

CrossRef DOI of original article:

1 Unveiling the Key Determinants of Self Initiated Expatriation in 2 the United States

3 Osman Yusuf

4 *Received: 1 January 1970 Accepted: 1 January 1970 Published: 1 January 1970*

6 Abstract

7 Self-Initiated Expatriates (SIEs) Abstract- Self-Initiated Expatriates (SIEs) are individuals
8 who independently choose to move to a foreign country, such as the United States, without
9 seeking help from external sources during the relocation process. A US Self-Initiated
10 Expatriate is an individual who autonomously pursues employment or other opportunities in
11 the United States with the objective of establishing permanent residency, without relying on
12 the support of any organization or agency. The objective of this research was to identify key
13 factors related to self-initiated expatriation in the United States. The objective was achieved
14 by conceptualizing the following factors: "Economic Factors," "Professional Development,"
15 "Lifestyle," "Cultural Factors," and "Family Factor." The study utilized a quantitative
16 research methodology to investigate five hypotheses with the objective of identifying the
17 factors that contribute to self-initiated expatriation in the United States.

19 *Index terms*— career advancement, personal issues, societal norms, familial concerns, self-initiated
20 relocation. motivations, united states,

21 1 I. Introduction

22 he desire to secure employment that is financially rewarding and to provide financial assistance to one's family
23 are widely shared goals. Based on the research conducted by Tharenou (2015) and Hussain & Deery (2018), the
24 term "Self-Initiated Expatriate" is used to describe an individual who autonomously chooses to move to a foreign
25 country with the intention of pursuing employment prospects. The ongoing process of business globalization
26 is anticipated to continue due to the impact of advancing technology and rising living standards on the global
27 economy. As a result, both organizations and individuals have gained the capacity to discover employment
28 prospects on a worldwide level. There are only three fundamental modes of transportation that exist on a global
29 scale. As per Zhu et al. (2016), the first step entails becoming a member of a foreign branch or partnering with a
30 corporation or government organization. Self-Initiated Ex-patriates (SIEs) are individuals who voluntarily move
31 away from their country of origin with the intention of pursuing employment prospects elsewhere. The first two
32 categories are commonly known as "Expatriates," whereas the third group consists of individuals who have sought
33 refuge in foreign countries as a result of political or social turmoil in their countries of origin. The majority of
34 immigrants originate from developed countries, where both genders have equal opportunities to pursue education
35 and professional pursuits. Moreover, these individuals typically exhibit a high level of motivation, possess a broad
36 range of expertise, and demonstrate well-developed interpersonal abilities. The individuals commonly occupying
37 such positions primarily include departmental directors, high-ranking managers, or executives within medium to
38 large-scale corporations.

39 Expatriates are individuals who depart from their country of origin to engage in employment opportunities
40 elsewhere. According to Mahmood Aziz et al. (2021), individuals who voluntarily depart are perceived as
41 individuals who are willing to take risks. Self-initiated expatriates opt to pursue employment opportunities in
42 foreign countries. According to Brewster et al. (2019), individuals who voluntarily relocate to foreign countries
43 and contribute to the local community by imparting new skills to the indigenous population are typically lauded.
44 These individuals are commonly referred to as "selfinitiated expatriates." Research conducted by Kubovcikova and

3 II. RELATED WORK

45 van Bakel (2022) and Nolan and Liang (2022) suggests that voluntary repatriation is motivated by poor working
46 conditions at home and the prospect of better conditions abroad. The confirmation has been established. Singh
47 et al. (2022) reported that the prospect of improved departure conditions in the destination country motivated
48 them to plan a journey. Both countries have the potential to incentivize the repatriation of skilled labourers.

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50 The present study focuses on the phenomenon of expatriates residing in their host nations and the process of
51 domesticating their families. The present research endeavours to examine this matter as it is amenable to empirical
52 investigation. When faced with the possibility of diminishing their current status, a selfinitiated expatriate is less
53 likely to return home. However, the extent to which foreign individuals have integrated themselves into the local
54 community is variable and may be influenced by factors related to domestication. Does the act of departing a
55 nation entail severing connections with one's loved ones and acquaintances? Experiencing a negative event can
56 lead an independent expatriate to question the compatibility of their beliefs, goals, and aspirations with their
57 new life overseas. Consequently, they may experience dissatisfaction and a desire to repatriate.

58 The research conducted by Froese (2012) on individuals living outside their native country, commonly referred
59 to as expatriates, is of significant importance. According to Froese's (2012) perspective, expatriates may be
60 motivated to work overseas due to a dearth of career opportunities or an inadequate work-life balance in their
61 home country. The study conducted by Stroppa and Spieß (2011) revealed a positive correlation between personal
62 initiative during an expatriate assignment and job satisfaction. The relationship between workplace efficiency and
63 stress. The study conducted by ??ndresen and colleagues (2022) incorporates the self-initiated emigrant results
64 reported in 2020. Proactive expatriates are more likely to achieve success due to their possession of greater
65 resources. Self-initiated expatriates benefit from a range of resources, including mentorship, local knowledge and
66 expertise, professional networks, employment opportunities, contingency plans, psychological health, and social
67 connections within the host country. The research conducted by HaakSaheem and colleagues (2022) examined
68 the experiences of women who independently relocated to foreign countries for employment purposes. The
69 employment opportunities available to women were significantly impacted by their nationality and marital status.
70 The careers of women are more significantly influenced by life circumstances and unpredictable occurrences than
71 by deliberate choices. Ashta and Stokes (2022) conducted a study on independent Japanese migrant labourers
72 in India. The results indicate an unacknowledged correlation between conventional Indo-Japanese spiritual
73 practises. Japanese expatriates who are engaged in the study of Buddhism are in the process of establishing
74 a novel moral code. The study indicates that women's professional trajectories are influenced by various factors
75 such as regional, marital, and age-related characteristics, among others. The study conducted by Despotovic et
76 al. (2022) investigates the underlying factors that drive individuals to engage in unplanned foreign travel. The
77 research indicates that autonomous migrants opt to remain in their destination country for a multitude of factors.
78 The present research employs selfdetermination theory to differentiate between expatriates who relocate overseas
79 independently to enhance their professional prospects and those who prioritise their work responsibilities over
80 their international experiences. Understanding the intentions of employees can aid a company in the processes
81 of recruitment and termination.

82 The objective of this research is to differentiate individuals who initiate their own relocation to another country
83 from those who do not. Freelancing it is crucial to comprehend that the decision of expatriates to relocate to
84 foreign countries is based on their individual priorities. He will bear the responsibility for any potential failure.
85 Individuals who travel independently have the option to sojourn in a foreign nation for either a brief excursion or
86 an extended period of time, and they possess the ability to relocate to a different country on multiple occasions.
87 This enables individuals to pursue professional development opportunities overseas. Individuals are unrestricted
88 in their potential duration of residency in a foreign nation and will eagerly seize the opportunity to relocate if
89 presented with the choice.

90 The rest of the paper, except the current portion, consists of the following: This study's conceptualization of
91 variables and evaluation criteria are presented in Section 3, while Section 2 discusses related work associated with
92 this study. Following a discussion of the conceptualization is presented in section 4 along with the justification
93 of the concept, and the study's conclusions and suggestions are provided in Section 5.

94 3 II. Related Work

95 The existing body of research suggests that self-initiated repatriation is predominantly influenced by a
96 combination of factors associated with unfavorable working conditions in the home country and a significant
97 demand for services that are needed beyond one's country of origin (Bjerregaard, 2022;Ramalu & Malik,
98 2022;Lugar et al., 2022). The primary emphasis of previous scholarly inquiries revolves around the essential
99 requirements that must be met in order for a voluntary repatriation to be successful (Jiang et al., 2022;Zakaria
100 & Yusuf, 2022;Osman, et al., 2022). In a study conducted by Koveshnikov et al. (2022), the objective was to
101 investigate the impact of the host employer's satisfaction with the employee's performance of their psychological
102 contract on political competence and international cooperation. Expatriates who choose to relocate to foreign
103 countries often undergo a period of adaptation in order to familiarize themselves with their new and unfamiliar
104 surroundings. Based on the analysis of interactional adjustment, a statistically significant correlation was

105 observed between the two variables. This suggests that there is a positive association between the political
106 competence of self-initiated expatriates and their occupational adjustment. The study also finds that the ability of
107 expatriates to maintain the psychological commitments they make to themselves before leaving has an effect on the
108 relationship between political skills and professional adjustment. The correlation between political competence
109 and psychological contracts is limited, at best.

110 In their study, Hussain and Zhang (2022) examined expatriates who possess self-sufficiency, placing particular
111 emphasis on the importance of cultural adaptation and individual motivation. The research conducted revealed
112 a notable association between higher levels of innovation, improved social and psychological well-being, and the
113 utilization of innovative problem-solving methods, commonly known as "out of the box" thinking, among self-
114 initiated expatriates who actively seek job prospects abroad. The level of an individual's motivation towards
115 autonomy is directly associated with their tendency to exercise discretionary control and take initiative within
116 the workplace. A negative correlation has been observed between workers' inclination towards autonomy and
117 their creativity. According to research findings, uncontrolled motivation has a restricted influence on expatriates
118 in terms of their work outcomes and self-initiated innovative behaviors. According to Stoermer et al. (2018), it is
119 not obligatory to conduct interviews exclusively with individuals who are native to the target nation. Given the
120 nature of adaptation, it is important to acknowledge that it is a highly personalized process that is both complex
121 and multifarious. In the study conducted by Fu et al. (2017), it was found that the importance of relationships
122 with fellow expatriates stems from their ability to offer practical and emotional support. Moreover, Asif et al.
123 (2020) propose that foreign nationals have the potential to serve as a valuable reservoir of knowledge concerning
124 local norms and regulations.

125 Based on the findings of Selmer and Lauring's study conducted in 2011, the adaptation to a new work
126 environment can be difficult when there is a substantial convergence of cultural norms between the host and
127 home countries. The given justification is that an inexperienced expatriate might mistakenly believe that certain
128 cultural practices in their host country align with those in their home country. Based on the findings of
129 Halim et al.'s (2018) research, it has been observed that previous international work experience can enhance
130 the adjustment process of expatriates to their new environments and professional roles abroad. Based on their
131 research conducted on foreign academics employed in Malaysia, individuals with previous international work
132 or living experience demonstrated the least susceptibility to culture shock. The authors also emphasize that
133 individuals living in foreign countries may broaden their perspective due to exposure to a different culture, which
134 could help them adjust to new environments when they return home. The research conducted by Alshammari
135 (2012) investigated the adaptation process of academic professionals working as expatriates in Saudi Arabia.
136 The study's findings indicate that there is no observable correlation between prior international experience and
137 job performance. According to the author, a significant factor among the potential contributors is the high
138 proficiency in the Arabic language, as indicated by 81% of the survey participants. Having a strong grasp
139 of the language is a crucial asset in facilitating effective assimilation. Based on the findings of Danisman's
140 2017 study, it was observed that individuals who formed marital unions with local residents encountered fewer
141 challenges when it came to assimilating into their host country, in contrast to those who did not engage in
142 such unions. Asif et al. (2020) highlight that proficiency in Arabic appears to be a crucial factor for self-
143 initiated expatriates, despite the significant presence of expatriates in Saudi Arabia. This can be attributed
144 to the insular nature of Saudi society. Acquiring proficiency in the native language is a viable approach for
145 expatriates to initiate the process of adapting to their novel surroundings, although the efficacy of this method
146 is heavily reliant on the specific circumstances. The study conducted by Wechtler et al. (2022) investigates the
147 employment linkages and consequences of self-initiated expatriates and delineates four primary classifications.
148 This discourse centers on the viewpoints of business travellers, young professionals, individuals undergoing
149 transitions, and those who solely depend on the benevolence of strangers during their travels. According to
150 Danisman's (2017) assertion, acquiring proficiency in the local language can facilitate community integration
151 and enhance employment opportunities. The argument put forth by the author posits that expatriate academics
152 who have maintained their proficiency in their native language possess a competitive advantage. Merchant et
153 al. (2022) conducted a comprehensive investigation into the subjective well-being of Nigerian individuals who
154 voluntarily migrated to Germany, employing a multifaceted approach. The aforementioned results underscore
155 the significance of non-tangible factors in cultivating a perception of contentment among individuals undertaking
156 overseas missions.

157 Richardson and Wong (2018) postulated that the indigenous language of the host nation exerts a substantial
158 impact. Scholars have demonstrated that proficiency in the local language enhances both occupational and
159 societal assimilation, based on their investigation of migrant labourers in Malaysia. Halim et al. (2018) conducted
160 research which suggests that acquiring proficiency in the language does not significantly affect the ability of
161 expatriates to adjust to the cultural and social norms of Malaysia. The argument posits that the prevalence of
162 English language proficiency among a significant portion of the Malaysian population suggests the likelihood of
163 this assertion. According to Danisman's (2017) research, the support provided by an expat's family and friends
164 in their home country can significantly impact their ability to successfully adjust to their work environment. The
165 speaker proceeds to assert that scholars who independently relocated their families abroad experienced greater
166 levels of contentment in their newly adopted nation. Selmer and Lauring (2011) provide evidence to support the
167 idea that family members are integral to the process of adjustment. Academic: The research findings suggest

168 that professors who chose to marry and integrate their families into their professional lives experienced greater
169 levels of success and productivity in their work. A significant proportion of individuals residing abroad have done
170 so voluntarily. In the event that an individual opts to pursue their education overseas independently, it is likely
171 that they have taken measures to organise their arrangements for the journey, potentially facilitating a seamless
172 adjustment.

173 The study conducted by Alshahrani (2022) examined the characteristics of company-assigned and expatriate-
174 initiated individuals in Saudi Arabia. According to the study, the "push factor" emerged as the most reliable
175 indicator for determining whether an individual voluntarily relocated overseas or was compelled to do so due
176 to professional obligations. The findings suggest that self-initiated expatriates are more affected by push
177 factors than those who are assigned by their companies. However, both self-initiated and company-assigned
178 expatriates did not derive substantial benefits from the pull-out incentive features. The personal and professional
179 circumstances of an individual, whether voluntary or involuntary, hold greater significance than the reasons
180 behind an expatriate's decision to relocate overseas. The divergent expatriate groups are primarily distinguished
181 by their respective career aspirations. Stoermer et al. (2018) conducted research indicating that expatriates
182 who relocate independently tend to achieve favourable outcomes when they possess a profound sense of cultural
183 affinity towards their host nation. This holds great importance in states that lack cultural diversity. Having
184 an openminded approach towards novel concepts and viewpoints can prove to be a valuable attribute, not only
185 in professional environments but also in other contexts. A positive outlook, along with adaptability, can confer
186 benefits in the context of societal changes. This may facilitate your transition into your new employment.

187 4 III. Conceptualization of the Research

188 The present study has developed a conceptual framework (refer to Figure 1) consisting of Economic Factors (EF),
189 Professional Development (PD), Family Factors (FF), Lifestyle (LL), and Cultural Factors (CF) as independent
190 variables. The dependent variable in this framework is Self-Initiated Expatriate (SE). The objective of this
191 study is to clarify the motivations of self-initiated expatriates. The independent variables used in this study
192 are derived from the research conducted by Podrug et al. (2014). The concept revolves around individuals who
193 have voluntarily identified themselves as expatriates and have participated in extended periods of employment
194 and living within the United States. These individuals consist of expatriates who relocate to the United States
195 and subsequently secure employment. The objective of this study is to evaluate the impact of five independent
196 variables on Self-Initiated expatriates.

197 The study employs the existing data to determine the influence of the independent variables that are
198 statistically significant for self-initiated expatriates who migrate to the United States. The study included all five
199 independent variables and conducted empirical research to assess their relative effectiveness in understanding the
200 factors that drive individuals to independently migrate abroad.

201 The person who has knowledge about selfinitiated expatriates possesses a thorough understanding of the
202 subject matter. The management's actions are limited by various factors, including the presentation of services
203 and related concerns. The justification for conceptualizing the variables is based on the importance of the
204 management implications linked to a specific sequence requirement for jobs in the United States. In order
205 to achieve a comprehensive evaluation of the various factors involved in assessing self-initiated expatriates, it
206 is essential to perform a detailed analysis of the incorporated components. Therefore, by implementing the
207 operational application of the independent variables as outlined by Podrug et al. (2014), this research can
208 accurately identify the factors related to the impact of self-expatriates in the United States.

209 5 Economic Factors (EF):

210 The economic situation of self-initiated expatriates is considered to be indicative of the economic conditions
211 prevailing in both their country of origin and their destination country. From a pragmatic standpoint, one may
212 conceptualize it as the level of material comfort in a foreign country that an individual is willing to embrace to
213 support their family residing in their country of origin. The extent to which it serves as a primary catalyst or
214 consequence of individuals independently travelling abroad is a topic of contention. The majority of individuals
215 who have emigrated from their countries of origin have

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217 Volume XXIII Issue VI Version I Year 2023 () A

218 attributed their decision to the prevailing economic conditions, elevated rates of joblessness, and individual
219 hardships (Alshahrani, 2022). The motivation behind self-initiated expatriation may vary depending on the
220 research conducted. Some studies suggest that economic incentives, such as the pursuit of higher remuneration,
221 may be the primary driver. Conversely, other research indicates that individuals may be primarily motivated
222 by noneconomic factors, such as the desire for novel experiences and cultural enrichment. In contrast, self-
223 initiated expatriates exhibit a less discerning attitude towards the reasons for relocating overseas, and are willing
224 to undertake significant life changes for a variety of factors, such as the prospect of improved employment
225 opportunities.

226 According to Suutari and ??rewster (2000), there is significant variation in the weight of this factor across
227 individuals and nations. The primary drivers for expatriates to take up employment in a foreign country were
228 discovered to be of an economic nature, encompassing their aspirations to increase their earnings, expand their
229 travel opportunities, widen their perspectives, and advance their careers. The objective of this study was to
230 ascertain the extent to which financial factors influence individuals' voluntary migration from their countries
231 of origin. The rationale behind individuals' independent migration to foreign countries remains ambiguous as
232 financial considerations, although relevant, do not appear to be the sole motivator.

233 Given the circumstances at hand, and with the aim of conducting a more in-depth analysis of the impact of
234 Economic factors on self-initiated expatriates from the United States point of view, this study posits the following
235 hypotheses:

236 H1: Economic Factors are Associated to USA Self-Initiated Expatriation.

237 7 Professional Development (PD):

238 There is a general consensus that an individual's professional status ought to reflect their ability to progress
239 within their industry subsequent to moving from their country of origin to the destination country. Self-directed
240 expatriates perceive a noticeable improvement in the quality of professional services overseas in comparison
241 to their home country. The aforementioned variable can serve as an operational definition for the extent to
242 which an individual can progress in their professional growth. It is conceivable that an individual may be
243 receptive to pursuing employment opportunities overseas as a means of enhancing their social or professional
244 status within their domestic sphere. Moreover, the question of whether the pursuit of professional development
245 is the predominant factor motivating individuals to travel abroad voluntarily remains a subject of debate.
246 Currently, there exist varying perspectives among individuals regarding this matter. The research revealed that
247 self-initiated expatriates, who possess greater autonomy in their decision-making, place a premium on personal
248 growth opportunities and base their acceptance of foreign postings on the proximity of their native countries. As
249 per the findings of a recent research conducted by Al-shahrani (2022). Chwialkowska (2020) identified several
250 factors that are associated with professional development, including motivation, prospects for advancement,
251 acquisition of competencies, and cross-cultural experiences. A significant number of individuals who relocate to
252 foreign countries do so with the intention of improving their employment opportunities. In the contemporary era
253 of globalization, possessing competencies and expertise that are universally applicable has become progressively
254 crucial. Halim et al. (??018) conducted research indicating that selfinitiated expatriates exhibit a greater
255 propensity to explore and pursue career opportunities within their host country.

256 The main objective of individuals relocating to foreign countries was to enhance their professional status,
257 as evidenced by their expectation of superior career opportunities that would facilitate higher earnings, global
258 exposure, and career advancement. The objective of this study is to investigate whether individuals' inclination
259 towards professional development serves as the primary impetus for their voluntary participation in international
260 assignments. The reason for this uncertainty is the lack of knowledge regarding whether individuals who choose
261 to migrate independently prioritize their professional development. This study proposes the formulation of
262 hypotheses in order to conduct a comprehensive analysis of the impact of professional development on self-initiated
263 expatriates from the perspective of the United States. The hypotheses are based on the current circumstances and
264 aim to provide a deeper understanding of the impact of professional development on self-initiated expatriation.

265 H2: Professional Development is Associated to USA Self-Initiated Expatriation. country of origin and their
266 destination country. Therefore, the family factors of an individual can be operationally defined as their level of
267 acceptance towards the family structural system of both the host country and their country of origin. The primary
268 driving factor behind individuals' voluntary decisions to relocate overseas is a subject of contention, with some
269 arguing that the longing to be in closer proximity to family members is the determining factor. Cerdin (2013)
270 posits that the impetus to migrate can be attributed to an individual's aspiration to depart from their native
271 culture and the predicaments they have faced within their homeland. The act of departing from one's place of
272 origin and customary cultural practices. Individuals who opt to migrate abroad independently frequently engage
273 in discussions with their family members residing in their country of origin prior to undertaking any significant
274 life-altering decisions. According to these authors, the role of family is crucial in determining the decision of
275 independent learning and development, as it has the capacity to either promote or hinder the same. Considerable
276 effort is invested in the production of this type of artistic expression. Consequently, a considerable number of
277 scholars are directing their research towards families who choose to relocate overseas (Nolan & Liang, 2022).

278 Danis-man (2017) has identified a challenge associated with relocating from one's family and adapting to a
279 new way of life in a foreign country, which is a lack of proficiency in the local language of the host nation. This
280 can be particularly difficult when surrounded by unfamiliar people. The objective of this study is to investigate
281 the potential correlation between the motivations of self-initiated expatriates for relocating and their level of
282 acceptance towards the family structure of the host country. The primary aim of this investigation was to
283 ascertain whether individuals' autonomous decisions to migrate abroad are influenced by their close familial
284 connections. The reason for this uncertainty lies in the ambiguity surrounding the extent to which family factors
285 serve as the primary impetus for self-initiated emigration. Although undoubtedly a salient factor, it is not a
286 universal determinant. To conduct a more comprehensive look at the impact of family dynamics on self-initiated

11 A) RESEARCH POPULATION, SAMPLING AND SAMPLE FRAME

287 expatriation in the United States, the ensuing hypothesis has been formulated. H3: Family Factors are Associated
288 to USA Self-Initiated Expatriation

289 8 Lifestyle (LL):

290 The self-initiated expatriate status of an individual is believed to be manifested in their selection of a foreign
291 location for residence and employment. If an individual perceives that the culture of the host country is a
292 compatible match, they may be motivated to seek employment opportunities in that location. The independent
293 decision-making of expatriates to relocate abroad is of utmost importance for their professional and personal
294 development. The present investigation employs the term "lifestyle" to denote the extent to which an individual
295 can uphold their habitual way of living despite inhabiting a foreign country. Individuals contemplating
296 employment opportunities abroad may have concerns regarding their ability to assimilate into the indigenous
297 customs and lifestyle.

298 The topic of discussion pertains to the causal relationship between an individual's lifestyle and its impact
299 on the decision to undertake voluntary international migration. This matter is currently under debate within
300 academic circles. Previous research has identified organisational recognition and a strong sense of calling as
301 significant factors contributing to international migration (Alshahrani, 2022). Certain individuals are inclined
302 to relocate abroad due to the significant cultural or societal contrasts between their country of origin and the
303 intended destination, which serves as a driving force behind their decision to emigrate. Usually, individuals
304 opt for a nation based on its agreeable weather conditions and advanced physical and organisational structures.
305 According to Zakaria and Yusuf (2022), emigrants tend to select their destination based on the various benefits
306 that the place provides, if they have the freedom to do so.

307 Factors pertaining to the lifestyle of expatriates, including their objectives and level of cultural assimilation
308 with indigenous practises. Considering the significance of this issue, it may serve as a determining element in
309 the decision-making process of accepting an overseas employment opportunity. The primary objective of the
310 research was to investigate and validate whether an individual's lifestyle choices serve as the primary impetus for
311 their choice to relocate overseas. Although lifestyle factors hold undeniable importance, they are not frequently
312 conspicuous as the primary driving force behind an individual's voluntary decision to relocate overseas. In order to
313 undertake an in-depth investigation of the influence of lifestyle on self-initiated expatriation in the United States,
314 the following hypothesis has been developed: H4: Lifestyle is Associated to USA Self-Initiated Expatriation.

315 9 Cultural Factors (CF):

316 The cultural element is intended to serve as a depiction of the cultural context in both the expatriates' country of
317 origin and the country they have elected to reside in during their overseas stay. In essence, it can be operationally
318 defined as the extent to which an individual exhibits a willingness to integrate into the cultural norms and values
319 of the host country in order to facilitate the advancement of their home country. The influence of culture on
320 individual decisions to travel internationally independently remains uncertain as to whether it is a causal factor
321 or a consequential outcome. Numerous individuals are driven to depart from their country of origin due to their
322 inherent curiosity and eagerness to acquire knowledge regarding the diverse cultures and societies of the world.
323 One of the major motivating factors for individuals to engage in international projects is the opportunity to gain
324 exposure to diverse cultures. prior scholarship, this study determined that cultural characteristics play a role in
325 determining whether self-initiated emigration is the primary motive, and it revealed that female individuals who
326 undertake independent migration exhibit greater adaptability to novel surroundings than their male counterparts.
327 Previous research has potentially mischaracterized the extent to which cultural factors serve as the primary
328 impetus for voluntary emigration, based on our current understanding.

329 In order to undertake a more thorough examination of the influence of cultural variables on selfinitiated
330 expatriation in the United States, the following hypothesis has been posited: H5: Cultural Factors are Associated
331 to USA Self-Initiated Expatriation.

332 10 IV. Research Methodology

333 The current study utilizes a quantitative methodology, specifically employing survey questionnaires for the
334 purpose of evaluation. The selection of this methodology is based on the subjective nature of the assessment,
335 where each individual subject is required to provide their own distinct perspective (Snyder, 2019;Zhang et al.,
336 2023).

337 11 a) Research Population, Sampling and Sample Frame

338 The objective of this study is to examine individuals who initially traveled to the United States with the intention
339 of returning to their home country but later chose to stay in order to pursue personal, cultural, and career
340 develop-ment opportunities, without a specific timeframe for their return. The scope of this research is focused
341 on individuals who are currently living in the United States but are not citizens of the country. Specifically, it
342 includes those who have started working after arriving in the United States. These individuals are immigrants who
343 come to the United States and then find employment, showcasing their dedication to advancing their professional
344 goals. The sampling procedure was developed to consider the varied abilities of respondents in addressing

345 important issues related to employment in the United States. The current study utilizes a sampling strategy that
346 integrates aspects of both random and purposive sampling techniques. A sampling frame consisting of 400 units
347 was established in order to achieve a comprehensive coverage of responses.

348 **12 b) Research Instruments for Data Collections**

349 Preliminary study to test the validity of the first formulated research instrument has been carried out. The
350 final stages of the preliminary study on self-initiated expatriate evaluation involved the implementation of
351 instrumentation and data collection preparation. Questionnaires are the primary tools utilized for data collection.
352 The study identified six key variables, namely Economic Factors (EF), Professional Development (PD), Family
353 Factors (FF), Lifestyle (LL), Cultural Factors (CF), and Self-Initiated Expatriate (SE), from which scaled items
354 or questions were derived. The questions have not been adapted. They were constructed from the beginning.
355 The present research utilized prior literature and preliminary investigation as a basis for formulating inquiries,
356 which were subsequently employed to develop the questionnaires. The rationale behind the development of the
357 scaled items within the proposed factors is based on the premise that "Self-Initiated Expatriate (SE)" is believed
358 to be influenced by five additional variables. Consequently, by utilizing the responses obtained from these items,
359 the study can examine the extent to which the five independent variables can serve as instruments for identifying
360 selfinitiated expatriates. Following the formulation of the questions, a pre-test was conducted and subsequently,
361 the questions were finalized based on certain recommendations. However, it should be noted that certain aspects
362 of the aforementioned inquiries were utilized in the two preceding exploratory investigations. Nevertheless, the
363 concerns brought forth in this particular scholarly endeavor were not previously taken into account. Influence-
364 type the questions in this study employ Likert scales consisting of five response options, ranging from "1: no
365 influence" to "5: high influence."

366 The instrumentation and preparation of data collection were conducted as integral components of the final
367 stages of the two preliminary studies on selfinitiated expatriate assessment. Questionnaires are the primary tools
368 employed for data collection. The present study identifies six key variables, namely Economic Factors (EF),
369 Professional Development (PD), Family Factors (FF), Lifestyle (LL), Cultural Factors (CF), and Self-Initiated
370 Expatriate (SE), from which scaled items or questions were derived. The questions have not been adapted. They
371 were developed from the beginning. The present research utilized prior literature and preliminary investigation to
372 establish the basis for formulating the questionnaires. The rationale behind the development of the scaled items
373 within the proposed factors is rooted in the understanding that "Self-Initiated Expatriate (SE)" is a construct that
374 is influenced by five additional variables. Thus, by utilizing the responses obtained from these items, the study
375 can examine how the five independent variables may serve as instruments for identifying selfinitiated expatriates.
376 Following the formulation of the questions, a pre-test was conducted and subsequently, the questions were revised
377 based on certain recommendations. Nevertheless, certain aspects of the aforementioned inquiries were utilized in
378 the preceding two preliminary investigations, although the matters addressed in this particular research endeavor
379 were not previously taken into account. Influence-type the questions are evaluated using Likert scales consisting
380 of five (??) response options, ranging from (1) indicating no influence to (5) indicating high influence.

381 **13 c) Scale Items Reliability**

382 The reliability of the scaled items was assessed through a validation test. A pilot test was conducted prior to the
383 validation process. Several responses were received. The reliability assessment indicates that the scaled items are
384 sufficiently suitable for the purpose of data gathering. The utilisation of a metric known as Cronbach's alpha was
385 employed in this study, which is one of the commonly used benchmarking tools for assessing the dependability
386 of scaled items. The present study did not employ a summated approach to combined and aggregate questions
387 under each factor. The calculations of Cronbach's alpha involve the use of 26 items. The eventual attainment of
388 a value of 0.934 is evidenced in Table ???. The aforementioned statement indicates that the construct reliability
389 levels are deemed satisfactory, thereby making them appropriate for the purpose of collecting data in a reasonable
390 manner. Moreover, it was discovered that the correlations between items ranged from 0.498 to 0.812, suggesting
391 that there is no lack of significant correlation among them and the correlation are not too high. Consequently,
392 this led to favorable levels of Internal Consistency.

393 **14 d) Data Collection**

394 The data collection technique utilized was solely dependent on online platforms. The survey instrument was
395 developed and implemented using the Google Docs platform. The recruitment of participants was conducted
396 through various networking strategies. The exercise endured for a period of time. Following that, the gathering
397 of responses was observed to occur in two distinct phases. The study's conclusive phase yielded a total of 121
398 responses. This is sufficient for analysis in light of the self-initiated expatriate distributions in the United States.

399 Following the completion of the final data collection, an exploratory factor analysis (EFA) was conducted.
400 Exploratory Factor Analysis (EFA) is a valuable method for researchers and practitioners across diverse fields,
401 as it aids in identifying the fundamental constructs or factors that elucidate the interrelationships among a set
402 of observed variables. The utilization of principal component analysis was employed to ascertain the appropriate
403 quantity of factors to retain, as well as the constituent items within each factor. Out of the 26 items initially

404 developed and validated for data collection as independent variables, the EFA analysis conducted at the outset
405 of treatment on the 121 collected data points resulted in a reduction to 13 items deemed suitable for analysis.
406 Therefore, Table 2 displays the analysis of the results obtained from the exploratory factor analysis (EFA).
407 Despite the limited number of items contained within the factor of "Professional Development (PD)," it can still
408 be deemed valuable. This is supported by the notion that constructs with a smaller number of items, including
409 one or two, can be subjected to analysis based on their measurement properties ??Hair et al., 2011, p.140). Based
410 on the factors loading of the items, obtained from the result of the EFA (see Table 2) which are all above 0.70,
411 this has established that they are fit for an analysis for the testing of the hypothesis formulated. However, it
412 could be seen that all the items associated to cultural factors has been eliminated for the fact that their factors
413 loading is below the minimum threshold (0.7) (see Figure 2). Research recommends that the loadings of indicators
414 ought to fall within the range of .70 and exhibit statistical significance at .05 or lower, which is equivalent to a
415 t-statistic of ± 1.96 . According to Hair et al. (2019), values falling within the range of .70 and higher can be
416 rationalized. The selection of an appropriate analytical approach is contingent upon the underlying hypotheses
417 and characteristics of the data. The objective of this study is to analyze the primary factors that impact
418 selfinitiated expatriation in the United States. Given the current circumstances, two analytical measures were
419 evaluated, namely descriptive and inferential statistical analyses. The aim of this study is to conduct a descriptive
420 analysis of the current situation of Self-Initiated Expatriate individuals in the United States of America. The
421 objective of this study is to examine the viewpoints of research participants regarding the concerns and obstacles
422 associated with Self-Initiated Expatriation. Additionally, the proposed model will employ inferential analysis to
423 determine the magnitude of the conceptualized variables. The purpose of the inferential analysis procedure is to
424 examine and evaluate the validity of the hypotheses that have been formulated.

425 15 a) Demographic Profile of the Respondents

426 The study achieved a balanced gender distribution with 51% of respondents identifying as female. This allows
427 for appropriate dissemination of findings within each gender category. Moreover, a majority of 71% of the
428 participants fall within the age range of 17 to 24 years. This implies that the majority of individuals are in
429 the stage of job-seeking and may possess a willingness to relocate. The primary area of employment for 90% of
430 the respondents is in the field of skilled labor. Therefore, this implies that individuals who pursue employment
431 opportunities overseas are predominantly those possessing specialized skills. The preponderance of participants,
432 comprising 31% of the sample, reported a work experience ranging from 1 to 3 years in the field(s) of skilled labor.
433 The duration of time spent working has increased to 9 years, as per the distribution. Therefore, this suggests
434 that they have a willingness to persist indefinitely. Approximately 70% of the survey participants expressed
435 contentment with their current employment. Approximately 27% of individuals maintain a neutral stance, while
436 a mere 3% express dissatisfaction; however, the latter group feels compelled to remain in their current situation.

437 16 b) Analysis of the Relationship among the Variables and 438 Hypothesis Testing

439 The study generated mean scores for the variables Economic Factors (EF), Professional Development (PD),
440 Family Factors (FF), and Lifestyle (LL) as they pertain to the independent variables, and Self-Initiated Expatriate
441 (SE) as the dependent variable. Table 3 presents the outcome of the correlation analysis conducted among them.
442 The Pearson's (r) correlation coefficient values for the variables assessing Self-Initiated Expatriation range from r
443 = 0.498 to r = 0.812. The correlation coefficient (r) of 0.812 indicates a strong positive correlation between Self-
444 Initiated Expatriation and Professional Development. This suggests a robust and noteworthy correlation between
445 the two variables, which is also favorable. All of the correlations between the variables exhibit a high degree of
446 strength and statistical significance, with the exception of one. The findings of the bivariate multilinear regression
447 analysis, as presented in Table 4, reveal that all of the independent variables are significantly contributing to
448 Self-Initiated Expatriation. The coefficient results indicate that lifestyle is the strongest contributor (Beta = .37,
449 p = .00 at .05 alpha level) to Self-Initiated Expatriation. This proposition posits that lifestyle exerts a significant
450 impact on the occurrence of self-initiated expatriation within the United States. Self-initiated expatriates exhibit
451 a willingness to adapt to the lifestyle in the United States. According to the model's summary, the coefficients for
452 the entire model have a value of 0.913, while the R^2 value is 0.833 and the adjusted R^2 value is 0.827. Both of
453 these numbers can be found in the table below (See Table 5). This provides evidence that the model is suitable,
454 and the predictions that it generates demonstrate a high degree of appropriateness in terms of the model's ability
455 to predict at the highest level. There is positive significant relationship, with a Pearson's r (.712), p < .01.

456 17 Economic Factors

457 Professional

458 Family Factors is a significant predictor of the USA self-initiated expatriation as it explains by (Beta = .272,
459 p = .00 at .05 alpha level) Supported H4 Lifestyle is associated to USA Self-Initiated expatriation.

460 There is positive significant relationship, with a Pearson's r (.782), p < .01.

461 Lifestyle is a significant predictor of the USA selfinitiated expatriation as it explains by (Beta = .372, p = .00
462 at .05 alpha level) Supported All of the hypotheses that were generated were put to the test, and the outcomes of
463 those tests, when analyzed, provided evidence in favor of the hypotheses. The implication of this statement is that
464 there exists a correlation between self-initiated expatriates and a variety of characteristics like job satisfaction,
465 economic determinants of retention, professional progress, lifestyle, and familial issues that are typically connected
466 with expatriation. The methodology for explaining things places an emphasis on performing an in-depth analysis
467 to uncover the underlying elements that motivate people to travel independently to the United States of America.
468 The present study has provided evidence that the "five elements" utilised in prior research can be construed in
469 a manner that impacts the "Self-Initiated Expatriate." Consequently, the research postulated the correlation
470 between them and subsequently provided a rationale for the plausibility of the interaction expounded in the
471 suggested concept. All individuals who took part in the survey are either professionals who relocated abroad
472 voluntarily in search of employment opportunities or individuals who relocated abroad for educational or other
473 reasons prior to securing professional employment. The individual may have deduced that, notwithstanding their
474 comprehensive instruction and experience, potential employers in their country of origin may exhibit disinterest
475 in employing them, or that the remuneration they could anticipate receiving in their destination country would
476 be significantly greater. Consequently, it is logical that a significant number of individuals opt to venture overseas
477 in pursuit of employment opportunities. Likewise, the individuals' competencies impede their pursuit of higher-
478 paying employment opportunities that align with their credentials within the receiving nation. The reason for
479 this is attributed to a reduction in demand for their particular set of skills (Chwialkowska, 2020). Hence, it can
480 be inferred that each participant derives their main earnings from the skilled labour sector. The present research
481 employed the five incentives for assuming the role of a self-initiated expatriate as delineated by ??odrug et al.
482 (2020).

483 The implications of the findings of this study suggest that economic circumstances in the United States play
484 a crucial role in an individual's job-seeking success. Specifically, individuals residing in the United States who
485 identify as self-initiated expatriates believe that the economic growth in their home country lags behind that of
486 the United States, which is considered to be the best in the world. Hence, the condition of the American economy
487 has a bearing on the employment opportunities available to individuals. Moreover, it has been disclosed that the
488 probability of securing employment is influenced by the robustness of the United States' economy in comparison
489 to that of other nations. According to the findings of this study, the presence of highly skilled individuals,
490 regardless of their origin, is imperative for the prosperity of the United States' economy.

491 The study suggests that there is a correlation between professional development and career progression. This
492 study sheds light on the significance of an individual's level of expertise in determining their employment
493 opportunities in the United States. However, this does not solely imply the availability of higher-paying
494 professional jobs, but also encompasses the necessary competencies to effectively execute the assigned tasks.
495 A skilled job is defined as work that necessitates specific knowledge or abilities, which can be obtained through
496 education and skills initiatives. These initiatives are more effective when they are connected with the labour
497 market. At present, there exists a significant juncture in the outcome, wherein a favourable association can be
498 observed between aptitude and proficiency, leading to their elevated worth in the job market of the United States.
499 The assessment of one's own performance as a self-initiated expatriate is a consequential outcome. Additionally,
500 the significance of experience cannot be overstated.

501 The study's findings suggest that family-related factors play a significant role in the decision-making process
502 of self-initiated expatriates. Specifically, the study highlights the impact of the decision to remain in the United
503 States on the social hierarchy of the expatriate's family, which is a crucial consideration for many individuals.
504 The aforementioned observation was made on the premise that the hierarchical arrangement within the family
505 unit ought to adhere to the legal framework of the United States, notwithstanding any disparities that may
506 exist between the prescribed rights and those that are customary in the family's country of origin. The study
507 has indicated that individuals have observed the impact of American culture on their family dynamics. To
508 achieve complete assimilation into American society, it is advisable for individuals to adhere to the customary
509 standards of the conventional American household. Residing in the United States can result in strain on the
510 familial framework of individuals, subsequently impacting their development and the dynamics of interpersonal
511 connections. The research findings indicate that kin members perceive a diminishment in the affective ties they
512 share with their sibling who migrated and commenced employment in the United States, owing to the structural
513 composition of American households. The study's implications pertain to the degree of emotional distance or
514 proximity experienced by individuals towards their family members residing in their country of origin, which is
515 influenced by the extent to which their family has successfully adapted to life in the host nation.

516 The most significant determinant of self-initiated expatriation in the United States has been identified as
517 "Lifestyle." This matter pertains to the notion that employment in the United States necessitates a particular
518 way of life, encompassing the assimilation of fundamental aspects of American culture. Stated differently, if a
519 self-initiated expatriate perceives that they possess the capability to maintain a lifestyle in the United States
520 that is harmoniously aligned with their professional pursuits, this is likely to have a favourable impact on their
521 employment. Moreover, it is believed that the lifestyle in the United States is the only way for individuals
522 to maintain a high level of well-being. Additionally, the study acknowledges that the lifestyle in the United
523 States facilitates the effective fulfilment of occupational duties. The American lifestyle has facilitated the pursuit

524 of personal interests by individuals outside of their regular work hours. Furthermore, the lifestyle assessment
 525 confirmed that the income generated will be sufficient to cover the cost of living in the United States throughout
 526 one’s career.

527 18 VII. Conclusion

528 The use of a scoring mechanism is essential for assessing an expatriate’s performance against a predetermined
 529 benchmark. Unfortunately, there is a lack of attention from scholars towards the challenges faced by self-initiated
 530 expatriates. These scholars aim to support communities in addressing issues related to avoidance, adaptation,
 531 and the factors that influence self-initiated expatriates in finding employment, as well as the specific qualifications
 532 required for such opportunities. The objective of this study is to establish a framework for the identification of key
 533 factors that contribute to the facilitation of expatriation in the United States. The findings of this study indicate
 534 that lifestyle factors have a substantial influence on self-initiated expatriation from the United States. This
 535 implies that an individual’s lifestyle influences their overall way of life. The research focuses on differentiating
 536 between selfinitiated expatriation and involuntary or forced expatriation, highlighting its importance. The former
 537 is distinguished by circumstances that are outside of the individual’s control, whereas self-initiated expatriation is
 538 a conscious decision made by the individual, typically motivated by factors such as employment opportunities, a
 539 longing for a different lifestyle, or a spirit of adventure. The study’s findings suggest that self-initiated expatriates
 540 typically have a higher degree of autonomy when it comes to making decisions about their relocation. Additionally,
 541 they tend to have a longer timeframe to prepare for the transition. Individuals who engage in international
 542 relocation may have different expectations and motivations depending on whether they are sent abroad by their
 543 employer or compelled to leave their home country due to political or economic instability. The research findings
 544 suggest that selfinitiated expatriation presents individuals with new experiences and opportunities, although it
 545 may also come with certain challenges. The process of acclimating to a new culture, language, and way of life
 546 often requires individuals to adapt and can evoke feelings of isolation and longing for the familiar. However, those
 547 individuals who are inclined to face challenges may discover that self-initiated expatriation can be a rewarding
 and transformative experience. ¹

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Year 2023

Volume XXIII Issue VI Version I

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Cronbach’s Alpha

.934

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Reliability Statistics

Cronbach’s Alpha based on Standardized Items No. of I

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Figure 1: Table I :

548

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2

	Rotated Component Matrix a				
	1	2	3	4	5
FF4	.861				
FF5	.806				
FF3	.767				
FF2	.703				
LS2		.833			
LS3		.797			
LS4		.724			
EF2			.900		
EF6			.875		
EF1			.871		
EF5			.703		
PD4				.853	
PD5				.821	

Figure 2: Table 2 :

3

		Correlations				
		Self_Initiated_Expatriate	Economic_Factor	Professional_Development	Lifestyle	Family_Factor
Self_Initiated_Expatriate	Pearson Correlation Sig. (2-tailed)	1	.733 **	.812 **	.782 **	.721 **
	N	121	121	121	121	121
Economic_Factor	Pearson Correlation Sig. (2-tailed)	.733 **	1	.668 **	.534 **	.609 **
	N	121	121	121	121	121
Professional_Development	Pearson Correlation Sig. (2-tailed)	.812 **	.668 **	1	.668 **	.653 **
	N	121	121	121	121	121
Lifestyle	Pearson Correlation Sig. (2-tailed)	.782 **	.534 **	.668 **	1	.498 **
	N	121	121	121	121	121
Family_Factor	Pearson Correlation Sig. (2-tailed)	.721 **	.609 **	.653 **	.498 **	1
	N	121	121	121	121	121

Figure 3: Table 3 :

4

Coefficients a		
B	Std. Error	Beta

Figure 4: Table 4 :

5

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
a. Dependent Variable: Self_Initiated_Expatriate					
Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.913	.833	.827	1.40082	
a. Predictors: (Constant), Family_Factor, Lifestyle, Economic_Factor, Professional_Development					
*					

Figure 5: Table 5 :

6

Hypothesis	Correlation Analysis (Pearson's r)	Regression Analysis	Decision
H1 Economic Factors are associated to USA Self-Initiated expatriation.	There is positive significant relationship, with a Pearson's r (.733), p < .01.	Economic Factors is a significant predictor of the USA self-initiated expatriation as it explains by (Beta = .241, p = .00 at .05 alpha level)	Supported
H2 Professional Development is associated to USA Self-Initiated expatriation.	There is positive significant relationship, with a Pearson's r (.812), p < .01.	Professional Development is a significant predictor of the USA self-initiated expatriation as it explains by (Beta = .272, p = .00 at .05 alpha level)	Supported
H3 Family Factors are associated to USA Self-Initiated expatriation.			

Figure 6: Table 6 :

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