

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

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Potential competing interests: No potential competing interests to declare.

Thank you for providing me an opportunity to review the analysis of literature that has been addressed effectively. The current enquiry is important in terms of studying the adjustment of a specific population (Global South expatriates) in western world that has not been studied extensively. The current analysis shed light on the role of common theoretical model/factors (e.g., culture distance, ethnic prejudice social isolation, children and family issues, and homesickness) that hinder Global South expatriates' effective adjustment in Western societies. Thus, the publication of the current review is justified because it addresses the gap in previous research findings, and it handles the expression of ideas comprehensively.

The following suggestions may be considered.

- 1- The abstract needs to be more extensive and detailed because it is comparatively shorter than the subsequent parts of the analysis. The implications of the current analysis may be added.
- 2- The terms HR and MNC should be explained initially, the abbreviation (HR or MNC) can follow subsequently.
- 3- There are typo errors that may be addressed. Please see below.

## I. Under Race and Prejudice Heading

The following sentence starts with small letter after full stop. ....if

In this context, it is clear that there will be an association between expatriation nostalgia and obsessive thoughts about home, which hampers focus on the expatriate assignment. if the Global South expatriates do not find the expatriate posting as meaningful and psychological rewarding as their position in their home country.

- I. -Please see the following sentence for correction.,

A number of research investigations (Stroebe *et al.*, 2015; Hack-Polay and Mahmoud, 2020) contend that homesickness has the capacity to affect expatriates to a large degree based on evidence about its greater prevalence people on the **move who a faced with** significant social isolation.

- I. The following sentences may be described in a different way as it seems to be incomplete or confusing.

(a)-Since expatriation is geared at employee development, transfer of organisational knowledge and competencies,

control and co-ordination, expatriates spend of their time in host countries (Bonache *et al.*, 2018).

(b)-Ethnocentrism the tendency of seeing the world through the lens of one's own cultural beliefs) can hinder the settlement process in the new expatriate location (Brewer, 2005; Hack-Polay et al., 2021).