

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

Ruining Jin¹

¹ China University of Political Science and Law

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Overall, this paper provides a thoughtful review of the key challenges facing Global South expatriates when assigned to Western countries. The authors have clearly invested significant effort in reviewing the literature on expatriate experiences and identifying factors that may be particularly salient for non-Western expatriates. I appreciate the authors' aim to bring attention to an understudied but important topic.

The literature review in the first half of the paper is quite comprehensive, drawing from empirical studies as well as conceptual models to build an understanding of expatriation and the potential impediments facing Global South expatriates. The discussion of cultural distance, culture shock, and other cross-cultural adjustment issues provides helpful context.

My main critique relates to the conceptualization and organization of the key impediments. There appears to be overlap in the impediments discussed under the headings of "culture distance," "culture shock," "race and prejudice," and "family issues." While culture distance and shock are distinct concepts, culture shock is a reflection of large culture distance, in that regard, I think culture shock should be integrated into the discussion as a result of culture distance.

Likewise, "family issues" is a broad term that lacks a clear focus. And in the later discussion, the authors once again mentioned the cultural/ideological disparities between collectivism and individualism, which falls into the culture shock category--an apparent overlap with previous discussion. Therefore, my advice is that the authors should narrow down the discussion of family issues to specific areas, such as lack of social support from family, or family separation/acclimatization, etc. to focus on more tangible issues that might occur to expats and their family members.

Overall, the article makes a valuable contribution to the literature, and with some refinement of the conceptual framework, has strong potential to guide future empirical research on this important topic.