



School of Business

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“What makes globally mobile talent to stay and perform?”

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Paper Abstract

Drawing upon anxiety/uncertainty management (AUM) theory and organization support theory (OST), this study developed and tested a model of how the globally mobile talent – the self-initiated expatriates (SIEs) - stay and perform well in the organization. We collected data from 276 superior-subordinate dyads, which were analyzed using structural equation modeling (SEM) to examine the study's hypotheses. Results suggest that role clarity mediates the influence of perceived organizational support and work adjustment. We further found that work adjustment mediates the influence of role clarity on task performance and organizational citizenship behavior. The implications of the findings to advance theory and practice in expatriation management are discussed.