

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.

The challenges (and promise?) of Global South Expatriates

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The premise of this review article is both interesting and relevant to current globalization trends for global employees. The authors show a strong grasp of expatriate-related literature and theory as well as a keen eye for under representation of members of the global south as a group or unit of analysis specifically in adjustment literature. I also appreciate the clear and concise writing style. While this paper has promise to make a significant contribution to the literature it can be improved in a few significant ways.

First, I recommend including a definition of "global south" so that readers clearly understand which countries are included both in your review and call for further investigation.

Secondly, while the opening sections clearly communicate some of the major categories of challenges faced by expatriates in general, they fail to communicate the basis for the assumption that adjustment is more challenging for global south expatriates compared to western expatriates. While scant, research focusing on global south expatriates does exist (see Vijayakumar and Cunningham, 2016, Shah and Barker 2017, Khokher and Beauregard, 2014). Reviewing these articles and including how they might point to a possible increased struggle for global south expatriates might be plausible. In short, make more clear the reason why global south expatriates likely face more difficult adjustment and therefore why a call for empirical investigation is very important. Try to bridge from the western-focused literature, to extant global south research, into the call to action. As the article is presented as a review, it could be more extensive.

Thirdly, consider opening up the scope of the call for academic inquiry, and the proceeding review to both negative AND positive organizational scholarship. Researchers should certainly be interested in, and diligent to understand any group of expatriate that has a harder time adjusting than others and why. On a more positive note, might there also be unexplored strengths of and advantages to being a member of the global south? Might these expatriates have great potential to more quickly adjust and be more successful in foreign assignments than western expatriates in specific countries or roles? This also could be of great interest to the global mobility research community. Might a western bias be hiding the great potential of the global south to teach us how to flourish cross-culturally in foreign assignments?

This is a strong draft with great potential for relevant impact and contribution. Please consider these three points as humble suggestion that might improve what is already beginning to be a clear argument.

References

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See also extensive expatriate research from Malaysia and extensive research in Singapore (granted much of this research focuses on westerners in Singapore) , might these countries also be part of the global south? This will depend on the definition you choose.