

# 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.

Dear authors,

The subject matter you raise is very interesting especially by navigating global expatriates' adaptation to the South rather than following extant works. Let me make my observations in point form:

## 1. Introduction:

- The first paragraph is too narrative and lengthy, may be the authors consider breaking the paragraph into several pieces.
- Likewise, paragraph 2 line 4 has a few redundant phrases e.g. "the general review paper aims to review". Such redundancy weakens the fluency and readability of the paper's scores.

## 2. Perspectives on expatriation and global south expatriates

- Before raising the issues/impediments to expatriates, what economic, socio-psychological, historical, and/or environmental facets are used by expatriates? For simplicity, does expatriate literature speak of channels through which intellectuals go through before reaching their desired destinations (receiving country per se)? If yes, I think authors should evoke such facets before raising the impediments thereafter and say why. This query is coming up because readers; scholars, practitioners, and/or policy makers may find it difficult to understand why the issue of impediments when expatriates willing move to these countries.
- As a suggestion, authors may desire to split the paragraph on "race and prejudice" as its length is makes the readability of the paper weak
- I think the phrase should be "with seventy per cent of expatriates having partners" not "have partners". That is, first line, first paragraph under "family issues"
- Since authors are particularly interested in the challenges expatriates face in current resident countries, for sure the six factors accurately developed are worth speaking of. But what are the formal (legal) and/or informal (illegal) ways expatriates use in curbing these impediments? In other words, how do expatriates survive (formal and informal means used by them to survive)?

- Given that expatriates tend to improve on the GDP of resident countries, given the challenges (six pertinent impediments identified by the authors). What are (is) the effect of expatriation on home countries (countries of origin)? May be authors should take a paragraph or 2 to discuss in clear ascents these issues.

### 3. Discussion

- The conceptual model is clear and easily understandable. However, for a fluent and readability, the black sides of the model could be completed ....to zone of CCICT and ....preparation and CCICT while the white cycle at the end be given in parenthesis CCICT to ease understanding rather than suspending this two phrases.
- The source of the conceptual model should be given immediately after the title while source should be placed beneath the table.

### 4. Conclusion

- The summary paragraph needs to be broken down into 2-3 paragraphs.
- The implication of the paper is too weak. Authors consider solely implications for human resource management. What should those already involve in expatriates take from the paper? What of the common person? I think the implication should address a wider audience not just limited to HRM.

### Overall observation(s):

The paper is well written with fluent use of English Language. But if the few suggestions are included though not forcibly, the paper will make a great impart