

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 with the opportunity to review this manuscript. In the sections below, I have organized my comments into two categories. The first section addresses the primary areas in need of attention, representing the main aspects requiring improvement. Subsequently, in the 'Other Comments' section, I bring to your attention relatively minor suggestions. I trust that you will find this feedback and the associated recommendations relevant and beneficial as you continue to develop the ideas presented in the manuscript.

1. Regarding the Focus on Western and Asian Expatriates:

While I agree that a substantial portion of existing literature has predominantly centered on Western expatriates, it's worth noting that recent research has also paid significant attention to Asian expatriates, including those from countries such as China, Japan, Korea, and India. If these nations are not categorized under the umbrella term "Global South," it may be valuable to acknowledge this emerging research trend. Doing so would underscore the originality of this paper's focus on Global South expatriates.

2. In-Depth Exploration of Factors:

To achieve a comprehensive review of the factors negatively affecting the adjustment of Global South expatriates, it is advisable to expand and delve deeper into each section. In particular, my expertise in intercultural and intergroup relationships has led me to identify more extensive opportunities for elaboration in the sections concerning cultural distance and race/prejudice.

- There has been substantial discussion and critique regarding the concept of cultural distance (e.g., Harzing & Pudelko, 2016). Thus, it would be beneficial if the paper could provide a stronger argument for the significance of cultural distance in the context of Global South expatriates.
- Additionally, I suggest considering the "presumed cultural similarity paradox" (Vromans et al., 2013) as a potential explanation for the limited effects of cultural similarity on adjustment. While the authors have referenced studies like Froese and Peltokorpi (2011) and Wang and Varma (2017), it's important to acknowledge that adapting to culturally similar countries can be challenging, as highlighted by research such as Selmer et al. (2006, 2007), and sometimes even more so than adapting to culturally dissimilar countries (Felix et al., 2019; Vromans et al., 2013). Given the complexity of the relationship between cultural distance and expatriate adjustment, the cultural distance section should be expanded to provide a more nuanced understanding.

3. Clarifying the Unique Relevance to Global South Expatriates:

The authors identify six factors that impede the adjustment of Global South expatriates, namely *cultural distance*, *cultural shock*, *race and prejudice*, *family issues*, *homesickness*, and *internal human resource management issues*. However, the rationale for considering these impediments as potentially more relevant or specific to Global South expatriates requires clarification. It's important to note that these six factors pose challenges to expatriates in general, not exclusively those from the Global South. Providing a clear justification for why these specific factors are deemed critical and why they were selected among various possible factors would enhance the paper's clarity. For instance, is it anticipated that Global South expatriates would face more significant challenges related to cultural distance, cultural shock, race and prejudice than their counterparts? If this is not the case, it may be worth considering whether these factors can be studied in the broader context of expatriates in general, rather than exclusively focusing on Global South expatriates.

Minor Comments:

- 1). It would be beneficial to include a definition of "Global South expatriates" in both the abstract and the introduction for readers who may not be familiar with the term.
- 2) While the paper seems to imply that it primarily pertains to assigned (company-sent) expatriates, it would be valuable to clarify this aspect. Additionally, considering whether the adaptation issues discussed in the review are applicable to self-initiated expatriates would be a worthwhile consideration.
- 3) Several typographical errors are present throughout the manuscript. For example, in Page 3, Line 31, there appears to be something missing in the sentence, "For instance, experience managing a business or working outside the home organization..."