

Unexplored themes in expatriate management: Inspirations from the New Mobilities paradigm

Guttormsen, David S. A.¹; Luring, Jakob²

¹Department of Business, Strategy and Political Sciences - University of South-Eastern Norway

²The Aarhus School of Business - The Aarhus School of Business

This article has been accepted for publication and undergone full peer review but has not been through the copyediting, typesetting, pagination, and proofreading process, which may lead to differences between this version and the Version of Record.

Guttormsen, D. S. A. & Luring, J. (2022). Unexplored themes in expatriate management: inspirations from the new mobilities paradigm. *Journal of Global Mobility: The Home of Expatriate Management Research*, 10(4), 441-455.
<https://doi.org/10.1108/JGM-06-2022-0033>

© 2022, Emerald Publishing Limited. This AAM is provided for your own personal use only. It may not be used for resale, reprinting, systematic distribution, emailing, or for any other commercial purpose without the permission of the publisher.



Unexplored themes in expatriate management: Inspirations from the New Mobilities paradigm

Journal:	<i>Journal of Global Mobility</i>
Manuscript ID	JGM-06-2022-0033.R2
Manuscript Type:	Conceptual Paper
Keywords:	Mobility, Expatriates, Sociology, Materiality, Inequality, Emotions, Infrastructure, Future research

SCHOLARONE™
Manuscripts

Unexplored themes in expatriate management: Inspirations from the New Mobilities paradigm

Abstract

Purpose – The purpose of the current article is to present a different perspective on the concept of global mobility and to apply the multifaceted concept in proposing new themes to explore in expatriate management research.

Design/methodology/approach – We draw upon the theoretical underpinnings relating to the New Mobilities paradigm from sociology to outline a new perspective on global mobility and thereby to describe novel themes to include in future expatriate management studies.

Findings – We identify four themes in need of further development within the expatriate management research field: materiality, infrastructure and access, inequality and immobility, and emotional dynamics. Within each of these themes, we present several examples of research questions that can provide new thrust to the theory development of expatriate management research.

Originality/value – The current article is the first attempt to draw on central ideas in the New Mobilities paradigm to propose a future research agenda for expatriate management studies. We aim to enhance the study of ‘mobility’ in new and unorthodox ways.

Keywords: mobility, expatriates, sociology, materiality, inequality, emotions, infrastructure, future research

Paper type: Conceptual

Introduction

This article proposes new and underexplored themes with the potential to expand expatriate management research. We do this by drawing upon the New Mobilities paradigm that emerged in sociology during the 1990s and spread across the social sciences at the onset of this millennium (Breines *et al.*, 2021; Cresswell, 2009; Leese and Wittendorp, 2018; Sheller, 2013).

1
2
3 The paradigm emerged as a reaction to the need for approaches to social science research that
4 are more dynamic (Sherry and Urry, 2014, 2008, 2006). Along with a greater focus on dynamics
5 and interconnectedness, the New Mobilities paradigm has taken an interest in the movements
6 of materiality and ideas, thus going beyond mobility as only concerning the movement of
7 people (Cresswell, 2012). Accordingly, the paradigm offers novel lines of inquiry to enrich the
8 field.
9

10
11
12 The motivation for this article is based on the insight we have gained from reviewing
13 New Mobilities literature. From our readings, it became apparent that this paradigm elucidates
14 several new facets of the global mobility phenomenon, which are yet to be discovered or they
15 remain understudied in management and organization literature. It is intriguing that the New
16 Mobilities paradigm has so far exercised little influence on disciplines that study mobility,
17 namely expatriate management research. In this field, research has largely studied global
18 mobility as the physical move, or relocation, between fixed points (A to B) and as the flow of
19 people between host and home countries (Bonache *et al.*, 2001; Brewster *et al.*, 2014; eds.
20 McNulty and Selmer, 2017). Significant contributions have been made in those areas of interest.
21 However, they have tended to be studied as location-bound and territorial with a main interest
22 in job performance (e.g., Bader *et al.*, 2021; Hays, 1971) and intercultural adjustment (e.g.,
23 Gregersen *et al.*, 1996; Song *et al.*, 2021).
24
25

26
27 However, the New Mobilities paradigm invites dynamic and de-territorialized
28 perspectives on different forms, characteristics, and properties of global mobility. Accordingly,
29 mobility is not necessarily understood as location-bound or fixed to particular demarcated
30 locales, physical space, or typologies (see Cresswell, 2011, 2010; Sheller, 2013; Shelly and
31 Urry, 2006; Urry, 2010 [2001]). Instead, the New Mobilities paradigm has revealed the intricate
32 system of networks and flows that make up global society as a dynamic whole (Lash and Urry,
33 1994; Sheller and Urry, 2006; Urry, 2012). In this new perspective, it became commonly
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60

1
2
3 accepted that mobility is also a social and political concept (Hannam *et al.*, 2006; Jensen, 2013).
4
5 In other words, although a physical geologist can describe the trajectory of movement in
6
7 mathematical terms the new mobilities-oriented sociologist would be concerned with the
8
9 experience of being mobile in its bodily, psychological, social, symbolic, technological, and
10
11 political dimensions (Glaveanu and Womersley, 2021). Hence, appreciating global mobility
12
13 and expatriation through this lens could be described as the diverse mobilities of peoples,
14
15 objects, and information in addition to the complex interdependencies between them (cf. Urry,
16
17 2000).
18
19

20
21 Based on this definition of global mobility, it can be argued that the physical, social, and
22
23 symbolic mobilities across the globe shape the sense of what is possible in the world (Glaveanu
24
25 and Womersley, 2021). This outlines a so-called mobile ontology (cf. Nail, 2018), in which
26
27 entities and subjects emerge out of perception of space and relocation as intertwined with social,
28
29 symbolic, and political structures (Adey *et al.*, 2021). It is from this outset that we want to
30
31 provide new inspiration to the expatriate management field to develop further research on
32
33 global mobility.
34
35

36
37 As we have argued above, we believe that the simplified perception of mobility as often
38
39 applied in expatriate management research could obscure important themes to include in the
40
41 field. Our article's main contribution is thus to expand the future research agenda in the
42
43 expatriate management field to include yet-to-be-discovered themes and approaches to studying
44
45 mobility. For example, we aim to widen the focus of the latter to include materiality and ideas
46
47 beyond people on the move. A particular aim is to highlight the need to focus more on material,
48
49 social, symbolic, and political interconnections when theorizing about global mobility in a
50
51 management and organization context. Based on our review of the New Mobilities literature,
52
53 we pose several exploratory research questions. We hope the questions can inspire new theory
54
55 development and produce novel insights in the expatriate management field.
56
57
58
59
60

1
2
3 We first outline the key characteristics of the New Mobilities paradigm and link global
4 mobility and expatriate management research to ideas within this disciplinary context. Second,
5
6 mobility and expatriate management research to ideas within this disciplinary context. Second,
7
8 we discuss and elucidate four thematic areas where we find that the New Mobilities literature
9
10 produces insights that are complementary to theories in expatriate management, namely, (a)
11
12 materiality, (b) infrastructure and access, (c) inequality and immobility, and (d) emotional
13
14 dynamics. In relation to each theme, we pose several questions that we hope could stimulate
15
16 expatriate management researchers to seek alternative explanations and new insight into the
17
18 global mobility phenomenon.
19
20
21
22
23

24 **Theoretical background**

25
26 Sociology is concerned with the relation between the individual and the surrounding social
27
28 context and in particular with the interactions between the two elements. In sociological
29
30 research, phenomena are analyzed together with their historical, political, and social
31
32 backgrounds with the aim of showing hidden aspects of the social and material world (Mandják
33
34 and Szántó, 2010). In relation to organization and management research, sociology can be
35
36 useful for understanding that action is often socially situated and embedded in social structure.
37
38 Moreover, a relevant point is that institutions that influence human lives, besides functional
39
40 concerns, are also socially constructed based on symbolic factors and sometimes non-rational
41
42 logics (Dobbin and Baum, 2000). This general perception can also help us to understand
43
44 mobility in a way that is novel to much of the expatriate management field.
45
46
47
48
49
50

51 *Mobility*

52
53 Mobility, as a concept, phenomenon, and real-life practice, unfolds and surrounds all people
54
55 constantly. For example, in the most basic form, we use transport to travel on holiday or for
56
57 work purposes (Sheller and Urry, 2006). Other forms of mobility relate to, for example, the
58
59
60

1
2
3 products we consume as well as the supply chain of machines and technical equipment.
4
5 Furthermore, pollution, viruses, sounds, and images travel between countries and continents
6
7 (Büscher, 2006). As such, people, machines, information, and technology are connected in new
8
9 ways through travel routes, transportation vehicles, and electronic infrastructure. Such
10
11 disruptive and complex interfaces have become more evident; for example, the increasingly
12
13 flexible work arrangements that technology-mediated communication enables (Jackowska and
14
15 Lauring, 2021; Lauring *et al.*, forthcoming; see Perkins *et al.*, 2021).
16
17
18

19 An important aspect of this connectivity is the new ways of perceiving interfaces
20
21 between people and materialities across space and time (Cresswell, 2010; Murdoch, 1995). For
22
23 example, Bauman's (2000) theories of liquid modernity are helpful to approaching mobility in
24
25 a manner different from the approach one would take in connection to static, fixed structures
26
27 (see also Braidotti, 1994; Cresswell, 2002).
28
29

30 In essence, such a perspective on movement affords researchers new avenues for
31
32 theorizing global mobility beyond 'terrains'. Terrain is not merely spatially fixed geographical
33
34 containers for social processes. Rather, it is the perception of mobility as "the center of
35
36 constellations of power, the creation of identities and the microgeographies of everyday life"
37
38 (Cresswell, 2011, p. 551).
39
40
41
42
43

44 *Interdependencies in global mobility*

45
46 It can be argued that the New Mobilities paradigm was, foremost, a reaction to what its
47
48 subscribers perceived as a shortcoming in the static nature of social scientific research in
49
50 relation to people, human nature, and social life. It was also a reaction against the categorization
51
52 and knowledge production on such basis as location-bound and territorial (Sherry and Urry,
53
54 2014, 2008, 2006).
55
56
57
58
59
60

1
2
3 Although for more than half a century expatriate management scholars have produced
4
5 a vast body of influential knowledge regarding expatriates, the research field has predominantly
6
7 focused on their physical moves and treated movement and expatriate experiences mostly as
8
9 typologies (e.g., home vs. host country or self-initiated vs. assigned expatriates; see McNulty
10
11 and Brewster, 2017, and Guttormsen, 2018a, for a review). Additionally, Guttormsen (2017)
12
13 highlights that nontraditional mobility patterns and what happens “in-between”
14
15 abovementioned typologies remain understudied as far as physical mobility is concerned. This
16
17 approach can be described as a simplified, location-bounded perception. Such a view is often a
18
19 symptom of the predominance of functionalist research orientations (Delbridge and Keenoy,
20
21 2010; Luring *et al.*, 2018). A functionalist stance on global mobility research tends to lead to
22
23 placing social experiences, connections, and movements into boxes and typologies that are
24
25 subsequently investigated as demarcated variables. This approach could create artificial
26
27 dividing lines. An example is the widely employed cultural distance construct (e.g. Manev and
28
29 Stevenson, 2001). The construct relies on the assumption that “national cultures” have fixed
30
31 and static borders (e.g. Hofstede, 1980; Kogut and Singh, 1988; Kirkman *et al.*, 2017; Shenkar,
32
33 2012).

34
35
36
37
38
39
40 Instead, we argue for a need to view global mobility as a dynamic concept that is
41
42 interconnected with social, informational, and material realities (Sheller and Urry, 2006). In
43
44 this perspective, we see an interrelation between the mobile person and the mobile mindset. It
45
46 is well known that when people move, they also begin to think in a more global way (Javidan
47
48 and Teagarden, 2011). However, this can also be true when individuals engage with globally
49
50 mobile material and information. Such exposure can also affect their propensity to engage in
51
52 physical or mental global mobilities or increase further consumption of mobile information,
53
54 services, or goods. As such, physical, social, material, and informational mobilities should be
55
56 treated to a greater degree as interconnected in the academic debate. Based on the above
57
58
59
60

1
2
3 discussion, we take the complementary notions of mobility to explore specific themes from
4
5 which we can extend our thinking into the domain of expatriate management research.
6
7
8
9

10 **New thematic areas for future theorizing of global mobility**

11
12 Based on our review on the literature comprising the New Mobilities paradigm, we have
13
14 identified four thematic areas that provide relevant avenues for expanding the contemporary
15
16 research agenda on expatriate management. The thematic areas encompass materiality,
17
18 infrastructure and access, inequality and immobility, and emotional dynamics. Thus, our
19
20 proposed future research agenda provides an expanded realm in which to study mobility as a
21
22 phenomenon by suggesting different types of mobility (i.e. in relation to materiality and ideas)
23
24 that are linked to the chief topic of the research field; namely, the movement of people. After
25
26 presenting each of the themes, we discuss a number of tentative research questions that we hope
27
28 can inspire further research endeavors in the expatriate management field. The questions should
29
30 not be perceived as exhaustive but as merely based on our reading of the New Mobilities
31
32 literature in combination with insight into the current state of expatriate management research.
33
34
35
36
37
38
39

40 *Materiality*

41
42 In recent years, a resurgence in attention to materiality across the social sciences, humanities,
43
44 and philosophy has occurred, with recognition that materials play a vital role in global networks
45
46 and mobility flows (Barry, 2018). Concepts such as ‘new materialism’ (which comments on the
47
48 normative assumptions concerning human agency and material practices; Braidotti, 2012),
49
50 “stuff” (Braun and Whatmore, 2010), and “things” (Latour, 2007, 2005) have been applied to
51
52 outline the potential and agency within objects that affect human activities. This approach
53
54 indicates that people’s interactions with materials generate complex agencies instilled in
55
56 sociopolitical life (DeLanda, 2016). Hence, materiality has significant effects on experienced
57
58
59
60

1
2
3 and enacted mobility as the “the mutual intersections of objects and peoples” (Urry, 2016, p.
4
5 9). Burrell (2008) argued that the objects people choose to take with them when moving and
6
7 the ways they use them are an important aspect of the mobile experience.
8
9

10 For Brooks and Waters (2017), mobilities are unavoidably related to and transformed
11
12 by materialities that can be in the shape of physical spaces, objects, technologies, and human
13
14 bodies. These factors can be argued to all be experienced within multifaceted sociospatial
15
16 contexts. As such, one can argue that global mobility is inseparably related to the materials and
17
18 practices of social entities, as outlined below.
19
20
21

22 [One] of the defining characteristics of mobilities research is its attention to the
23
24 mobilities of multiple materialities, both human and non-human ... materialities that
25
26 have different qualities, different properties, different capacities, and are formed of
27
28 different relations.... A focus on mobile materialities problematizes simplistic
29
30 distinctions between humans and non-humans and instead retunes attention towards the
31
32 assemblages of matter that moves. (Adey *et al.*, 2014, pp. 265, 267)

33 Materiality in relation to expatriates concerns their involvement with objects and
34
35 material structures such as housing, schools, furniture, and transportation, as well as monetary
36
37 rewards and compensation. The role of the expatriate compound is currently an important theme
38
39 debated from a sociological perspective (Lauring and Selmer, 2009; Gaggiotti *et al.*,
40
41 forthcoming). However, in general, the expatriate management field has not paid much
42
43 attention to the role of materiality in life abroad. We believe that within the materiality theme,
44
45 a wide range of questions that are relevant to relocation issues could be raised. The questions
46
47 relate to both the work and the non-work domains of expatriation because the two are often
48
49 closely intertwined. For example, we see a need to understand better the role that material
50
51 objects play as things or goods that expatriates deal with in their everyday lives. For example,
52
53 the role of familiar objects in easing homesickness or alleviating culture shock could be worth
54
55 exploring further. Moreover, machines or technologies that facilitate connections between the
56
57 expatriate and home organization personnel could play an important part in facilitating social
58
59
60

1
2
3 contact at a distance. The physical nature of a country as “land,” “nature,” “climate,” or
4
5 “season” is also a theme that could facilitate or assist adjustment processes. Finally, expatriates
6
7 and locals’ bodily appearance in relation to skin or eye color, height, and perceived
8
9 attractiveness could affect the integration or exclusion of an individual in the host community.
10
11 Based on this short discussion of themes inspired from our reading of the New Mobilities
12
13 literature, we formulated research questions that could be helpful for scholars in the expatriate
14
15 management field. These questions are merely suggestions, intended to inspire future research,
16
17 rather than a definitive and exhaustive list of possible themes (see Table 1, for a tentative list).
18
19
20
21
22
23

24 ***Insert Table 1 around here***
25
26
27

28 *Infrastructure and access*

29
30 Although global mobilities in terms of people, products, and information have become
31
32 prominent features of today’s highly interconnected world, many individuals, objects, and ideas
33
34 are not given free passage across national boundaries. As an example, the management of labor
35
36 mobility has been one of the major challenges of European politics over the past decades
37
38 (Marques *et al.*, 2021). In this context, the ways some individuals’ movements have been
39
40 normalized while others’ have been criminalized has been discussed (Glick Salazar and
41
42 Schiller, 2013; Adey *et al.*, 2021). The theme of access is prominent within the New Mobilities
43
44 paradigm research. In the New Mobilities literature, the focus has largely been on the ways the
45
46 global mobility infrastructure is differentiated in relation to who can travel, and which objects
47
48 and ideas can be sent and be received (Hannam *et al.*, 2006). In the literature, it is argued that
49
50 certain “mobility regimes” make specific movements of people, objects, and ideas impossible,
51
52 whereas others become possible (cf. Bélanger and Silvey, 2020). As such, it can be mentioned
53
54 that the infrastructure of global mobility greatly influences where and when people and things
55
56
57
58
59
60

1
2
3 move (Amrith, 2021) as well as, for example, who is to be perceived as high or low status
4
5 expatriates (Haak-Saheem et al., 2019).
6

7
8 Global mobility infrastructure can be described in terms of tangible structures (laws,
9
10 policies, transportation, transformation equipment, and digital connections) and intangible
11
12 structure (social networks, discourse, and mindsets; Aday *et al.*, 2013). One may state that
13
14 global mobility is not a universal benefit but instead that gatekeeping exists as exercised by
15
16 certain institutions (Ang, 2021). In line with this, infrastructural forms, including national laws
17
18 and policies, are designed to exclude differently. Thus, infrastructures can be conceptualized as
19
20 entities that are involved in mediatory activity, within the processes of cross-border mobilities
21
22 (Kathiravelu, 2021). In this way, they not only facilitate a connection, but also could have the
23
24 capacity to transform outcomes. Hence, it can be argued that infrastructures are not neutral
25
26 intermediaries and translators but rather influence social, material, and political outcomes
27
28 because they are involved in the regulation, facilitation, and dissolution of global mobilities
29
30 (Kathiravelu, 2021).
31
32
33

34
35 Thus, it can be concluded that infrastructure is imperative for mobility. However,
36
37 although most notions of infrastructure invoke images of stability and neutrality, a growing
38
39 number of studies aims to deconstruct this limiting perception (Kathiravelu, 2021). From this,
40
41 it can be argued that it is important to include contrasts of possibility and impossibility in the
42
43 discussion of ways global mobility can be facilitated and assisted by structural means.
44
45

46
47 The tangible and intangible infrastructure of global mobility is rarely discussed in the
48
49 expatriate management literature. With the increasing virtual interfaces, mobility needs to be
50
51 studied and understood in additional dimensions as well as ways mobility is experienced when
52
53 traversing the boundaries and intersections between various types of virtual and non-virtual
54
55 spaces (cf. Selmer *et al.*, 2022; Lauring and Jonasson, 2018). It is important to assess the balance
56
57 between possibility and impossibility to understand global mobility because it is instrumental
58
59
60

1
2
3 in framing the ways individuals and groups move (Glaveanu and Womersley, 2021). Questions
4 concerning institutional and technological influence and control of global mobility patterns
5 have so far received insufficient interest among expatriate management researchers. Although
6 business organizations and human resources policies have been the primary focus of expatriate
7 management research, local and global political processes, and governmental institutions such
8 as immigration and taxation authorities also guide the admittance of individuals from different
9 countries, creating possibilities and limitations. At the same time, technological advances open
10 opportunities to carry out work in a different country without physically moving there, even
11 though mobility in thoughts and values may still be required for performing the job. Finally,
12 barriers within structures that are more tangible, such as restrictions on travel routes to and from
13 certain countries, could have great implications for directing the flow of expatriate populations.
14 Because this way of understanding global mobility so far has not been the focus of much
15 expatriate management research, we hope our formulation of alternative research questions
16 could inspire ideas for future studies (see Table 2).
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41

Insert Table 2 around here

42 *Inequalities and immobility*

43
44 As with mobility in general, work-related mobility is intimately intertwined with the promise
45 of economic, social, and symbolic mobility (Aday *et al.*, 2013). Such a notion is based on the
46 liberal assumption that working in a different country will create an immediate increase in
47 wealth and social status for the repositioned individual. The expectation is further that global
48 mobility will be a source of learning and development that allows a person to enhance their
49 employability over time (Williams, 2009). As a result, in the minds of the relocating individuals,
50 mobility becomes a valued measure of achievement (Ossman, 2004). This perception may be
51
52
53
54
55
56
57
58
59
60

1
2
3 seen as a response to jobs being flexibly moved from one location to another, or to multiple
4 other locations. Thus, international work experience has been described as having become an
5 expectation and something for which people feel proud (Bastos *et al.*, 2021; Smith and Favell,
6 2006).
7
8
9
10

11
12 However, free movement of persons is often situated in a fragmented regulatory mode
13 in which the social rights of mobile persons are unstable and dependent on market contingencies
14 (Lillie and Simola, 2016; Marques *et al.*, 2021). Thus, employees' global mobility is often the
15 result of global inequalities (Gama Gato and Salazar, 2018). In line with this, Bastos and
16 colleagues (2021) argued that global mobility is not always a matter of choice. It can be forced
17 upon large groups of people as a means of making the labor force flexible and distributing labor.
18 Here, it needs to be recognized that for many people, the possibility of relocating comes at the
19 price of downward occupational mobility and overqualification (Salazar, 2016). In this
20 situation, there are few positive outcomes of global mobility, and in some instances,
21 consequences may even be predominantly negative (Amrith, 2021; Masso *et al.*, 2013). As
22 such, global mobility is not only a benevolent opportunity but also a cause for uncertainty and
23 exploitation (Gluesing *et al.*, 2008, p. 154).
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39

40 Hence, global mobility can be perceived as a contradictory form of freedom, produced
41 by the needs and effects of global capital, yet also resistant to total control by states or
42 organizations (Bastos *et al.*, 2021). Power imbalances are another related facet that also create
43 inequalities as far as mobility is concerned (Skeggs, 2004). Yet, this theme is often ignored in
44 the discussion of expatriate management research (see, however, Mielly *et al.*, 2017).
45
46
47
48
49
50

51 Although structural constraints in the form of mobility infrastructure are influential in
52 channeling people, objects, and ideas along certain paths across the globe, personal agency and
53 characteristics are also determining factors (Mayrhofer *et al.*, 2020). For example, not all
54 individuals are equally equipped to undertake global mobility endeavors in terms of
55
56
57
58
59
60

1
2
3 intercultural and linguistic abilities or needed employment skills (e.g. education; Luring *et al.*,
4
5 forthcoming).

6
7
8 Apart from skills, an individual also needs to be motivated to go. Willingness or
9
10 motivation to move is often referred to as “motility” in the New Mobilities literature. Motility
11
12 can be defined as the way an individual or group takes possession of the realm of possibilities
13
14 for mobility and builds on it to develop personal projects (Flamm and Kaufmann, 2006). The
15
16 motility concept relates to factors that define the potential to be globally mobile, whether these
17
18 are physical capacities, aspirations to be stationary or mobile, existing technical transportation
19
20 and telecommunications systems and their accessibility, or acquired knowledge. However,
21
22 motility is not equally distributed. Therefore, although some individuals are structurally forced
23
24 to move, others are pinned down by lack of skills, motivation, or psychological/physical surplus
25
26 to initiate the actual relocation (Flamm and Kaufmann, 2006).

27
28
29
30 Although motivation to expatriate has been examined in several studies (e.g., Chen and
31
32 Shaffer, 2017; Selmer and Luring, 2013), the interconnections between motivations and
33
34 different coexisting restrictions has received less attention. Similarly, even though some
35
36 scholars have studied overqualification among expatriates (e.g. Jayasingam *et al.*, 2021), the
37
38 situation where an expatriate is actually forced to leave the homeland due to economic, climate-
39
40 related, political, or ideological reasons is not well described. Thus, we find it relevant to
41
42 discuss further the situation where external structural forces in interaction with diverse personal
43
44 circumstances control individuals’ movement. Such forces do not affect people equally across
45
46 group or personal characteristics. Rather, they are driven by unequal social, economic, and
47
48 personal resources guiding and filtering the flow of people from specific places to specific
49
50 destinations. The result can be undesired immobility or mobility among individuals or larger
51
52 groups in the shape of a forced exodus. This insight has motivated us to propose a provisional
53
54
55
56
57
58
59
60

1
2
3 list of questions that we hope could be useful for expatriate researchers interested in expanding
4
5 their area of inquiry (see Table 3).
6
7
8
9

10 ***Insert Table 3 around here***
11
12
13

14 *Emotional dynamics*

15
16 A less tangible precondition of mobility is the emotions and affect connected to initiating and
17
18 actualizing the relocation (e.g. McNulty *et al.*, 2017). Glaveanu and Womersley (2021) argued
19
20 that emotions are essential to acts of relocation. Emotions such as happiness, anger, or fear
21
22 capture essential elements of the connection between the environment and the ways an
23
24 individual orientates his or her actions differently. Consequently, emotions can prompt or
25
26 hamper a relocation and, conversely, new emotions can develop out of the movement from one
27
28 place to the next. Thus, we must recognize that movements develop new perspectives that
29
30 people experience emotionally and that those emotions again feedback to relocation decisions
31
32 (cf. Collins and Shubin, 2015; Pine, 2014). In other words, negative emotions narrow down
33
34 one's field of vision, thereby reducing the sense of the possible, whereas positive emotions
35
36 could allow an individual to envision opportunities.
37
38
39
40
41

42 The interchanging variations between positive and negative emotions involved in
43
44 planning and undertaking global mobility has been insufficiently studied in expatriate
45
46 management research dealing with this theme. It should be mentioned that positive emotions
47
48 such as hope and happiness might interact with negative emotions related to anxiety and
49
50 uncertainty. Oscillations between favorable and unfavorable perception could constantly
51
52 influence a person considering, planning, and undertaking global mobility (cf. Glăveanu, 2020;
53
54 Glaveanu and Womersley, 2021). Mixed and contrasting emotions are often described in
55
56
57
58
59
60

1
2
3 sociological studies on migration. Thus, we can see individuals alternate or combine feelings
4
5 of hope and nostalgia, guilt, and ambition (Neil, 2017; Pettit and Ruijtenberg, 2019).
6
7

8 In expatriate management research, emotional reactions are often viewed as connected
9
10 to a personal trait (e.g. Stoermer *et al.*, 2020) or as a state in linear response to anxiety in the
11
12 new context (e.g. Harari *et al.*, 2018). This is opposed to the emotional dynamicity throughout
13
14 a relocation that is described in the New Mobilities literature. This new perspective could
15
16 provide inspiration to take up alternative discussions in the expatriate management field. In
17
18 particular, the interconnectivity of emotions and relocation decisions could be a novel area in
19
20 which research on expatriates could develop future activities. Thus, scholars could engage with
21
22 the idea that not only does the expatriation experience cause emotions, but also emotions may
23
24 trigger mobility. In addition, the dynamics and the complexity of the emotional landscape in
25
26 the mind of the expatriate seem to be unexplored. Finally, we argue that coexistence of and
27
28 switches between different affective states could be just as relevant to explaining expatriate
29
30 behavior as simplistic models of linear relations between what is perceived as static states and
31
32 traits are. The above has led us to formulate our last collection of questions that we hope could
33
34 be answered in future expatriate management research (see Table 4).
35
36
37
38
39
40
41

42 ***Insert Table 4 around here***
43
44
45

46 **Discussion**

47
48 In our attempt to outline a future research agenda for the expatriate management field, we have
49
50 discussed four key themes derived from the New Mobilities paradigm: materiality,
51
52 infrastructure and access, inequalities and immobility, and emotional dynamics. These
53
54 empirical themes and their underlying theoretical and epistemological approaches to studying
55
56 mobility have yet to be explored in expatriate management. Based on our review of the New
57
58 Mobility literature and our discussion of the four themes, we have produced a number of
59
60

1
2
3 tentative research questions that we hope will inspire researchers who focus on expatriate
4
5 management.
6

7
8 Based on the above, we promulgate that future research could take inspiration in our
9
10 work in two ways. First, regarding theory, the New Mobilities paradigm offers new perspectives
11
12 and theoretical models for dealing with global mobility. Such approaches are more dynamic
13
14 and emphasize interconnectedness. They can therefore be useful for **advancing expatriate**
15
16 **management** in several areas; for example, the learning points regarding fluidity and non-
17
18 location-bound approaches could lead to posing different types of questions about cultural
19
20 distance, which assumes a separate and fixed, home and host (“national”) culture (Guttormsen,
21
22 2018b; Harzing and Pudelko, 2016). An additional example relates to adjustment, which
23
24 traditionally is understood as the degree of fit or perceived comfort relating to the other culture
25
26 (Lee and Liu, 2006; Shaffer *et al.*, 1999). The sociological perspective also relies more on the
27
28 understanding of institutions and norms as something that individuals and groups construct—
29
30 often with a purpose. Although this constructivist perspective has sometimes been successfully
31
32 applied in expatriate research (Lauring *et al.*, 2018), many publications still seem to ignore this
33
34 insight and treat organizations and policies as relatively static and neutral entities.
35
36
37
38

39
40 Second, in relation to empirical contribution, we have presented four themes that we
41
42 believe expatriate management researchers could find unexplored phenomena in need of further
43
44 understanding. Moreover, although we have treated the four themes as distinct, in reality,
45
46 important overlaps exist between them. Expatriate management researchers could use such
47
48 overlaps to develop further ideas based on our preliminary suggestions. For example, questions
49
50 relating to access and inequality could be combined with questions relating to emotions or
51
52 materiality.
53
54

55
56 Finally, although it has not been the focus of this article, we emphasize the importance
57
58 of investigating mobility as occurring in a specific context. This is because people are likely to
59
60

1
2
3 experience the dynamics of mobility differently (e.g. whether said experience unfolds in
4 peaceful surroundings or within a dangerous setting that subjects a person to risk; see Kittler
5 and Faeth, 2017; Pinto *et al.*, 2017).
6
7
8

9
10 The above constitutes the article's first contribution because such an interface has yet to
11 be explored in the expatriate management field and, thus, it offers new and alternative avenues
12 to explore empirical and theoretical themes in relation to global mobility. Furthermore, it meets
13 recent encouragement of research that is more interdisciplinary (Farndale *et al.*, 2017). More
14 specifically, a contribution encompasses the expanded focus on mobility of the movement of
15 people to include that of materiality and ideas. This is a contribution to the current mainstream
16 research agenda in expatriate management, which has tended to curtail its approach to focus
17 primarily on the physical movement of people between fixed points (Bonache *et al.*, 2001;
18 Brewster *et al.*, 2014; Cresswell, 2006; eds. McNulty and Selmer, 2017).
19
20
21
22
23
24
25
26
27
28
29

30 Another contribution relates more closely to a paradigmatic discussion. Logical
31 positivist and functionalist paradigms have traditionally dominated the research agenda in the
32 expatriate management field (Bonache and Festing, 2020; Cooke *et al.*, 2019; McKenna and
33 Richardson, 2016; Mendenhall, 1999). The infusion of perspectives from the New Mobilities
34 paradigm offers a firmer focus on non-static, fluid, and non-location-bound approaches to
35 studying mobility phenomena. This contrasts the type of research often resultant of functionalist
36 research design in the expatriate management domain (Delbridge and Keenoy, 2010; Luring
37 *et al.*, 2018).
38
39
40
41
42
43
44
45
46
47
48

49 Although a conceptual article, we would like to highlight a limitation concerning the
50 application of a paradigmatic perspective: other themes associated with other paradigms, but
51 nevertheless relevant for understanding the mobility phenomenon, might not have been
52 identified in our article (Guttormsen & Luring, 2018). However, that does not mean we
53 normatively recommend against engaging with such themes.
54
55
56
57
58
59
60

1
2
3 Lastly, we would like to provide the following practical recommendation. We have
4
5 demonstrated several unexplored themes in the extant expatriate management literature as far
6
7 as the mobility phenomenon is concerned. Thus, we recommend that HR departments, cross-
8
9 cultural trainers, mentors and supervisors need to expand their focus on global mobility
10
11 (including the associated processes, experiences and policies involved in expatriate
12
13 management) beyond the physical move between fixed points. Furthermore, we recommend to
14
15 address the potential influence of the mobility of objects/materiality and ideas (not only
16
17 people)—as well as the interconnectedness of objects/materiality, ideas and people. These
18
19 interfaces can be important in understanding, and tackling challenges, relating to the adjustment
20
21 and performance of an expatriate (and his or her partner/family) in addition to preparing said
22
23 people for the relocation and the collaboration with colleagues and managers from the host
24
25 country and others.
26
27
28
29
30
31

32 **Conclusion**

33
34 In this article, we have elucidated four empirical themes that emerged from our reading of the
35
36 New Mobilities literature originated in sociology. At the same time, we have tried to
37
38 demonstrate that the paradigm's theoretical and epistemological foundation can provide a novel
39
40 and interdisciplinary agenda for expatriate management research. We hope that our exploration
41
42 can motivate a broadened inquiry into the multifaceted nature of the mobility phenomenon,
43
44 which can be relevant for both scholars and practitioners alike, e.g. in terms of new areas of
45
46 theorizing and enhancing the practical understanding of what might affect global mobility and
47
48 expatriate management.
49
50
51
52
53
54
55
56
57
58
59
60

References

- Adey, P., Hannam, K., Sheller, M. and Tyfield, D. (2021), "Pandemic (Im)mobilities", *Mobilities*, Vol. 16 No. 1, pp. 1-19.
- Amrith, M. (2021), "The linear imagination, stalled: changing temporal horizons in migrant journeys", *Global Networks (Oxford)*, Vol. 21 No. 1, pp. 127-145.
- Bader, A.K., Bader, B., Froese, F.J. and Sekiguchi, T. (2021), "One way or another? An international comparison of expatriate performance management in multinational companies", *Human Resource Management*, Vol. 60 No. 5, pp. 737-752.
- Bastos, C., Nóvoa, A. and Salazar, N.B. (2021), "Mobile labour: an introduction", *Mobilities*, Vol. 16 No. 2, pp. 155-163.
- Bélanger, D. and Silvey, R. (2020), "An Im/mobility turn: power geometries of care and migration", *Journal of Ethnic and Migration Studies*, Vol. 46 No. 16, pp. 3423-3440.
- Black, J. S., Mendenhall, M. and Oddou, G. (1991), "Toward a Comprehensive Model of International Adjustment: An Integration of Multiple Theoretical Perspectives", *The Academy of Management Review*, Vol. 15 No. 2, pp. 291-317.
- Bonache, J. and Festing, M. (2020), "Research paradigms in international human resource management: An epistemological systematisation of the field", *German Journal of Human Resource Management*, Vol. 34 No. 2, pp. 99-123.
- Braidotti, R. (2013), *The Posthuman*, Polity Press, Cambridge.
- Braidotti, R. (2011), *Nomadic subjects* (2nd ed.), Columbia University Press, New York.
- Braun, B., Whatmore, S.J. and Stengers, I. (2010). *Political Matter* (NED - New edition). University of Minnesota Press, Minneapolis, MN.
- Braun, R., Dessewfly, T., Scheppele, K., Smejkalova, J., Wessely, A. and Zentai, V. (1996), *Culture without Frontiers*, Internationales Forschungszentrum Kulturwissenschaften, Vienna: Research Grant Proposal.

- 1
2
3 Breines, M.R., Menet, J. and Schapendonk, J. (2021), “Disentangling Following: Implications
4 and Practicalities of Mobile Methods”; *Mobilities*, Vol. 16 No. 6, pp. 921-934.
5
6
7
8 Brewster, C., Bonache, J., Cerdin, J.-L. and Suutari, V. (2014), “Exploring expatriate
9 outcomes”; *International Journal of Human Resource Management*, Vol. 25 No. 14, pp.
10 1921-1937.
11
12
13
14 Burrell, K. (2008), “Materialising the Border: Spaces of Mobility and Material Culture in
15 Migration from Post-Socialist Poland”, *Mobilities*, Vol. 3 No. 3, pp. 353-373.
16
17
18
19 Buscher, M. (2006), “Vision in Motion”, *Environment and Planning. A*, Vol. 38 No. 2, pp. 281-
20 299.
21
22
23
24 Chen, Y.-P., and Shaffer, M. A. (2017). The influences of perceived organizational support and
25 motivation on self-initiated expatriates’ organizational and community embeddedness.
26 *Journal of World Business*, 52(2), 197-208.
27
28
29
30 Collings, D.G. (2014), “Integrating global mobility and global talent management: exploring
31 the challenges and strategic opportunities”, *Journal of World Business*, Vol. 49 No. 2, pp.
32 253-261.
33
34
35
36
37 Collings, D.G., Nyberg, A. J., Wright, P. M. and McMackin, J. (2021), “Leading through
38 paradox in a COVID-19 world: Human resources comes of age”, *Human Resource*
39 *Management Journal*, Vol. 31 No. 4, pp. 819-833
40
41
42
43
44 Collins, D. and Shubin, S. (2015), “Migrant times beyond the life course: The temporalities of
45 foreign English teachers in South Korea”, *Geoforum*, Vol. 62, pp. 96-104.
46
47
48
49 Cooke, F.L., Wood, G., Wang, M. and Veen, A. (2019), “How far has international HRM
50 travelled? A systematic review of literature on multinational corporations (2000–2014)”,
51 *Human Resource Management Review*, Vol. 29 No. 1, pp. 59-75.
52
53
54
55
56 Cresswell, T. (2012, September 18), “Mobilities II: Still”, *Progress in Human Geography*, Vol.
57 36 No. 5, pp. 645-653.
58
59
60

- 1
2
3 Cresswell. T. (2011), “Mobilities I: Catching up”, *Progress in Human Geography*, Vol. 35 No.
4
5 4, pp. 550-558.
6
7 Cresswell, T. (2010). “Towards a Politics of Mobility”, *Environment and Planning. D, Society*
8
9 *and Space*, Vol. 28 No. 1, pp. 17-31.
10
11 Cresswell, T. (2006). *On the Move: Mobility in the Modern Western World*, Routledge, London.
12
13 Cresswell T. (2002), “Introduction: theorizing place”, in Verstraet, G. and Cresswell, T. (Eds.),
14
15 *Mobilizing Place, Placing Mobility*, Rodopi, Amsterdam, pp. 11-32.
16
17 DeLanda, M. (2016), *Assemblage Theory*, Edinburgh University Press, Edinburgh.
18
19 Delbridge, R. and Keenoy, T. (2010), “Beyond managerialism?”, *International Journal of*
20
21 *Human Resource Management*, Vol. 21 No. 6, pp. 799-817.
22
23 Dobbin, F., and Baum, J. A. C. (2000). Introduction: Economics meets sociology in strategic
24
25 management. In F. Dobbin and J. A. C. Baum (Eds.), *Economics meets sociology in*
26
27 *strategic management* (pp. 1-26.). Bingley: Emerald Group Publishing Limited.
28
29 Elliot, A., Norum, R. and Salazar, N.B. (Eds.) (2017), *Methodologies of mobility: Ethnography*
30
31 *and experiment*, Berghahn Books, New York/Oxford.
32
33 Fanon, F. (1986), *Black Skin, White Masks* (transl. Markmann, C.L.), Pluto Press, London.
34
35 Farndale, E., Raghuram, S., Gully, S., Liu, X., Phillips, J.M. and Vidović, M. (2017), “A vision
36
37 of international HRM research”, *The International Journal of Human Resource*
38
39 *Management*, Vol. 28 No. 12, pp. 1625-1639.
40
41 Favell, A., Feldblum, M. and Smith, M.P. (2007), “The human face of global mobility: a
42
43 research agenda”, *Society (New Brunswick)*, Vol. 44 No. 2, pp. 15-25.
44
45 Flamm, M. and Kaufmann, V. (2006), “Operationalising the Concept of Motility: A Qualitative
46
47 Study”, *Mobilities*, Vol. 1 No. 2, pp. 167-189.
48
49
50
51
52
53
54
55
56
57
58
59
60

- 1
2
3 Fortunati, L. and Taipale, S. (2017), "Mobilities and the network of personal technologies:
4 Refining the understanding of mobility structure", *Telematics and Informatics*, Vol. 34
5
6 No. 2, pp. 560-568.
7
8
9
- 10 Gaggiotti, H., Case, P. and Luring, J. (*forthcoming*), "Living in a bubble: Global working
11 communities and insulation in mobile contexts", *Journal of Global Mobility*.
12
13
- 14 Gama Gato, L. and Salazar, N.B. (2018), "Constructing a city, building a life: Brazilian
15 construction' continuous mobility as a permanent life strategy", *Mobilities*, Vol. 13 No.
16
17 5, pp. 733-745.
18
19
20
- 21 Glaveanu, V.P. and Womersley, G. (2021), "Affective mobilities: migration, emotion and
22 (im)possibility", *Mobilities*, Vol. 16 No. 4, pp. 628-642.
23
24
25
- 26 Glick Schiller, N. and Salazar, N.B. (2013), "Regimes of Mobility Across the Globe", *Journal*
27
28 *of Ethnic and Migration Studies*, Vol. 39 No. 2, pp. 183-200.
29
30
- 31 Gluesing, J., Meerwarth, T. and Jordan, B. (2008), "Patterns of mobile work", *NAPA Bulletin*,
32
33 Vol. 30, pp. 148-155.
34
35
- 36 Graham S. and Marvin S. (2001). *Splintering Urbanism*, Routledge: London.
37
- 38 Guttormsen, D.S.A. (2018a), "Does the 'non-traditional expatriate' exist? A critical exploration
39 of new expatriation categories", *Scandinavian Journal of Management*, Vol. 34 No. 3,
40
41 pp. 233-244.
42
43
- 44 Guttormsen, D.S.A. (2018b), "Advancing Otherness and Othering of the Cultural Other during
45 'Intercultural Encounters' in Cross-Cultural Management Research", *International*
46
47 *Studies of Management and Organization*, Vol. 48 No. 3, pp. 314-332.
48
49
- 50 Guttormsen, D.S.A. (2017), "Introducing the expatriate 'Entry-Mode': an exploratory
51 qualitative study of a missing link in global mobility and expatriate management
52
53 research", *Human Resource Development International*, Vol. 20 No. 2, pp. 99-126,
54
55
56
57
58
59
60

- 1
2
3 Guttormsen, D. S. A. & Luring, J. (2018), “Fringe Voices in Cross-Cultural Management
4
5 Research: Silenced and Neglected?”, *International Studies of Management &*
6
7 *Organization*, Vol.48 No. 3, pp. 239-246.
8
9
10 Guttormsen, D. S. A., Francesco, A. M. and Chapman, M. (2018), “Revisiting the expatriate
11
12 failure concept: A qualitative study of Scandinavian expatriates in Hong Kong”,
13
14 *Scandinavian Journal of Management*, Vol. 34 No. 2, pp. 117-128.
15
16
17 Haak-Saheem, W., Brewster, C. and Luring, J. (2019), “Low-status expatriates”, *Journal of*
18
19 *Global Mobility*, Vol. 7 No. 4, pp. 321-324.
20
21
22 Hannam, K., Sheller, M. and Urry, J. (2006), “Editorial: Mobilities, Immobilities and
23
24 Moorings”, *Mobilities*, Vol. 1 No. 1, pp. 1-22.
25
26
27 Harari, M.B., Reaves, A.C., Beane, D.A., Laginess, A.J. and Viswesvaran, C. (2018),
28
29 “Personality and expatriate adjustment: A meta-analysis”, *Journal of Occupational and*
30
31 *Organizational Psychology*, Vol. 91 No. 3, pp. 486-517.
32
33
34 Hays, R.D. (1971), “Ascribed Behavioral Determinants of Success-Failure among U. S.
35
36 Expatriate Managers”, *Journal of International Business Studies*, Vol. 2 No. 1, pp. 40-
37
38 46.
39
40
41 Harzing, A.W. and Pudelko, M. (2016), “Do we need to distance ourselves from the distance
42
43 concept? Why home and host country context might matter more than (cultural) distance”,
44
45 *Management International Review*, Vol. 56 No. 1, pp. 1-34.
46
47
48 Hite, H.B., Black, J.S. and Gregersen, H.B. (1996), “Expatriate Performance Appraisal in U.S.
49
50 Multinational Firms”, *Journal of International Business Studies*, Vol. 27 No. 4, pp. 711-
51
52 738.
53
54
55 Hofstede, G. (1980). *Culture’s consequences: International differences in work-related values*,
56
57 Sage, Newbury Park, CA.
58
59
60

- 1
2
3 Ifekwunigwe J. (1999). *Scattered Belongings: Cultural Paradoxes of 'Race', Nation and*
4
5 Gender, Routledge, London.
6
7
8 Jackowska, M., and Luring, J. (2021). What are the effects of working away from the
9
10 workplace compared to using technology while being at the workplace? Assessing work
11
12 context and personal context in a global virtual setting. *Journal of International*
13
14 *Management*, 27(1), 100826.
15
16
17 Javidan, M. and Teagarden, M.B. (2011), "Conceptualizing and measuring global mindset",
18
19 *Advances in Global Leadership*, Vol. 6 No, pp. 13-39.
20
21
22 Jayasingam, S., Chong, M. M. K., and Bakar, R. A. (2021). Knowledge sharing behaviour of
23
24 overqualified repatriates. *Journal of Global Mobility*, 9(4), 543-573.
25
26
27 Jensen, O.B. (2013), *Staging Mobilities*, Routledge, London.
28
29
30 Joseph, M. (1999), *Nomadic Identities: The Performance of Citizenship*, University of
31
32 Minnesota Press, Minneapolis, MN.
33
34 Kathiravelu, L. (2021), "Introduction to Special Section 'Infrastructures of Injustice: Migration
35
36 and Border Mobilities'", *Mobilities*, Vol. 16 No. 5, pp. 645-655.
37
38
39 Kirkman, B.L., Lowe, K.B. and Gibson, C.B. (2017), "A retrospective on "Culture's
40
41 Consequences": The 35-year journey", *Journal of International Business Studies*, Vol. 48
42
43 No. 1, pp. 12-29.
44
45
46 Kittler, M.G. and Faeth, P.C. (2017), "How do you fear? Examining expatriates' perception of
47
48 danger and its consequences", *Journal of Global Mobility*, Vol. 5 No. 4, pp. 391-417.
49
50
51 Klerck, G. (2014), "Sociology and international human resource management", in *The*
52
53 *Routledge Companion to International Human Resource Management*, ed. D.G. Collings,
54
55 G.T. Wood and P.M, Caligiuri (Abingdon: Routledge, 21 Nov 2014), accessed 26 Aug
56
57 2022, Routledge Handbooks Online.
58
59
60

- 1
2
3 Kogut, B. and Singh, H. (1988), "The Effect of National Culture on the Choice of Entry Mode",
4
5 *Journal of International Business Studies*, Vol. 19, pp. 411-432.
6
7
8 Lash, S. and Urry, J. (1994), *Economies of Signs and Space*, Sage, London.
9
10 Latour B. (2005), *Reassembling the Social: An Introduction to Actor-Network Theory*, Oxford
11
12 University Press, New York.
13
14 Luring, J. and Selmer, J. (2009), "Expatriate compound living: An ethnographic field study",
15
16 *International Journal of Human Resource Management*, Vol. 20 No 7, pp. 1451-1467.
17
18
19 Luring, J., Bjerregaard, T. and Klitmøller, A. (2018), "Understanding Culture in International
20
21 Management: Functionalism, Constructivism, and the Emerging Practice Turn",
22
23 *International Studies of Management and Organization*, Vol. 48 No. 3, pp. 264-276.
24
25
26 Luring, J., and Jonasson, C. (2018), "Can leadership compensate for deficient inclusiveness in
27
28 global virtual teams?" *Human Resource Management Journal*, 28(3), pp. 392-409.
29
30
31 Luring, J. and Jonasson, C. (forthcoming), "How is work group inclusiveness influenced by
32
33 working virtually?" *Human Resource Management Review*, p. 100930.
34
35
36 Luring, J., Drogendijk, R. and Kubovcikova, A. (forthcoming), "The role of context in
37
38 overcoming distance-related problems in global virtual teams: An organizational
39
40 discontinuity theory perspective", *International Journal of Human Resource*
41
42 *Management*.
43
44
45 Luring, J., Vulchanov, I.O. and Stoermer, S. (forthcoming), "Linguistic capital and status: The
46
47 interaction between language skills, personal reputation, and perceived collaboration
48
49 performance", *European Management Review*.
50
51
52 Lee, H.W. and Liu, C.H. (2006), "Determinants of the adjustment of expatriate managers to
53
54 foreign countries: an empirical study", *International Journal of Management*, Vol. 23 No.
55
56 2, pp. 302-311.
57
58
59
60

- 1
2
3 Leese, M. and Wittendorp, S. (2018), "The new mobilities paradigm and critical security
4 studies: exploring common ground", *Mobilities*, Vol. 13 No. 2, 171-184.
5
6
7 Lillie, N. and Simola, A. (2016), "The Crisis of Free Movement in the European Union", *Mondi*
8
9
10 *Migranti*, Vol. 3, pp. 7-19.
11
12 Mandják, T., and Szántó, Z. (2010). How can economic sociology help business relationship
13 management? *Journal of Business and Industrial Marketing*, 25(3), 202-208.
14
15 Marques, J., Veloso, L. and Oliveira, C.S. (2021), "Free mobility, locked rights: the posting of
16 construction workers from Portugal", *Mobilities*, Vol. 16 No. 3, pp. 404-422.
17
18
19 Masso, J., Eamets, R. and Mõtsmees, P. (2014), "Temporary migrants and occupational
20 mobility: evidence from the case of Estonia", *International Journal of Manpower*, Vol.
21 35 No. 6, pp. 753-775.
22
23
24
25
26
27
28 Mayrhofer, W., Pernkopf, K. and Reiss, L. (2020). "Self-initiated expatriates at different life
29 and career stages: The meaning of families and their impact on the expatriation and
30 repatriation experiences of self-initiated expatriates", in Mayrhofer, W., Pernkopf, K. and
31 Reiss, L. (Eds.), *Self-initiated expatriates in context*, Routledge, Milton Park, Abingdon,
32 Oxon, pp. 110-133.
33
34
35
36
37
38
39 McKenna, S. and Richardson, J. (2016), "Self-initiated expatriation: changing the ontological
40 and methodological box", *Qualitative Research in Organizations and Management*, Vol.
41 11 No. 3, pp. 150-168.
42
43
44
45
46
47 McNulty, Y. and Brewster, C. (2017), "Theorizing the meaning(s) of 'expatriate': establishing
48 boundary conditions for business expatriates", *The International Journal of Human*
49 *Resource Management*, Vol. 28 No. 1, pp. 27-61.
50
51
52
53
54 McNulty, Y. and Selmer, J. (2017), *The Research Handbook of Expatriates*, Cheltenham,
55 Edward Elgar.
56
57
58
59
60

- 1
2
3 McNulty, Y., Vance, C.M. and Fisher, K. (2017), "Beyond corporate expatriation - global
4 mobility in the sports, religious, education and non-profit sectors", *Journal of Global*
5
6
7
8
9
10 Mendenhall, M.E. (1999), "On the Need for Paradigmatic Integration in International Human
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
- McNulty, Y., Vance, C.M. and Fisher, K. (2017), "Beyond corporate expatriation - global mobility in the sports, religious, education and non-profit sectors", *Journal of Global Mobility*, Vol. 5 No. 2, pp. 110-122.
- Mendenhall, M.E. (1999), "On the Need for Paradigmatic Integration in International Human Resource Management", *MIR: Management International Review*, Vol. 39 No. 3, pp. 65-87.
- Mendenhall, M. and Oddou, G. (1985), "The dimensions of expatriate acculturation: A review", *Academy of Management Review*, Vol. 10 No. 1, pp. 39-48.
- Mielly, M., Jones, C., Smith, M. and Basistha, V. (2017), "A passage to France: Skilled Indian SIEs in transition", *Critical Perspectives on International Business*, Vol. 13 No 4, pp. 319-339.
- Murdoch, J. (1995), "Actor-networks and the evolution of economic forms: combining description and explanation in theories of regulation, flexible specialization, and networks", *Environment and Planning A*, Vol. 27, pp. 731-757.
- Nail, T. (2018), *Being and Motion*, Oxford University Press, Oxford.
- Ossman, S. (2004), "Studies in Serial Migration", *International Migration*, Vol. 42 No. 4, pp. 111-121.
- Pellegrino, G. (2012), *The Politics of Proximity*, Ashgate, London.
- Perkins, G., Gilmore, S., Guttormsen, D.S.A. and Taylor, S. (2022), "Analysing the impacts of Universal Basic Income in the changing world of work: Challenges to the psychological contract and a future research agenda", *Human Resource Management Journal*, Vol. 32 No. 1, pp. 1-18.
- Pettit, H. and Ruijtenberg, W. (2019), "Migration as hope and depression: existential im/mobilities in and beyond Egypt", *Mobilities*, Vol. 14 No. 5, 730-744.

- 1
2
3 Pinto, L.H.F., Bader, B. and Schuster, T. (2017), "Dangerous settings and risky international
4 assignments", *Journal of Global Mobility*, Vol. 5 No. 4, pp. 342-347.
5
6
7 Rachel, B. and Johanna, W. (Eds.). (2017). *Materialities and Mobilities in Education* (1st ed.),
8
9 Routledge, London.
10
11 Selmer, J., Dickmann, M., Froese, F.J., Luring, J., Reiche, B.S. and Shaffer, M. (2021), "The
12 potential of virtual global mobility: implications for practice and future research", *Journal*
13
14
15
16
17
18
19 Selmer, J., and Luring, J. (2013), "Cognitive and affective reasons to expatriate and work
20 adjustment of expatriate academics", *International Journal of Cross Cultural*
21
22
23
24
25
26 Shaffer, M.A., Harrison, D.A. and Gilley, K.M. (1999), "Dimensions, Determinants, and
27 Differences in the Expatriate Adjustment Process", *Journal of International Business*
28
29
30
31
32
33 Song, H., Varma, A. and Zhang Zhang, Y. (2021), "Motivational cultural intelligence and
34 expatriate talent adjustment: an exploratory study of the moderation effects of cultural
35 distance", *International Journal of Human Resource Management*,
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
- Sheller, M. (2013). *Sociology after the Mobilities Turn: The Routledge Handbook of Mobilities*,
Routledge, London.
- Sheller, M. (2004), "Automotive Emotions", *Theory, Culture and Society*, Vol. 21 No. 4-5, pp.
221-242.
- Sheller, M. and Urry, J. (2003), "Mobile Transformations of 'Public' and 'Private'
Life", *Theory, Culture and Society*, Vol. 20 No. 3, pp. 107-125.
- Sheller, M. and Urry, J. (2000), "The City and the Car", *International Journal of Urban and*
Regional Research, Vol. 24 No. 4, pp. 737-757.

- 1
2
3 Shenkar, O. (2012), "Cultural distance revisited: Towards a more rigorous conceptualization
4 and measurement of cultural differences", *Journal of International Business Studies*, Vol.
5 43 No. 1, pp. 1-11.
6
7
8
9
- 10 Skeggs, B. (2004), *Class, Self, Culture*, Routledge, London.
- 11
12 Stevenson, W.B. and Manev, I.M. (2001), "Nationality, Cultural Distance, and Expatriate
13 Status: Effects on the Managerial Network in a Multinational Enterprise", *Journal of*
14 *International Business Studies*, Vol. 32 No. 2, 285-303.
15
16
17
18
- 19 Stoermer, S., Luring, J. and Selmer, J. (2020), "Does angry temperament undermine the
20 beneficial effects of expatriates' proactive personality?", *European Management Review*,
21 Vol. 17 No. 2, pp. 427-438.
22
23
24
25
- 26 Thrift, N. (1996), *Spatial Formations*, Sage, London.
- 27
28 Tomlinson, J. (2003), "Culture, Modernity and Immediacy", in *Global America?: The Cultural*
29 *Consequences of Globalization*, Beck, U., Sznaider, N. and Winter, R. (Eds.), Liverpool
30 University Press, Liverpool, pp. 49-66.
31
32
33
34
- 35 Torbiorn, I. (1982), *Living abroad*, Wiley, New York.
- 36
37 Tsing A. (2002), "The global situation", in Inda, J. and Rosaldo, J. (Eds.), *The Anthropology of*
38 *Globalization: A Reader*, Blackwell, Oxford, pp. 453-485.
39
40
41
- 42 Urry, J. (2012), "Social networks, mobile lives and social inequalities", *Journal of Transport*
43 *Geography*, Vol. 21, pp. 24-30.
44
45
46
- 47 Urry, J. (2010 [2001]), "Mobile Sociology", *The British Journal of Sociology*, Vol. 61, pp. 347-
48 366.
49
50
- 51 Urry, J. (2000), *Sociology Beyond Societies*, Sage, London. Von Krogh, C., Rossi-Lamastra, S.
52 and Haefliger, S. (2012), "Phenomenon-based research in management and organization
53 science: When is it rigorous and does it matter?", *Long Range Planning*, Vol. 45 No. 4,
54 pp. 277-298.
55
56
57
58
59
60

1
2
3 Wong, S. I., Kost, D. and Fieseler, C. (2021), "From crafting what you do to building resilience
4
5 for career commitment in the gig economy", *Human Resource Management Journal*, Vol.
6
7 31 No. 4, pp. 918-935.
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60

Journal of Global Mobility

1
2
3 *Table 1. New research questions related to materiality*
4
5
6

- 7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
- How do expatriates experience the belongingness to materiality at home and in host countries, and how does it impact the experience of moving between countries?
 - What materiality, such as goods, is important for expatriates to bring and how does this change, or relate to, changing identities or belongingness or sentiments about home and host countries as locations?
 - How does materiality reflect the expatriate's identity, and how does it connect the networks between home and abroad?
 - How does the meaning of materiality change when moving across cultural boundaries?
 - How do goods sent from home influence sensations of foreignness and isolation?
 - How does the sense of the body change the perceptions of the locations and vice versa?
 - How does symbolic changes of physical land (e.g. pre and post-Brexit) alter the expatriation experience and the understanding of belongingness and identity?

1
2
3 *Table 2. New research questions related to infrastructure and access*
4
5
6

- 7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
- What is the role of macro and micro political process and mobility regimes outside business organization for establishing mobility patterns?
 - Which private and public institutions are most central for allowing access to attractive destination?
 - How does technological infrastructure alter the experience of mobility?
 - How are virtual expatriates involved with global mobility?
 - How are access to new technology, inventions or other life practices transforming the understanding of social distance as well as everyday life?
 - How does connections and interconnectivity, across physical space, affect expatriates?
 - How do societies as well as expatriate communities relate to territorial access and opportunities?

Table 3. *New research questions related to inequality and immobility*

- What are the consequences on immobility and what is not movable for the expatriate?
- How do immobile people perceive and experience mobility of people, object, and ideas?
- What role does privilege and power imbalance, and social/material resources play in mobility?
- Does the direction of mobility, e.g. competition between countries play a role in facilitating inequalities among individual expatriates and the direction of mobility flows?
- How do historic or current events affect the experience of mobility (e.g. war, colonial past) relating to a place or the understanding of it?

1
2
3 *Table 4. New research questions related to emotional dynamics*
4
5
6

- 7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
- How do different types of emotions peacefully or competitively co-exist during global mobility?
 - How do affective states influence the willingness to expatriate?
 - How do families/partners solve complex, conflicting, or changing emotions during relocation?
 - How are emotions linked to materiality when it comes to personal well-being?
 - How do emotions of failed mobility or immobility affect the individual and his or her perceptions of the home or host destination?
- Journal of Global Mobility