

# 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.

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

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## General Comment:

The paper titled *Beyond culture shock: entering the complex world of Global South expatriates' adaptation* is a general review which offers a literature-informed conceptual framework articulating the antecedents of issues facing Global South expatriates in relation to adaptation in Western contexts. The paper offers an informative account of the literature reviewed on expatriates from Global South, however, the methods used to develop the conceptual framework of this paper are not fully clear. Overall, communication is effective throughout although academic writing and word choice errors can be addressed to improve overall quality of this paper.

## Abstract:

1. Page 1 lines 1-10: This general review offers a literature-informed conceptual framework articulating the antecedents of issues facing Global South expatriates in relation to adaptation in western contexts, how is this done, which methods were adopted? Furthermore, clearly introduce aims and objective of this paper, its methodology, results and conclusions to inform the reader in the beginning.
2. Page 1 line 2: 'expatriates' meanings needs determining within its specific context in the abstract. Capitalise 'Western'.
3. Page 1 lines 1-3: This general review offers a literature-informed conceptual framework articulating the antecedents of issues facing Global South expatriates in relation to adaptation in western contexts. The analysis indicates that several complex issues impede Global South expatriates' effective adjustment. A consistent approach to the use of key terminologies e.g., use Global South and Global North.
4. Page 1 line 4: ethnic prejudice and social isolation.
5. Page 1 line 6: this paper highlights and Global South expatriates

## Introduction:

1. Page 1 lines 1-3 Previous research has demonstrated that both the business and HR leaders acknowledge the criticality of intellectual capital and people management for the survival and future of their global business (Thite *et al.*,

2014), Human Resources (HR) and refer to some contemporary research in addition to Thite *et al.*, 2014.

2. Page 1 lines 7-9 This is equally a route to career and organisational development. Returning expatriates have relevant experience in handling foreign experience which can be used by the MNC for future projects. Multinational Companies (MNC)...
3. Page 2 lines 8-10 While the issues causing expatriate failure have been studied in general, there has been no specific and wider studies focusing on Global South expatriates. Whilst or another suitable transition words/phrase.
4. Page 2 lines 10-12 In fact, much of the existing literature has centered on Western expatriates in other industrialised nations or assigned in developing and emerging economy contexts. This is a significant observation and although it is established in the paper that sources are scarce on the topic, it will be useful to highlight some sources to support this claim.
5. Page 2 line 13-14 The main research questions of this review, thus, are: Among the general issues facing expatriates, to what extent are some amplified for Global South expatriates deployed in the West? It is not fully clear as what are the general issues faced by expatriates which could be amplified in the case of Global South expatriates, in addition, deployed is not a suitable word choice in the context.
6. Page 2 lines 22-23 Given the contemporary and topical significant of the topic, given the significance and timeliness of the topic.....
7. Page 2 lines 45-46 Third, we consulted two independent expert reviewers— a process that helped us limit the bias of our selection of the sources, how is this done as the methods and techniques deployed have not been discussed in the paper.
8. Page 2 line 46-48 Forth, we employed thematic analysis of the impediments reported in previous research which ultimately formed the basis for articulating our theoretical model. Please clarify how thematic analysis is used?

### **Perspectives on expatriation and Global South expatriates**

1. Page 2 lines 1-3 The facts and figures quoted are useful but do not present a breakdown of migrants who migrated for financial reasons. It will be useful to separate this category within the entire population of people who live abroad.
2. Page 2 lines 6-7 plus expatriates come in a range of types. .... revisit academic language and explain the reasons for expatriation?
3. Page 3 line 1-3 Such meanings often entail that expatriates travel to another country physically and what is notable about this definition is that while some people talk about 'internal exile', they do not speak directly about 'internal expatriation' .. clarify this as the relationship between two statements is not fully clear.
4. Page 3 line 6 why is 'nation's territory' used instead of country, which is used above in the paper to describe expatriation?
5. Page 3 lines 11-13 The same as migrants, expatriates live and work abroad, i.e., somewhere other than the home country where 'home' is defined by their passport and their citizenship, so for this paper, both the terms can be used interchangeably if not why not?
6. Page 3 lines 21-22 In a globalised post-industrial technology digital society, most expatriates represent the intellectual capital that the firms need to function in such an era, clarify this statement.

7. Page 3 lines 26-28 As a result, the rivalry is soaring to hunt the best intellectual capital, as it supports businesses' efforts in sustaining high levels of competitiveness and efficiency, unknown rivalry between what?
8. Page 3 lines 36-37 consistently adopts referencing style.

### **Impediments to the adaptation of Global South expatriates**

1. Page 3 line 7: in no small extent, revisit academic style.

### **Culture Distance**

1. Page 4 line 1-6: 'Culture distance', it will be useful to inform readers of methods and techniques used for analysis e.g., how this and other themes have been reached at? In addition, the terminology of 'culture distance' is not fully clear

### **Culture Shock**

1. Page 4 line 1: The methods of analysis have not been addressed in this paper therefore it is not entirely clear how and why this and other themes link back to the key questions and objectives of this study.
2. Page 4 line 1: The terminology of 'culture shock' to be rephrased as cultural shock.
3. Page 5 line 11: Because of the investment the organisation makes in, revisit academic style as the sentence starts with 'because'.

### **Race and Prejudice**

1. Page 5 line 10: Two full-stops needs revising ....(Neiterman *et al.*, 2018; Hack-Polay and Mahmoud, 2020)..

### **Family Issues**

1. Page 6 line 1: What methods and analysis techniques have been used to identify Family Issues as a key theme.

### **Internal Organisational (in) Capabilities**

1. Page 7 line 4: HRM policies, the use of full form with the acronym HRM to be included on the first instance.

### **Discussion**

1. Page 8 line 4: IHRM studies, the use of full form with the acronym IHRM to be included on the first instance.
2. Page 8 lines 12-15: What are the methodological basis of the conceptual model and the factors included in it, addressing this will be useful for methodological soundness of this paper.
3. Page 8 line 17: The combination of forces in Figure 1, the use of word 'forces' is confusing and can be replaced with more neutral and context specific term such as factors.
4. Page 8 line 27: (e.g., Hack-Polay et al., 2021), be consistent in the use of referencing style would be a good approach this can be done by removing e.g., and see before citation.
5. Page 9 lines 1-2: (Expatriates with high) ethnocentrism are thought to report lower scores of self-rated job performance (e.g., Caligiuri et al., 2016), the meaning of this statement is not fully clear in addition do not use e.g.,

before citation to ensure consistency in citation and referencing style.

6. Page 9 line 7: provide full form with acronym BRICS on first use.
7. Page 9 line 9: provide full form with acronym HCN on first use.
8. Page 9 line 10: Farh *et al.* (2010) the use of et al is not consistent e.g., it is italicised here. Paper.
9. Page 9 line 13-14: Table 1 below breaks down these spheres of responsibilities, it will be useful the paper explains how these spheres of responsibilities are developed and what methods and techniques you have used to break them down.

## Summary

1. Page 10 Line 3: this essay, this should be changed to this paper.
2. Page 10 lines 6-7: These are *culture distance, culture shock, race and ethnicity, homesickness, family, and internal organisational* issues, why these themes are included, an explanation of methods and techniques used for data collection and analysis would help this paper to address this issue.