



GENDER AND FAMILY REPERCUSSION ON AN EXPATRIATE

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ABSTRACT

Expatriates are majorly influenced by their family based on their gender. There is a notion that males are generally are preferred more by family to be an expatriate. This study aims to find whether really gender of the expatriate influences family decision or not. Survey was conducted among the expatriates based in the country of Kuwait using convenience sampling method. Sampling tool used was co-relation. It is found from the study that gender does influence the decision of the family towards expatriates.

Keywords:

1. INTRODUCTION

Expatriates are the persons who temporarily or permanently relocate themselves to a different country other than the country of their citizenship in search of job opportunities. The term “expatriate” is derived from Latin word “ex” meaning out of and “patria” meaning country or fatherland.

Generally, there are hundreds of factors that influence the expatriate to make a decision regarding their expatriation. These include factors such as attractiveness of the job, pay scale, host country culture & environment (developed European and North American countries are preferred over Asian and African countries) and many other factors but one of the most important and more personal factor, which has nothing related to the employment and company, is “**family**” and how the gender of the expatriate influences the family decision.

Family has many unintended influences and consequences on the employees who are considering employment. Examples of such influences include

- **Wealth of the family:** Rich families may not be welcoming the decision taken by the person to become an expatriate to earn more money and vice versa.
- **Education of family:** The more the number of educated members among family, the higher the chances of them agreeing to send a “female member” to other country.
- **The presence of family across the globe:** If there is any member of the family present in any different country, family would easily agree to send their member to that as an expatriate.
- **Marriage:** Newly married person maybe hesitant to move out of the country leaving his/her spouse behind. In some cases, spouse may not agree to move out the country or let her/his partner move out too.
- **Children:** Children’s future is also a primary concern of any parent before taking any major decision regarding expatriation

This study aims to find to what extent the gender of the

expatriate influences the family decision to send them to another country by considering many such factors and co-relating them with gender. Information is gathered from the expatriates residing in country of Kuwait.

2. LITERATURE REVIEW

Makala, Kansala and Suutari (2011) in their study title “The roles of expatriates’ spouses among dual career couples”. The motivation behind this broadside is to recognize how double profession ostracizes see their mates’ parts amid worldwide assignments. Altogether, 39 meetings were done with ostracizes who had a working life partner. Exiles report their companions as having supporting, adaptable, deciding, and instrumental, confining and rise to accomplice spousal parts. This review gives in-depth understanding about numerous spousal parts amid universal assignments among double vocation couples and adds to the past writing by demonstrating how spousal parts show up in the worldwide setting, and by distinguishing two new spousal parts.

Schoepp and Forstenlechner (2011) in their study title “The role of family considerations in an expatriate majority environment”. The reason for this paper is to include to information the earth of self-initiated ostracizes and the significance of family in deciding exile maintenance. The investigation depends on review information acquired from 364 self-initiated ostracizes. Discoveries demonstrate a domain where a portion of the stressors connected with living abroad have been moderated and family has pretty much turned into an inspiration to stay instead of to leave.

Lazarova, Westman and Shaffer (2010) in their study title “Elucidating the positive side of the work family interface on international assignments: A model of expatriate work and family performance”. Drawing on both Job Demands-Resources hypothesis and disease hypothesis, it conceptualize subjective, full of feeling, and co-local impacts on exile work part and family part execution. Clearing up exile alteration by extending the idea to catch family part change and by mapping connections among the types of conformity. The impact of modification on part execution, and considered overflow crosswise over work and family settings and hybrid

amongst ostracizes and accomplices.

Richardson (2006) in his study title "Self-directed expatriation: family matters". The purpose of the study is to give a hypothetically grounded investigation of the family's part in the choice to ostracize freely. Information investigation was performed utilizing PC helped subjective information examination programming (NVivo). Family assumed a solid part in the choice to ostracize autonomously, especially mate and youngsters. However, more distant family staying in the nation of origin were additionally ensnared. Also, members drew on past family encounters and history to clarify their choice.

Walsh and Schyn(2011) conducted a research on the topic "Self-initiated expatriation: Implications for HRM" and the research was published in In an International Journal of Human Resource Management. The main objective of this research was to identify the self-initiated employs in an organization and the implications of HRM. And statistical data used was correlation. It identified that many self-initiated expatriates will work in small or medium size companies that may not even have an HR department and research also concluded that few companies actively and systematically engage in expatriate HRM when dealing with self-initiated expatriates.

Ghafoor, Khan, Idrees, Javed and Ahmed (2011) conducted a detailed study titled "Evaluation of expatriates performance and their training on International Assignments" to observe the importance of expatriates and to observe the prevailing Knowledge Management practices and constraints related to it in the selected organization. Findings from the analysis of this study stated that home country managers cannot be alternative of expatriate's managers and expatriation will remain a strategic method of achieving competitive advantage also that inability to adjust of expatriates and their families in host culture due to cultural distance is the strongest cause of expatriates' failure.

Feldman and Thomas (2010) in their article "Career management issues facing expatriates" explore the expatriate assignments from a career development perspective. Firstly, the article examines the impact of organization-level career development programs and policies on expatriate effectiveness. The MNC expatriates who undergo an efficient training program prior to their departure are more likely to adapt to the host country culture and environment. This will reduce the number of expatriate failures in the company.

2.1 RESEARCH GAP: A lot of study has been conducted in this particular topic but no one has attempted to conduct a study which shows the relation between genders of the expatriate and the family's influence on the expatriate's decision. This study aims to reduce this gap and present a detailed study on the same.

3. RESEARCH DESIGN

3.1 Objective: The motivation behind this paper is to identify whether gender influences family decision on expatriates or not. Mostly, it is an accepted notion that males are the ones who get easy acceptance of the family compared to

females. Our study intends to find out whether this is true or not.

3.2 Data: The data used for study is primary data.

3.3 Population: The expatriates residing in Kuwait in the age group of 30-60

3.4 Sample size: Samples size selected for the study is 54 (Expatriates in Kuwait)

3.5 Sampling Technique: Convenience sampling.

3.6 Statistical tool: Co-Relation. Co-relating gender and the family decisions.

3.7 Hypothesis:

H0 is Gender of the expatriate does influence family decisions

H1 is Gender of the expatriate does not family decision towards expatriates

3.8 Need for study: Expatriation programme is a very expensive affair for the company and its success is crucial for every company. Family being a major factor of every employee's personal life having a great influence on work life too, it is important to study the influence of family on decision.

4.0 ANALYSIS:

TABLE 4.0 CORRELATION BETWEEN GENDER AND FAMILY INFLUENCE

	<i>Gender</i>	<i>Family influence</i>
<i>Gender</i>		
<i>Pearson correlation</i>	1	.259
<i>Sig. (2-tailed)</i>		.058
<i>N</i>	54	54
<i>Family influence</i>		
<i>Pearson correlation</i>	.259	1
<i>Sig. (2-tailed)</i>	.058	
<i>N</i>	54	54

The sample size consisted of 54 respondents. All of the respondents are asked to fill the questionnaire which consists of 11 question 10 evaluating the influence of family of an expatriate and 1 to find the gender of the expatriate. To find the relation between the two co-relation is found.

Sig.058 is more than 0.01

Therefore null hypotheses H0 is accepted and alternative H1 is rejected i.e. Gender of the expatriate does influences the family decision.

5. RECOMMENDATIONS

According to the correlation analysis conducted, H0 is accepted which means that the gender of the expatriates does influence the family decisions. This is not justifiable as the expatriates should be judged on their performance and their adaptability

to new cultures and not based on their genders.

With more companies going global every year, the importance of expatriates is on the rise. The performance of these expatriates is also crucial for the success of the firms. Hence it is imperative that the firms and families properly analyse the skills and the adaptability levels of the expatriates rather than judging them on their genders.

Firms and families who tend to discriminate the expatriates based on their genders are more likely to fail not only because of expatriate failure but also because of discontent among the employees.

If a family tends to discriminate based on the genders of it will result in discontent among the family member who gets the opportunity to be an expatriate.

6. CONCLUSIONS

Expatriates are crucial for the performance of any global organization because they link the activities of the host country and the parent country. Hence the success of these expatriates is crucial for the performance of the company. The IHRM managers must take several necessary steps to ensure that the expatriates find success in the host countries.

However if the families start to discriminate the expatriates based on their genders, it will result in discontent among the expatriates and may also be a major reason for the failure of the expatriates. The gender of the employees should not be compared to the performance of the employees.

However in certain cases, due to the safety issues and women's discrimination of the host country, the families must take into consideration the gender of the expatriates. For example if the host country has a patriarchy culture, like Saudi Arabia, in which the males are expected to play the financial supporter role in the economy and literally no rights for women, then the family is more likely to send a male expatriate and discourage female expatriate

Hence the gender of the expatriates must be taken into consideration only if the conditions in the host country demands so. This is the reason why many families these days are not taking into consideration the gender of the expatriates while sending them on international assignments.

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