



DWG CODE: 02

**Title: Completing the puzzle about self-initiated expatriation:
Collecting, linking and adding research puzzle pieces**

Name and affiliation of DWG responsible persons:

| <i>Person who will chair the DWG session</i> | | |
|--|--|-------------------------------|
| Name | Affiliation | E-mail |
| Andresen, Maike | University of Bamberg | Maike.Andresen@uni-bamberg.de |
| <i>Chairs and organisers of the DWG</i> | | |
| Name | Affiliation | E-mail |
| Andresen, Maike | University of Bamberg, Germany | Maike.Andresen@uni-bamberg.de |
| Bozionelos, Nikos | Audience School of Management, France | nbozionelos@audencia.com |
| Dickmann, Michael | Cranfield University, United Kingdom | m.dickmann@cranfield.ac.uk |
| Haslberger, Arno | Middlesex University, United Kingdom | arno_haslberger@yahoo.com |
| Suutari, Vesa | University of Vaasa, Finland | vsu@uva.fi |
| Vance, Charlie | College of Business Administration, Loyola Marymount University, USA | cvance@lmu.edu |

Name and affiliation of the invited speakers, if any (e.g. panellists, keynote speaker...)

| <i>Persons participating as a speaker, panellists...</i> | | |
|--|-------------|------------------------------------|
| Name | Affiliation | Short bio statement (75-100 words) |
| TBA. | | |

Please specify when you prefer your DWG to take place, estimated capacity, and duration

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| <i>Indicate when you prefer the DWG to take place.</i> | | Part of the expatriation track as in 2012 (not before the official start of the conference as in 2014) |
| <i>Indicate the estimated number of attendants</i> | | |
| Estimated number of attendants (required room capacity): | | 30 persons |
| <i>Indicate the estimated duration of the session</i> | | |
| Estimated duration of the session (specify hours, minutes...): | | 2 hours |

Indicate which type of session you are organising

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| <i>Indicate here the type of session</i> | |
| Type of session (e.g. technology demonstration, roundtable, brainstorming, research project planning, methodological workshop...) | Workshop, i.e. presentations followed by breakout sessions |

Brief description of the topic and the session dynamics

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| <p><i>Describe the content of the DWG (max. 300 words)</i></p> <p>The phenomenon of global mobility of SIEs will be looked at from three different angles:</p> <p>Ad 1. Comparative approach HRM operates differently in different institutional environments. Important factors are the size of the country, extent of regional differences, number of language groups, degree of economic development, specificities of labour market, education system, employment law, and trade unions.</p> <p><i>Questions:</i> How do institutional factors determine HR practices and career systems and, thus, influence global mobility opportunities and international mobility decisions of SIEs (inbound, outbound)? What are comparative similarities and differences between countries (both institutional and regarding individual mobility patterns)? Can patterns of convergence and divergence between (clusters of) countries be found? Influence of institutional factors on SIEs as entrepreneurs?</p> |
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Ad 2. Cross-cultural approach

Every nation has its own unique sets of deep-lying values, attitudes, and beliefs, and these are reflected in the ways that the society and the economy operate, and in the ways that people work and are managed at work.

Questions: Which culture-specific characteristics influence inbound and outbound global mobility of SIEs (e.g. values and norms regarding HR selection, career expectations of SIEs, social norms regarding mobility etc.)? How do SIEs deal with these specificities?

Ad 3. HR Management in MNCs

Examines the way organisations, which operate across international boundaries, manage their (international) human resources across different national contexts.

Questions: How does internationalisation strategy influence career systems within the MNCs and international sourcing practices? How are the careers systems reflected in individual mobility decision-making? How do MNCs manage the different stresses of the drive for integration and differentiation regarding global sourcing and global mobility?

The DWG's focus is on both the structure (organizational perspective) and agency (individual perspective of SIEs) regarding global mobility of SIEs.

1. (5 minutes) Brief introduction to DWG's goals and format (organisers).
2. (40 minutes) Three presentations from the three above-mentioned perspectives, inter alia first output from a research project started at the DWG in 2014 (organisers; comparative approach).
3. (60 minutes) Breakout sessions: Participants rotate between three discussion tables focusing on the three perspectives on global mobility (individual and structural perspective).
4. (15 minutes) Summary - key take-away, implications for research, suggestions about how participants could help one another beyond the DWG (organisers)

Keywords

Indicate keywords here

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|--|-------------------------------|------------------------|
| Keyword 1: self-initiated expatriation | Keyword 2: global mobility | Keyword 3: career |
| Keyword 4: comparative HRM | Keyword 5: cross-cultural HRM | Keyword 6: HRM in MNCs |

Indicate the EURAM SIGs whose members could be most interested in this DWG

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| <i>Mark SIGs with a cross (X) here</i> | |
| 1. Business for Society | |
| 2. Corporate Governance | |

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| 3. Entrepreneurship | XX |
| 4. Family Business Research | |
| 5. Gender, race and diversity in organisations | XX |
| 6. Innovation | |
| 7. International Management | XX |
| 8. Managing Sports | |
| 9. Organisational Behaviour | XX |
| 10. Project organising | |
| 11. Public Management | |
| 12. Research Methods & Research Practice | XX |
| 13. Strategic Management | XX |
| 14. General Conference Theme: Uncertainty is a great opportunity | |

Identify who is expected to participate in this DWG and how potential participants can get in contact with the proponents

Describe the target of participants and contact methods/procedures

The DWG is of interest for researchers focusing on self-initiated expatriation/migration, global mobility and/or careers from an individual and/or organizational perspective. Potential participants can get in contact with the organisers before the DWG via the contact person (Maike.Andresen@uni-bamberg.de) and during the DWG. Scholars from the organising team, as well as additional presenters, will be distributed among the tables to serve as resources during the breakout sessions.

Indicate, if any, other specific requirements

Additional requirements

None