

## **Abschlussarbeit am Lehrstuhl für Internationales Management**

**Bewerbung bis 07. Juni 2017, 12 Uhr**

Richten Sie bitte Ihre Bewerbung bestehend aus Motivationsschreiben, Lebenslauf und aktuellem Notenauszug an [sekretariat.intman@uni-passau.de](mailto:sekretariat.intman@uni-passau.de).

### **Self-initiated expatriation (SIE) – State of the Art**

There is an ever increasing number of individuals who spend part of their lives living and working in foreign countries. In the field of international human resource management, studies continuously differentiate between expatriation on an assigned and on a self-initiated level. Whereas assigned expatriates (AEs) undertake an international work assignment on behalf of an organization, self-initiated expatriates (SIEs) make an individual choice to be employed in a foreign country. As previous literature has emphasized, determinants of the intention to work abroad vary across these two forms of expatriation.

Research has produced substantial insights regarding employees who are sent abroad by their companies, while less attention has been committed to SIEs. This thesis should analyze the existing concepts regarding the intention and underlying motivation to expatriate on a self-initiated basis, while illustrating additional avenues for future research.

#### Literature:

- Biemann, T., and Andresen, M., 2010. Self-initiated foreign expatriates versus assigned expatriates: two distinct types of international careers?. *Journal of Managerial Psychology*, 25(4), pp. 430-448.
- Cerdin, J. L., and Selmer, J., 2014. Who is a self-initiated expatriate? Towards conceptual clarity of a common notion. *The International Journal of Human Resource Management*, 25(9), pp. 1281-1301.
- Doherty, N., Dickmann, M., and Mills, T., 2011. Exploring the motives of company-backed and self-initiated expatriates. *The International Journal of Human Resource Management*, 22(03), pp. 595-611.