

Exploring Expatriate Adjustment from Expatriate's Intelligence and Family Adaptability: A Meta-Analytic Approach

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Abstract

As the globalization of business activities become more and more prevalent, a lot of expatriates have to be dispatched to the overseas market places. Previous studies have found that expatriate failure is a serious issue which not only could incur the loss of company sales and profits, but also may result in expatriate loss of confidence, self-esteem, and reputation. A lot of studies have focused on the adjustment of expatriate. This study extends the adjustment issues by integrating expatriate intelligence and family adaptability to develop a more comprehensive framework. Ten research hypotheses were developed and validated through a Meta-analysis by collecting 341 studies of previous literature during 1988-2013. The results indicate that, expatriates emotional and cultural intelligence can motivate their adaptation to new culture surrounding with better human relations. Expatriates who get better support from their family and parents with lower work-family conflict will inhibit stress and promote the capability for better adjustment. Finally, expatriates with better social capital will enhance them to adjust in the new environment because of social support, organizational support and affective commitment.

Keywords: *expatriate-related perspective, family-related perspective, expatriate adjustment, expatriate stress, expatriate performance*