

Review of: "Beyond culture shock: entering the complex world of Global South expatriates' adaptation"

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Dieu Hack-Polay and Ali B. Mahmoud delve into the often-overlooked challenges faced by Global South expatriates when adapting to Western contexts, presenting a literature-informed conceptual framework. They highlight the complex issues that hinder the effective adjustment of Global South expatriates, including culture distance, ethnic prejudice, social isolation, family dynamics, and homesickness. Their paper underscores the importance of creating psychological safety within organizations to facilitate expatriate integration. Moreover, the authors draw attention to the underrepresentation of Global South expatriates in the existing literature, emphasizing the need to address the psychological insecurities resulting from psycho-social factors that impede their successful integration. This review serves as a significant contribution to the expatriation literature, shedding light on the unique challenges faced by Global South expatriates in Western settings, ultimately emphasizing the importance of intercultural competence and effective human resource practices in facilitating their successful adaptation and knowledge transfer.