

## Bibliometric analysis of expatriates in the scope of human resource management

Rikardus Kurnia Lango\*  
Madziah Churiyah  
Arief Noviarakhman Zagladi

Master of Management, State University of Malang, East Java Indonesia

### ABSTRACT

In the current era of globalization in the workplace, employees no longer labor solely within a single nation. Current employees are also able to work abroad, apply for positions abroad, and work for domestic companies with overseas locations. This era of globalization affords us the chance to observe cross-cultural diversity and the development and expansion of intercultural interaction, so that expatriate adjustments are very significant and management of cross-cultural employees presents significant challenges. Expatriates are employees brought in by companies from abroad to be employed in the company. Expatriate employees are required to adapt to local culture and be able to manage their stress. This study uses Bibliometric Analysis as a research method using the keyword Expatriate. This study aims to find out the literature review related to expatriates in the scope of Human Resource Management. There were 7,193 articles found obtained from Scopus, then the articles were selected so that 123 articles were used in this study. This study also uses the Vos Viewer application to categorize and visualize co-authorship, co-accuracy, and citation.

### KEYWORDS

Bibliometric Analysis;  
Expatriates; Human Resource  
Management

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## Introduction

In the current era of globalization in the world of work, employees now do not only work within the country. Current employees can also work abroad, apply for jobs abroad, and work for domestic companies located abroad. This era of globalization is an opportunity to see cross-cultural diversity and to see the development and increase of intercultural interaction so that expatriate adjustments are very significant and require important challenges in managing cross-cultural employees (Panda et al., 2022). Expatriate employees also have the term Self-Initiated Expatriates (SIEs) which is useful for meeting the needs of employees within the company as well as providing important competitive knowledge for the companies where they work to remain relevant in the business world in this modern era. (Kumar et al., 2022). Self-Initiated Expatriates (SIEs) usually organize their expatriates in a country of their choice for personal and professional development experience (Mello et al., 2023). With the increasing internationalization of business life, the need for skilled workers called expatriates working abroad will increase dramatically (Biswas et al., 2022). In general, expatriate workers have long-term work experience in companies and are considered socialized before they work abroad. (Ahrens et al., 2018).

Some of the explanations above note that in the current era of globalization, employees can work abroad and see cross-cultural diversity from the destination country and can interact across cultures. Expatriate employees also have a place to increase competitive knowledge to meet employee needs. These expatriate employees generally have a lot of experience in their scope of work so those who will be taken abroad are ready to work professionally. Expatriate employees have high challenges at work. Apart from cultural differences, they also experience obstacles after the world experienced the covid 19 pandemic. It can be seen from expatriate employees that they often receive different treatment and certain prejudices by residents because of their status as foreign citizens, the possibility of discrimination in the workplace, and triggering related stress. work that has a high-stress environment due to the Covid 19 pandemic (Koveshnikov et al., 2022). The opportunity for discrimination is also a challenge for expatriate workers who are female. There are barriers to the presence of women in the international workforce because the lack of international experience of women workers can be an obstacle to their career advancement. In addition, there is host country prejudice against female expatriate employees and their rejection of foreign cultures and cultural differences between the host country and the country of origin (Bastida, 2018).

Based on this phenomenon, the authors are very interested in researching expatriate employees using bibliometric analysis. The analysis will go through 5 stages and the results of this analysis are expected to be able to find out what terms link the keywords of expatriates and be able to find out which countries have researched research that discusses expatriate employees themselves. The analysis uses the VOS Viewer application which will display the results of the analysis and then continue in the discussion session and conclusions.

## Method

This study uses a bibliometric analysis method which consists of five steps, namely: Determining the keywords to be searched for, initial search results, improving search results, making initial statistics, and data analysis. This research uses five methods (Setyaningsih et al., 2018). The five stages of the research can be presented in Figure 1 below:

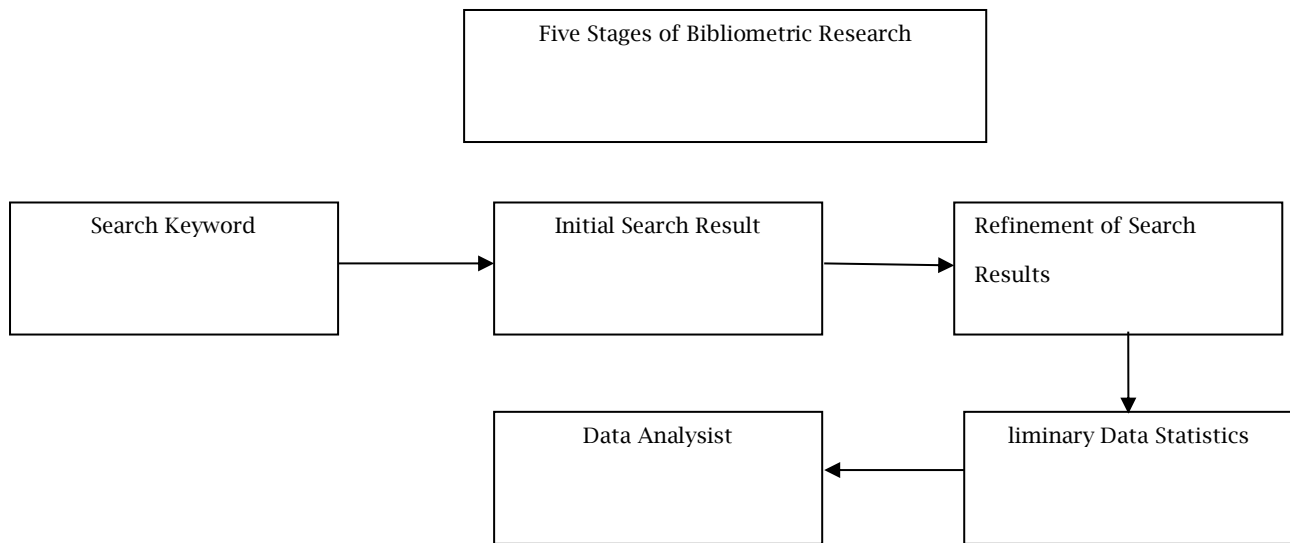


Figure 1. 5 Stages in Bibliometric Research Process

### *Search keywords*

This study was conducted in April 2023 by conducting a database search using the search term "Expatriate". In this case, the author uses bibliometrics to find out several relevant research topics as well as development research. The initial stage starts by typing the keyword "expatriates" in the Keywords section of the Scopus application. The final step in this process is to determine the year of the data item, namely the period 1997-2023.

### *Initial search result*

In stage 2, the authors set specific keywords that produce search data for journals on Scopus. In the first search stage, authors using the keyword "Expatriate" found 7,193 articles they were looking for according to that keyword.

### *Refinement of Search Result*

The next step is to filter by sorting a consistent object data set based on predefined keywords. The selection of object data is done directly in Scopus by adjusting the existing filters so that after the filters in Scopus have been set, there are 123 journals used in this study.

### *Liminary data statistics*

The next step is after finding 123 journals that will be used in the bibliometric analysis, the authors save all of these journals in CSV form with the file type Microsoft Excel. The file already contains the complete identity of the article such as the author's name, keywords, title, abstract, journal publication, year of publication, editor, volume, and analysis of references related to this research topic.

### *Data analysis*

Furthermore, in this study, the authors used the VOSviewer software or application to analyze and visualize the bibliometric network of results from predetermined keyword searches. VOSviewer itself can be used to create author maps or journals based on co-citation data or keyword maps based on co-occurrence data. VOSviewer can display keyword maps and journal publication authors in different ways depending on the research topic.

## Result

The purpose of this study is to find out the sources of literature with the keyword "expatriate", from the period 1997 - 2023. The author has analyzed three aspects, namely: co-authorship, co-occurrence, and citation. With the help of bibliometric analysis of literature studies conducted with VOSviewer software, the results are obtained as described

in the following section. Researchers used at least one event in each presentation of co-authorship, co-occurrence, and citation metadata for available literature on expatriates from various research studies. The use of VOSviewer software is to classify and visualize data collected by researchers.

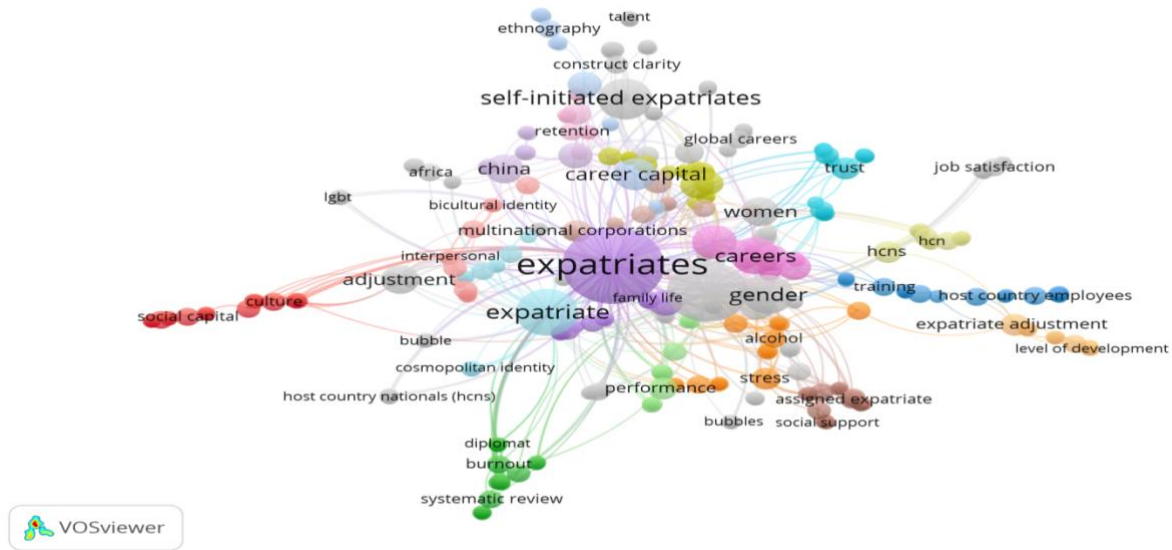


Figure 2. Network Visualization of Co Authorship Metadata (Keyword)

Figure 2 demonstrates that there are a variety of Expatriates-related keyword categories. Expats have a significant impact on a country's culture. Expats are also required to acclimatise to the host country's culture. They must adapt to and navigate daily life in the host culture while being influenced by cultural distance, knowledge of the host culture, and contact with citizens of the host culture. (Reed et al., 2023). In addition to adjusting to the local culture, expatriate employees must also manage their work stress. It is possible for expatriates to experience high levels of work-related tension due to the fact that, in addition to the cultural differences of the host country, they also work far from their families. However, expatriate employees have their own methods, such as female expatriate nurses using a variety of social media communication tools to maintain emotional stability, strengthen their mental health, and continue to extend their tenure in the host country. (Mohd Yusuf et al., 2021).

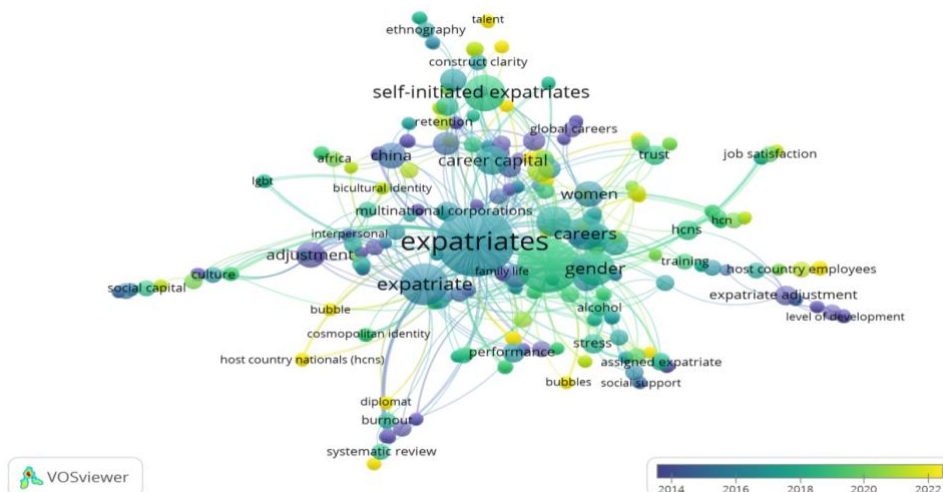


Figure 3. Overlay Visualization Against Co-Occurance Metadata (Keywords)

According to the preceding image, there is a progression of keywords that emerge from year to year. The more recent the research, the more yellow these keywords will appear. There are host country nationals, talent, and diplomat as the most recent keywords for research. According to research by Peltokorpi (2020), 1,290 National Host Country employees in Japan support the hypothesis that HCN organisational identity moderates the positive

relationship between HCN expatriate outgroup categorisation and dual identity, and that dual identity mediates the relationship between outgroup expatriate categories and two prosocial behaviours: information sharing and citizenship behaviour affiliate.

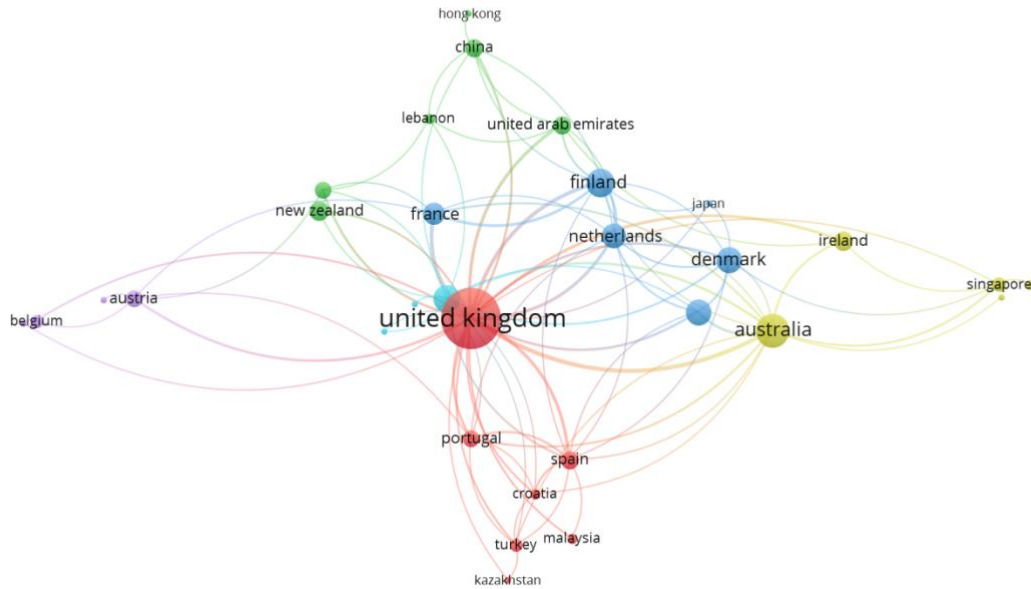


Figure 4. Network Visualization of Co Authorship Metadata (Country)

According to Figure 4, these nations conduct the most searches using the keyword "expatriot." Frequently, the United Kingdom conducts research on employee expatriates. Additionally, the United Kingdom itself is a popular destination for prospective expatriate employees. In addition, several Asian nations conduct research on expatriates. Singapore and Malaysia are among the nations that have conducted research on expatriate employees. Singapore and Malaysia are also popular destinations for expatriates seeking employment opportunities.

The purpose of analysing the most cited publications on the topic of expatriate employee research is to determine which research articles have the greatest impact on the growth of knowledge in this field. Information about five journals was extracted from CSV files in Microsoft Excel.

Table 1. Top five cited journals

No	Year	Author	Title	Journal	Cites	Publisher
1	2007	Collings D.G.; Scullion H.; Morley M.J.	Changing patterns of global staffing in the multinational enterprise: Challenges to the conventional expatriate assignment and emerging alternatives	Journal of World Business	464	Elsevier Inc.
2	1997	Inkson K.; Arthur M.B.; Pringle J.; Barry S.	Expatriate assignment versus overseas experience: Contrasting models of international human resource development	Journal of World Business	297	Elsevier Inc.
3	2014	Andresen M.; Bergdolt F.; Margenfeld J.; Dickmann M.	Addressing international mobility confusion - developing definitions and differentiations for self-initiated and assigned expatriates as well as migrants	International Journal of Human Resource Management	173	Routledge
4	2010	Howe-Walsh L.; Schyns B.	Self-initiated expatriation: Implications for hrm	International Journal of Human Resource Management	153	Routledge
5	2007	Huang T.-J.; Chi S.-C.; Lawler J.J.	The relationship between expatriates' personality traits and their adjustment to international assignments	International Journal of Human Resource Management	132	Routledge

Based on the table presented above, 5 supporting journals have the most citations of other supporting journals. The research year of the journal is also different, from the latest in 2014 and the oldest in 1997. The journal is published through Elsevier Inc. and Routledge so these journals are all on an international scale. The journals all discuss the expatriate keyword.

## Discussion

According to the results presented in the section above, the expatriate keyword has a close relationship with other keywords. Beginning with the first bibliometric results, expatriate employees are subject to the host country's cultural influence. Additionally, expatriates must be adept at assimilating to the local culture, which may be distinct from that of their home country. In addition, expatriates are inextricably linked to the gender equality of expatriate employees. Self-Initiated Expatriate is also closely associated with the term "expat." Successful Self-Initiated Expatriates (SIEs) are more likely to have professional cultural competence and are better equipped to interact with nationals of the host country. However, SIEs are not a homogenous group, as they come from different countries with different beliefs, values, and expertise (Singh et al., 2022). Based on the year of research in the results of the bibliometric analysis, each year's research on expatriates contains the most recent keywords. Yellow-colored keywords signify that they are only used in the present tense. In addition, the third bibliometric view reveals that the majority of European countries featured in the study contain expatriate-related topics. The United Kingdom is the nation that discusses expatriates most frequently. In addition to European nations, there are non-European nations like Singapore, Malaysia, Japan, and others.

Additionally, the five journals related to expatriates with the most citations are listed below. Research journals have the most citations of other journals written by (Collings et al., 2007) that companies recruit expatriates to fill positions when qualified nationals of the host country (HCNs) are unavailable. Second, as a method of management development, it aims to improve the individual competence of managers. Thirdly, as a method of organisational development intended to increase the transmission of knowledge within multinational corporations (MNCs) and to modify and maintain organisational structures and decision-making processes. The second journal (Pringle & Arthur, 1997) that examined Expatriate Assignment and Overseas Experience suggested that OE could be a more significant means of knowledge acquisition, individual enrichment, and national human resource development than EA. Third Journal from (Andresen et al., 2014) who examined expatriates using the keywords self-initiated and assigned expatriates. Similarly, (Howe-walsh & Schyns, 2010) investigated Self-Initiated Expatriates and sought to understand the implications for human resource management. The fifth journal examined by (Huang et al., 2007) also examines expatriates through the lens of personality.

## Conclusion

Based on the results of the bibliometric analysis collected, as well as the discussion on expatriates, it is explained that expatriate employees must adapt to the culture of the host country's citizens, besides that expatriate employees must also manage their work stress in one way of contacting their families using social media applications. There are new keywords in every research related to expatriates, as well as countries that often conduct research related to expatriates because these countries are favorite destinations for prospective expatriates who will later work abroad. The limitations of this study are that researchers only use open-access journals related to expatriates, besides that researchers do not use books and others as research references and the journal only uses English text. Researchers hope that other researchers who will study expatriates can use journals other than English and use references such as books and other sources in research.

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