

The relationship between self-initiated expatriates and their employers

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The rise of global migration and the growing number of employees who voluntarily work abroad represents a critical challenge for today's organizations. Despite the importance of self-initiated expatriates as a source of human capital, relatively little research has focused on the relationship with their employers and on factors that affect their intention to leave the organization. In this study, we examine to what extent the organizational climate for inclusion has an impact on turnover intentions of self-initiated expatriates. Moreover, we analyze how psychological contract fulfillment and tenure of such employees influence this relationship by drawing on a sample of 1296 self-initiated expatriates working in Switzerland.