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TITLE

Spouses and families of expatriates: A systematic literature review by correspondence analysis based on semantic segments

Research paper

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<http://dx.doi.org/10.12682/lives.2296-1658.2016.49>

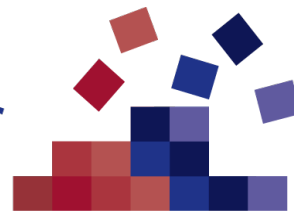
ISSN 2296-1658

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LIVES



Swiss National Centre of Competence in Research

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Abstract

Spouses and families of expatriates have been identified as a major issue in expatriation, and the literature thereon has augmented in recent years. Applying correspondence analysis, this article aims to provide a systematic visualization of the development of the research topic and reveals key tendencies of research over time. By using correspondence analysis software, a textual analysis of abstracts from 132 academic journals in English that focus on the couple/family before, during and after expatriation is performed. Through the semantic structuring of the topic, the development of the research along two major axes can be demonstrated: the evolution from home-country to host-country issues and the nonlinear shift from an expatriate-centered perspective to a dual-career and expatriate-family perspective. Based on the historical advancements of the field, key trends for future research are anticipated and identified. Among other trends, studies on the long-term impact of expatriation, studies on non-traditional families and partners/families of specific self-initiated expatriates are discussed.

Keywords

spouses of expatriates | families of expatriates | literature review | international assignments | correspondence analysis

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** LIVES Working Papers is a work-in-progress online series. Each paper receives only limited review. Authors are responsible for the presentation of facts and for the opinions expressed therein, which do not necessarily reflect those of the Swiss National Competence Center in Research LIVES.*

*** This publication benefited from the financial support of the Swiss National Centre of Competence in Research LIVES – Overcoming vulnerability: life course perspectives, granted by the Swiss National Science Foundation. The author is grateful to the Swiss National Science Foundation for its financial assistance and to IP206 colleagues, in particular Dr. Xavier Salamin (University of Fribourg), Professor Eric Davoine (University of Fribourg) and Dr. Doris Hanappi (University of Lausanne, UC Berkeley) for their useful comments on the first draft of this paper. In addition, the author is very thankful to the reviewer of LIVES WP for the valuable help in improving this paper.*

1. Introduction

Against the background of the agreement on free movement of workers in the European Union and a globalized workforce, the transfer or the self-decided relocation of highly skilled employees across borders has augmented drastically in the European Union and around the world. The international demand for talents remains strong, and well-educated expatriates are moving between nations and contributing to the global economy (Beaverstock, 2005). When a highly skilled employee pursues a career opportunity abroad, the spouse or partner and children (if there are any) of the expatriate are also affected by the relocation across borders.

In fact, spouses and partners of expatriates have been identified as a major issue in expatriation (e.g., Black and Stephens, 1989; De Cieri et al., 1991; Punnett, 1997; Harvey, 1998; Shaffer and Harrison, 2001). The adjustment and well-being of spouses and expatriate managers are highly correlated, and children tend to imitate their parents (Black and Stephens, 1989; Black and Gregersen, 1991a). While expatriates have the continuity of a work structure and children have the daily routine of school, spouses often resign from their previous employment and leave their support structure behind (Adler and Gundersen, 2007). They are frequently more immersed in the foreign environment and organize the daily life of the expatriate family in a culturally diverse setting (Andreason, 2008) while eventually trying to pursue a career on their own. Expatriate scholars agree that the spouse has the most difficult role of any family member during an expatriation but has a crucial impact on all other family members and hence the performance of the expatriate (e.g., Black and Stephens, 1989; Harvey, 1995; Shaffer and Harrison, 2001; Takeuchi et al., 2002; Brown, 2008). If an expatriate is unable to perform according to the expectations of the organization he or she works for (underperformance or premature return), it can be costly and problematic for the organization (Harzing and Christensen, 2004). Traditionally, the expatriation phenomenon has been gendered – with a male expatriate and an accompanying female spouse – but the numbers of accompanying male spouses and dual-career couples in expatriation have slowly increased over the last thirty years, increasing the prevalence of career issues (Harvey and Wiese, 1998b; Andreason, 2008; Altman and Shortland, 2008).

Based on the importance of the spouse and the whole expatriate family for the performance of the expatriate and hence the international organization, this literature review focuses on spouses and families of expatriates. The article aims at revealing the private side of an expatriate career: its impact on the family and vice versa. It extends and complements the semantic structure (based on single words) of the literature on female expatriates by Salamin and Hanappi (2014), as it relies on the same quantitative procedure but is based on semantic

segments (two-word combinations) and covers a longer time span. It also updates and completes qualitative thematic analyses of academic literature done on spouses and families of expatriates (Forster, 1992; Andreason, 2008; Haslberger and Brewster, 2008; Takeuchi, 2010) and female expatriates (Kollinger and Linehan, 2008; Altman and Shortland, 2008; Shortland and Altman, 2011), who frequently experience dual-career issues (Vance and McNulty, 2014). No previous study has quantitatively examined how research specifically on spouses and families of expatriates has transformed over time. The article therefore provides a semantic structure of the past scientific literature and offers a new alignment of the research topic along two central axes.

To include a wide range of articles, the review comprises literature about expatriates sent by a company to undertake an international assignment, as well as literature about self-initiated expatriates who undertake international work by their own volition without the sponsorship of an organization (Doherty et al., 2011) and alternative forms of assignments (e.g., short-term assignments, international rotational assignments). In line with the definition of self-initiated expatriates by Cerdin and Selmer (2014: 1281), self-initiated expatriates can be further distinguished along four main criteria as “expatriates who self-initiate their international relocation, with regular employment (intentions) and intentions of temporary stay, and with skilled/professional qualifications.” Those four conceptual criteria have to be fulfilled at the same time (Cerdin and Selmer, 2014). According to this definition, self-initiated expatriates and immigrants can be viewed to represent two distinct conceptual notions. Although immigrants may conform to the first two and the last criteria, they differ according to the third criterion of a planned temporary period of stay (Cerdin and Selmer, 2014). Self-initiated expatriates start their foreign employment with the intention to repatriate in the future and are living and working temporarily – typically for 2 to 5 years – in the host country (Guzzo, 1997; Cerdin and Selmer, 2014). The temporary nature of the stay applies as well when the employment duration is not officially pre-determined (as in the case of many self-initiated expatriates) (Haslberger and Vaiman, 2013). This third criterion, intention to stay temporarily, allows expatriates and immigrants to be considered two exclusive groups at a certain moment in time as intentions are not permanent by definition (Klekowski von Koppenfels, 2014; Carling and Pettersen, 2014)¹.

I therefore focus exclusively on literature about different forms of expatriation with the intention of repatriation to the home country and map the semantic structure of academic work about spouses and families of (sent and self-initiated) expatriates over the last fifty years. The applied statistical method approach of correspondence analysis allows analyzing

132 articles published in academic journals in English from the year 1966 until the end of 2014 and provides a visual overview of key topics related to the research field in different time periods. By so doing, I identify prevalent tendencies of research over the decades and according to 5-year periods, and demonstrate the development and expansion of the literature on spouses and families of expatriates.

Based on this historical evolution, I identify research gaps in the past and anticipate the continuing of current and potential tendencies in the future. Therefore, this article contributes to the existing literature on spouses and families of expatriates by emphasizing open research questions that can be addressed to complement the literature in the future.

2. Research Design

2.1. Database

The database consists of abstracts – as short texts of high density – of articles with a main focus on spouses and families before, during and after expatriation that were published until the end of 2014. To determine specific criteria for inclusion, the articles had to contain a title and/or keyword expressing expatriation to a foreign country (left column of table 1) as well as a title and/or keyword specifying an emphasis on spouses and families (right column of table 1). Titles and keywords are the most salient features of an article, as they indicate the main topic of the article through a very limited number of words. Synonyms for “expatriation,” “spouse” and “family” were determined before initiating and extended during the keyword research. Furthermore, only academic articles in English were considered because the semantic structure can only be displayed in a single language and the parallel translation would invalidate the computation of the lexical tables in the correspondence analysis.

Table 1: Graphical illustration of criteria for inclusion

Title and/or keywords indicating expatriation	Title and/or keywords indicating a focus on spouses and families
Expatriate, expatriation, repatriate, repatriation, international assignment, global assignment, overseas assignment, employment in foreign countries, international relocation, relocation overseas, international career, global career, transnational career, mobile career, global talent, international mobility, international transfer, international manager, cross-cultural adjustment, intercultural adjustment, international adjustment, international HRM, global HRM, etc.	Dual-career, couple, family, familial, spouse, spousal, marital, partner, wife, husband, intimate relationships, child, children, mother, father, parents, teenager, adolescents, kids, work-family conflict, work-life conflict, work-family balance, work-life balance, work-family enrichment, etc.

The initial keyword research in several databases, including Business Source Complete, Google Scholar, EconLit, Francis and Sage Journals Online, with various combinations of expressions of the left and right columns of table 1 and the additional screening of references resulted in 186 articles. Each article was carefully read and the references screened for more relevant articles. Various articles had to be eliminated for different reasons: (1) 42 articles did not correspond entirely to the specific inclusion criteria because they mentioned spouses and families of expatriates only in the abstract as a control variable among others, but not in the title or keywords. It was therefore determined that the article's main emphasis was not on spouses and families of expatriates, and according to the exigency of the defined inclusion criteria, the articles were excluded. (2) Three articles, mainly older ones, did not have a complete and functional abstract and could therefore technically not be used in the database. (3) Nine articles were published in practitioner journals or a journal that was not peer-reviewed. I decided therefore to include just articles from academic journals and excluded articles from specialized and practitioner journals due to the high rate of recurrence and unpredictability of the quality of the journal. Through the extensive keyword research and screening of references, I attained **132 valuable peer-reviewed articles from academic journals in English**. They were published in 68 different journals from the year 1966 until the end of 2014 in various disciplines such as human resource management, international management, sociology, psychology, and gender studies.

Table 2: Number of articles per year category

Year Category	No. of articles
1966-1994	17
1995-1999	18
2000-2004	25
2005-2009	28
2010-2014	44
Total	132

Table 2 indicates the distribution of the 132 articles per year category, starting with a broader category (1966-1994) due to a wider dispersion of articles and slow beginning during the early years. The variable year category is used to determine which themes are related to which period of time and to illustrate the historical evolution of the topic (the year 1966 indicates the first article on the topic). After the year 1995 and against the background of accelerating globalization, a steady growth in the number of published articles about spouses and families of expatriates is notable, which was taken into account through the implementation of 5-year groupings. The 5-year periods during these booms serve to illustrate the main scientific correspondences and to filter gradations of discourse more accurately (Altman and Shortland, 2008). Secondly, table 3 illustrates the distribution of all empirical articles (N=106) according to their applied methodological approach. The variable of methodological approach is used to examine which themes are studied with which methodological designs. Of the initial 132 articles, 26 were theoretical contributions without an empirical research design and had to be excluded to conduct the second correspondence analysis (leading to a total of 106 for the second computation).

Table 3: Number of articles per methodological approach

Methodological Approach	No. of articles
Quantitative Approach	60
Qualitative Approach	33
Mixed Methods	13
Total	106

2.2. Method

I analyze which central research themes are systematically related with which periods in the research field and which themes are systematically related with which methodological approach by using correspondence analysis (Lebart and Mirkin, 1993). Correspondence analysis is a multivariate statistical method used mainly in the social sciences that evaluates textual data in the form of numerical frequencies (Greenacre, 1993). This statistical technique allows a simple graphical display of the semantic structure and the evolution of a certain research field by classifying words and repeated segments of short texts of high density (Salamin and Hanappi, 2014; Hanappi et al., 2015). Instead of identifying, structuring and building bridges between related central issues through an interpretive analysis as is completed in classical literature reviews (Creswell, 2003), correspondence analysis is almost entirely based on a quantitative technique of computing a lexical table of the most-repeated words and segments in a time period or in relation to a methodological approach. It allows the graphical display of all points of interest to be reduced to a two-dimensional graph that indicates the importance and position of each of the points in relation to all others and with respect to a well-defined horizontal and vertical axis (Lebart et al., 2010).

To perform the correspondence analysis, an Excel sheet containing the data from the 132 articles was entered into the textual analysis program SPAD 8. With the content from the abstracts, SPAD created a comprehensive vocabulary of frequent words and segments (Hanappi et al., 2015). This content from the abstracts was plotted against the variables of year category (categories 1966-1994, 1995-1999, 2000-2004, 2005-2009, 2010-2014; see table 2) and methodological approach (quantitative, qualitative or mixed methods; see table 3). Frequent two-word segments were chosen to better comprehend the meaning of the theme through the combination of two words rather than using separated single words (Hanappi et al., 2015). In the contingency table, the semantic segments (two-word combinations) of the abstracts represent the rows of the table, and the six different year categories or the three different methodological approaches represent the columns of a contingency table.

The chi-squared statistic applied in SPAD 8 calculates the discrepancy between the observed frequencies in the contingency table and the expected frequencies in case the column profiles are homogenous (Greenacre, 1993). The position of the semantic segments reveals how distant the column profiles are from their average profile – and therefore indicates time periods in which the use of a specific word segment is above average (figure 1) or specific word segments that are studied with a certain methodological approach more frequently than the average (figure 2). Initially, the profiles are situated in a space of five

dimensions, but SPAD identifies a subspace of two dimensions as an approximation of their higher-dimensional positions (Greenacre, 1993). The dimensionality reduction is indispensable because the visualization would otherwise not be possible. Two-dimensional calculations allow a comprehensive view of the segments' profiles and their dispersion relative to two principal axes. The axes indicate two continuums over time that allow the structuring of the development of research on spouses and families of expatriates.

For the first variable, year category, SPAD identified 161 segments that contributed significantly to the construction of the two-dimensional semantic structure of the research field. To reduce the number of segments furthermore, I filtered the segments statistically (70% of items were selected on the basis of an exclusive selection) to have the most important two-word combinations of the research field summarized and represented in one graph². For the second variable, methodological approach, SPAD identified 258 segments that contributed significantly to the construction of the graphic. Similar to the first analysis, the number of two-word segments was reduced additionally (30% of items were selected on the basis of an exclusive selection) to have a representative and displayable number of segments for each value of the variable.

These distributions around each value of the variables of year category and methodological approach will be interpreted and discussed based on the in-depth reading of the articles considered in the review in the next chapter.

3. Results and interpretation

Figure 1 displays the two-dimensional positions of the key segments (two-word combinations) along two principal axes and illustrates the development of research on spouses and families of expatriates over time. Based on the scattering of the segments, I interpreted the first axis as an evolution from a more **home-country viewpoint** (“home country,” “United States,” and “American multinational” company on the left end of the axis) to a **host-country viewpoint** (“host-country characteristics” and “host company” on the right end of the axis) and to a variety of nationalities of expatriates. The main corresponding expressions “home country” and “host-country characteristics” are underlined in figure 1. The second axis is seen as a continuum from a more **expatriate-centered perspective** (“overseas executive” and “managers in” on the lower end) to a **dual-career and expatriate-family perspective** (“dual-career exploration,” “dual-career couple,” “expatriate family,” “as family” on the upper end). Whereas the subject of study is mainly an expatriate manager and his spouse on the lower end

of the graph, the focus shifts to dual-career couples or expatriate families considered as a unit on the upper end of the display. The principal corresponding segments “overseas executive” and “dual-career exploration” are also underlined in figure 1.

Figure 2 illustrates which relevant two-word expressions are examined recurrently with which methodological approach. Given the distribution of the semantic segments, I interpreted the first axis as a continuum from a **quantitative approach** (“survey results”) to a **qualitative approach** (“interview data”) and the second axis as a continuum from a **mixed approach** to a **single method approach** (see figure 2). Key issues such as “work-life balance,” “spouse role,” “gender differences” and “family adjustment” are distributed around the qualitative methodological approach. Themes such as “dual-career couple,” “repatriation adjustment” and “organizational support” among others are scattered around the quantitative methodological approach in the right upper angle (Figure 2). Themes studied mostly with a mixed method approach are “spouse adjustment,” “decision process,” “expatriate candidates” and “expatriate turnover.” This graphical display will be discussed in combination with the historical developments of figure 1, and these themes will be positioned in relation to each other after having identified trend topics according their emergences.

It can be said that the visualization of the most central topics of the literature specifies similarities and intersections with research fields such as “international management,” “career planning,” “work-life balance” and “cross-cultural adjustment” (see figure 1). As the graph indicates, a main redundancy of “international management” and the expatriate literature is the issue “expatriate turnover” and prevention of the “failure of” an expatriation through adequate “selection criteria,” “training programs” and “organizational support” (e.g., Harvey, 1985; Black and Stephens, 1989; Fukuda and Chu, 1994; Shaffer and Harrison, 1998; McNulty, 2012).

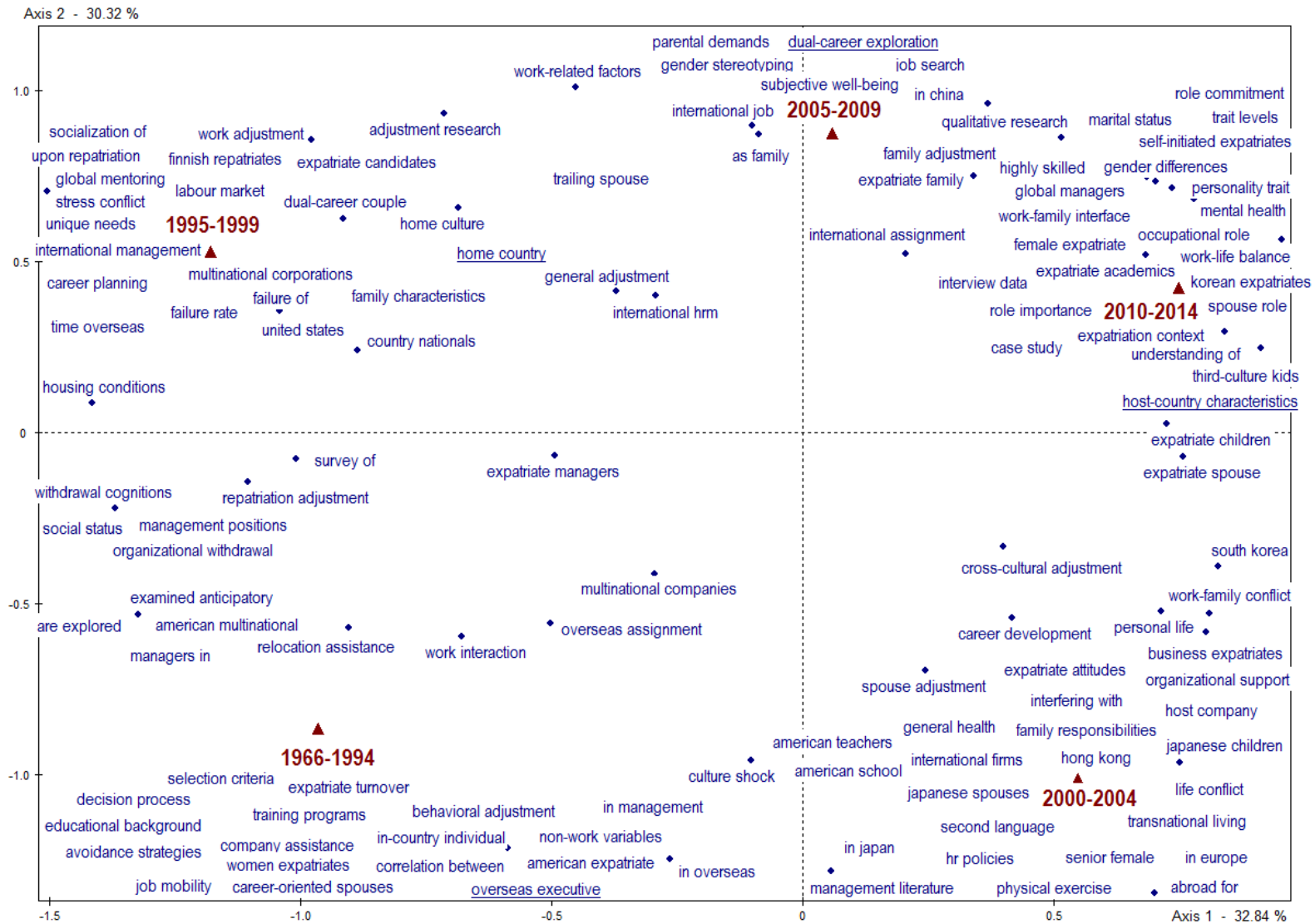


Figure 1: Two-dimensional visualization of key themes in the literature on expatriates' spouses and families over time.

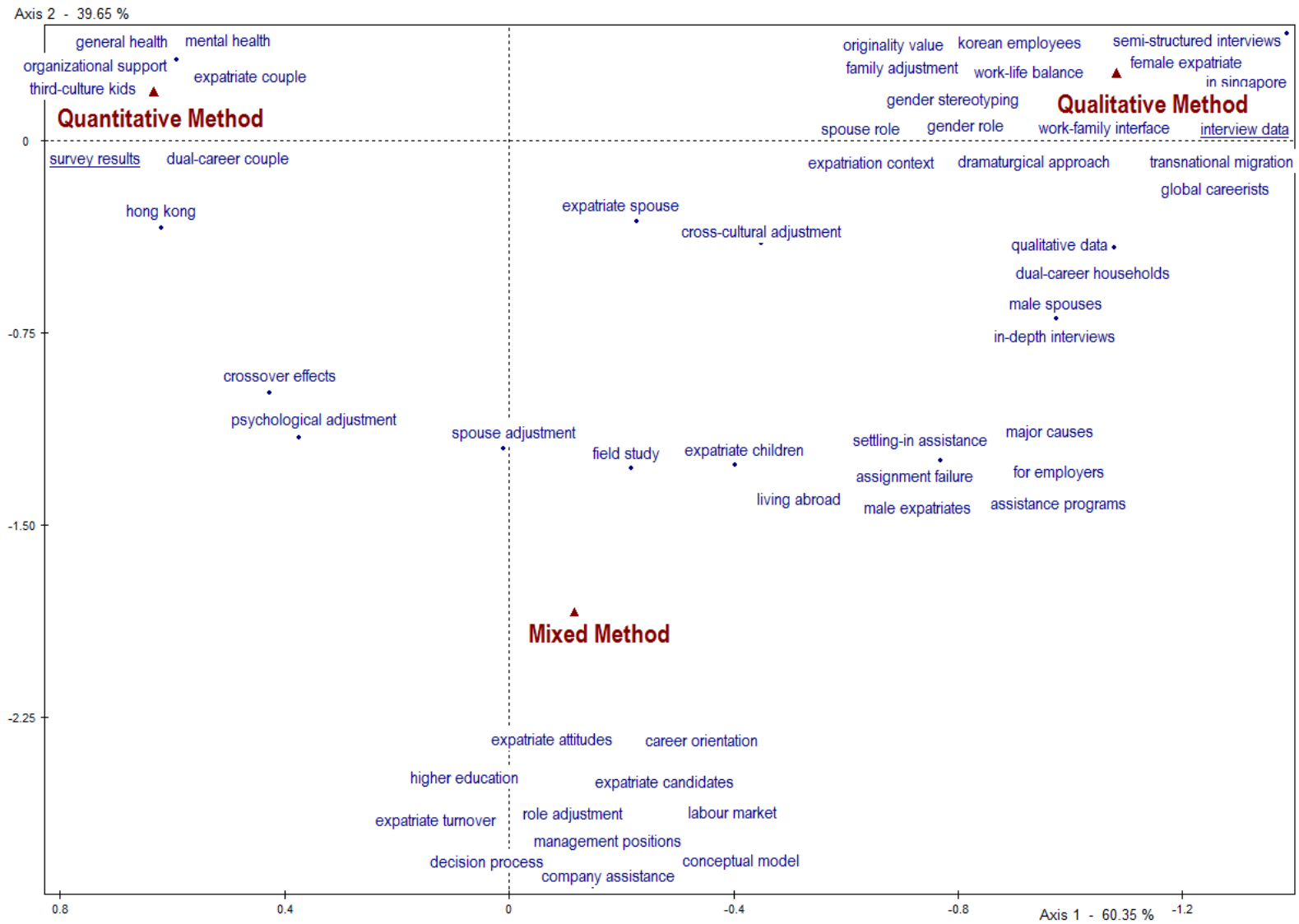


Figure 2: Two-dimensional display of key themes related to methodological approach.

Key topics of “career planning” on the other hand are “dual-career exploration” (Harvey, 1996a; Harvey, 1997; Handler and Lane, 1997; Riusala and Suutari, 2000; Hardill, 2004), the timing of an international assignment during a career (Harvey et al., 2009a; Konopaske et al., 2009; Käsälä et al., 2014) and the possibilities and constraints of global career mobility in general (Forster, 1992; Dupuis et al. 2008; Cole, 2011; Roos, 2013). The research field “work-life balance” is considered through explicit themes such as “work-life balance,” “work-family conflict” and “work-family interface” in an international setting (e.g., Shaffer et al., 2001; Shortland and Cummins, 2007; Lazarova et al., 2010; Schütter and Boerner, 2013) with a particular emphasis on female expatriates (e.g., Linehan and Walsh, 2000; Fischlmayr and Kollinger, 2010; Mäkelä et al., 2011a). Finally, topics like “culture shock,” “behavior adjustment,” and “family adjustment” highlight the intersection with the literature on “cross-cultural adjustment” and reveal cultural adjustment issues of the expatriate, the expatriate’s spouse or their children in the host country or back in the home country (Black and Gregersen, 1991a; Takeuchi et al., 2002; Palthe, 2004; Van Der Zee et al., 2007; Rosenbusch and Cseh, 2012). According to figure 1, these key topics can be attributed to different year categories (according to their position in the graph) and illustrate the semantic structure of research about spouses and families of expatriates over time. The five time periods will be interpreted and discussed in chronological order in the following section.

3.1 Year category 1966-1994: A focus on recruitment, selection and training issues of overseas executives in the home country

The years 1966-1994 correspond to the early years of the research field and represent the primary development of the field. Consistent with other authors on expatriate issues (Taylor et al., 2002; Altman and Shortland, 2008; Salamin and Hanappi, 2014), those years can be described as formative years during which the topic of expatriates’ spouses was introduced and the research agenda initiated. During this time, most studies had a quantitative methodological approach based on a survey (indicated by the segment “survey of” in figure 1). The emphasis lies on an American executive and his wife sent on an overseas assignment by an American multinational company (indicated by terms like “overseas executive,” “American expatriate,” “American multinational,” “in overseas” and “overseas assignment”). This demonstrates the importance of the United States of America as home country and managers of American multinational companies as the prime study subject of articles

(Negandhi, 1966; Howard, 1974; Harvey, 1985; Black and Stephens, 1989; Black and Gregersen, 1991a; Forster, 1992; Punnett et al., 1992) and justifies the position on the lower left side of the graph (home-country viewpoint and expatriate-centered perspective). The research on expatriates' spouses thus started in the United States with the spouse and the family seen as the entourage of a manager transferred to a foreign country.

The articles emphasize recruitment and selection in the home country; the focus lies on a manager and his educational and socioeconomic background who is preliminarily examined for an assignment through an assessment process (indicated by the terms “educational background” and “examined anticipatory” in the graph) (Negandhi, 1966; Howard, 1974; Harvey, 1985; Fukuda and Chu, 1994). The manager's suitability for an expatriation is assessed, including whether he is sufficiently mobile (has adequate “job mobility”) and whether his family situation or other “non-work variables” (if he has for example a “career-oriented spouse”) are adequate. In general, it can be said that authors attempt to determine and improve recruitment selection criteria for expatriates to prevent the failure of an expatriation and to reduce expatriate turnover (indicated by terms like “selection criteria” and “expatriate turnover”). The expatriate's spouse is identified as an important factor in the success or failure of his expatriation for overseas assignments. Some articles discuss the influence of the spouse on the expatriates' adjustment and intent to stay (Black and Stephens, 1989; Black and Gregersen, 1991a; De Cieri et al., 1991) as well as the impact of spouse's career orientation on the expatriate (Stephens and Black, 1991). The authors conclude that spouses who are unable to adjust to the foreign environment negatively influence the adjustment of expatriates and are the main reason for premature returns to the home country (Harvey, 1985; Black and Stephens, 1989; Fukuda and Chu, 1994). Interestingly, spouses are seen as mainly female, and only one study specifically emphasizes future challenges for “women expatriates” and their male spouses in the upcoming decades (Punnett et al., 1992).

In this time period, “training programs” and “relocation assistance” for the expatriate and the spouse evolve as possible solutions to reduce “culture shock” and “withdrawal cognitions” of expatriates and their entourages, which then minimize ensuing “organizational withdrawal” and “expatriate turnover” (Black and Gregersen, 1991a; Kilgore and Shorrock, 1991; De Cieri et al., 1991; Fukuda and Chu, 1994). “Company assistance” before and during expatriation is specified as an important predictor of psychological adjustment of spouses during an assignment (De Cieri et al., 1991). Only one study examines the effect on organizational and other variables on repatriation adjustment of American managers and their spouses once they return home to the United States (Black and Gregersen, 1991b).

3.2 Year category 1995-2000: The evolution of the dual-career expatriation dilemma

The year category 1995-2000 is positioned on the slightly upper left side of the graph. Similar to the previous year category, recruitment and selection processes in the home country remain a strong focus during this time. The terms “home country,” “United States,” “home culture” and “time overseas” indicate a home-country standpoint of articles, though this is combined with a shift toward a dual-career perspective (indicated by the segments “dual-career couple” and “family characteristics”). The emphasis lies on a growing number of dual-earner and dual-career couples in the United States and around the world (Blossfeld and Drobnic, 2001), where both partners are employed and equally committed to their professional careers (Harvey, 1995). The expatriation of such a dual-career couple is seen as a dilemma (Harvey, 1996a; Harvey, 1996b), as that one partner may be reluctant to resign from his or her previous employment and give up his or her own career. Hence, authors address the willingness of dual-career couples to relocate to a foreign country and the difficulties for international human resource managers (“international HRM”) to find “expatriate candidates” to fill vacancies in fast-growing subsidiaries overseas (Harvey, 1995; Harris, 1995; Harvey, 1996a; Punnett, 1997; Harvey, 1998). If a dual-career couple expatriates nevertheless, the spouse who accompanies the expatriate (referred to as the “trailing spouse”) strives to continue his or her career in the host country. If the continuation of the career is not possible, the amount of stress a couple experiences during expatriation increases, resulting in a higher probability of dissatisfaction and “failure of” expatriation (Harvey, 1998; Shaffer and Harrison, 1998). Dual-career couples are therefore defined as one of the contributing factors to a high expatriate “failure rate” (Harvey, 1995; Harvey, 1996a; Harvey, 1996b; Harvey, 1998; Shaffer and Harrison, 1998). Authors analyze diverse aspects of the dual-career dilemma; e.g., the difference between the expatriate and the trailing spouse, between male- and female-led dual-career couples and between attitudes prior to expatriation and “upon repatriation” (Harvey, 1997). Some authors (Harris, 1995; Harvey, 1996b; Handler and Lane, 1997; Punnett, 1997) criticize the practices in place within international companies, suggesting that companies do not provide adequate policies for managing dual-career couples and “career planning” in general and female-led dual-career couples with male trailing spouses in particular (Harris, 1995; Punnett, 1997; Harvey and Wiese, 1998b; Hardill and MacDonald, 1998). Hence, women managers are frequently excluded or marginalized in the international “labour market” due to outdated corporate policies such as host-country cultural restrictions or concerns surrounding dual-career couples (Harris, 1995; Hardill and MacDonald, 1998). Authors mention outdated as well as ambiguous and informal selection processes as the main barriers to greater diversity in global assignments and

recommend transparent and formal position-specific criteria in assessments (Harris, 1995; Altman and Shortland, 2008). In accordance with Altman and Shortland (2008), a strong discriminatory discourse of certain types of expatriates – especially female-led dual-career couples with male trailing spouses – is notable with a tendency to campaign for more diversity in international assignments. A “global mentoring” program emerges as a possible solution to assist in the “socialization of” different dual-career couples during an expatriation (Harvey and Wiese, 1998a). Authors argue that a mentoring program can consider the unique needs of expatriates and the complex process of expatriation better than company assistance alone (Harvey and Wiese, 1998a; Harvey and Buckley, 1998; Harvey et al., 1999).

Gregersen and Stroh (1997) published one of the first studies to use a non-U.S. sample – Finnish expatriates returning to Finland – to assess cross-cultural differences and adjustment during repatriation in a European country and compare them with prior results (Black and Gregersen, 1991b) of an American sample (indicated by the term “Finnish repatriates” and “repatriation adjustment”). Authors start therefore to expand the literature on “general adjustment” of expatriates and their spouses to nationalities other than Americans (see also Taylor et al. (2002) for a similar observation on female expatriates).

3.3 Year category 2000-2004: Business expatriates in a globalized world

The period of 2000-2004 illustrates the continuing globalization of “international firms” expressed by a central evolution to more studies with non-U.S. samples and/or specific host countries in Europe or in Asia (indicated by the terms “in Europe,” “in Japan,” and in “Hong Kong”). The concentration on locations such as Hong Kong, Japan and Europe in the “management literature” reveals the importance of these locations for the growing world economy. On the other hand, the lower right side of the graph indicates a shift back to a more expatriate-centered perspective of articles; authors write about expatriates and their spouses instead of dual-career couples or families seen as an entity (indicated by the terms “business expatriates” and “spouse adjustment”). In light of the discussion and the rejection of the concept of expatriate failure (Harzing, 1995; Forster, 1997), expatriate scholars approach general human resource issues in an international setting to examine issues regarding performance management of expatriates (Harzing and Christensen, 2004). The emphasis of articles therefore lies primarily on “business expatriates” (term change) and their “personal life” in the host country – and the interfering of the expatriation with it (indicated by the terms “interfering with,” “life conflict,” “work-family conflict,” “general health,” “physical exercise” and “transnational living”). Several authors (Shaffer and Joplin, 2001; Shaffer et al., 2001; Grant-Vallone and Ensher, 2001)

examine forms of “work-family conflict” or “personal life” conflict and their impact on the expatriate’s withdrawal cognitions (Shaffer et al., 2001), job performance (Shaffer and Joplin, 2001), or mental well-being of expatriates (Grant-Vallone and Ensher, 2001). In this regard, the mediating effect of the company (indicated by the mutated terms “corporate support” and “organizational support”) on well-being and personal conflicts of expatriates during an assignment is discussed (Grant-Vallone and Ensher, 2001) – as is the impact of “HR policies” on work-family issues of “senior female” expatriates due to the rising proportion of female expatriates in international assignments (Linehan and Walsh, 2000; Moore, 2002; Harcar and Harcar, 2004).

The “cross-cultural adjustment” to the “host country characteristics” emerges as an important issue (indicated by terms like “cross-cultural adjustment” to the “host company” and the “host country characteristics”). For example, articles examine the cross-cultural adjustment of “Japanese spouses” in the Silicon Valley (Simeon and Fujiu, 2000); of Japanese expatriates and their spouses in a variety of countries (Takeuchi et al., 2002); of Chinese mainland business expatriates in Hong Kong (Selmer et al., 2000); of Western male spouses in Hong Kong (Selmer and Leung, 2003); of American expatriates in Japan, the Netherlands, and South Korea (Palthe, 2004); of American spouses in Germany (Mohr and Klein, 2004); and generally of spouses in a variety of countries (Shaffer and Harrison, 2001; Copeland and Norell, 2002; Ali et al., 2003). Some authors (Selmer et al. 2000; Palthe, 2004; Mohr and Klein, 2004) use three facets of cross-cultural adjustment (work, interaction and general adjustment) developed by Black and Stephens (1989), whereas others conceptualize their own models of spouse adjustment to the host country (Shaffer and Harrison, 2001). Thus, more articles use the outcomes of the theory building of the previous phases or contribute with a modified conceptualization to the advancement of the theoretical bases of cross-cultural adjustment (Taylor et al., 2002). “American schools” and “American teachers” arise as issues for expatriates in the United States (e.g., “Japanese children”) and for American expatriates with “family responsibilities” in foreign countries (Simeon and Fujiu, 2000; Miyamoto and Kuhlman, 2001; Mohr and Klein, 2004). What it means to grow up overseas is another topic that becomes prevalent through the “second language” attrition of expatriate children (Sider, 2004) and the divergent characteristics and attitudes of third-culture kids (individuals who lived as adolescents in a foreign country for a longer time) in comparison to native adolescents (Selmer and Lam, 2004; Lam and Selmer, 2004).

3.4 Year category 2005-2009: *Dual-career exploration in the home and host country*

The year category 2005-2009 reveals a major shift back to a dual-career and expatriate-family perspective (indicated by the segments “dual-career exploration,” “expatriate family” and “as family”) combined with a slight reorientation to the home country. Home-country and host-country issues are roughly balanced in number. Key home-country issues include family and gender differences in international “job search” behavior (Tharenou, 2008) as well as in willingness to accept an “international job” opportunity (Tharenou, 2008; Konopaske et al., 2005; Konopaske et al., 2009; Dupuis et al., 2008), the influence of the repatriation adjustment on willingness to accept a future “global assignment” (Larson, 2006) and strategic “dual-career exploration” for couples (Harvey et al., 2009a; Harvey et al., 2009b). In line with general and scientific discussions of male and female differences in organizational contexts and the majority of female expatriates’ being single and childless, the trend topic “gender differences” arrives in the expatriate literature (Taylor et al., 2002; Altman and Shortland, 2008). Hence, the issues “gender differences” and “gender stereotyping” of expatriates are examined in relation to the home country (Tharenou, 2008; Tzeng, 2006), highlighting the fact that the expatriation interests of women with family continue to be least realized in expatriation (Tharenou, 2008), a phenomenon also referred as the “expatriate glass ceiling” (Insch et al., 2008). To enlarge the pool of eligible international talents, the improvement of “dual-career exploration” for both female and male expatriates in international companies is indispensable, according to expatriate scholars (Tharenou, 2008). Harvey et al. (2009a) conclude that international companies have adapted insufficiently to the predicted changing recruitment environment and proposes strategic time periods – according to family and career life-cycles of expatriates – to dual-career couples and human resource managers.

Host-country issues are represented by topics such as “family adjustment” (Shah and Lund, 2007; Haslberger and Brewster, 2008), the correlation of work-home interferences with the “subjective well-being” of expatriate couples (Van Der Zee et al., 2005; Shortland et al., 2007), the dominant stressors for expatriate couples (Brown, 2008), and the influence of “parental demands” and culture novelty on the adjustment of expatriates and their spouses (Takeuchi et al., 2007). These topics illustrate an expansion and differentiation in the field of cross-cultural adjustment of expatriates: from “spouse adjustment” (year category 2000-04) to “family adjustment” (year category 2005-09). Alongside the economic development of China, the adjustment of expatriates and their families “in China” receives more attention. Among other topics, articles study psychological workplace strain of Western expatriates in China (Takeuchi

et al., 2005) and expatriate families living in China with adopted Chinese children (Heimsoth and Laser, 2008).

During the years 2005-2009, the evolutions of new subthemes in the literature such as “self-initiated expatriates” (Richardson, 2006; Altman and Shortland, 2008; Peltokorpi and Froese, 2009) and short-term international assignments (Starr and Currie, 2009; Konopaske et al., 2009; Starr, 2009) are notable, indicating a trend to more flexible and self-determined arrangements in expatriation. An increased importance of different forms of international working experiences is distinguished (Tung, 1998), highlighted also by the frequently and differently used terms “international” and “global” in this time period (Figure 1, e.g., “international job,” “international assignment”). The year 2005 also ushers in a new phase of qualitative studies, which were scarce during the prior time periods (indicated by the term “qualitative research”). Research designs change from predominantly quantitative studies to qualitative study designs on the basis of semi-structured or in-depth interviews.

3.5 Year category 2010-2014: The continuing of trends

The trend toward qualitative studies continues in recent years (indicated by the segment “interview data”). The position of the year category on the upper right end of the axis reveals a focus on host-country issues combined with a rather dual-career and family perspective. The emphasis on host-country issues could be interpreted as a rising significance of host-country characteristics as primary drivers for expatriation (Doherty et al., 2011) and the intention to understand the expatriate experience and the “expatriation context” entirely (indicated also by the expression “understanding of”). The majority of articles focus on dual-career and expatriate family issues on a personal and individual level in the host country, except for a few articles that discuss “global managers” (Cappellen and Janssens, 2010) and the influence of the spouse on expatriate adjustment (Takeuchi, 2010; Van Erp et al., 2011a; Van Erp et al., 2014) and the expatriate career (Lauring and Selmer, 2010). Dual-career topics include the implementation of a global dual-career mentoring program (Harvey et al., 2010), how dual-career expatriates view the “spouse role” (Mäkelä et al., 2011a), the influence of different types of support (e.g., practical, professional and social support) on the adjustment of the trailing spouse (Cole, 2011; Cole and Nesbeth, 2014; McNulty, 2012) and strategies for career coordination among dual-career couples (Känsälä, 2014). Similar to the previous periods and given the accelerating tendency of employees to weight family concerns and work-life balance more strongly during their career (Mainiero and Sullivan, 2006), issues like “work-life balance” and “work-life interface” continue to be predominant (Fischlmayr and Kollinger, 2010; Mäkelä and Suutari,

2011; Schütter and Boerner, 2013; Lee and Kartika, 2014). Such articles (see Van der Zee et al. (2005) or Rosenbusch and Cseh (2012) for an exception) use work-family theory rather generally as a theoretical foundation, however, without revealing the specific reciprocal mechanism of effects between the expatriate and family members (Takeuchi, 2010). Among other topics, authors examine work-family conflicts of long-term global careerists (Mäkelä and Suutari, 2011), the influence of work-family conflicts on expatriate work role and family role performance (Lazarova et al., 2010; Shih et al., 2010) and “gender differences” in work-life balance (Fischlmayr and Kollinger, 2010; Mäkelä et al., 2011b). It can thereby be noted that the trend topic “gender differences” encompasses the home country (year period 2005-2009) to the host country. In addition to the negative sides of work-life balance, the positive sides (e.g., work-family enrichment) also start to be explored (Mäkelä et al., 2011b; Schütter and Boerner, 2013).

In general, it can be observed that authors use very specific expatriate samples (indicated by the segments “female expatriates,” “self-initiated expatriates,” “Korean expatriates” and “expatriate academics”) and explore their characteristics and problems (e.g., illustrated by expressions such as “personality trait,” “mental health” and “role importance”). Self-initiated expatriates (Selmer and Luring, 2011a; Selmer and Luring, 2011b; Luring et al., 2014; Cerdin and Selmer, 2014; Froese, 2012; Froese and Peltokorpi, 2013) and “third-culture kids” (Selmer and Luring, 2014; Bonebright, 2010; Tarique and Weisbord, 2013) continue to be developing themes – as well as particular “expatriate spouse” and “expatriate children” issues in the host country. Explicit issues related to the “spouse role” are the constructing of the “spouse role” (Mäkelä et al., 2011a; Davoine et al., 2013; Cho et al., 2013), the “role importance” of different sub-roles (e.g., “occupational,” parental, marital or household roles) (Bikos and Kocheleva, 2013; Nukaga, 2012) and the gender role ideology and “role commitment” of spouses (Gupta et al., 2012a; Gupta et al., 2012b). Gupta et al. (2012b) for example, identified Indian spouses’ perceived gender role ideology and their marital obligations as prime indicators for a successful adjustment, highlighting the fact that the cultural heritage of gender roles distinguishes spouses and their adjustment issues in the host country. Children’s issues include the adjustment of teenagers (Weeks et al., 2010) and their higher education choices (Wilkins, 2013) as well as “mental health” problems of adolescents while being in the host country (Gonçalves and Farcas, 2014).

3.6 Historical development of the topic

The semantic structuring of the literature reveals key developments and tendencies of research over time. The changes in subjects of studies from transferred American executives and their wives (1966-94) to expatriate dual-career couples with a trailing spouse (1994-99) to

business expatriates and their personal lives (2000-04) to new dual-career couples and expatriate families (2005-09) and recently to specific expatriates, their spouses and their children (2010-14) have been identified in the last section. This evolution is combined with changing perspectives – from articles with a home-country perspective to articles with a host-country perspective. These findings go along with Andreason (2008) and Takeuchi (2010), who criticized the expatriate adjustment literature for initially being expatriate-centric and then shifting relatively recently to other stakeholders such as family members or host country nationals. Alongside these primary historical evolutions, other minor tendencies are notable: The graphical display of figure 1 discloses a shift from mainly quantitative studies in the beginning of the research field (1966-99) to more qualitative studies since the year category 2005-09. This tendency is also notable if we look at which topics are systematically related with which methodological approach (Figure 2). Recent key issues are distributed around the qualitative methodological approach. Themes that were important in older studies are scattered around the quantitative methodological approach or the mixed method approach, indicating a shift from quantitative as well as mixed method study designs to qualitative study designs during the last decade.

Other minor evolutions are a development from organizational issues (indicated by segments like “selection criteria,” “expatriate turnover” and “failure rate”) to specific personal issues of expatriates (illustrated by the terms “role importance,” “marital status” and “personality trait”). This development is interconnected with the evolution from home-country to host-country issues, as in the beginning organizational issues in the host country and lately personal issues in the host country have been of primary importance (see figure 1). These findings conform with the results of Salamin and Hanappi (2014), who detected an evolution from the macro to the micro level combined with a shift from home to host country in the literature about female expatriates.

Besides trends in main topics of studies, figure 1 reveals additional modifications in vocabulary. Such term changes are (1) from “overseas executive” to “business expatriate” to “global manager”; (2) from “overseas assignment” to “global” or “international” assignment; (3) from “company assistance” and “relocation assistance” to “global mentoring” to “organizational support” or “corporate support” and (4) from “multinational corporations” and “multinational companies” to “international firms.” These vocabulary developments can be interpreted as a homogenization of the research field and the evolution of the main and universal terms over the years, such as international assignment, organizational support, and dual-career couples or (sent) expatriates vs. self-initiated expatriates. They could also be interpreted as a reflection of underlying vocabulary changes in corporate policies in international companies.

4. Directions for further research

After having identified key tendencies of research during the last decades, the identification of research gaps and possible future main tendencies are envisaged. Based on the graphical display of the semantic structuring of the field (e.g., the relation of research themes to historical periods of the research field, their position in respect to the horizontal and vertical axis or the identification of recent trends) as well the in-depth readings of the entire articles including their limitations and propositions for future research directions, the following open research questions could be identified: First, while several studies have investigated recent, specific spousal- and child-related issues during expatriation, only a few have analyzed the impact and consequences of an expatriation on the spouse and children in-depth. Topics such as marital satisfaction, divorce or family members' well-being and psychical outcomes have only been treated marginally by authors. Exceptions are Bikos et al. (2007) and Bikos and Kocheleva (2013), who used life role salience theory to investigate the extent to which certain life roles affect marital satisfaction, alcohol use, and mental health outcomes of female expatriate spouses. Additionally, Herleman et al. (2008) studied the relationship of stress with various outcomes among expatriate spouses. The long-lasting effect (in terms of psychological, professional or family impacts) of an expatriation on the spouse and the children is an issue that may be best addressed by longitudinal studies on the life courses of expatriates and their families, taking also into account the repatriation process and the situation afterwards. Topics like “third-culture kids” (e.g., Lam and Selmer, 2004; Bonebright, 2010; Selmer and Luring, 2014) point in this direction and cause the investigation of the impact of expatriation on the perceptions and characteristics of people who have spent at least one of their formative years in a foreign country.

More studies on spouse- and children-related consequences of an expatriation in the long term are needed.

Next, combined with the previously discussed need for studies on long-term impacts of an expatriation, studies about the repatriation process of the family and about adjustment problems of all family members returned home are rare. Since the studies of Black and Gregersen (1991b) and Gregersen and Stroh (1997), who revealed that variables like age, total time overseas, social status, and housing conditions are related to repatriation adjustment for expatriates and their spouses, authors have not principally focused on family themes during repatriation (likewise indicated by the segments “upon repatriation” and “repatriation adjustment” around the year

categories 1995–1999 and 1966–1994 in figure 1). Some authors examine the repatriation process among other variables; for example, Starr and Currie (2009) studied family issues during and after a short-term international assignment, Larson (2006) examined how the repatriation process of an expatriate family is linked to willingness for future international assignments, and Cho et al. (2013) explored variables influencing Korean expatriates' and their spouses' perceptions of expatriation and repatriation. The negligence of the family's repatriation process in a globalized area—where expatriates may undertake several foreign assignments during their careers—is an important literature gap to be filled. In light of future career decisions of the expatriate and the spouse (Riusala and Suutari, 2000), the willingness for future international assignments (Larson, 2006) or for future education choices for expatriate children and teenagers (Cho et al., 2013; Wilkins, 2013; Nukaga, 2012), the repatriation adjustment of the entire family has to be studied in-depth from an individual and organizational viewpoint and in relation to inherent cultural values of the expatriates. As that Confucian values have an important influence on the perception of expatriation and repatriation of Korean expatriates (Cho et al., 2013), other cultural value system may have similar effects on the repatriation process of the individual expatriate and his or her family or the repatriation policies of companies. In line with the discovered trend toward very specific expatriate samples in the host country (see previous chapter), I therefore propose a shift toward very specific expatriate samples in the home country during and after the phase of repatriation when expatriates return.

The repatriation process of specific expatriate samples and their families remains largely unexplored and deserves more studies at the individual and organizational level.

Subsequently, continuing the commenced discussion about career arrangements after repatriation, career-related support practices (especially dual-career support) of organizations are in general of high interest before, during and after a foreign assignment (Riusala and Suutari, 2000). While there are several theoretical studies (Harvey and Buckley, 1998; Harvey et al., 2009b; Harvey et al., 2010; Hardill, 2004) and studies about the needs of expatriates for career-related services (Selmer and Leung, 2003; Cole, 2011; Cole and Nesbeth, 2014), articles that analyze and compare available dual-career support services of organizations are rare (see Handler and Lane, 1997; McNulty, 2012; Kupka and Cathro, 2007). During the initial periods of the research field, studies concluded that companies fail to provide effective dual-career management services (Handler and Lane, 1997; Riusala and Suutari, 2000; Selmer and Leung, 2003). It would therefore be necessary to examine dual-career services in recent times and to

explore changes in organizational support practices; for example, as inter-company networking, job-seeking assistance in the host country and intra-company employment (Andreason, 2008).

Updated studies examining and comparing dual-career management programs of multinational companies are needed.

Then, in relation with the foregoing suggestion and extending in a direction proposed by Salamin & Hanappi (2014) about women's experiences in non-corporate expatriation, more research is needed about dual-career services and family support policies in international non-profit organizations such as foreign services, academic institutions, and humanitarian organizations. Such institutions are likewise affected by the general increase in dual-career partnerships and have to take into account the career of the spouse while sending employees abroad or hiring international staff (Davoine et al., 2013; Groeneveld, 2008). It would therefore be necessary to know more about the nature of provided services to expatriates and their families. A noteworthy exception is the case study of Wilkinson and Singh (2010) that provides insights into the measures taken by the U.S. State Department to reduce stress in the expatriate family during a foreign assignment. Each measure is discussed in light of its potential to ease uncertainty, raise control and minimize ambiguity.

More studies about dual-career and family support measures of non-profit organizations such as foreign services, academic institutions or humanitarian organizations are needed.

Next, highlighting a neglected aspect of the expatriate family seen as a unit, research about the family as a resource and coping mechanism of expatriate families is scarce (Haslberger and Brewster, 2008; Takeuchi, 2010). Except for Rosenbusch and Cseh (2012), who used family system theory as a theoretical foundation and detected that family flexibility (roles, rules, assertiveness and leadership) is related strongly to the cross-cultural adjustment of each member of the expatriate family, articles are rarely focused on the specific reciprocal positive and negative mechanism of effects in the expatriate family (Takeuchi et al., 2002; Van Der Zee et al., 2005 as exceptions). Next to the negative reciprocal impacts on the expatriate, spouse and children, the positive effects—the family as a resource—are also interesting. Recently, some authors have used work-family enrichment to highlight some positive sides of work-family interfaces (Mäkelä et al., 2011b; Schütter and Boerner, 2013).

Further research is needed about the expatriate family as a resource and coping mechanism of expatriate families during expatriation.

Based on figure 1 and consistent with Gedro (2010) and McNulty (2014), it can be also stated that the experience of non-traditional expatriate families like homosexual couples or single parents before, during and after expatriation has been largely unnoticed. Just recently, Gedro et al. (2013) examined professional mobility and concerns for sexual minorities and McPhail et al. (2014) addressed opportunities, barriers and challenges for expatriation of lesbian and gay expatriates, but many aspects of the expatriation experiences of non-traditional couples remain unexplored. McNulty (2014) discusses the topic theoretically and includes a biographic example of each form of a non-traditional expatriate family (female breadwinners, single parents, split families, and lesbian partnerships). Other forms of non-traditional families, for example expatriate families with disabled children or families that adopt children while abroad (see Heimsoth and Laser, 2008), also deserve scientific attention (McNulty, 2014).

Non-traditional expatriate families like homosexual couples or single parents rarely have been the emphasis of articles. More studies are therefore required to explore the experience of non-traditional families before, during and after expatriation.

Congruent with the previous direction and against the background of an aging population, more studies are needed which extend expatriate family issues to elderly family members (McNulty, 2014). Given that many expatriates face multigenerational responsibilities, and extended family remaining in the home country influences the decision to expatriate (Richardson, 2006; Richardson and McKenna, 2006) and the work-life balance during an assignment (Fischlmayr and Kollinger, 2010), elder care concerns cannot be overlooked in the literature and in HR policies of organizations in coming years. With the growing number of elderly around the world, elder care concerns will be, in general, an important issue for employees, particularly those residing in a foreign country (Russell, 2008).

With an aging population, elder care issues are becoming more important for expatriates. Hence, studies addressing and including extended family members, especially expatriates' multigenerational and elder care responsibilities, are required.

Following the identified trends in the year category 2010-14, future research can analyze supplementary, specific expatriate family samples and explore their characteristics and problems. Certain nationalities of expatriates, spouses or children who are Americans (e.g., Black and Stephens, 1989; De Cieri et al., 1991; Shaffer et al., 1999), British (e.g., Selmer and Lam, 2004; Richardson and Mallon, 2005), Germans (Mohr and Klein, 2004; Kupka and Cathro, 2007), Japanese (Fukuda and Chu, 1994; Simeon and Fujiu, 2000; Takeuchi et al., 2002;

Takeuchi et al., 2007), Koreans (Kim and Froese, 2012; Froese, 2012; Cho et al., 2013) or Indians (Gupta et al., 2012b; Gupta et al., 2012a; Roos, 2013) have been studied by various authors, hence other nationalities as well as comparative studies are underrepresented. In combination with the trend of articles about self-initiated expatriates (Andresen et al., 2015), it would be especially interesting to know more about specific self-initiated expatriates from, and heading to, diverse countries and their family issues.

Continuing the trend toward more specific expatriate samples in the host country, more research is needed about underrepresented nationalities of self-initiated expatriates and their families.

In accordance with the previous research question, more research is needed not only about underrepresented samples of self-initiated expatriates, but also about the situations of spouses and families in alternative forms of international mobility. Alternative forms of international mobility include, among others, frequent flyers (frequent business travelers), short-term expatriates, cross-border commuters, international rotational expatriates and global virtual assignees (e.g., Collings et al., 2007; Starr, 2009; Baruch et al., 2013). In light of a rising proportion of employees in alternative forms of assignments and underdeveloped HR policies and processes handling these mobility challenges (Collings et al., 2007), the issue of spouses and families in such assignments is scientifically underrepresented. A few authors have started to examine the topic in detail—Starr and Currie (2009) and Copeland (2009) studied the role of family in a short-term assignment, Westman et al. (2008) and Mäkelä et al. (2011b; 2015) focused on work-family conflicts of frequent flyers and Baker and Ciuk (2015) compared work-family interfaces of frequent flyers and rotational assignees—but the issue still offers many unacknowledged facets.

The situations of spouses and families in alternative forms of international mobility rarely have been the focus of studies. More studies are therefore required to explore their particular experiences and situations.

Lastly, contrary to a host-country's attractiveness as a tourist destination (Tang and Rochananond, 1990), a host-country's ability to attract and retain self-initiated expatriates and their families rarely has been studied (e.g., Boyle, 2006; Richardson, 2009; Doherty et al., 2011). A country or a region must offer career opportunities for the expatriate as well as career and family-centered options for the spouse. Richardson (2009) detected that the choice to remain in a host-country among the highly skilled is frequently made by the spouse and not by the expatriate

himself or herself. With an increasingly globalized labor market, the growing number of self-initiated expatriates (Richardson, 2006; Selmer and Luring, 2010; Selmer and Luring, 2011a) and an increasing importance of host-country characteristics as prime motives for expatriation among different demographic segments (e.g., Doherty et al., 2011; Kim and Froese, 2012; Luring et al., 2014), it is important to examine and enhance a country's or region's attractiveness for expatriates and their families. Beside a spousal work-visa and family-friendly workplaces, well-kept public infrastructure like a good education system, parks and possible outdoor activities and high public safety are furthermore indispensable (Richardson, 2009).

Research is needed about factors that shape a country's attractiveness for expatriates and their families in order to recruit and retain highly skilled, mobile professionals and their spouses.

On the basis of the literature overview of past research topics and the comprehensive reading of the articles, these ten defined key tendencies may help to conduct future research to address the revealed research gaps. In accordance with Shaffer et al. (2001), it can be said that research about expatriates and their families face inevitable compromises between sample size, the anonymity of respondents and the quality of additional data. It is therefore mandatory to be attentive to operational and methodological problems while conducting research on expatriate families in order to have adequate data available. As stated by other authors (Takeuchi, 2010; Salamin and Hanappi, 2014; Lee and Kartika, 2014), the development of a more comprehensive research model that integrate various components in multi-level approaches would help to evaluate the identified key issues more systematically and in relation to each other.

5. Conclusion

Contrary to traditional literature reviews done by a qualitative interpretive analysis, this literature reviews is based on a quantitative procedure, offering an unusual and comprehensible way of illustrating the evolution of the scientific research on spouses and families of expatriates over the years. Through the structuring of the past and the identifying of research gaps and trends, an outlook for future trend topics is possible. By viewing past developments, we can identify current tendencies and anticipate some future directions of the research topic (Furrer and Sollberger, 2007). Divergent to other literature reviews about expatriate families (Forster, 1992; Andreason, 2008; Takeuchi, 2010) or about female expatriates (Kollinger and Linehan, 2008; Altman and Shortland, 2008; Salamin and Hanappi, 2014), the display of the most central issues proposes a new structuring of the research according two key axes. On the one hand, the

research is oriented toward host-country issues such as work-family interfaces or cross-cultural adjustment in different expatriation contexts; on the other hand, it has seen a nonlinear evolution from expatriate-centered to dual-career/family-centered studies over the years. While articles in the early years placed emphases on the expatriate manager and his spouse (with the exception of the year category 1995-1999), the focus shifts to dual-career couples and expatriate families seen as an entity in later years (illustrated by topics such as dual-career exploration and expatriate family adjustment). Other developments such as the trend towards qualitative studies, which try to understand the expatriate experiences in-depth and with all its facets, and a trend towards very specific expatriate, spouse or children samples as self-initiated expatriates, third culture kids or specific nationalities can be identified through the graphical display of the correspondence analysis.

There are several limitations of the study: First, only academic articles in English have been considered because the translation of abstracts would decrease the validity of the lexical tables created by correspondence analysis. Significant publications in academic journals in other languages could therefore not be integrated into the database. Second, although the keyword research was done systematically with various combinations of expressions by using different search engines and completed by the screening of article references for further articles, it may have nonetheless overlooked some relevant articles. Third, only articles with titles and/or keywords indicating expatriation were integrated, implying that articles involving solely immigrants were excluded due to the quantity of research.

To conclude, this literature review by correspondence analysis provides a systematic, although not exhaustive, overview and a unique graphical representation of research done about spouses and families of expatriates. It captures the essential themes of the literature and identifies similarities and intersections with research fields like “international management,” “work-life balance” and “cross-cultural adjustment.” In addition, the formulated tendencies and research directions may serve as angles to complement existing literature and anticipate future tendencies of research.

6. Notes

¹ A self-initiated expatriate may change his intentions at a later date and become an immigrant (e.g., Al Ariss, 2010; Dorsch et al., 2012; Klekowski von Koppenfels, 2014). “Return intentions” are therefore a subjective criterion (Cerdin and Selmer, 2014) that is challenging to apply because intentions do not predict future behavior in a perfect and consistent manner (Carling and Pettersen, 2014). But “return intentions” are a preceding and necessary decisive factor for future behavior and are significant for reasons intrinsic to themselves (Carling and Pettersen, 2014). They imply underlying attitudes to the expatriation or migration experience and can influence behavior other than repatriation itself, such as efforts to make friendships, property assets and qualifications (Carling and Pettersen, 2014), or – specifically for accompanying spouses –employment seeking and child-rearing.

² The inclusion of all 161 segments graphically was not possible (for lack of space and illegibility of the semantic segments in the graph). The filtering of 70% (about 112 segments) for figure 1 and 30% for figure 2 (about 77 segments) of the most important segments was chosen to incorporate sufficient segments in the graph to illustrate precisely the distribution of semantic segments according the variables (20-25 segments per variable value on average) and to be able to graphically display them.

³ The sign (*) indicates which articles have been considered for the correspondence analysis (132 articles in total).

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8. Appendix

Table A: List of integrated journals

Journal	No. of articles
The International Journal of Human Resource Management	19
International Journal of Intercultural Relations	6
Journal of International Business Studies	6
Journal of Applied Psychology	4
Personnel Review	4
Cross Cultural Management: An international Journal	3
Human Resource Development International	3
Human Resource Management	3
Journal of Career Development	3
Journal of Global Mobility: The Home of Expatriate Management	3
Journal of Management	3
Personnel Psychology	3
Thunderbird International Business Review	3
Woman in Management Review	3
Academy of Management Proceedings	2
Anxiety, Stress & Coping: An International Journal	2
Career Development International	2
European Journal of Work and Organizational Psychology	2
Human Resource Management Review	2
Human Resource Planning	2
International Social Work	2
International Studies of Management & Organization	2
Journal of Managerial Psychology	2
Academy of Management Review	1
Asian Business and Management	1
British Journal of Management	1
California Management Review	1
Columbia Journal of World Business	1
Community, Work & Family	1
Comparative Technology Transfer and Society	1
Employee Relations	1
Expert Systems with Applications: An International Journal	1
Gender in Management: An International Journal	1
Gender, Work and Organization	1
Global Business and Organizational Excellence	1
Industrial and Commercial Training	1

Industrial Relations	1
International Business Review	1
International Dental Journal	1
International Journal of Clinical Neurosciences and Mental health	1
International Journal of Commerce & Management	1
International Journal of Management	1
International Journal of Research in Commerce and Management	1
International Journal of Selection and Assessment	1
International Sociology	1
Journal of Adolescence	1
Journal of Applied Social Psychology	1
Journal of Business Ethics	1
Journal of Management Development	1
Journal of Management Studies	1
Journal of Research in International Education	1
Journal of Transnational Management Development	1
Journal of World Business	1
Management International Review	1
Missiology: An International Review	1
Occupational Medicine	1
Organizational Behavior and Human Decision Processes	1
Personal Relationships	1
Personal Review	1
Population, Space and Place	1
Public Personnel Management	1
Research and Practice in Human Resource Management	1
Review of Public Personnel Administration	1
SAM Journal of advanced Management	1
Scandinavian Journal of Hospitality & Tourism	1
Team Performance Management	1
The Canadian journal of applied linguistics	1
The International Journal of Diversity in Organizations, Communities and Nations	1
The Journal of genetic psychology	1
The Qualitative Report	1
Women's Studies International Forum	1
Total	132