

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

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

By Dieu Hack-Polay and Ali B. Mahmoud

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The authors propose the development of a conceptual model for expatriates' adaptation to support future empirical investigations using a multi-stage approach. The article flows quite well from the topic, introduction, statement of the problem, research question, aim, perspectives to the conclusion, although some problems can be highlighted throughout the text. The drawbacks are obvious from the abstract, introduction and discussions where the authors do not take into consideration some factors that can moderate or mediate the adaptation of expatriates.

I will point out some aspects that can help to improve the quality of the paper:

Abstract:

The abstract does not provide any information about the method used in the paper. Although the method is described towards the end of the introduction (multi-step approach), the authors state the aim and dive straight into the results.

Introduction:

1. The authors use abbreviations in the text without giving a definition of them, for example, HR MNC. In my opinion, the authors could define the abbreviations the first time you use them and then go on with the abbreviations in the text with no difficulty.
2. Although the problem statement is clearly visible in the first paragraph, the research question at the beginning of the second paragraph of the introduction seems to come out of nowhere. My suggestion is that the authors should bring the research question to the problem statement in the first paragraph.
3. The first paragraph is a little too long and could be split into two parts to make it easier to read.
4. The contribution of psychosocial factors in explaining the integration of expatriates, especially those from the South, is well articulated by the authors.
5. The authors fail to number the sections of the work making it strenuous for those reading.

Perspectives on expatriation and expatriates from the Global South

1. This section is well developed by the authors. However, it is sometimes unclear whether the expatriates mentioned by the authors are moving from Western to Southern countries or vice versa.
2. The authors could go further and show some statistics of past years that can help to see whether phenomenon has increased or decreased

Barriers to the adaptation of expatriates from the Global South

In this section, the analysis of factors that can be barriers to expatriates' adaptation is not just a narrative.

Discussion

1. The authors have not provided any source for figures.
2. The identification of some mediating and moderating factors could also be a good contribution of this paper.

Conclusion

The work proposed by authors is of high caliber and if these comments are taken into consideration (or not), it will have a great impact