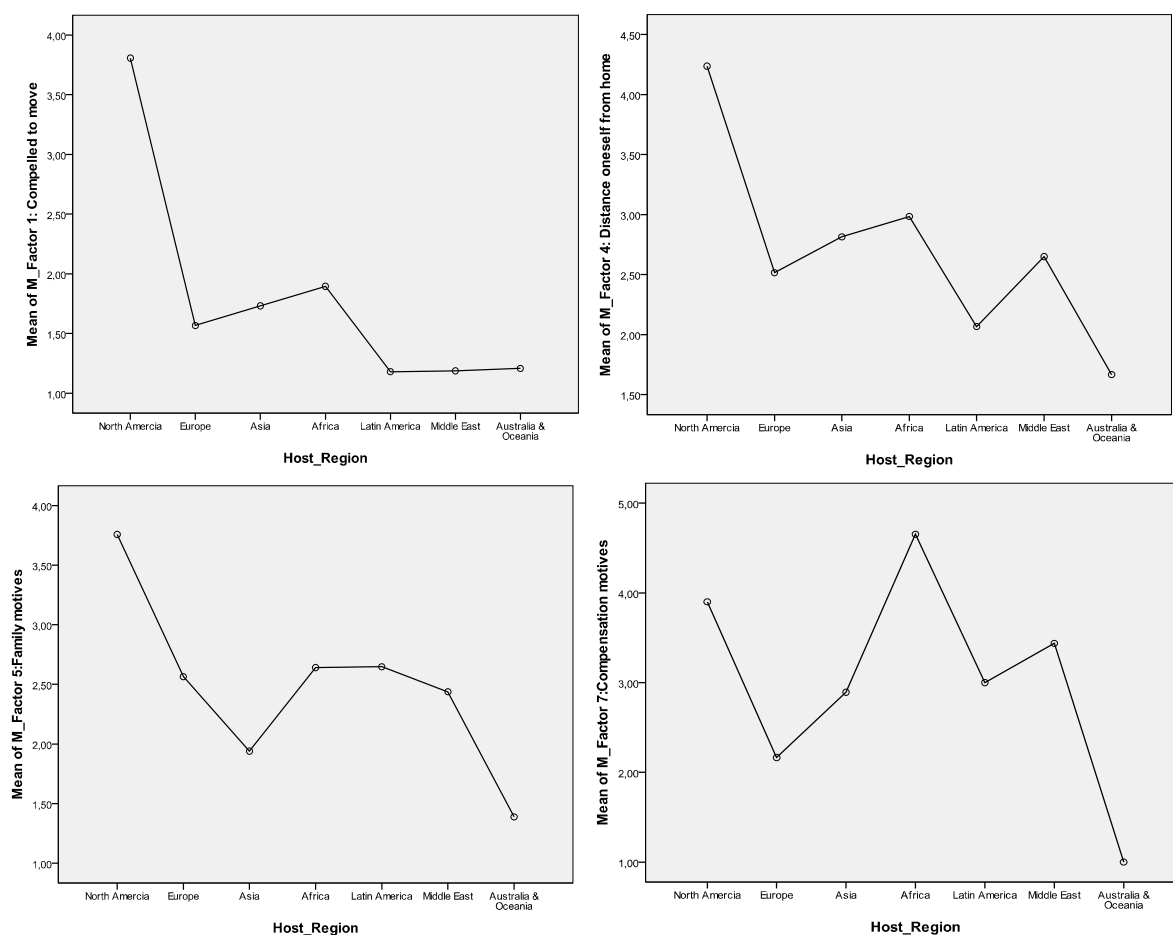


Figure 4 – Differences among self-initiate expatriate's assignment success by family situation

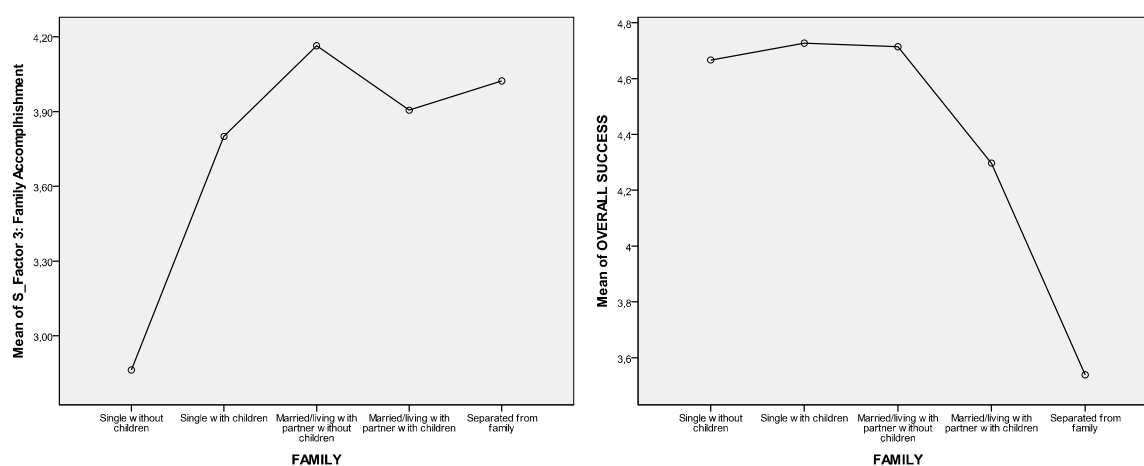


TABLE 1
Sample Demographics

Sample Descriptives	N	%	Mean	St. Dev.
<i>N</i>	139	100%		
Age			44.04	17.00
Tenure in the assignment (years)			4.74	6.25
English language fluency			3.83	.44
Gender				
Male	78	56.1%		
Female	61	43.9%		
Family situation				
Single without children	42	30.2%		
Single with children	11	7.9%		
Married/Living with a partner without children	35	25.2%		
Married/Living with a partner with children	38	27.3%		
Separated from family	13	9.4%		
Education				
High school or less	10	7.2%		
Some college	5	3.6%		
College (2-4yrs)	54	38.8%		
Master	51	36.7%		
Doctoral	10	7.2%		
Professional (JD, MD)	9	6.5%		
Birth Region				
Europe	89	64.0%		
North America	26	18.7%		
Africa	8	5.8%		
Asia	7	5.0%		
Latin America	3	2.2%		
Middle East	3	2.2%		
Australia & Oceania	3	2.2%		
Destination Region				
Europe	79	56.8%		
Asia	15	10.8%		
Africa	13	9.4%		
North America	12	8.6%		
Latin America	9	6.5%		
Middle East	8	5.8%		
Australia & Oceania	3	2.2%		
Present Position				
Professional	48	34.5%		
Management	39	28.1%		
Technical	15	10.8%		
Clerical	6	4.3%		
Other	31	22.3%		
Native Language (5 most common)				
English	79	56.8%		
French	14	10.1%		
Portuguese	14	10.1%		
Greek	6	4.3%		
Dutch	5	3.6%		

TABLE 2

Motives to accept an international assignment: a 12-factor model

Component/Items	N Items	% Variance Explained	Mean	SD	Cronbach alpha
Factor 1_Feeling pressured to relocate	8	22.44	1.74	1.04	.890
Factor 2_Career motives	7	9.23	4.26	1.51	.870
Factor 3_Host location characteristics	5	6.68	3.98	1.40	.787
Factor 4_Distance onself from home	5	4.70	2.70	1.46	.813
Factor 5_Family motives	6	3.50	2.57	1.30	.802
Factor 6_Networking opportunities	3	3.00	2.78	1.41	.659
Factor 7_Compensation motives	2	2.63	2.72	1.74	.770
Factor 8_Desire to relocate	2	2.54	5.14	1.54	.767
Factor 9_Escape from home living	3	2.45	2.69	1.46	.612
Factor 10_Self-confidence	2	2.34	4.79	1.39	.630
Factor 11_Ties between home and destination	1	2.12	2.30	1.82	n.a
Factor 12_Host climate	1	2.07	2.82	1.83	n.a

n.a - not applicable

TABLE 3

Criteria used to rate an international assignment: a 5-factor model

Component/Items	N Items	% Variance Explained	Mean	SD	Cronbach alpha
Factor 1_Career accomplishments	9	20.94	4.17	1.22	.930
Factor 2_Assignment accomplishments	9	18.98	4.23	1.09	.923
Factor 3_Family accomplishments	4	10.90	3.64	1.43	.890
Factor 4_Withdrawal intentions	3	9.46	3.68	1.60	.921
Factor 5_Adjustment	3	9.43	4.33	1.18	.797

TABLE 4

Intercorrelation matrix

Variable	Mean	SD	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
1. Gender ^(a)	1.44	0.49																							
2. Age	44.04	17.00	-0.28**																						
3. Family situation ^(b)	2.78	1.38	-0.24**	0.44**																					
4. Education ^(c)	5.27	1.51	0.10	-0.22**	-0.11																				
5. Tenure in the assignment	4.74	6.25	0.03	0.45**	0.06	0.01																			
6. Feeling pressured to relocate	1.74	1.04	-0.16	-0.11	-0.02	0.12	0.06																		
7. Career motives	4.26	1.51	0.02	-0.22*	-0.21*	0.13	-0.24**	0.23**																	
8. Host location characteristics	3.98	1.40	0.04	-0.04	-0.09	0.06	-0.03	0.16	0.34**																
9. Distance onself from home	2.70	1.46	-0.06	-0.07	-0.16	-0.17*	0.02	0.49**	0.14	0.24**															
10. Family motives	2.57	1.30	-0.04	0.08	0.24**	-0.05	-0.03	0.52**	0.17*	0.22**	0.25**														
11. Networking opportunities	2.78	1.41	0.09	-0.17	-0.22*	0.21*	-0.01	0.45**	0.42**	0.34**	0.27**	0.40**													
12. Compensation motives	2.72	1.74	-0.04	-0.08	-0.01	0.02	-0.26**	0.35**	0.50**	0.05	0.16	0.29**	0.32**												
13. Desire to relocate	5.14	1.54	0.11	-0.04	-0.15	-0.16	-0.10	-0.03	0.36**	0.29**	0.28**	-0.10	0.13	0.10											
14. Escape from home living	2.69	1.46	-0.15	0.01	-0.05	-0.14	-0.07	0.42**	0.30**	0.26**	0.48**	0.41**	0.37**	0.28**	0.10										
15. Self-confidence	4.79	1.39	0.00	0.14	0.01	0.29**	0.11	0.00	0.31**	0.34**	-0.06	0.17*	0.20*	0.13	0.20*	0.06									
16. Ties between home and destination	2.30	1.82	0.01	-0.18*	-0.07	0.15	-0.10	0.40**	0.22*	0.34**	0.28**	0.39**	0.41**	0.21*	-0.02	0.24**	0.07								
17. Host climate	2.82	1.83	-0.04	0.07	0.01	0.09	0.04	0.25**	0.07	0.39**	0.27**	0.25**	0.25**	0.14	0.23**	0.16	0.08	0.22*							
18. Career accomplishments	4.17	1.22	-0.02	-0.29**	-0.06	0.05	-0.18	0.21*	0.42**	0.17	0.16	0.15	0.06	0.30**	0.21*	0.15	0.02	0.07	0.06						
19. Assignment accomplishments	4.23	1.09	-0.05	-0.26**	0.04	0.21*	-0.14	0.23*	0.42**	0.25**	0.06	0.26**	0.18*	0.23*	0.25**	0.24**	0.26**	0.16	0.14	0.79**					
20. Family accomplishments	3.64	1.43	0.06	-0.05	0.32**	0.00	-0.06	0.15	0.20*	0.14	0.02	0.24**	-0.05	0.18	0.08	-0.04	0.00	0.05	0.17	0.34**	0.37**				
21. Withdrawal intentions	3.68	1.60	-0.03	-0.18	-0.09	0.15	0.01	0.22*	0.10	0.26**	0.01	0.18	0.16	0.02	0.02	0.27**	0.28**	0.14	0.15	-0.04	0.14	0.08			
22. Adjustment	4.33	1.18	-0.05	-0.13	-0.11	0.09	-0.13	0.07	0.26**	0.18	0.14	-0.03	0.06	0.08	0.20*	0.03	0.20*	0.00	0.09	0.58**	0.51**	0.16	0.14		
23. Overall assignment success	4.48	1.40	-0.07	-0.16	-0.19*	0.05	0.03	0.12	0.23**	0.15	0.20*	0.06	0.04	0.14	0.15	0.20*	0.03	0.04	0.12	0.61**	0.50**	0.10	-0.12	0.41**	

 $n = 139$; ** $p < 0.01$; * $p < 0.05$.

^(a) Gender: 1 - male; 2 - female; ^(b) Family situation: 1 - single without children; 2 - single with children; 3 - married/living with a partner without children; 4 - married/living with a partner with children; 5 - separated from family; ^(c) Education: 1 - less than high school; 2 - high school; 3 - some college; 4 - 2 years college; 5 - 4 years college; 6 - master degree; 7 - doctoral degree; 8 - professional degree.

TABLE 5Results of regression analyses for each success factor ^(a)

Variables ^(b)	Career Accomplishments	Assignment Accomplishments	Family Accomplishments	Withdrawal Intentions	Adjustment	Overall Success
	<i>Model 1</i>	<i>Model 2</i>	<i>Model 3</i>	<i>Model 4</i>	<i>Model 5</i>	<i>Model 6</i>
Intercept	3.43***	3.87***	3.88***	3.74***	3.51***	4.48***
<i>Demographics</i>						
Gender						
Age	-0.12		-0.21*			
Family situation			0.44***			-0.18*
Education		0.19*				
Tenure in the assignment						
<i>Predictors</i>						
Feeling pressured to relocate						
Career motives	0.34***	0.24**	0.22**		0.23**	
Host location characteristics						
Distance oneself from home						
Family motives		0.21**				
Networking opportunities						
Compensation motives						
Desire to relocate		0.18*				
Escape from home living				0.24**		0.19*
Self-confidence				0.25**		
Ties between home-destination						
Host climate			0.16*			
<i>Regression Model</i>						
<i>Explained Variance R²</i>	15.0%	21.0%	20.9%	12.4%	5.3%	7.20%
<i>Overall R² (adjusted)</i>	13.8%	18.7%	18.5%	11.1%	4.6%	5.80%
<i>F</i>	12.004***	8.911***	8.830***	9.633***	7.720**	5.283**

Notes: *** $p < .001$; ** $p < .01$; * $p < .05$.^(a) $n = 139$. Values are standardized estimates^(b) Standardized after z-score transformation