

Ethics: 2014/212

Title: Social support, personality, stress and expatriate adjustment

Bachelor of Psychology with Honours

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Expatriation to support the globalization of trade plays a major role in the success of international business. Failure of international assignments is a high cost to companies and a further cost is the psychological impact on assignees. A well-established reason for failure of international assignments is the inability of the expatriate to adjust to the host location. Using an online self-report survey, various factors were explored for their potential to improve or hinder adjustment. Sample sizes varied between 66 and 105 expatriates (of various nationalities and host locations) for each factor. A key significant finding was that social support from hosts significantly improved expatriate adjustment. Furthermore, this relationship was mediated by (a reduction in) the emotional manifestation of homesickness.