

**The influence of the family during self-initiated expatriation**

**By**

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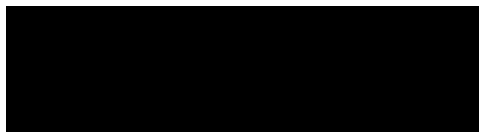
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**2022**

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16 March 2023

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- I express my sincere gratitude to my husband, who thinks I am the smartest woman alive. I appreciate his patience and financial support.
- To my children, Nyiko, Tsakani and Kanimambo, I challenge you to do better than me!
- Lastly, I would like to quote my late grandmother Ntombizifikile Francis Paya's words to her children (as told by my mother): "noma ningangafunda abazukulu bami bona bazofunda babe yizinto ezinkulu." I wish she's lived to see that prophet come to life.

### **Abstract**

Since the reintegration of South Africa into the global world, the country has attracted immigrants of different categories, both from far and near. There are two types of expatriates, namely traditional and self-initiated expatriates (SIE). This study investigated the influence of the family on self-initiated expatriates (SIE) during expatriation. The study adopted a qualitative methodology to investigate. The target population of the study was approximately 200,000 expatriates who reside in Durban, South Africa. A snowball sampling methodology was used to select 30 samples, including shop attendants, shop owners and other categories of SIEs from Asia and Africa. However, data was collected from only 18 participants through interviews to understand better the participants' opinions, behaviour, and experiences concerning the phenomenon. The data was then transcribed and analysed using thematic analysis. The findings showed that the expatriation of SIEs to South Africa is influenced by factors such as job opportunities, business and trade, education, political instability and civil war, family problems, fear of persecution, infrastructure development and desire to travel abroad. In addition, it was found that the nature of marriage, family size, children education and well-being and work-life balance are essential family-related factors that influence the decision of SIEs to emigrate to South Africa. Moreover, the study discovered the adjustment challenges self-initiated expatriates and their families faced in South Africa, including the cost of living, permit issues, culture differences, loneliness, xenophobia, unemployment, language difference and escalating crime. Based on these challenges, the following recommendations were made: cross-cultural training, social networking, government protection and language training. Future research should consider using a quantitative research method, or a mixed methodology and a large sample size to determine adjustment strategies employed by self-initiated expatriates and their families in South Africa.

**Keywords** Assigned expatriates, family, migration, self-initiated expatriation, South Africa

## Table of Contents

Declaration .....	i
Acknowledgments .....	ii
Abstract .....	iii
Table of Contents .....	iv
List of Tables.....	x
List of Figures .....	xi
List of Acronyms.....	xii
Chapter One: Introduction.....	1
1.1 Introduction .....	1
1.2 Background of the study .....	1
1.3 Problem statement .....	3
1.4 Aims of the study .....	5
1.5 Motivation of the study .....	5
1.6 Research objectives .....	5
1.7 Research questions .....	6
1.8 Contribution of the study.....	6
1.8 Limitations of the study.....	6
1.10 Definition of terms .....	7
1.10 Structure of the thesis.....	7
1.10.1 Chapter One-Introduction .....	7
1.10.2 Chapter Two-Literature review .....	7
1.10.3 Chapter Three-Research methodology.....	8
1.10.4 Chapter Four-Data presentation and analysis.....	8
1.10.5 Chapter Five: Discussion of the results.....	8
1.10.6 Chapter Five-Conclusions and recommendations.....	8
1.11 Chapter summary .....	8
Chapter Two: Literature Review.....	9
2.1 Introduction .....	9
2.2 Contextualising the constructs in the research .....	9
2.3 Distinctions between SIEs and AEs .....	10

2.4	Global patterns of migration .....	11
2.5	Factors that influence self-initiated expatriates to migrate abroad .....	13
2.5.1	Pull factors.....	14
2.5.2	Push factors .....	18
2.6	Family matters that affect SIEs .....	19
2.6.1	Family situation.....	20
2.6.2	Work life balance .....	20
2.6.3	Children education and wellbeing.....	21
2.6.4	Extended family .....	22
2.7	Adjustment challenges faced by SIEs family in the host country.....	22
2.7.1	Difficulty of obtaining work permit.....	23
2.7.2	Cross-cultural difference .....	23
2.7.3	Cost of expatriation and living.....	24
2.7.4	Accommodation challenge.....	24
2.7.5	Discrimination and xenophobic violence.....	24
2.7.6	Language difference .....	25
2.7.7	Poor working conditions .....	25
2.8	SIEs and family adjustment strategies .....	26
2.9	Theoretical and conceptual framework.....	27
2.9.1	Expectancy-value theory-1964.....	27
2.9.2	Family systems theory-1988 .....	28
2.9.3	Conceptual framework .....	29
2.10	Chapter summary .....	30
Chapter Three: Research Design and Methodology .....		31
3.1	Introduction .....	31
3.2	Research philosophy .....	31
3.3	Research paradigm.....	32
3.4	Research design.....	32
3.5	Research approach.....	33
3.6	Research method .....	33
3.7	Study site .....	34
3.7	Target population .....	34
3.8	Sampling strategy .....	35

3.8.1	Selection procedures .....	35
3.9	Sample size.....	36
3.10	Data collection instrument .....	36
3.11	Pilot study.....	37
3.12	Data quality control.....	37
3.13	Data analysis .....	38
3.14	Ethical considerations .....	39
3.15	Limitations of the study.....	40
3.16	Chapter summary .....	41
Chapter Four:	Data Presentation and Analysis .....	42
4.1	Introduction .....	42
4.2	Demographic variables of the participants.....	42
4.3	Objective 1: Factors that motivate self-initiated expatriates.....	43
4.3.1	Theme 1: Job opportunities .....	44
4.3.2	Theme 2: Business and trade.....	45
4.3.3	Theme 3: Education .....	45
4.4.4	Theme 4: Political instability and civil war .....	46
4.4.5	Theme 5: Fear of persecution.....	47
4.4.6	Theme 6: Infrastructure development .....	47
4.4.7	Theme 7: Family problems .....	48
4.4.8	Theme 8: Desire to travel abroad .....	48
4.5	Objective 2: Family matters that self-initiated expatriates living in South Africa.....	49
4.5.1	Theme 1: Nature of marriage .....	49
4.5.2.	Theme 2: Size of the family .....	50
4.5.3	Theme 3: Children education and well-being .....	50
4.5.4	Theme 4: Work-life balance.....	51
4.6	Objective 3: Adjustment Challenges Faced by Self-initiated Expatriates and their Family .....	51
4.6.1	Theme 1: Cost of living.....	52
4.6.2	Theme 2: Permit issues .....	53
4.6.3	Theme 3: Culture differences.....	53
4.6.4	Theme 4: Loneliness .....	54
4.6.5	Theme 5: Xenophobic attacks.....	55
4.6.6	Theme 6: Unemployment.....	55

4.6.7	Theme 7: Language differences .....	56
4.6.8	Theme 8: Crime.....	57
4.7	Objective 4: How self-initiated expatriates initiate their expatriation to South Africa.....	57
4.7.1	Theme 1: Origin for expatriation .....	58
4.7.2	Theme 2: Financial arrangement.....	58
4.7.3	Theme 3: Self-motivation for expatriation.....	59
4.8	Objective 5: Self-initiated and family adjustment strategies .....	59
4.8.1	Theme 1: Knowledge of the host country culture .....	60
4.8.2	Theme 2: Building social networks.....	60
4.8.3	Theme 3: Living in safe environment .....	61
4.8.4	Theme 4: Knowledge of the host nation .....	61
4.8.5	Theme 5: Knowledge of the local language.....	62
4.9	Chapter Summary.....	62
Chapter Five: Discussion of the Findings .....		64
5.1	Introduction .....	64
5.2	Objective 1: Factors that motivate self-initiated expatriates.....	64
5.2.1	Job opportunities .....	64
5.2.2	Business or trade .....	64
5.2.3	Political instability and civil war.....	65
5.2.4	Fear of persecution .....	65
5.2.5	Education/career opportunities.....	66
5.2.6	Infrastructure development .....	66
5.2.7	Family problems.....	67
5.2.8	Desire to travel abroad .....	67
5.3	Objective 2: Family matter affecting self-initiated expatriates.....	68
5.3.1	Nature of the marriage.....	68
5.3.2	Size of the family .....	68
5.3.3	Children education and well-being .....	69
5.3.4	Work-life balance.....	69
5.4.1	Costs of living and expatriation .....	70
5.4.2	Permit issues.....	71
5.4.3	Cultural barriers.....	71
5.4.4	Loneliness.....	72

5.4.5	Xenophobic attacks .....	72
5.4.6	Unemployment .....	72
5.4.7	Language differences .....	72
5.5	Objective 4: Self-initiated expatriation .....	73
5.5.1	Origin for expatriation.....	73
5.5.2	Financial arrangement .....	73
5.5.3	Self-motivation for expatriation .....	74
5.6	Objective 5: Self-initiated and family adjustment strategies .....	74
5.6.1	Knowledge of South African culture .....	74
5.6.2	Build more social networks.....	74
5.6.3	Personal safety and security .....	75
5.6.4	Knowledge of the host country .....	75
5.6.5	Knowledge and understanding of local languages.....	75
5.7	Chapter summary .....	76
Chapter Six: Conclusions and Recommendations .....		77
6.1	Introduction .....	77
6.2	Conclusions of the Study.....	77
6.2.1	Objective one: Factors that motivate self-initiated expatriates to relocate .....	77
6.2.2	Objective two: Family influence on the decision of self-initiated expatriation .....	78
6.2.3	Objective three: Adjustment challenges faced by self-initiated expatriates and their families	78
6.2.4	Objective four: Initiative of self-initiated expatriation .....	79
6.2.5	Objective five: Self-initiated expatriates and family adjustment strategies .....	79
6.3	Recommendations of the study .....	80
6.3.1	Knowledge of the local culture .....	80
6.3.2	Knowledge and understanding of local languages.....	80
6.3.3	The need for government protection .....	81
6.3.4	Government support.....	81
6.3.5	Job creation in home countries.....	81
6.3.6	The need for political stability in the African sub-region .....	82
6.3.7	The need to address the escalating crime rate .....	82
6.4	Limitations and directions for future research .....	83
6.5	Conclusion.....	83

References .....	85
Appendix A: Ethics Approval Letter .....	104
Appendix B: Interview Questions .....	105

## **List of Tables**

Table 2.1	Distinction between SIEs and AEs.....	9
Table 2.2	International migrants, 1970–2019.....	12
Table 4.1	Description of the participants demographic information.....	44
Table 4.2	Factors that motivate self-initiated expatriates.....	50
Table 4.3	Family matters affecting self-initiated expatriates.....	50
Table 4.4	Adjustment challenges faced by self-initiated expatriates and their family.....	53
Table 4.5	How Self-initiated expatriates initiate their expatriation to South Africa.....	58
Table 4.6	Self-initiated and family adjustment strategies.....	60

## List of Figures

Figure 2.1	International migrants by region of residence, 2015.....	11
Figure 2.2	Pull and push factors influencing SIEs.....	13
Figure 2.3	Self-initiated expatriates and family.....	28
Figure 4.1	Factors that motivate self-initiated expatriates.....	41
Figure 4.2	Family matters affecting self-initiated expatriates.....	50
Figure 4.3	Adjustment challenges faced by self-initiated expatriates and their family.....	53
Figure 4.4	How self-initiated expatriates initiate their expatriation to South Africa.....	59
Figure 4.5	Self-initiated and family adjustment strategies.....	60

## **List of Acronyms**

AEs	Assigned Expatriates
DRC	Democratic Republic of Congo
EVT	Expectancy-Value Theory
HRM	Human Resource Management
ILO	International Labour Organisation
IR	Industrial Relations
KZN	KwaZulu-Natal
SIAEs	Self-Initiated Academic Expatriates
SIEs	Self-Initiated Expatriates
UK	United Kingdom
UN	United Nations
UNDESA	United Nations, Department of Economic and Social Affairs
USA	United States of America

## **Chapter One: Introduction**

### **1.1 Introduction**

The study investigates families' challenges during self-initiated expatriation in Durban, South Africa. Globally, migration has continued to increase over the years. For instance, since South African transition from apartheid to a democratic state in 1994, the country has seen an unprecedented influx of immigrants from different countries. According to Southall (2019), during the apartheid regime, white oppression of the black majority was extreme, and South Africa became one of the most highly polarised countries in the world. Confronted by a counter-movement headed by the African National Congress (ANC), a negotiation process took place leading to adoption of a democratic constitution. Masipa (2018) points out that South Africa's Constitution underscores the need to heal the past divisions and establish a society based on democratic values, social justice, and fundamental human rights. Also, the Constitution lays a foundation for establishing the fundamental principles of democracy.

Kanayo and Anjofui (2021) argue that since the reintegration of South Africa into the global world, the country has attracted immigrants of different categories, both from far and near. There are two types of expatriates: traditional and self-initiated expatriates (SIEs). Traditional expatriates are those sent on foreign assignments by their companies, whereas SIEs refers to individuals who travel abroad for employment opportunities on their own (Andresen, Pattie and Hippler, 2020). However, this study focuses on SIEs because this area has received little attention from scholars, especially in Africa.

The chapter first provided the background of the study. It continued with the research problem and proceeded to highlight the research aims and motivation. The next part of the chapter outlines the research objectives and questions. Furthermore, it presents the significance of the study. The chapter also explained the research design and methodology used. Finally, it highlighted the possible limitations of the study.

### **1.2 Background of the study**

One major manifestation of globalisation is the increasing number of professionals and workers who are searching for better employment opportunities and higher standard of living outside their country of origin. According to Chaudhary, Singh and Pandey (2017), globalisation has ensured that there is an increasing demand for highly skilled and knowledgeable workforce. In view of this, expatriation has become an important part of multinational company's recruitment strategy to help them survive in the global market. According to the United Nations [UN]

(2019), in 2019, more than 272 million migrants or 3.5% of the world population live outside their home countries. Similarly, it has been estimated more than 272 million reside in countries other than their home nations (United Nations, Department of Economic and Social Affairs [UNDESA], 2019). UN (2019) reports that of the total number of migrants, about 60% live in more developed countries, while 40% live in developing nations. In addition, the report suggests that 30% of migrants are living in Europe and 3% live in Oceania (UN, 2019). Finally, it was reported that about a third of migrants live in Asia, 10% live in Africa, and 4% live in Latin America and the Caribbean (UN, 2019). Moreover, the UN Department of Economic and Social Affairs (UN DESA) (2020) reports that growth in the number of international migrants has been robust over the last two decades, reaching 281 million people living outside their country of origin in 2020.

The UN's Department of Economic and Social Affairs (2017) reports that more than 5 million expatriates live in South Africa. Similarly, a survey shows that the number of expatriates living within national borders since 2000 has increased from 1 million to 4 million since 2017 (Moyo and Zanker, 2020). By contrast, it was reported that the population of migrants has reduced by about 2 million in mid-2020 (Batalova, Shymonyak and Mittelstadt, 2020). It has been argued that the cross-border movement introduced in 2021 and 2022, especially in European countries, aided by the end of lockdowns and migration management, have contributed to the drop in the number of migrants. Nicholas and Cadman (2020) also shared a similar view that the COVID-19 pandemic has distorted plans, changed priorities, damaged existing networks and made people question their choices. According to Nicholas and Cadman (2020), worldwide, a sizeable number of expatriates have decided to return home because of the implications of the COVID-19 pandemic. Everett-Allen (2020) confirms that in a study conducted by Knight Frank, 29% of the expatriates have considered a permanent move due to factors such as family ties, new job offers, a better healthcare system and education. Rowlinson (2020) believes that although most expatriates desired to return to their home countries, others have seized international opportunities to start a business during the pandemic. Côté (2022) also agrees with Rowlinson (2020) that although many expatriates have opted to return home due to the fallout from the coronavirus pandemic, others have chosen to embrace an entrepreneurial career abroad.

Gupta, Clerex and Toschi (2018) refer to the term expatriates as people who migrate from their country of origin to different nations to look for mainly jobs. Expatriation, therefore, refers to the process whereby workers, especially managers, are sent to run a subsidiary of a

multinational company in a different country (Chaudhry, Harthy, Shibli, Sultan and Maurice, 2017). However, it has been discovered that expatriates' economic and financial goals on international assignments supersede other intentions (Chaudhry et al., 2017). It is essential to provide a distinction between SIEs and AEs. SIEs are individuals or persons who initiate or facilitate their expatriation to other countries, mostly in search of job opportunities. On the other hand, assigned expatriates (AEs) are sent to their new countries by employing organisations (McNulty and Brewster, 2016). However, this study focuses on SIEs because it receives little scholarly attention within the South African context. Compared to AEs, SIEs facilitate their expatriation and search for jobs in other countries. Chaudhary et al. (2017) argue that SIEs possess unique characteristics compared to those expatriates sent by their organisations. According to Tharenou (2015), one of the unique characteristics of SIEs is that they show personal initiative when relocating abroad.

Harry, Dodd and Chinyamurindi (2019) and Maharaj (2015) suggest that in South Africa, self-initiated academic expatriates (SIAEs) are exposed to several challenges, including divorce, social adjustment, housing, discrimination, and limited career opportunities, to mention a few. These challenges place more burden on the SIEs as opposed to those that their companies send. A thorough review of related literature on expatriation reveals a paucity of research on their families. Furthermore, the literature indicates that expatriation has received much attention from various scholars in the last decades due to its effect on the global economy (Saxena and Safi, 2022; Brewster, Bonache, Cerdin and Suutari, 2014; Hollifield, Martin and Orrenius, 2014; Clemens, 2011; De Haas, 2010). Saxena and Safi (2022) claim that although SIEs literature is growing, there seems to be a limited study in this area. Andresen, Pattie and Hippler (2020) also confirm that research on SIEs received less scholarly attention. Therefore, this study focuses on SIEs, particularly their families, because this area has received little attention from scholars in South Africa.

### **1.3 Problem statement**

Nowadays, the global demand for talent remains the most crucial issue facing many countries. The decision by many SIEs to travel out of their home countries to countries is creating a myriad of problems for their families. It has been argued that when an expatriate decides to seek employment abroad, the spouse and children are also affected by the relocation across borders; that is when they choose to take them along (Sterle, Fontaine, De Mol and Verhofstadt, 2018). The motivation for expatriation differs considerably among expatriates. While some expatriates leave their countries of birth to search for jobs and career opportunities in other

countries, others are recruited by firms that require their services. Others may also leave their home countries for personal reasons, such as the love they have for such countries (Suutari, Brewster and Dickmann, 2018).

Vlase and Voicu (2014) contend that expatriates' spouses or partners have been identified as a key issue in expatriation. Harry, Dodd and Chinyamurindi (2019) confirm that the adjustment and the well-being of spouses and expatriates are highly correlated, significantly influencing their children. It has been found that expatriate families are more immersed in foreign nations and organise the daily life of the expatriate family in a culturally diverse setting while eventually trying to pursue a career on their own (Harry et al., 2019). Family matters play a significant role in influencing an individual decision to relocate. However, most researchers overlook the influence of the family system in expatriation (Harry et al., 2019). It can be argued that expatriates and their spouses are usually confronted with challenges in a foreign environment, including culture shock, language problems, job challenges and discrimination. Thorn (2015) also suggests that the motivation by SIEs to migrate to other countries in search of greener pastures creates myriad issues affecting them and their families. Andresen et al. (2020) also discovered that, in Denmark, SIEs find it challenging to integrate into society because of the culture. Sterle, Fontaine, De Mol and Verhofstadt (2018) suggest that although SIEs and their family faced adjustment challenges, research failed to adequately explain the family concept or consider the cultural issues in migration. The view expressed by Sterle et al. (2018) is consistent with Lazarova, McNulty and Semeniuk (2015), who claim that although SIEs and their families face adjustment challenges in host nations, such studies have received less research interest.

Dabic, González-Loureiro and Harvey (2015) state that traditionally, research on expatriation only focused on expatriates assigned by their organisations for a determined term abroad. By contrast, Luring and Selmer (2018) and Shortland (2018) contend that most discussions around SIEs only occurred in Europe. However, in Africa, only a few studies have investigated the motivation for SIEs (Harry et al., 2019; Harry, Dodd and Chinyamurindi, 2017; Frese and Fay, 2015; Maharaj, 2015). Also, Tharenou (2017) advocates that the research on SIEs is theoretically fragmented and restricted to only some professions, which limits theoretical implications. Saxena and Safi (2022) confirm that SIEs' literature is growing but seems to be developing without a clear basis. Furthermore, it has been discovered that although SIEs possess unique talent that meets the talent needs of most organisations, managing them has

historically attracted little academic interest than organisationally assigned expatriates (Furusawa and Brewster, 2019; Singh, Vrontis and Christofi, 2021). From the discussion, it is clear that research is scarce in the African and South African context on the influence of family on SIEs. To confirm this, the study seeks to empirically investigate the influence of family on SIEs.

#### **1.4 Aims of the study**

The study investigated the influence of family on self-initiated expatriation experience. The study also aimed to provide recommendations to address the challenges confronting expatriates in the country.

#### **1.5 Motivation of the study**

The main focus of body of knowledge in International HRM is the expatriate cycle. Specific aspects such as recruitment and selection practices, onboarding and adjustment of traditional expatriates dominate this field of study. However, in comparison, little has been explored when it comes to self-initiated expatriates (SIE's), internationally and in South Africa. Studies done in South Africa that have focused on self-initiated expatriate academics (Harry et al, 2019; Maharaj, 2015) have examined the psycho-social adjustment of these academics into their work and living spaces. Literature searches have identified family as a very important aspect in a successful expatriation experiences, hence the researcher was motivated to investigate the challenges that SIEs and their families face within the South African context and how such challenges affect their work. The researcher was motivated to explore the topic and provide meaningful recommendations to all stakeholders on addressing the challenges confronting SIEs and their families.

#### **1.6 Research objectives**

The following research objectives guide the study:

- To identify the factors that motivate SIEs to relocate to South Africa.
- To examine how family matters, influence the SIEs living in South Africa.
- To determine the challenges faced by SIEs and their families in South Africa.
- To establish how SIEs initiate their own expatriation.
- To investigate how SIEs and their families adjust to the challenges confronting them in South Africa.

## **1.7 Research questions**

The research questions that guide the study are:

- What factors drive the SIEs to South Africa?
- How do family matters influence SIEs who are living in South Africa?
- What challenges are faced by the SIEs families in South Africa?
- How do SIEs initiate their expatriation?
- How do SIEs families adjust to the challenges confronting them in South Africa?

## **1.8 Contribution of the study**

Expatriation brings about new opportunities for human capital development, especially in the area of career development. Existing literature focuses mainly on the traditional company backed expatriate with little attention paid to other forms of expatriation, such as self-initiated expatriates, those who relocate from their home countries searching for better opportunities be it for their own career development or personal development. This study focuses on these types of expatriates who have come to South Africa, seeking out better opportunities, many choosing to start their own businesses here. This study will contribute to the scarce body of knowledge around these kinds of expatriates in a local context. Family remains an important aspect of the expatriation experience, regardless of the type of expatriation that is taking place.

## **1.8 Limitations of the study**

The scope of the study was limited to SIEs residing in Durban, South Africa. This implies that the findings could only apply to SIEs in Durban. A study of this nature should have combined both AEs and SIEs. Therefore, to increase the scope and geographical coverage of the findings, future research should combine AEs and SIEs from more than one city. Additionally, the scope of the investigation is limited to only qualitative research method. Generally, qualitative research findings are not statistically representative. Moreover, experts contend that qualitative results cannot be verified. For these reasons, this study recommends that future studies adopt mixed methods research since it allows the investigator to elaborate, clarify and validate the qualitative and quantitative findings. Another limitation of the study was the COVID-19 pandemic, which delayed the data collection and completion of the research project. Moreover, the COVID-19 pandemic restricted the investigator from physically contacting the participants. To address this limitation, future studies should focus on physical contact with the participants as this method of data collection facilitates more interaction between the researcher and participants.

## 1.10 Definition of terms

- **Assigned expatriates:** These are employees sent to their new countries by employing organisations (McNulty and Brewster, 2016).
- **Expatriation:** Expatriation is “the process of sending managers to another country to run a subsidiary of a multinational organisation (Oxford English Dictionary, 2010).
- **Self-initiated expatriates:** SIEs are individuals who initiate their expatriation into the host country and search for a job as opposed to the assigned expatriate (Chaudhary et al., 2017).
- **Family:** Any combination of two or more persons who are bound together over time by ties of mutual consent, birth, and adoption or placement and who, together, assume responsibilities for variant combinations such as physical maintenance and care of group members; addition of new members through procreation or adoption; socialisation of children; social control of members; production, consumption, distribution of goods and services; and affective nurturance” (McNulty, 2014, p.6).
- **International assignment:** An international assignment is an overseas task set by a company to an employee (Renshaw, Parry and Dickmann, 2020).
- **Migration:** The movement of people between different geographical locations for a variety of reasons, such as escape from political unrest, asylum seeking, escape from natural disasters etc.

## 1.10 Structure of the thesis

The study will be classified under six main chapters as follow:

### 1.10.1 Chapter One-Introduction

This chapter briefly introduces the research topic concerning SIEs and family. The chapter covers essential information, including the research background and problem statement, study aims, motivation/rationale, research objectives and questions, contribution of the study, research methodology and limitations.

### 1.10.2 Chapter Two-Literature review

This chapter discusses both the empirical and theoretical literature on SIEs and family. The chapter will be organisation under three main sections. The chapter reviews the literature on SIEs. The second part focuses on the review of the empirical literature on a family. The latter discusses both the theoretical and conceptual frameworks on SIEs and family.

### **1.10.3 Chapter Three-Research methodology**

Chapter three is devoted to the research methodology. The chapter includes research design, research paradigm/philosophy, research approach (method), study location, target population, sampling procedure and sample size, data collection tool, pre-testing, data quality control, data analysis, ethical principle and limitations.

### **1.10.4 Chapter Four-Data presentation and analysis**

This chapter covers the analysis of the data. The data gathered from the participants will be analysed with the help of NVivo software, version 12.0. The data analysis will go through three stages: reduction, data display and conclusion. Thematic analysis will help to identify the codes, themes, or patterns.

### **1.10.5 Chapter Five: Discussion of the results**

The chapter five deals with the discussion of the research findings. The findings from previous studies will be integrated into the discussion of the findings in this study.

### **1.10.6 Chapter Five-Conclusions and recommendations**

Chapter five draws the conclusions based on the primary findings. It will also make appropriate recommendations. Furthermore, the chapter will provide the direction for future research.

### **1.11 Chapter summary**

The overall focus of the chapter was to provide a deeper understanding of the research. It described the research background, focusing on SIEs and their families. In addition, the problem statement was adequately described, setting out the gaps in previous research. The research aims, objectives and questions are also set out in the chapter. Also, it highlighted the contribution of the study and then proceeded to summarise the methodology adopted to investigate the subject matter. Furthermore, the chapter included the definitions of keywords in the study. The chapter further contained the structure of the dissertation.

## **Chapter Two: Literature Review**

### **2.1 Introduction**

This chapter reviews previous research on SIEs and family matters in the global context. The chapter provides a summary of the history of immigration. It also provides the distinctions between SIEs and AEs. The chapter also contains a discussion on the factors that influence SIEs. Also, the chapter discusses the challenges SIEs and their family faced in the host country. In addition, the chapter discusses SIEs and family adjustment on foreign assignments. Finally, the chapter presents the framework guiding SIEs and their family.

### **2.2 Contextualising the constructs in the research**

The terms SIEs, AEs and family vary in definition from researcher to researcher. According to Tharenou (2015), SIEs show personal initiative when migrating. Chaudhary et al. (2017) see SIEs as individuals who initiate their expatriation into the host country and search for a job as opposed to the assigned expatriate. Hussain and Deery (2018) also confirm that SIE is a personal choice made by individuals who plan their expatriation. Thus, without organisational assistance, SIEs arrange new employment overseas. The definitions provided above underscore the views expressed by a group of researchers (Doherty, Dickmann and Mills, 2011; Walsh and Schyns, 2011; Shortland, 2018) postulate that SIEs relocate for different reasons such as job opportunities, education, or career development, the need to distant oneself, prestige, family pressure and networking opportunities as well as for political, economic and social reasons. According to Lapointe, Vandenberghe and Fan (2020), SIEs experience and handle different issues confronting them in host countries. Therefore, the resources needed to perform in those nations significantly shape their perceptions and attitudes towards their organisations. By examining these definitions, it is clear that SIEs initiate their movement without the help of an organisation or employer.

AEs, on the other hand, refer to employees who have jobs arranged for them by their respective organisations before leaving migrating (Howe-Walsh and Schyns, 2010). Unlike the SIEs, the AEs usually undergo expatriate training before embarking on an international assignment. The scholar further argues that a typical package for AEs includes compensation that considers educational benefits for children and accommodation.

The relevance of a family in influencing an individual's life and decisions cannot be over-emphasised. According to Chang, Natsuaki and Chen (2013), Latino Americans tend to rely on the extended family system in making major decisions. Also, it was found that Latino

Americans often rely on their family for emotional support. Family is a major factor influencing an individual's decision to relocate (Sterle, Fontaine, De Mol and Verhofstadt, 2018). A study by Zachary (2011) suggests that family plays a crucial role in an individual's business and expatriation. However, Zachary (2011) recommends that most researchers overlook the influence of the family system in expatriation. Therefore, the study's main aim is to investigate how the family system impacts SIEs. The concept of the family system has been well documented. However, the meaning of family varies across researchers.

According to McNulty (2014:6), a family “consists of more than two people who come together through mutual consent, birth and/or adoption or placement and assume responsibilities for variant combinations, including physical maintenance and care of group members, to mention a few.

### 2.3 Distinctions between SIEs and AEs

The Table 2.1 Below provides a clear distinction between SIE's and AEs using several criteria.

**Table 2.1 Distinction between self-initiated expatriates and assigned expatriates**

<b>Criteria</b>	<b>Self-initiated Expatriates</b>	<b>Assigned Expatriates</b>
Origin/initiative	The individual motivates his/her expatriation	The company initiates the individual's expatriation
Duration	Expatriates have long-term stay in the host countries	The expatriates have short-term or long-term duration
Motivation	Personal interest with a domination on personal goals	Personal and professional motive with a dominance of organisational goals
Repatriation	No intention to return home	Repatriation to home country is expected
Remuneration	The expatriates are compensated based on the host countries rates	The compensation can be based on either the home or host country's rate.
Career	Managed by individual/ Self-managed	Organisational career
Adjustment	Adjust better to local social environments	Poor adjustment to local social environments
Support	Receive no support from companies	Receive support from companies

**Source: Sarna (2015, p.88-91)**

From Table 2.1, different factors distinguish SIEs from AEs. It has been argued that while SIEs show personal initiative in migration, AEs are managed by the company (Andresen et al., 2020). This finding is consistent with Hussain and Deery (2018), who state that SIEs plan their expatriation without receiving assistance from an organisation. Similarly, Andresen, Brewster and Suutari (2020) confirm that SIEs are unique because they go abroad without support from

a sending institution. From the discussion, it can be concluded that SIEs take the initiative to expatriate without assistance from organisations.

With respect to the duration, SIEs have long-term, not predetermined, and temporary and permanent stays. In contrast, AEs have a minimum of three months to several years, long-term and predetermined (Sarna, 2015). By contrast, Haslberger and Vaiman (2013:4) argue that most SIEs plan to stay temporarily in host countries, despite the likelihood of staying longer.

Regarding motivation, SIEs have personal and occupational interests dominated by individual goals, but AEs have personal and professional interests dominated by organisational goals (Sarna, 2015).

In relation to repatriation, SIEs have no intention to repatriate before expatriation, but AEs have expected repatriation based on an agreement (Albrecht, Dilchert, Ones, Deller and Paulus, 2018). This suggests that career development is more indeterminate.

SIEs receive remuneration in foreign currency, while AEs' remuneration is in the home or host country's rate (Sarna, 2015). Concerning careers, SIEs manage their career, but the organisation manages the AEs' careers. According to Rita (2021), SIEs are driven by substantial rewards upon completion of their job. As a result, they are motivated to work more deliberately and efficiently to achieve better results in the host countries.

Regarding adjustment, SIEs possess adequate cross-cultural skills and knowledge about local environments (Albrecht et al., 2018). Thus, SIEs adjust better to local social environments than AEs (Albrecht et al., 2018). Moreover, adjustment to the local environment has a profound effect on expatriates' performance in the host country (Malek and Budhwar, 2013).

Regarding support, SIEs fund their travel arrangements. They are also responsible for paying for their accommodation and other expenses (Andresen et al., 2020). They have no support unless mentioned in the host country's employment contract, while AEs have high-quality training and support from the host and home organisation. Thus, while SIEs receive help, such as cultural training before and during their relocation, from their sending employers, SIEs typically lack this organisational assistance.

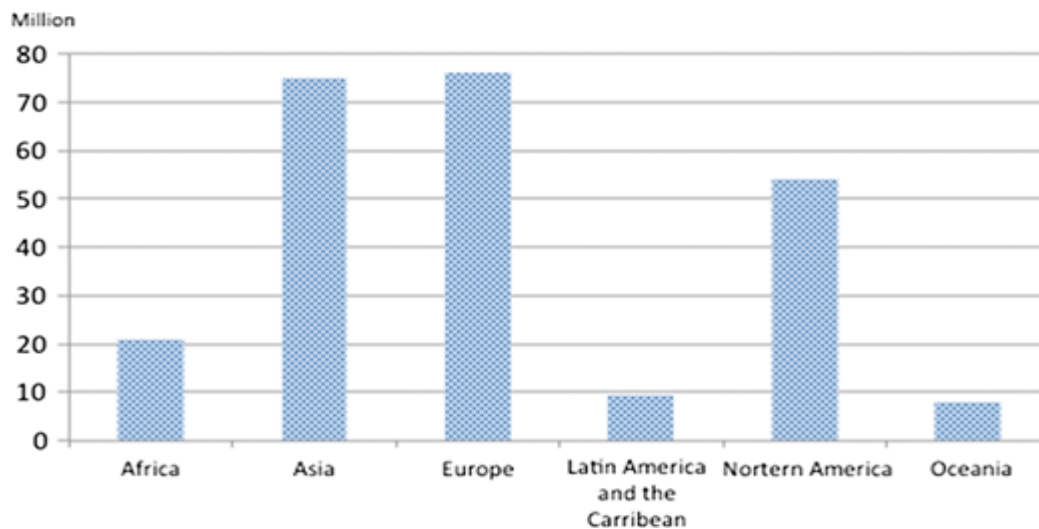
## **2.4 Global patterns of migration**

According to Ferrie and Hatton (2015), migration is not new. They believe that for more than a thousand years, people moved geographically in search of food, to escape from their enemies,

or in search of riches, spreading their cultures, languages and genes. In the eighteenth century, legal impediments restricted the movement of people. However, freedom and resources to migrate expanded as a means of transport (Ferrie and Hatton, 2015).

Globalisation has brought unprecedented opportunity for both treasure and production and trade (Ferrie and Hatton, 2015). Shortage of skilled labour was serious but costs were high. Until the nineteenth century, the most common forms of migration were coercion and contract. A typical example was the North Atlantic triangular trade which brought slaves to the Caribbean islands and the American continent (Ferrie and Hatton, 2015). From 1492 to 1820, enslaved people represented more than three-quarters of the 11.3 million migrants to America, while Europeans accounted for less than a quarter. The surge of immigration from Europe in the 60 years to 1880 saw these proportions dramatically reversed (Ferrie and Hatton, 2015).

In 2015, research suggests that about 244 million migrants moved to different foreign countries (Castelli, 2018). Of the total, 90.2 million moved from a southern country to another southern country. At the same time, 85.3 million people have migrated from the south to the north, while the rest migrated from the north to the south (13.6 million) or from the north to the north (55.1 million). According to Chamie (2020), the OECD projected the number of migrants to reach 343 million by the mid-twenty-first century. Figure 2.1 shows international migrants by region of residence as of 2015.



**Figure 2.1 International migrants by region of residence, 2015**

**Source: United Nation (UN) 2015**

From Figure 2.1, the statistics suggest that the total number of migrants has increased over the last five decades. Approximately, more than 272 million people were living in these countries since 2019. Table 2.2 shows international migrants from 1970–2019.

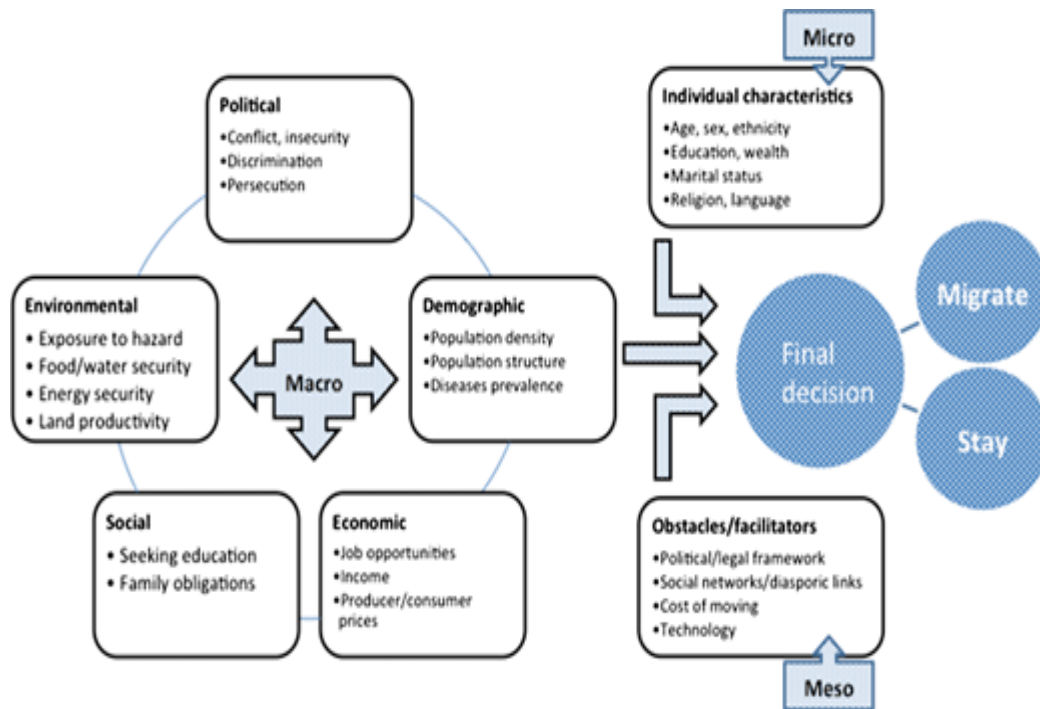
**Table 2.2 International migrants, 1970–2019**

<b>Year</b>	<b>Number of migrants</b>	<b>Migrants as a % of the world's population</b>
1970	84,460,125	2.3
1975	90,368,010	2.2
1980	101,983,149	2.3
1985	113,206,691	2.3
1990	153,011,473	2.9
1995	161,316,89	2.8
2000	173,588,441	2.8
2005	191,615,574	2.9
2010	220,781,909	3.2
2015	248,861,296	3.4
2019	271,642,105	2.5
2020	280, 598,105	3.6

**Source: UN DESA, 2008, 2019a, 2019b, 2022**

## **2.5 Factors that influence self-initiated expatriates to migrate abroad**

According to Dickmann, Suutari, Brewster, Mäkelä, Tanskanen and Tornikoski (2018), the factors that drive SIEs differ from those of AEs. The factors influencing SIEs to migrate abroad are classified as pull and push factors. Figure 2.2 shows these factors that influence SIEs.



**Figure 2.2 Pull and push factors influencing SIEs**

**Source: Foresight: Migration and Global Environmental Change (2011, p.8)**

### 2.5.1 Pull factors

The pull factors consist of the factors that attract migrants to other geographical areas. The most common pull factors that influence SIEs are discussed as follows.

#### i. Better job opportunities

The desire for better job opportunities is one macroeconomic factor influencing people's willingness to migrate. This assertion is consistent with scholars such as Dickmann, Suutari, Brewster, Mäkelä, Tanskanen and Tornikoski (2018) and Valiūnienė (2016), who state SIEs proactively seek for job opportunities abroad. The author argued that SIEs are willing to migrate, especially to European Union (EU), because of better employment perspectives. Thus, people migrate to developed nations such as EU to seek greener pastures. Compared to developing countries, most developed countries have more employment opportunities. Mostert (2014) argues that many individuals, especially the younger ones, leave their home countries in search of jobs and quality standing of living.

A study by Dodd and Chinyamurindi (2017) confirms that the desirability of job opportunities drives most SIEs to South Africa. Shortland (2018) believes that most SIEs place much emphasis on career success. A more recent study by Arifa, El Baroudi and Khapova (2021)

concur that SIEs and AEs desire to find job opportunities in different countries. In a similar view, Farashah and Blomquist (2021) agree that SIEs contribute significantly to the global economy because of their specialised skills and experiences. Furthermore, research (Fejes, Chamberland and Sultana, 2021; Faber and Schlegel, 2017; Shan and Fejes, 2015) shows that migration is influenced by several factors, including changing employment patterns. However, Fejes et al. (2021) contend that no matter the reasons for migration, SIEs face different life situations, such as the difficulty of finding a job. Against this background, Fejes et al. (2021) suggest that migrants be integrated into the labour market to enable them to find jobs.

Côté (2022) acknowledges that although SIEs find employment in local organisations or multinational companies abroad, another phenomenon appears to be gaining momentum among the expatriate community. This view is supported by Paik, Vance, D'Mello and McNulty (2017), who suggested that many expatriates are becoming entrepreneurs in host nations. According to Côté (2022), there is an emergence in the “expat-preneur” phenomenon. Expat-preneur has been defined as individuals temporarily living abroad who initiate a new business in the host country (Vance, McNulty, Paik and D'Mello, 2016).

## **ii. Opportunities for further education**

Scholarship opportunities and better education have been considered one of the push factors which influence expatriation. In their study, Walsh and Schyns (2010) argue that SIEs relocate to other countries to advance their careers, especially when such careers are non-existent in their home countries. The above findings are consistent with Doherty et al. (2011), who suggest that most expatriates leave their home countries to pursue different professional careers. Similarly, Mitrev and Culpepper (2012) recommend that SIEs travel abroad to acquire new careers in high demand in both their home countries and foreign countries. According to Andresen, Ariss and Walther (2012), most SIEs relocate to South Africa because of good resources and educational facilities that support career advancement and development. Cerdin (2013) confirms that career anchor is one push factor influencing the decision of SIEs to move abroad. Other studies (Cerdin, Diné and Brewster, 2014; Cerdin Selmer, 2014) agree that SIEs are more educated professionals who add to an organisation's talent pool.

Harry et al. (2017) believe that South Africa is the top destination for many SIEs from Africa because of the quality of education and infrastructure development. Baruch and Forstenlechner (2017) also claim that SIEs are concerned with pursuing personal and professional development. In a similar study, Harry et al. (2019) argued that most SIEs moved to South

Africa because of career development and employment opportunities. It has been found that South African universities have adequate facilities that promote teaching and learning as compared to other such as Zimbabwe, Ethiopia, Zambia and Kenya (Harry et al., 2019). According to Harry et al. (2019), most expatriates are more willing to remain in South Africa because they feel their careers started here. In a recent study, Fejes et al. (2021) advocate that migration flows is influenced by global need for skilled workers. Contrary to the above findings, Borgonovi and Pokropek (2019) expressed that highly qualified SIEs are less likely to migrate compared to uneducated ones. Despite the findings, Borgonovi and Pokropek (2019) conclude that education is an essential element that promotes permanent integration because it helps migrants acquire the skills required to enter the labour market. Likewise, Wanner, Pecoraro and Tani (2021) discovered that the desire for better education is one of the pull factors of migration. According to Wanner et al. (2021), undereducation positively correlates with the likelihood of emigration and repatriation to the home country.

### **iii. Host location characteristics**

Tharenou and Caulfield (2010) postulate that host location characteristics are influenced by reputation, living conditions and the desires of the expatriates to travel. Chaudhary et al. (2017) also express the view that most people migrate, especially from less developed countries to more developed countries, to improve their living standards. They further argue that people desired to travel just to be respected in their communities. Mitrev and Culpepper (2012) found that social amenities influenced SIEs in the host countries. According to Mitrev and Culpepper (2012), people wish to travel to advance countries because of the infrastructure development rather than their countries of origin. Mitrev and Culpepper (2012) suggest that, for example, people from African countries like Nigeria, Namibia, Togo, Zimbabwe and others travel to most developed nations, including the United States of America (USA), Canada and Australia because of their infrastructure development.

Other studies (Mostert, 2014; Andresen et al., 2012; Froese, 2012; Van den Bergh and Du Plessis, 2012) have discovered that due to the desire to experience new lives, many people were motivated to leave their countries. In Britain, studies (Richardson and Mallon, 2005; Richardson and McKenna, 2002) reveal that the need for adventure or travel is a factor that influences skills migration. Similarly, in western countries, research (Al Ariss and Syed, 2011; Selmer and Luring, 2011; Howe-Walsh and Schyns, 2010) showed that the desire for adventure influenced expatriation. It has further been argued that the desire for adventure and a wish for excitement are the drivers that influence SIEs to migrate abroad (Dickmann et al.,

2018). The status of SIEs in the host nation has been found to be a much stronger pull factor toward expatriation (Arifa et al., 2021). According to Alsharif (2019), the USA is a mobile country worldwide because of its locational characteristics, especially for internal expatriates and native-born and foreign-born. Alsharif (2019) points out that in Europe, the US is the top destination country for many migrants because of its locational characteristics, such as high income, as most migrants prefer to reside in countries with good economic conditions and high job growth.

#### **iv. Networking opportunities**

According to Doherty et al. (2011), people are motivated to travel abroad because of the available networking opportunities. Expatriates leave their home countries to maintain personal and professional networks. Also, the motivation to travel abroad is to help improve locals' living conditions. Similarly, Shortland (2018) argues that most SIEs utilise informal networks to look for work abroad, influencing their decision to migrate. Hussain and Deery (2018) and Suutari, Brewster and Dickmann (2018) claim that the stronger the networks, the more they emphasise organisational commitment and self-directed behaviours. In their study, Harry et al. (2019) confirm that the value placed on social networks is one of the driving factors that influenced SIEs to migrate to South Africa. On the contrary, Gërkhani and Kosyakova (2020) argued that the mere effect of more available networks is insufficient for migrants' labour market integration.

#### **v. Business opportunities**

According to Niedomysl, Källström, Koster and Östh (2019), business owners significantly promote economic growth in different countries. Therefore, governments and policy-makers worldwide aim to attract and maintain such entrepreneurs through different means. In their study, Niedomysl et al. (2019) discovered that the desired of business owners to expand geographically influences migration. According to the results, owners with more firms in terms of turnover and intellectual capital are more geographically anchored (Niedomysl et al., 2019). The European Parliament (2020) states that economic migration is strongly influenced by the overall health of a country's economy. The European Parliament (2020) reports that unfavourable economic conditions in a particular country will result in more people migrating to countries with a better outlook. The above findings are consistent with the assumptions of the economic theory of mobility, which states that the idea that capital seeks locations with the highest expected returns is profound (Sternberg, 2012). This implies that policymakers are more likely to change their policies to attract capital movement into their economies.

Drawing on the classical works of Marshall (1920) and Smith (1776), it has been argued that business owners prefer to site their business in places that give the best conditions for entrepreneurial success. This assertion underscores the notion of ‘footloose entrepreneurs,’ which states that business owners have a high migration propensity (Niedomysl et al., 2019). In contrast, Reuschke and van Ham (2013) find no distinct migration propensities for SIEs and wage employed in their study.

### **2.5.2 Push factors**

The push factors compel people, for different reasons, to leave their home countries to host nations, for example, low productivity, unemployment, poor economic conditions, and lack of opportunity for advancement.

#### **i. Pressure from family members**

According to Doherty et al. (2011), most expatriates are under pressure from their family and friends to relocate to other countries for reasons such as career opportunities, family status and career motives. Doherty et al. (2011) suggest that some SIEs have their family living abroad, and they are sometimes under pressure to join them. Zachary (2011) concurs that SIEs with family or spouses abroad are ready to relocate as opposed to the ones with no family or spouse living abroad. Some people also travel with the need to escape from problems at home. On the other hand, most people may feel reluctant to travel for several reasons, such as a negative impact on their career, losing relevant skills development, and losing present work networks and prestige/status. In their study, Carr, Inkson and Thorn (2005) also confirm that family matters such as family reunion is a motivating factor for SIEs. In a similar study, Dickmann et al. (2018) argue that family is one push factor that drives migration. According to Dickmann et al. (2018), social connections such as family influences the desire of SIEs to migrate abroad. On the contrary, Lee and Kuzhabekova (2018) argue that while family considerations tend to operate as a pull factor towards the home context, it demotivates people from initiating expatriation.

#### **ii. Poor economic conditions**

Studies by Van den Bergh and Du Plessis (2012) and Selmer and Luring (2010) reveal that most SIEs, especially those from less developed countries such as Mozambique, the Democratic Republic of Congo and Zimbabwe, migrate to advanced countries in an attempt to escape economic hardship. Research shows that South Africa is one of the destinations for migrants (Al Ariss & Syed, 2011). Similarly, Selmer and Luring (2010) identify the need for

financial gain as a motivating which influences the decision of SIEs to travel abroad. Harry et al. (2017) found that SIEs are not solely driven by the desirability of the job in advanced countries but rather by the poor economy in their respective countries. Moreover, a study by Harry et al. (2017) shows that the worsening economic conditions in SIEs home countries influenced the decision to expatriate to South Africa and other parts of the world.

Castelli (2018) also contends that socioeconomic and environmental situations significantly contribute to migration. A study by Urbański (2022) also confirms that push factors such as economic conditions greatly influence migration in countries such as Poland and Romania. The findings from the above studies are consistent with Zanabazar, Kho and Jigjiddorj (2021), who state that economic factors such as employment opportunities, better shelter and higher standards of living influence migration. According to Carbajal and Calvo (2021) and Khalid and Urbański (2021), poor economic factors, including lack of employment, low standards of living and lack of food and shelter, influence migration worldwide.

### **iii. Political conditions**

Studies such as Van den Bergh and Du Plessis (2012), Al Ariss and Syed (2011) and Thorn (2009) have found that SIEs are driven not only by career prospects but political conditions in their home countries. A study by Harry et al. (2017) shows that the worsening economic conditions in SIEs home countries appear to influence the individuals' decision to expatriate to South Africa and other parts of the world. According to Harry et al. (2017), South Africa has a favourable political climate, thus allowing for expression without troubles compared to their home countries. Urbański (2022) argues that the political environment is one of the contributing factors that influence migration, especially in Africa.

It is a known fact that political instability is an enduring feature of the post-colonial landscape in Africa. For instance, in Ethiopia, a study by Shumetie and Watabaji (2019) confirms that political instability negatively affected enterprises' innovativeness. Moreover, in Kenya, a study by Ruhe (2022) reveals that political violence plays a central role in individuals' decisions to migrate. According to Ruhe (2022), most Kenyans consider leaving due to security concerns relatively early and are likely to flee in anticipation of violence.

## **2.6 Family matters that affect SIEs**

Studies (Doherty et al., 2011; Enderwick, 2011; Mujtaba et al., 2011) revealed that several family matters affect SIEs. The family matters that affect SIEs include the family situation,

work-life balance, cost of relocating the entire family, children's education, and challenges of adjusting to the foreign culture and norms.

### **2.6.1 Family situation**

In their study, Doherty et al. (2011) found that the nature of situations within a particular family may influence the decision of SIEs. According to Doherty et al. (2011), the family situation may include the number of dependants an expatriate has. Another family situation that influences SIE is the nature of the marriage. A very committed spouse is less likely to travel, leaving his/her family behind and vice-versa. From HR standpoint, the most common reason for a failure in an international assignment was the inability of a partner to relocate to a different environment (Haslberger and Brewster, 2008). Often, most expatriates are too busy with work, leaving their family alone at home (Ko, 2014). These challenges could affect their decision to expatriate.

Lauring and Selmer (2010) argued that partners who feel well-adjusted to the host country environment are more able to adjust. However, partners who feel uncomfortable leaving their home countries are more likely to find it challenging to travel abroad. Research shows that multiple factors combine to prevent spouses from adjusting in the host nation, including unfamiliar network of friends (Hill, 2015).

In a recent study, Gillespie, Mulder and von Reichert (2022) argue that family and friends play an essential role in expatriates' decision to migrate. According to Raturi and Cebotari (2022), parental migration and divorce increased the psychological vulnerability among children.

### **2.6.2 Work life balance**

In the past few years, the term 'work-life balance has received scholarly attention (Kelliher, Richardson and Boiarintseva, 2019). According to Thilagavathy and Geetha (2020), the world of work has become demanding with changing nature of work. The aggressive and demanding nature of business with the desire to create and maintain a sustainable competitive advantage requires active employee involvement, which affects their work-life balance (Turanlıgil and Farooq, 2019). The concept of a work-life balance was coined in 1986 in the United Kingdom. In mid-1980, the UK government gives it due consideration (Thilagavathy and Geetha, 2021). Work-life balance is a workplace intervention designed to provide flexible work arrangements for workers, especially women. Research on work-life balance has exponentially increased in the last five decades due to changing trends like gender roles, families, work and careers.

However, Perrigino, Dunford and Wilson (2018) postulate that empirical research in this domain remains scarce because of limited conceptual clarity. Similarly, a study by Powell, Greenhaus, Allen and Johnson (2019) confirms that although the plethora of research work on work-life balance, most people still find it difficult to balance their work and family life. Therefore, this study investigates how work-life balance impacts the adjustment of SIEs and their families residing in South Africa.

Mujtaba et al. (2011) argue that work-life balance in a family may influence SIEs. SIEs, especially women, are under stressful conditions to balance their work with family responsibilities (Lazar, Osoian and Ratiu, 2010:202). According to Froese (2012), a common challenge facing expatriates, especially the SIEs, is the long hours they spend performing their tasks. Froese (2012) argues that globally, expatriates are treated with less respect for their rights. Some of them are subjected to inhuman conditions at work. International Labour Organisation [ILO] (2010) expresses similar concerns about the conditions expatriates face at their workplaces in their home countries. ILO (2010) observes that there are no standard working hours for expatriates, most importantly those who travel on their own.

Harry et al. (2017) concur that in South Africa, long hours of work seems to be the major challenge facing SIEs. Other studies have also confirmed that work-life balance is ranked the most challenge facing international careers (Shockley et al., 2018; Mäkelä & Suutari, 2011; Hearn, Jyrkinen, Piekkari and Oinonen, 2008). In their study, Abd Malek, Hassan and Sabil (2019) establish that workload and family support contribute to work-life conflict among expatriates. Therefore, Abd Malek et al. (2019) recommend that organisations support expatriates through relevant activities to assist them in achieving work-life balance in a foreign country. The recommendation by Abd Malek et al. (2019) is consistent with Dyer, Xu and Sinha (2018).

### **2.6.3 Children education and wellbeing**

Doherty et al. (2011) advocate that children's education is a critical factor that influences the decision of self-initiated expatriates and their families. According to Doherty et al. (2011), an SIE with children is likely to have challenges concerning their education, especially when he/she is relocating with them to the host country. Children's education becomes a critical factor in determining the decision of the SIEs to relocate because it has significant consequences for the child. Bahn (2015) points out that the underlying stressors of expatriation include children attending a new school. The SIEs have two main options in terms of their

children's education. The first option is to decide whether to leave their children behind for them to continue their education. The second option is to relocate with the children so they can continue their education while in the host country. Any of these options certainly influences the self-initiated expatriate's decision to relocate with the family. MacKenzie (2010) found that Japanese expatriates or parents choose international schools for their children to expose them to other cultures.

Zhao, Wang, Zhou, Jiang and Hesketh (2018) contend that parental migration is more likely to result in challenges in child psychosocial well-being because of the emotional impacts of prolonged parent-child separation. Moreover, Zhao et al. (2018) add that parental absence may lead to inadequate care and support for left-behind children. These adverse effects of parental migration are worsened by other vulnerabilities, including parents' divorce, poverty and grandparent caregivers' frailty. In a more recent study, Liang and Sun (2020) acknowledge that children left behind with grandparents during the elementary school stage compromise educational attainment. Likewise, it was found that children left behind with others during primary school are more likely to face self-rated and mental health issues.

#### **2.6.4 Extended family**

Maharaj (2015) found that extended family is a crucial factor affecting expatriates' decision to move to South Africa. Findings from the study show that extended family in South Africa determines the decisions of the expatriates to migrate to KZN and South Africa. The family unit as a whole in terms of family member's relationships with one another, the extent to which family members are concerned and committed to the family and the degree to which family members are helpful and supportive of each other have been found to play a vital role regarding the decision to expatriate (Mansor, Hamid, Kamil and Abu, 2014). A thorough review of the literature suggests that not much empirical research has focused on how families of expatriate workers deal with the stress and challenges of expatriate assignments.

#### **2.7 Adjustment challenges faced by SIEs family in the host country**

Researchers such as Chaudhary et al. (2017), Doherty et al. (2011), Felker (2011), and Mujtaba et al. (2011) found that expatriates' families face several challenges while on international assignments. These challenges include climatic conditions, language barriers, government rules and regulations, safety, bureaucracy, increased cost of living, relationship problems, foreign adjustments, loneliness, finances and health care, cultural differences and stress.

### **2.7.1 Difficulty of obtaining work permit**

A study suggests that SIEs and AEs in Brazil faced similar challenges to adjustment, including work permits (Von Borell de Araujo et al., 2014). Sarna (2015) argues that SIEs families face mobility issues compared to AEs. The mobility issues that SIEs face include obtaining visas issue; work permits issues and unemployment issues. Findings suggest that SIEs often need help to obtain proper visas and work permits compared to AEs. Also, they are engaged in occupations that do not match their academic and professional qualifications. In South Africa, a study by Harry et al. (2019) confirms that SIEs faced immigration difficulties, such as obtaining a valid visa. Likewise, Ngonyama-Ndou (2020) discovered that academic expatriates face several challenges, including work permit applications.

### **2.7.2 Cross-cultural difference**

According to Brancu, Munteanu and Golet (2016), the global changes have presented several challenges for many people and organisations, especially cultural diversity. Kour and Jyoti (2021) concur cultural differences among people create several problems in most organisations. From these findings, it can be argued that cultural difference is a significant challenge facing many expatriates, including SIEs. Sarna (2015:94) argues that SIEs are “more likely to experience cross-cultural adjustment, cultural shock difficulties issues in the host country due to their stronger adaptability than AEs.” However, assigned expatriates receive their pre-training opportunities from their parent organisations. Therefore, AEs often easily cope with individual or physiological issues as opposed to SIEs, even though they face more dissatisfaction and underperforming issues while working in foreign nations (Andresen, Al Ariss and Walther, 2013; Hollinshead, 2010). Chaudhary et al. (2017) suggest that cultural adjustment has been observed as the main issue influencing one’s decision to travel out of his/her country of origin. Sterle et al. (2018) also confirm that SIEs and their family face adjustment challenges, including cultural identity formation.

Likewise, Chen (2019) supports the view that expatriate employees face cultural differences. However, it has been argued that highly talented expatriates are more likely to succeed in their international assignments. Hussain and Zhang (2022) claim that SIEs have been considered talents with skills and valuable knowledge from international experience and can be utilised in organisations to perform innovative work behaviours. However, they faced several adjustment challenges, including cross-cultural shock.

### **2.7.3 Cost of expatriation and living**

Unlike AEs, it has been found that SIEs fund their travel, accommodation and other expenses while relocating to the host nation (Andresen et al., 2020). They have no support unless it mentions in the employment contract by the host organisation. Mujtaba et al. (2011) found that, unlike the AE, a SIE bears the cost of relocating with his/her family. The cost may determine whether a SIE should relocate with his/her family. Mujtaba et al. (2011) suggest that the high cost of relocating may affect the decision of the SIEs to relocate with their family and vice-versa. Doherty et al. (2011) confirm that cost of relocating influences the decision of expatriates. Cerdin and Selmer (2014) also acknowledge that SIEs do not receive organisational assistance because they self-arrange new employment overseas.

### **2.7.4 Accommodation challenge**

According to the World Health Organisation (2017), access to shelter is a fundamental human right and essential for expatriates. Unfortunately, many expatriates face housing issues globally (Powell and Robinson, 2019). Unlike AEs, SIEs do not receive any support regarding housing or accommodation in the host nation. Froese (2012) alleges that lack of accommodation is a pressing challenge confronting SIEs. Unlike AEs, SIEs arrange for their accommodation. Mostert (2014) discovered that lack of accommodation contributed to family separation, eventually leading to loneliness. In their study, Harry et al. (2017) found that because of housing challenges, most SIEs were forced to send their families back to their respective home countries. In their study, Brown, Gill and Halsall (2022) found that housing is one of the many challenges facing expatriates, especially refugees. Brown et al. (2022) argue that despite this, the knowledge base concerning housing and its impact on refugees' lives receives only little scholarly attention.

According to Homeless Hub (2016), expatriates, especially asylum seekers and refugees, face a high risk of homelessness. Homeless Hub (2016) reports that globally, the dominant challenge for migrants after resettlement is finding secured and permanent housing that is cost-effective. Moreover, it has been found that the ability of expatriates to seek accommodation is impacted by several psychological stress due to migration (Homeless Hub, 2016).

### **2.7.5 Discrimination and xenophobic violence**

Crush and Ramachandran (2010) suggest that in South Africa, xenophobia is a national issue that threatens the safety of SIEs. Crush and Ramachandran (2010) are of the view that the term xenophobia originates in Greek: “Xenos” and “phobos,” where “Xenos” means “strange or

foreign” and “phobia,” respectively. The term xenophobia has been defined as attitudes or prejudices that vilify people on the basis that they are strangers to the community (Crush and Ramachandran, 2010).

According to Harry et al. (2017), SIEs expatriates in South Africa claimed they had to endure discrimination from locals. Cinini and Mkhize (2021) argue that post-1994, the safety and security of African foreign nationals are characterised by xenophobic violence. Olofinbiyi (2022) also confirms that xenophobia remains the most endemic life-threatening challenge facing foreigners in South Africa. Olofinbiyi (2022) claims that xenophobic violence often starts in the KwaZulu-Natal province, spreading to other areas. Kaziboni (2022) concurs that since the democratic election, xenophobic violence has continued to erupt in the country. Kaziboni (2022) further argues that foreign nationals residing in South Africa experience multiple discrimination.

#### **2.7.6 Language difference**

Hisrich (2010) argues that language is a crucial challenge confronting SIEs in South Africa. Harry et al. (2017) also discover that the language barrier is a big challenge confronting South African SIEs. Jaeger, Pellaud, Laville and Klauser (2019) observe that language difference has become a significant issue facing healthcare workers with increased international migration. Tenzer and Schuster (2017) postulate that language-related barriers often accompany foreign businesses because multinational firms face multiple local languages and diverse workforce. Tenzer and Schuster (2017) observe that language difference affects emotional responses among expatriates and distorts organisational power relationships. Rabbani et al. (2017) argue that language remains an important issue in managing expatriates. Ramlan, Abashah, Samah, Rashid and Radzi (2018) discover that language serves as a big barrier for expatriates working at Universiti Malaysia Perlis.

#### **2.7.7 Poor working conditions**

Low salary is one critical issue affecting SIEs globally. They argue that most SIEs are paid a comparatively low salary compared to locals or citizens (Maley, Moeller and Ting, 2020). According to Harry et al. (2017), despite SIEs working for several hours in host nations, they received less salary than citizens. In a similar study, it was found work injuries were more prevalent among immigrant workers in Canada (Sterud, Tynes, Mehlum, Veiersted, Bergbom, Airila and Johansson, Brendler-Lindqvist, Hviid and Flyvholm, 2018). Porru and Baldo (2022) confirm that immigrant workers experienced poor working conditions, such as inadequate

safety standards, protective gear and clothes and lack of information, especially in the agriculture industry.

## **2.8 SIEs and family adjustment strategies**

Black and Stephens (1989) describe adjustment as the degree of fit and familiarity individuals feel with different aspects of a foreign culture. Research shows that problems confronting SEIs and families are also crucial to the repatriation process since the adjustment is a big challenge (Mäkelä & Suutari, 2013). It has been found that cultural adjustment positively influenced SIEs (Cerdin and Pargneux, 2009), cultural adjustment is an initial step for managing SIEs' career goals in the foreign country. It has been argued that successful cultural adjustment positively influences SIEs' long-term career success (Cerdin and Pargneux, 2009). However, Bhaskar-Shrinivas et al. (2005) believe that a cultural distance requires more transitions and changes in thoughts and behavior patterns. This, therefore, creates more challenges for SIEs in the host country.

Chaudhary et al. (2017) suggest that SIEs' adjustment includes an adjustment in work and work culture, accommodation and living, and networking. McNulty (2012) expresses that adjustment should focus on issues such as cultural and language training.

A study by Dickmann, Suutari, Brewster, Mäkelä, Tanskanen and Tornikoski (2016) reveals that SIEs' adjustment includes an adjustment to work, interactions with locals, and adjustment to the work environment. Harry et al. (2017) suggest that organisations assist SIEs in finding suitable accommodation. Previous researchers such as Black, Gregersen and Mendenhall (1992) and Adler (1981) have also recommended several interventions to reduce the impact of the reverse culture experience during repatriation. Past research has recommended an on-site coach for both SIEs and AEs (Mendenhall & Stahl, 2000; Feldman & Bolino, 1999). Kealey and Protheroe (1996) and Black and Mendenhall (1990) believe that cross-cultural adjustment influences the success of the SIEs in the host country.

Abbott, Atkins, Grant and Stening (2006) argue that coaching is likely to be effective because it relates to processes that influence the person's affective, behavioural and cognitive domains. This is in line with the humanistic approach to coaching, which advocates that coaching should address the client as a whole and unique being (Feist & Feist, 1998). According to Modesti, and Talamo (2021) expatriate adjustment strategies include social and psychological support, social integration and acculturation. In their study, Hahn, Richter, Schupp and Back (2019) identified the adjustment strategies for migrants, including cognitive skills and personality.

## **2.9 Theoretical and conceptual framework**

Many theories were applied in research related to SIE and family. These theories were tested successfully in many empirical studies conducted by previous researchers in various fields, particularly education. Theoretical and conceptual frameworks guide the study. Regarding the theoretical framework, two theories will be used: expectancy-value theory and family systems theory. On the other hand, a conceptual framework will be developed based on existing frameworks.

### **2.9.1 Expectancy-value theory-1964**

Atkinson developed Expectancy-Value Theory (EVT) was introduced in 1964 by Vroom. Expectancy-value theory has been applied in much empirical research to assess the motives behind expatriation (Geng, Lu, and Shu, 2022). Research conducted by Doherty et al. (2011) revealed that many factors that motivate SIEs and their family to relocate. According to Al Ariss (2010), Atkinson's Expectancy Theory is a critical theory that describes how motivation influences an individual's choice and persistence. Doherty et al. (2011) found that personal goals and self-schemata are determined by the individual's perceptions of the task demand, ideal self, self-goals, desires, and beliefs, which in turn, influence the individual's expectations of success and achievement.

Felker (2011) argues the theory was successfully used to examine how the decision to go abroad influences the individuals' goals, aspirations, success and expectancies. Al-Waqfi (2013) expresses that the expectancy-value theory is a critical theory that evaluates the expectations and experiences of expatriates while in their respective host countries. This finding confirms the study conducted by Sarna (2015). As discussed above, Sarna (2015) found three broad challenges or barriers that expatriates and their families face: physical mobility, organizational, and individual or physiological issues. Sarna (2015) adds that despite these challenges, the expectancy-value theory significantly contributes to the understanding of the experience the expatriates acquire while in the host country. According to Sarna (2015), the expectancy-value theory allows expatriates to share the experience they gained with their family and friends.

McNulty and Brewster (2017), in their study, on "expatriation," found that despite several theories explaining the motivation and experience of expatriates, the expectancy-value approach has been observed as the most appropriate theory which best sheds more light on the

experiences of expatriates. McNulty and Brewster (2017) postulate that the expectancy-value theory best explains the motivation for SIE and their experiences in the host country.

The theory is relevant to this study because it confirms that individual motives or choice to travel abroad is influenced by his/her expectations. Also, the theory is suitable as it examines the main reasons behind expatriation among SIEs. From the above discussion, applying this theory will enable the researcher to thoroughly discuss the motivation for self-initiated expatriation. In addition, it will allow the researcher to elicit the participants' views concerning their experience in the host country.

### **2.9.2 Family systems theory-1988**

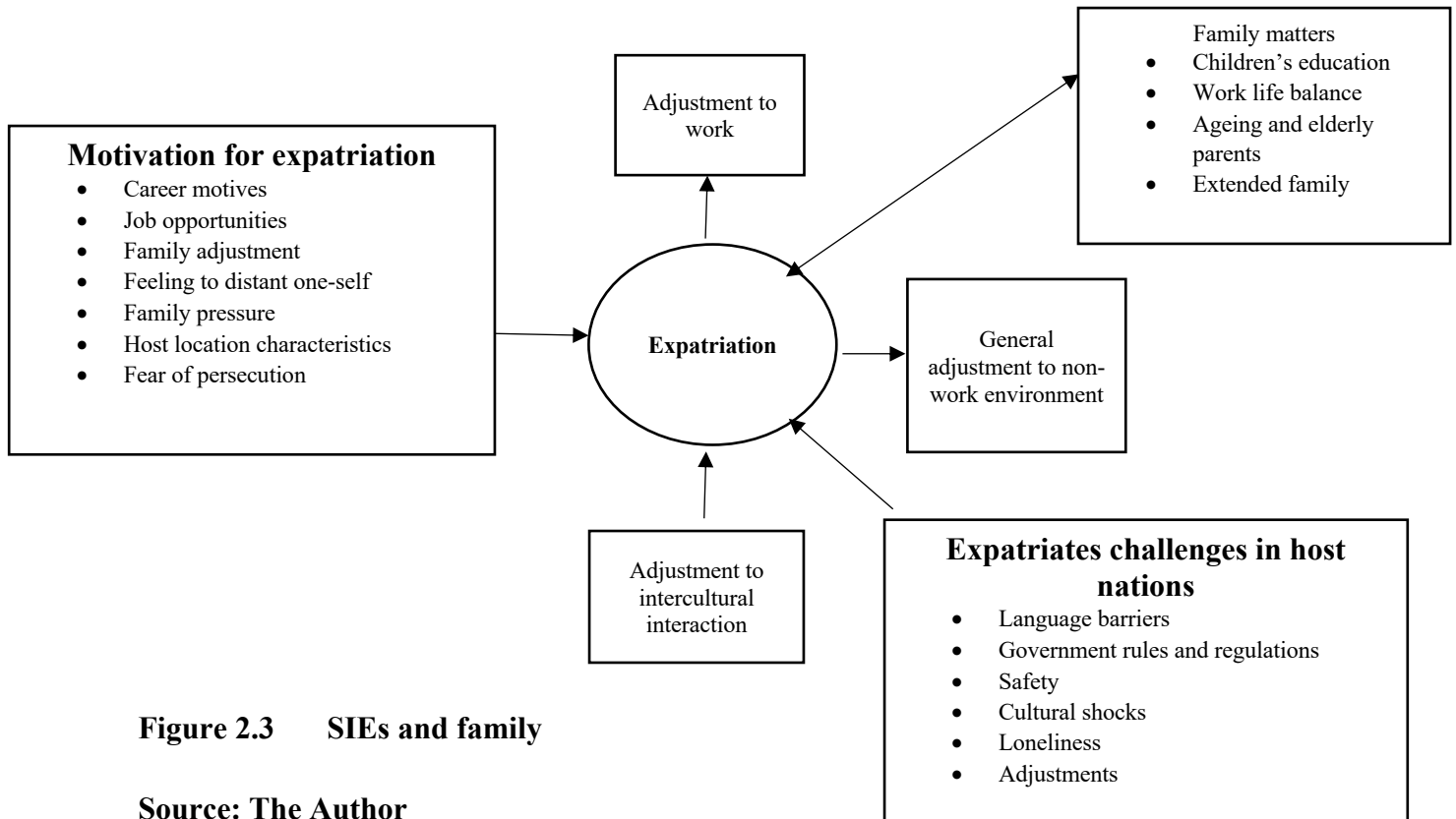
The family systems theory is another important theory that influences expatriates' motives or decisions to travel abroad. The theory (Kerr & Bowen, 1988) assumes that a family is a social system where members interact. It also helps share the expatriates' experiences while in the host country. Early research on expatriation demonstrated that the family system theory affects expatriation of people, the crossover effects on the family's attitude and the decision to leave (Cartus, 2012; Cole, 2011). According to Cartus (2012), spouse adjustment is a vital issue in expatriation which needs to be addressed if one intends to succeed.

The theorists suggest that “while ideal situation relationships between families exist in a state of equilibrium, maintaining such equilibrium is often a big challenge” (McNulty, 2013, p.6). The challenges that affect equilibrium during expatriation are internal and external factors that strongly influence the family's equilibrium while adjusting to their new environment/s. McNulty (2013) argues that as expatriation takes place, there is a need for adjustments. McNulty (2013) recommends that although SIEs leave their home country for several reasons, the primary issue is the adjustment. McNulty (2013) advocates that aside from the relevance of this theory in providing a better understanding of how the family system impacts expatriation, it is also helpful in helping to understand the experience of the expatriates in the host nations.

This theory was relevant to the study because it provided a vivid explanation of how self-initiated expatriation affects the family and vice-versa. The theory allowed the researcher to investigate how SIE affects individual families. It also assisted the researcher in making recommendations regarding how families can cope with changes while residing in the host nation. The theory is also essential as it helped the researcher to tap into the experiences of the SIEs and their families in the host country.

### 2.9.3 Conceptual framework

The Figure 2.3 below show the conceptual framework with guides the study.



**Figure 2.3 SIEs and family**

**Source: The Author**

The above framework was developed from the previous framework created by McNulty and Brewster (2016) in support of expatriation. This study incorporates the ideas from other researchers in developing the above framework. There needs to be a specific framework that addresses the topic under investigation. However, this framework is linked to the aims and objectives highlighted above.

As seen from the framework above, there are several motivations for expatriation: career motives, job opportunities, family adjustment, feeling distant oneself, family pressure, host location characteristics and fear of persecution. These motivations can be categorised under broad political, economic and social factors. Amongst the three factors, the economic factor is the main driver for expatriation.

Also, the framework shows that expatriates face some challenges in the host nations. These challenges include climatic conditions, language barriers, government rules and regulations, safety, cultural shocks, loneliness and adjustments. The researcher believes these factors, if not

managed well, can affect their health, efficiency and performance. The researcher's opinion is supported by previous findings (Chaudhary et al., 2017; Felker, 2011; Mujtaba et al., 2011).

The above framework further proposes how expatriates can adjust while in the host countries. As seen in Figure 1 above, there are three broad ways in which expatriates and their families adjust while in the host country: work adjustment, intercultural interaction and non-related workplace adjustment. This assertion is confirmed based on a similar study by McNulty and Brewster (2016).

Also, as shown in the framework, expatriation may affect the family and vice-versa. From the framework above, the family matters which affect expatriation include children's education, work-life balance, aging and elderly parents and extended family issues. However, there is no existing framework on how the family influences or affects SIEs and expatriation. This framework is essential as it comprehensively discusses the family and SIEs. It highlights the motivation for expatriation, its challenges, and how such challenges can be overcome. Therefore, when adopted, this framework will guide expatriates in their foreign assignments.

## **2.10 Chapter summary**

The chapter provided an extensive discussion on SIEs and families. SIEs was defined as individuals who initiate their travel abroad. The chapter identified common distinctions between SIEs and AEs. It was found that SIEs motivate their expatriation. Furthermore, a key difference between SIEs and AEs is that SIEs have a long-term stay in the host countries while AEs have a short-term or long-term duration. The chapter further discussed the motivation for SIEs: carrier motives, job opportunities, host location characteristics, the need to distance oneself from home, political instability and economic conditions in home countries, and networking opportunities. Besides, the literature reviews that SIEs face work-related and non-work-related challenges such as accommodation, low compensation, discrimination, xenophobia, culture adjustment, and language barrier. Besides, the literature reveals that family matters present several challenges to the SIEs, such as children's education, work-life balance, family situation and extended family. In addressing the challenges confronting the SIEs in host countries, several interventions were proposed, including adjustment in work and work culture, accommodation and living adjustment, networking and expatriate training.

## **Chapter Three: Research Design and Methodology**

### **3.1 Introduction**

Chapter two above discussed the empirical and theoretical literature on SIEs and AEs. This chapter proceeds with a description of the research design and methodology adopted for the study. The chapter discusses the study paradigm, research design, research strategy/method, study location, population of the study, sampling procedures, data collection, pre-testing, data quality control, data analysis, ethical considerations, and limitations of the study.

### **3.2 Research philosophy**

Sekaran and Bougie (2020) state that the research philosophy is the researcher's worldview that represents the assumptions, beliefs and values that direct how problems should be addressed. Sekaran and Bougie (2020) further state that a research philosophy describes the worldview that underpins the philosophical assumptions of the subjective matter and determines how social reality should be studied. A research philosophy often guides researchers to ask specific questions and select the most appropriate research approaches to investigate the social phenomenon.

Kivunja and Kuyini (2017) believe that the term 'research philosophy' represents the way of thinking. Kivunja and Kuyini (2017) argue that a research philosophy originates in Greek, which means pattern. However, in educational research, philosophy describes the researcher's 'worldview.' The term worldview represents the thinking or perspective of the researcher concerning an event (Sapkota, 2019). A researcher needs to identify the philosophy which guides his/her investigation. There are different kinds of research philosophy: positivism, interpretivism, realism and pragmatism. These philosophies can be used independently or combined in a single study to investigate a social phenomenon. However, the nature of the study required the researcher to adopt the interpretivism/interpretivist research.

Interpretivism is associated with qualitative research, which aims to explain the subjective world of human experience. Interpretivism emerged in the late 1970s (Taylor & Medina, 2013). Interpretivism is based on a 'life-world ontology,' which assumes that observations are both theory and value-laden in which social reality is based on subjective views rather than objectivity (Leitch, Hill and Harrison, 2010). Interpretivism provides within the frame of reference of the research participants rather than the objective observation of the action (Alharahsheh & Pius, 2020). The Interpretivism is underpinned by observation and interpretation (Alghamdi & Li 2013). Observation involves the collection of useful information

about social reality. At the same time, interpretation makes use of data collected to help draw inferences between the information and some abstract pattern.

The study adopted interpretivism because the researcher believes it is the elaborated and adapted research paradigm for qualitative research. Furthermore, the interpretivism paradigm was the most appropriate for the study because the researcher believes that it allows researchers to work with existing subjective meanings. Besides, interpretivism was chosen because it enables a researcher to be part of the investigation concerning a particular phenomenon. Thus, the researcher and reality are inseparable.

### **3.3 Research paradigm**

Žukauskas, Vveinhardt and Andriukaitienė (2018) describe a research paradigm as a system of the researcher's thought, following which new, reliable knowledge about the research object is obtained. There are different components of research paradigm, including epistemology (general parameters and assumptions associated with an excellent way to explore the real-world nature), ontology (general assumptions created to perceive the real nature of society (in order to understand the real nature of society)), methodology (Combination of different techniques used by the scientists to explore different situations) (Žukauskas, et al., 2018). The study adopted epistemological paradigm. According to Kivunja and Kuyini (2017), epistemology is a branch of research philosophy that describes how the knowledge appeared, what forms it has, and how it impacts the world. In this study, epistemology helped the researcher to interpret the research questions in the appropriate context by establishing logical explanations.

### **3.4 Research design**

Asenahabi (2019) claims that research design comprises the type of data required, data collection instrument, data analysis and how the research questions are addressed. There are many research designs, but the study employed the exploratory research design to examine the phenomenon. The justification for choosing this kind of design is provided below.

Tobi and Kampen (2018) believe that exploratory research is undertaken to explore research questions but does not provide conclusive solutions to the current problem. This design is used when the researcher intends to determine the nature of the problem. Hallingberg, Turley, Segrott, Wight, Craig, Moore, Murphy, Robling, Simpson and Moore (2018) argued that exploratory study is used when the issue has not been clearly defined.

An exploratory study was conducted based on several reasons. Firstly, the researcher believes it allows researchers to tackle new phenomena like this. Secondly, the researcher assumes that exploratory study helps researchers determine suitable sampling and data collection techniques, as in this case. Thirdly, she believes that the exploratory research design allows researchers to identify the best research approach and selection of subjects. Finally, an exploratory study was conducted because the researcher believes it helps investigators conduct a detailed investigation on specific subject matters, such as this.

### **3.5 Research approach**

Two types of approaches to research exist, namely: deductive and inductive approaches. However, the inductive approach was used to investigate this social phenomenon. This approach is associated with qualitative studies. An inductive approach draws conclusions through observations. Zalaghi and Khazaei (2016) postulate that an inductive research approach moves from specific to general because the researcher generalises his/her limited observations of particular circumstances to general conditions. The inductive approach is more flexible because it allows the researcher to generalise the conclusion to all conditions and situations after correctly choosing several observations (Godfrey and Hudson, 2010). The authors suggest that these generalisations must be tested so that some can be verified, accepted, or rejected.

The inductive approach was chosen because of the following reasons. The researcher utilized the inductive approach because it is generally associated with qualitative research. Besides, she decided to adopt the inductive approach because it helps generate new theories based on the data.

### **3.6 Research method**

There exist three research methods: quantitative, qualitative and mixed-methods research. The nature of the phenomenon under discussion allowed the researcher to conduct qualitative research. Though other approaches are equally important, the qualitative research method was the most suitable for the study.

Creswell and Clark (2012) argue that qualitative research is framed in terms of using words rather than numbers. Creswell and Clark (2012) postulate that qualitative research uses open-ended questions to investigate a particular phenomenon as opposed to quantitative research, which uses closed-ended questions. Aspers and Corte (2019) assert that qualitative research is an approach that is employed to explore perceptions or assumptions about social or human

problems. The researcher adopted the qualitative research approach as the most appropriate method of investigation because it enables researchers to investigate specific subject matters of this nature. In addition, the qualitative approach was chosen because the researcher believes it assists researchers in gathering more detailed information on specific subject matters, as in this case.

### **3.7 Study site**

The study was conducted among SIEs and their families in Durban, KwaZulu-Natal. Durban is the largest city in KwaZulu-Natal. It is ranked third among the most popular urban cities in South Africa. Durban is named the second manufacturing hub in South Africa, apart from Johannesburg. Durban forms a vital city of the eThekweni Metropolitan Municipality. Durban is seen as one of the important centers of tourism due to the city's warm subtropical climate and extensive beaches.

The municipality has approximately 3.5 million people. Durban is ethnically diverse, with a cultural richness of diverse beliefs and traditions. The study was located in Durban because of several reasons. An important reason was convenience. Besides, the researcher decided to conduct the study in Durban was informed by the fact that several migrants live in Durban, just like Johannesburg and other parts of the country. In addition, she decided to conduct the study in Durban because it accommodates a large substantial amount of SIEs who own and run different businesses.

### **3.7 Target population**

Hanlon and Larget (2011:7) claim that population represents “all the individuals, events, elements or units of interest the researcher is interested in. However, Rezigalla (2020) explains the term population as the number of people or things living in a defined area for a particular period. Bougie and Sekaran (2019) also describe a population as an entire group of people, elements, events, situations or things the researcher wants to investigate. In other words, a population can be a group of persons, events, or things (unit of analysis) with the characteristics one wishes to study. In the study context, the population can be described as the number of SIEs living in Durban.

Sibanda and Stanton (2022) mention that South Africa is the largest destination for foreign nationals, especially from other African countries. The migration of foreign nationals to South Africa is motivated by the relatively high quality of life and strong business environment (Sibanda and Stanton, 2022). According to Statistics South Africa (2016), more than 200000

SIEs live in Durban for various reasons. However, many authors (Hiebl, 2021; Andrade, 2020) have argued that it is often difficult or cumbersome to select samples from the entire population of a study. They believe that samples are derived from the sample frame, not the study population. The sample frame for this study was the SIEs living in Durban.

### **3.8 Sampling strategy**

There are two kinds of sampling strategies, namely: probability and non-probability sampling. As the study is qualitative, the most appropriate sampling strategy adopted was non-probability sampling. Non-probability sampling strategy has various techniques, such as purposive, convenience, and snowball sampling. For the study, snowball sampling was used to select the participants.

Snowball sampling is used to research participants and referer the investigator to another. According to Dusek, Yurova and Ruppel (2015), snowball sampling is used when a qualified participant shares an invitation with other participants similar to them who fulfill the qualifications defined for the targeted population. Etikan, Alkassim and Abubakar (2016) argue that snowball sampling is a technique for finding research subjects where one subject gives the researcher the name of another. The process continues until the researcher reaches the total sample size for the study.

The snowball sampling technique can be used in unique studies where the participants do not want to disclose their identities (Kirchherr & Charles, 2018). Furthermore, it helps researchers discover a population's characteristics that he/she is unaware of (Kennedy-Shaffer, Qiu & Hanage, 2021). The researcher decided to use snowball sampling because it enables researchers to be deeply involved in developing and managing the process of the samples. Moreover, she adopted the snowball sampling because the participants were hard to reach. Besides, she decided to use snowball sampling because it does not rely upon a sampling frame.

#### **3.8.1 Selection procedures**

Using the snowball sampling technique, the researcher identified one SIE for the study. The researcher then asked the first participant to identify/nominate another participant to be approached for voluntary participation in the study, which helped to increase the sample size. The referral process continued until the required sample size was met or achieved.

### **3.9 Sample size**

Sampling refers to selecting a subset representative of the entire population (Nayak, 2010). The purpose of sampling is to save time, money and effort while conducting the research. The sample size for the study was not selected from the population but rather from the sample frame. According to Malhotra and Indrayan (2010), a sample frame is the unit of analysis where the sample is drawn. It consists of all lists within a population that can be sampled for a unique study. The sample frame of the study comprised only SIEs from Asia and Africa who own shops or businesses in Durban.

The researcher identified SIEs and requested their voluntary participation in the study. Using the snowball sampling technique, a sample size of 30 participants were chosen for the study. The selection of 30 participants was based on the recommendation made by Sekaran and Bougie (2019). The researcher believed that the sample size of 30 participants for qualitative research was sufficient to enable her to gather the needed information.

The following eligibility criteria were used to select the sample participant. Firstly, the study focused only on SIEs. Secondly, the study was limited to SIEs in Durban.

### **3.10 Data collection instrument**

The nature of the study required the researcher to use focus group discussions. Nyumba, Wilson, Derrick and Mukherjee (2018) describe a focus group interview as a qualitative data collection instrument that comprises a small group of people with similar characteristics who focus discussions on a specific topic. This method of data collection has several usefulness in a qualitative study. It aims to collect high-quality data in a social context, with the main aim of understanding a specific problem from the participants' viewpoint. Also, this data collection method is useful when the researcher lacks substantial or has little information about the subjects. Focus group discussion provides a rich and detailed set of information regarding people's perceptions, thoughts, feelings and impressions in their own words (Yayeh, 2021).

Pre-determined questions were developed, which served as a guide to the investigation. The interviews were centered on six main sections as follows. Section A dealt with questions on the participants' demographic information about their gender, race, age, marital status, number of dependents, years in the host country and nature of work. Section B focused on the factors that influence the migration of SIEs to South Africa. Section C contained questions on the influence of family matters on the migration of SIEs to South Africa. Section D addressed challenges faced by SIEs and their families residing in South Africa. Section E covered

questions on how SIEs initiate their expatriation to South Africa and Section F contained questions of adjustment strategies that can help integrate SIEs and their families into South African society.

In constructing the interview schedule, the researcher ensured that the questions were short and precise. The use of ambiguous questions which might affect the responses was avoided. The focus group interview was conducted in English. The focus group interviews were made up of six small groups, three participants in each group. Because of the COVID-19 pandemic, a remote data collection method was employed using WhatsApp and Zoom. Arrangements were made with the potential participants concerning the interview date and time. Each focus group discussion lasted for 40-60 minutes. The voices of the participants in each focus group were captured.

### **3.11 Pilot study**

A pilot study is undertaken to assess the feasibility of the study to minimise the potentially disastrous consequences of embarking on an extensive study (Leon, Davis and Kraemer, 2011; Campbell, Cooper and Lancaster, 2010). Three (3) participants were selected for the pilot study. The interview schedule was given to three participants with in-depth knowledge and expertise in a qualitative study. These experts were not included in the final sample. The responses and feedback from the pilot study helped the researcher to design the interview schedule.

### **3.12 Data quality control**

Trustworthiness is the typical criterion for determining data quality in qualitative research. Trustworthiness is defined as a methodological accuracy (soundness) and adequacy of the research inquiry” (Anney, 2014:1). Trustworthiness has four criteria: credibility, confirmability, dependability, and transferability.

#### **i. Credibility**

Macnee and McCabe (2008) see research credibility as the confidence imposed on the findings. The researcher ensured the credibility of the findings by leaving an ‘audit trail,’ which ensured that a different researcher checked the pathway of decisions made during the data analysis. In addition, she engaged in a thick description of the data to convey information about the investigated phenomenon.

## **ii. Confirmability**

Confirmability determines how the research findings reflect the experiences and ideas of the participants (Tobin and Begley, 2004; Lincoln and Guba, 1986). The researcher ensured that research methods adopted in the study were adequately described. Moreover, the researcher conducted an ‘audit trail’, allowing readers to trace the course of the research from one step to another through the decision made and the investigation procedures.

## **iii. Dependability**

Dependability measures the extent to which the research findings can be repeated in similar studies, with the same methods and participants (Lincoln and Guba, 1986). The dependability of the research findings was achieved through an in-depth description of the research design and its implementation. Moreover, it was determined through a thick description of the data gathered from the participants.

## **iv. Transferability**

Transferability determines how the research findings of one study can be applied to another situation (Lincoln and Guba, 1986). Although it is impossible to generalise qualitative findings, the results could be applied in similar organisations. In this study, sufficient contextual information was collected during the fieldwork to ensure the transferability of the findings

### **3.13 Data analysis**

The data was analysed with the help of NVivo software, version 12.0. The data analysis has undergone three stages (reduction, data display and conclusion) as proposed by qualitative researchers (Sekaran and Bougie, 2019). The study employed thematic analysis. It is used for interpreting and coding textual material (Vaismoradi, Jones, Turunen and Snelgrove, 2016). The researcher believes that thematic analysis provides a flexible and useful research tool, which provides a rich and detailed yet complex account of data. The data analysis followed the six thematic steps developed by Braun and Clarke (2021), as follows.

- i. Data familiarisation:** Braun and Clarke (2021) explain that once the data has been collected, the researcher needs to immerse his/herself in the data to understand the research content. The researcher actively engaged in the repeated reading of the data to search for meanings and patterns. The entire data set was read three times before the coding.
- ii. Generation of initial code:** The second phase of the thematic analysis process begins once the first phase has been completed (Braun and Clarke, 2021). At this

stage, the researcher engaged in the production of the codes from the data set. The coding process helped simplify and focus on specific data characteristics. During the coding process, important texts were identified and highlighted as they relate to particular themes in the data set.

- iii. **Searching for codes:** According to Braun and Clarke (2021), searching for codes begins once the generation of codes has been successfully done. At this stage, the relevant codes related to the data were sorted and collated into different themes. Moreover, tables were employed to present the themes identified in the data set.
- iv. **Review of themes:** This phase begins as soon as a set of themes and codes have been identified (Braun and Clarke, 2021). At this stage, the coded data extracts for each theme were reviewed to determine whether they appeared to form a coherent pattern. The validity of individual themes was examined to determine if they accurately represent the meanings in the data set. In addition, some of the themes that need more data to support them were merged with other themes. Moreover, some of the themes were also broken into sub-themes.
- v. **Definition and naming of themes:** At this stage, the researcher focused on aspects of the theme captured and identified what was of interest to them and why. The researcher conducted and wrote a detailed analysis to determine the story that each theme communicates. During this phase, decisions were made regarding how each theme relates to the story of the entire dataset about the research questions. Furthermore, some of the themes were modified and refined to accurately reflect the information from the data set.
- vi. **Production of the report:** This is the last phase of the thematic analysis process after the definition and naming of the themes have been done. This phase provides a concise, logical and exciting information of the data and themes obtained from the research (Braun and Clarke, 2021). At this stage, participants views were used to support each finding and theme. Short codes were included in the final report to help understand specific points of interpretation and demonstrate the prevalence of the themes.

### 3.14 Ethical considerations

Ethical approval was given by the Ethics Committee at the University (Protocol reference number: HSSREC/00000941/2020). The ethical principles addressed in this study are informed consent, anonymity, and confidentiality.

- **Informed consent:** Informed consent is one of the essential ethical research principles that every researcher must adhere to. According to Rao (2012), consent emerged as one of the ethical issues of participant autonomy and fundamental human rights. The informed consent form was given to all participants to seek their consent for voluntary participation in the study. The informed consent form included the risks and benefits associated with the study. The participants were asked to read the information on the consent forms thoroughly and sign them after they agreed to participate.
- **Anonymity:** Anonymity is an essential ethical obligation to which every researcher must adhere. Anonymity means “removing the contributor's name.” The data's anonymity was ensured by ensuring that the participants’ names and other personal details were not contained in the dissertation and subsequent publications. Steps were taken to substitute the participants’ personal information with names with pseudonyms within the dissertation.
- **Confidentiality:** Confidentiality is another important ethical principle that the researcher addressed in this study. Confidentiality concerns the protection of the data collected. This implies that the researcher must ensure that data collected from the participants is protected against unauthorised access. In providing the confidentiality of the data, the researcher ensured that all the recordings and transcribed materials resulting from the interviews were stored safely on her laptop. The data will be kept for five years and will be deleted.

### 3.15 Limitations of the study

There were a number of factors that served as limitations to the study.

- **Unwillingness to participate:** Most participants were unwilling to participate in the study because the information may be given to authorities in the country, which might affect their stay. However, the researcher assured the participants about the need for confidentiality as far as the ethical principle is concerned.
- **Fear of xenophobia/xenophobic attacks:** Due to xenophobic attacks that occurred in the country, some participants were afraid to participate in the study. However, efforts were made to ensure the safety of all the participants. The study was conducted in safe and secured places to prevent an attack on the participants.
- **Cost of collecting data:** The study involved cost in terms of data because of the geographical location of the participants. However, adequate financial preparation was made to ensure that the study was completed within the duration.

- **Sampling method:** The sampling method (snowballing sampling) posed a significant challenge for the researcher. It was challenging to locate the participants. However, extra efforts were made to get enough participants for the study.

### **3.16 Chapter summary**

The chapter discussed the research design and methodology adopted. The study adopted the Interpretivist paradigm to investigate social reality. An exploratory study was conducted among the participants. An inductive approach was used to explore the phenomenon. A qualitative research method was used in the investigation of the phenomenon. The study was conducted among the SIE in Durban. The sample size for the study was 30. Data was collected through focus group discussions. Data was analysed using the NVivo software, version 12.0. Thematic analysis was conducted to identify the themes and patterns in the data set. Ethical considerations addressed were informed consent, anonymity and confidentiality. The chapter also highlighted the limitations encountered by the researcher in the study.

## **Chapter Four: Data Presentation and Analysis**

### **4.1 Introduction**

The data collected from the participants are presented in this chapter. Although a sample size of 30 was selected for the study, only 18 participants (3 in each group) were involved in the focus group discussion due to the COVID-19 pandemic. Therefore, the active response rate was 60%, while the non-response rate was 40%. Online focus group discussions were conducted due to the COVID-19 pandemic. The interviews were recorded with the participants permission. The data collected were transcribed and analysed with the help of NVivo (version 13.0) using thematic analysis. The thematic analysis helped identify the themes identified in the data. The analysis was done following the research objectives, namely:

- To identify the factors that motivate SIEs to relocate to South Africa.
- To examine how family matters, influence the SIEs living in South Africa.
- To determine the challenges faced by SIEs and their families in South Africa.
- To establish how SIEs initiate their own expatriation.
- To investigate how SIEs and their families adjust to the challenges confronting them in South Africa.

### **4.2 Demographic variables of the participants**

Table 4.1 describes the demographic variables of the 18 participants who took part in the study.

**Table 4.1 Description of the participants demographic information**

Gender	Age	Country	No. of years in SA	Education	Occupation	Type of permit
Male	33	Zimbabwe	5	Diploma	Business owner	No
Male	29	Zimbabwe	3	Diploma	Business owner	No
Male	35	Ghana	4	Bachelor	Teacher	Work
Female	44	Ethiopia	5	Diploma	Business owner	No
Female	38	Zimbabwe	6	Matric	Business owner	No
Female	31	Zimbabwe	5	Matric	Business owner	Work
Female	28	DRC	5	Matric	Business owner	No
Male	34	DRC	6	Diploma	Business owner	No
Female	27	Ghana	3	Diploma	Business owner	No
Male	39	Pakistani	5	Diploma	Business owner	No
Male	41	Nigeria	7	Diploma	Business owner	No
Female	25	Nigeria	3	Diploma	Teacher	No
Female	33	DRC	4	Matric	Business owner	No
Male	37	Ethiopia	6	Diploma	Teacher	No
Male	30	Ghana	3	Bachelor	Teacher	No
Male	36	Pakistan	4	Diploma	Business owner	No
Female	33	Nigeria	5	Diploma	Teacher	No
Male	34	Democratic Republic of Congo	5	Diploma	Business owner	No

From Table 4.1, most participants were males (10), whereas a few were females (8). Moreover, most participants were between the ages of 30 to 38 years (11). Furthermore, most of the participants were from Zimbabwe (4), the Democratic Republic of Congo [DRC] (4), Ghana (3), and Nigeria (3). Furthermore, most participants (7) lived in South Africa for the past 5 years. The results indicated that most respondents were business owners (15). In addition, the findings showed that the majority of the respondents were married (17). The results should that 16 participants do not have valid permit. The next section of this chapter analyses the results based on the stated research objectives.

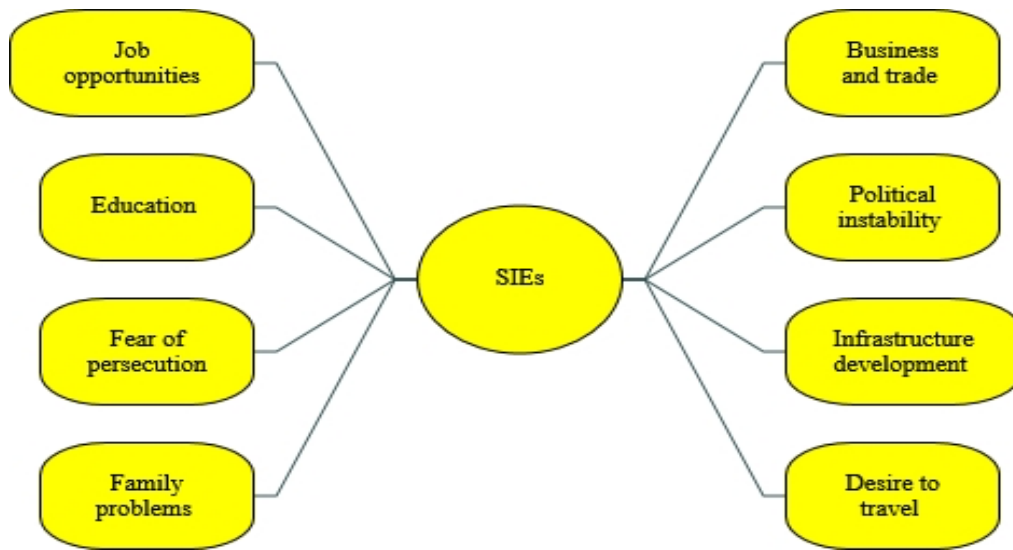
### 4.3 Objective 1: Factors that motivate self-initiated expatriates

Several factors influenced the expatriation of people to different countries. However, this study determined the drivers of SIEs. A thematic analysis was conducted to identify themes and patterns in the dataset. Table 4.2 and Figure 4.1 showed the research findings.

**Table 4.2 Factors that motivate self-initiated expatriates**

Main Themes	Frequency	Percentage (%)
Job opportunities	12	63.16
Business and trade	9	47.37
Education	7	36.84
Political instability and civil war	13	68.42
Family problems	8	42.11
Fear of persecution	5	26.32
Infrastructure development	11	57.99
Desire to travel abroad	9	47.37

**Figure 4.1 Factors that motivate self-initiated expatriates**



**4.3.1 Theme 1: Job opportunities**

The last decades have seen an exponential increase in migration. This global phenomenon is commonly discussed in political and public discourse. Throughout the political and public discourse, job opportunities have been identified as one of the drivers of migration. The findings from the study also confirmed that job opportunities were essential factors that determined motivation for SIEs to South Africa. For instance, 12 participants indicated they migrated to South Africa to find job opportunities. The participants expressed their opinions that it was difficult to find a job in their countries of origin. Some of the findings from the interviews are presented as follows.

Participant 2 said:

*I came here because I needed to be employed. There are no job opportunities in my country. Could you imagine that after completing my studies is stayed home for five years without a job. The youths in my country are becoming very frustrated because there are no jobs. I think leaders in that country had failed us completely.*

Participant 8 indicated:

*Unemployment is a big problem in DRC Congo. The youth are not finding it easy at all when it comes to jobs. Some of us have decided to travel to secure for greener pasture. Life is becoming difficult without a job for many years. I hope one day this struggle for a job will be over.*

#### **4.3.2 Theme 2: Business and trade**

Worldwide, trade is increasing in importance due to globalisation. In the last decades, empirical literature shows a significant link between migration and trade. The study also revealed that most expatriates migrated to South Africa to start businesses and trade. According to the interviews, 9 participants indicated that establishing new businesses influenced their expatriation to South Africa. Furthermore, the participants said there are more business opportunities in South Africa than in their countries of origin. Some of the views of the participants are presented as follows.

Participant 11 said:

*South Africa has more business opportunities. Nothing is working in my country. It is more difficult to set up new businesses in my country. Most of us moved to this country because we desired to do well in our businesses. I mean legal business and not drug business. The economic activities in this country are booming as compared to our country.*

#### **4.3.3 Theme 3: Education**

There is a general perception that expatriates are often considered illiterate and impoverished people are escaping poverty from less developed areas. Moreover, it has been argued that migration and education are intertwined in many dimensions. Thus, education and skill acquisition influence an individual's decision to migrate. This assertion is not far from the results obtained in this study. The results showed that most expatriates migrated to South Africa

for better education. Compared to other countries, it has been found that South Africa has a better education system. Most (7) respondents said they left their homelands for South Africa because of the better education system. They argued that although their countries have enough schools, the quality of education is low. Some of the responses collected during the interviews are presented below.

Participant 3 indicated:

*South Africa has one of the best education systems in Africa. I moved to South Africa to have better education. I am not saying that there are no better universities in Ghana. The truth is that when you compare universities in Ghana and South Africa, you will realise that the first six best universities are found in South Africa.*

Participant 12 mentioned:

*It is a privilege to study here in South Africa. This country has the best universities. The quality of education in South Africa is far better than that of Nigeria. I am not ashamed to say this because the strikes and protests in Nigeria are too much. The government is interfering in the governance of the university system in Nigeria. There is also a lack of resources to support universities to deliver.*

#### **4.4.4 Theme 4: Political instability and civil war**

Today, many countries such as Syria, Afghanistan, Eritrea, Somalia, Mali, and the Gambia are still experiencing political instability and civil war. People from these countries are often denied fundamental human rights. For example, Boko Haram's activities in northern Nigeria have caused more people's internal displacement. Most (13) participants said they left their countries due to political instability and civil war. Some of the responses collected during the interviews are presented below.

Participant 7 claimed:

*It is not safe living in DRC Congo. Some of us have decided to relocate because of the political tension. Thank God that we are alive today. I am not thinking of going back to that country because of the frequent killing of innocent people. Most of our friends and family members died not because they were criminals but also due to political struggles. For example, my dad was shot dead because he was an opposition leader. How I wish I could see my dad being alive.*

Participant 8 said:

*It was a hell in DRC. You may not understand me until you visit that country. These leaders are wicked, and they can do anything for power. We have lost everything because of this war. Everyone is living in fear of being attacked and killed. You cannot express your opinions on national issues.*

#### **4.4.5 Theme 5: Fear of persecution**

The results suggested that many people left for South Africa for fear of being persecuted. From the interviews, 5 participants stated that their expatriation resulted from the fear of persecution. The participants said they faced legal persecution in their countries, and the only way to escape it was to travel.

Participant 1:

*I moved to South Africa because I was afraid of going to prison. My parents do not have money to defend me in court. Life was tough for me. I don't think of going back to my country.*

Participant 18:

*I left my home country because of the court issue I was facing. You will not believe this; my uncle was behind. How I wish my parent were alive. I left because no one was there for me.*

#### **4.4.6 Theme 6: Infrastructure development**

The results showed that infrastructure development was an essential factor that influenced the emigration of SIEs to South Africa. Most participants (N = 11) said they prefer living in South Africa because it is far more developed than their respective countries. The participants argued that South Africa has more infrastructure compared to their countries.

Participant 7:

*I love this country because it has enough infrastructure. Most of my family and friends love South Africa due to infrastructure development such as roads, hospitals, and schools.*

Participant 8:

*Even though my country has enough resources, South Africa is far developed than it. Our leaders have failed us. The roads are terrible in my country. We are also having energy problems. Most of our children attend less privileged schools.*

#### **4.4.7 Theme 7: Family problems**

The findings showed that most SIEs moved to South Africa due to the challenges there were facing with their family. Based on the interviews, most (N = 8) participants expressed a similar sentiment: they left their countries to avoid family problems such as death, poverty, and spirituality.

Participant 10:

*I moved to this country because there is too much death in my family. I think there is a spiritual problem in the family, but everyone is afraid.*

Participant 12:

*I left my home country due to family issues. I was very young when my parent passed on, and my father's family has taken away everything from me.*

#### **4.4.8 Theme 8: Desire to travel abroad**

The research findings suggested that the desire to travel is one of the determinants of the migration of SIEs to South Africa. The data analysis revealed that most (N = 9) participants indicated that their expatriation was influenced by the desire to live abroad.

Participant 5:

*My dream is to live in a foreign country. You know what, people who traveled in my country to different countries are the most respected.*

Participant 8:

*I traveled to this country because of my desire. It has always been my dream to live in advanced countries. I planned to live in the United Kingdom, but there is no family member there to help me. This country is beautiful, and it has everything that advanced countries have.*

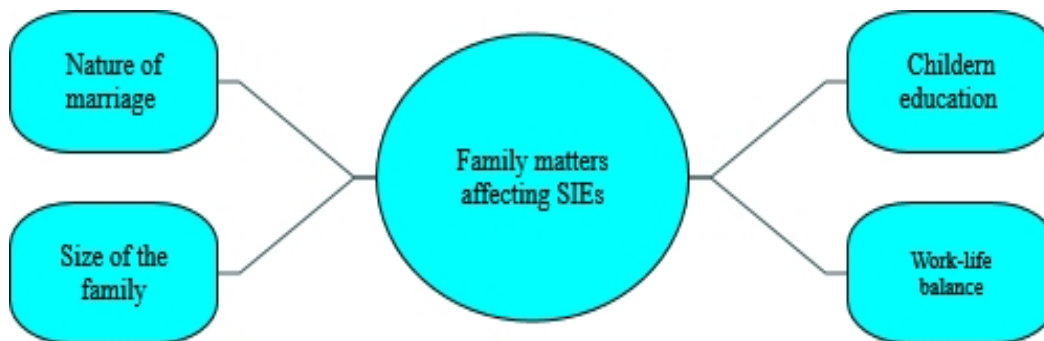
#### 4.5 Objective 2: Family matters that self-initiated expatriates living in South Africa

The second objective examined family matters that influence SIEs living in the Republic of South Africa. Based on the data analysis, the study identified diverse themes that constituted family matters affecting SIEs residing in South Africa. Table 4.3 and Figure 4.2 below show the themes identified in the dataset.

**Table 4.3 Family matters affecting self-initiated expatriates**

Main Themes	Frequency	Percentage (%)
Nature of marriage	12	63.16
Family size	13	68.42
Children education and well-being	8	42.11
Work-life balance	11	57.90

**Figure 4.2 Family matters affecting self-initiated expatriates**



##### 4.5.1 Theme 1: Nature of marriage

The results suggested that the nature of marriage is an important family matter that affects SIEs living in South Africa. It was found that legally married expatriates faced more difficulties living in the host countries than those not legally married, such as costs, divorce and loneliness. About 12 participants said legally married couples are more prone to challenges than those who are not. Some of the quotes that support the research findings are as follows.

Participant 4:

*You cannot just abandon someone you have married legally. I love my family so much, and I can't just let them go.*

Participant 7:

*It was tough leaving my family at home. I am married legally, and it is not a simple decision to leave them.*

#### **4.5.2. Theme 2: Size of the family**

The study found that the size of the family influences SIEs. The findings showed that expatriates with large families faced more difficulties migrating than those with small families. Approximately 13 participants believed that their family size determined expatriation from the interviews. Some of the views collected from the participants regarding the findings are stated as follows.

Participant 8 stated:

*You know what, some of us with a large family faced more difficulties than those with small families.*

Participant 10 indicated:

*Well, I have a small family, so it was easy to relocate to South Africa. My two children and wife are living with me here. I am a human being, and I know that bigger family members cannot afford to migrate with the entire family.*

#### **4.5.3 Theme 3: Children education and well-being**

Findings from the study showed that children's education is a significant family matter that determines the decision of SIEs to migrate from their home countries to host countries. The findings showed that the decision to relocate to a different country significantly impacted children's education. Most participants (N = 8) said it was difficult to migrate to South Africa because their children's education would be disrupted. From the interviews, most SIEs feared that their children would find adjusting to new school conditions difficult. Also, they feared their children would be exposed to new curricula different from their host countries. Some of the views that support the research findings are.

Participant 15 said:

*Because of my children's education, it took us two years to finally relocate to South Africa. We have to find a good school and pay part of the fees before the children move here.*

Participant 17 indicated:

*I regretted ever bringing my children to school here. Bringing them here has destroyed their education.*

#### **4.5.4 Theme 4: Work-life balance**

The results showed that work-life balance is one of the family matters influencing expatriation. Most participants (N = 11) said they could not bring their family with them because they could not combine the responsibilities at work and home. The participants further indicated that they could not have enough time for their families because of the stressful job conditions. Also, those who traveled with their family said that their wives could not find a job because of discrimination policies in South Africa. Some of the views that support the findings are stated as follows.

Participant 1 claimed:

*I could not bring my wife to this country because of the demands of the job. My wife cannot take care of the kids and at the same time go to work. I have four children, so who will take care of them when we all go to work. I know it is challenging for one person to provide for the whole family, but this is our decision.*

Participant 3 said:

*I regretted bringing my wife to South Africa because she can't find a job. She was employed in DRC before we moved here. The only job for foreigners here is salon work. My wife is educated. She has a master's in administration, but she can't find a job because the laws here are different.*

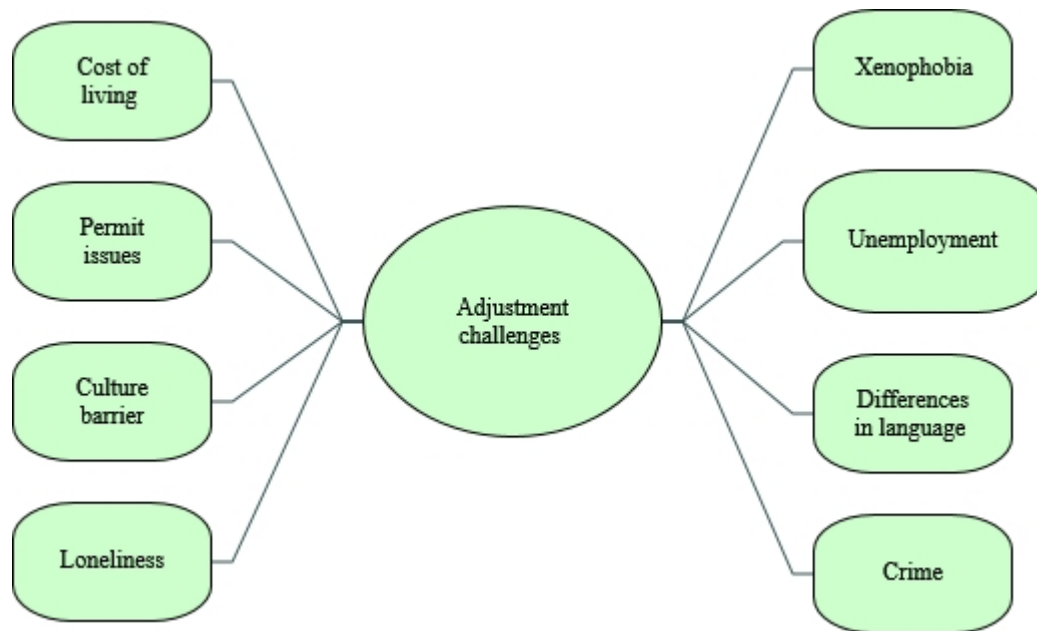
#### **4.6 Objective 3: Adjustment Challenges Faced by Self-initiated Expatriates and their Family**

Objective three of the study investigated the challenges faced by SIEs and their family in South Africa. With reference to the interview data, several challenges affecting the SIEs and families in South Africa were identified. Table 4.4 and Figure 4.3 below show the themes that emerged from the interviews.

**Table 4.4 Adjustment challenges faced by self-initiated expatriates and their family**

Main Themes	Frequency	Percentage (%)
Cost of living	18	94.74
Permit issues	16	84.21
Culture difference s	9	47.37
Loneliness	13	68.42
Xenophobia	10	52.63
Unemployment	18	94.74
Language difference	11	57.90
Crime	7	36.84

**Figure 4.3 Adjustment challenges faced by self-initiated expatriates and their family**



**4.6.1 Theme 1: Cost of living**

The study found that the cost of living is a critical factor that influenced the adjustment of SIEs and their families in South Africa. From the interviews, all the participants (N = 18) said that the cost of living in South Africa was very high. Some participants indicated that they were considering leaving for their home countries because they could no longer afford living costs. Some of the views captured from the interviews which support the research findings are stated below.

Participant 4 said:

*I am considering leaving this country to my home country. I can no longer afford to pay the rent and other bills. The cost of living is three times higher than in Ethiopia.*

Participant 8:

*Things are difficult for us because the bills are too much. The bills are consuming almost 85% of what I earn. Everything here is about money. Without money, one cannot survive.*

#### **4.6.2 Theme 2: Permit issues**

The findings revealed that most South African SIEs do not have valid permits. The majority (N = 16) said they experienced difficulties obtaining their permits from the interviews. They argued that the Department of Home Affairs often denied them the permit. Some also said it takes them one to two years to obtain their permits. Some of the quotes from the interviews in support of the research findings are stated below.

Participant 11 said:

*You will not believe that the Department of Home Affairs deliberately refused to renew my work permit.*

Participant 12:

*The Visa problem is affecting most of us who are foreigners. These guys are not willing to ready to renew our visas.*

#### **4.6.3 Theme 3: Culture differences**

The results showed that cultural differences served as a barrier that affected the adjustment of SIEs and their family in the republic of South Africa. Most (N = 9) participants indicated that they find it difficult to associate with other local people because of cultural differences. Some of them said that they feel like a stranger because of cultural differences. A few quotes from the interviews that support the research findings are.

Participant 4 indicate:

*Even though we are all African, there is a vast difference in our culture. The way we regard certain things in our culture is different from the culture here. For example, in*

*our community, an older person is always right even if he/she offends you. These older people can even discipline your child when he/she misbehave in public. Here, this cannot happen because every child has a right.*

Participant 5 said:

*Yes, the cultural difference makes us feel very sad at times. Although some of the people are accommodating, the majority of them seem to dislike us. I think we differ in culture in terms of how we behave.*

However, a few (N = 4) of the participants disagreed with the views expressed by the majority. These participants believed that the culture in South African is accommodative to everyone irrespective of their nationality. The participants have said the following opinions.

Participant 1 mentioned:

*I don't think culture is a problem in this country. The culture does not discriminate whether you are a foreigner or a citizen. I believe that the culture is accommodative.*

Participant 18 said:

*The culture here is similar to where I come from. Although things are done differently, I think that culture accommodates everybody.*

#### **4.6.4 Theme 4: Loneliness**

The results indicated that loneliness influenced the level of adjustment in host countries. The results showed that SIEs without families found adjusting difficult in South Africa. Based on the data, most participants (N = 13) expressed a similar sentiment that their stay in South Africa was affected by loneliness. These participants said that they left their families behind. Some of the quotes that support the findings are presented as follows.

Participant 3 said:

*I feel very sad leaving my family behind. I left the family ten years ago, and since then, I did not set my physical eyes on them. It is very emotional to stay away from your family, especially the kids, for such long years.*

Participant 6 indicated:

*It is complicated for me living here in South African. The family is important to me. Loneliness is gradually killing some of us. It does not make sense to abandon your family for so long. I feel like leaving the country to stay with the family.*

#### **4.6.5 Theme 5: Xenophobic attacks**

The findings showed that xenophobia was a significant factor affecting the adjustment of SIEs and their families in South Africa. Some participants (N = 10) said they feared being attacked. In addition, these participants said their lives are in danger because of the constant attacks on foreign nationals.

Participant 10 said:

*It is no longer a joke. These people continue to attack and kill foreigners because they feel they are taking their jobs and women. My family and I continue to live in fear because of what we witnessed two years ago. We are no longer safe in this country.*

Participant 12 indicated:

*I feel like going back to my country. We have become a target for these people. They hate us with passion. They called us with all sorts of names. How can you feel happy when you are being attacked daily? The harassment and attacks of foreigners in this country are too much.*

#### **4.6.6 Theme 6: Unemployment**

There is a consensus among scholars and migration experts that one of the driving factors of migration is the desire for job opportunities. However, this is not the case in South Africa, as migrants find it difficult to find a job. The research findings showed that unemployment was one of the challenges that affected the adjustment of SIEs and their family in South Africa. All the participants (N = 18) agreed that they could not find a job in South Africa due to government regulations. The views expressed by the participants in support of the findings are presented below.

Participant 14 said:

*I feel very sad and emotional because I could get any meaningful job as a foreign national. Most of the jobs are reserved for only the citizens of South Africa. The only job available for foreigners is a saloon.*

Participants 17 indicated.

*Getting a job as a foreigner in this country, especially Durban, is very difficult. How can you survive without a job? When you apply for a job, they will tell you that the company is looking for only South African.*

#### **4.6.7 Theme 7: Language differences**

The study revealed that language differences are a crucial barrier affecting the adjustment of SIEs and their family in South Africa. Most participants (N = 11) said they found adjusting difficult because they could not speak the local language. They argued that the majority of the locals in Durban speak IsiZulu. A few quotes that support the findings are stated below.

Participant 7 said:

*We cannot live among the local people because of the language barrier. I am from DRC and cannot speak the IsiZulu. These people always speak the local language when they want to intimidate us. I feel scared living among them because I don't understand them when they speak the IsiZulu.*

Participant 9 indicated:

*The truth of the matter is that I cannot speak the IsiZulu; hence I can't live among them. I prefer living in areas that Zulu-speaking people do not dominate. You will feel like a stranger when you are among them because they will always speak the local language. They are very proud of IsiZulu.*

Contrary to the above findings, a few (N = 3) participants said that language does not serve as a barrier to their adjustment in South Africa. They expressed the view that they understand and also speak the IsiZulu. Some of the opinions expressed by them are.

Participant 1 expressed:

*To me, language difference is not an issue because I can speak the IsiZulu. Whatever they say, I understand. They cannot intimidate me with their local language.*

Participant 18 said:

*Well, I don't think language affects my stay here in South Africa. I have been living here for the past five years. I understand and know how to speak the IsiZulu.*

#### 4.6.8 Theme 8: Crime

The findings showed that crime is a barrier to SIEs and their families in South Africa. Some participants (N = 7) expressed that there are too many crimes in the country. A few quotes that support the research findings are stated below.

Participant 5 said:

*We cannot pretend that there is no crime in this country. I am scared to raise my children in this country because of the crime rate. Every day people are being robbed, killed, and rapped. I will not be happy for my kids to grow up in this country. I will prefer to take them back home.*

Participant 6 expressed:

*The crime rate is very rampant. There is too much crime in the country. Everyone is afraid of his/her life. We are also not safe in this country, especially foreigners.*

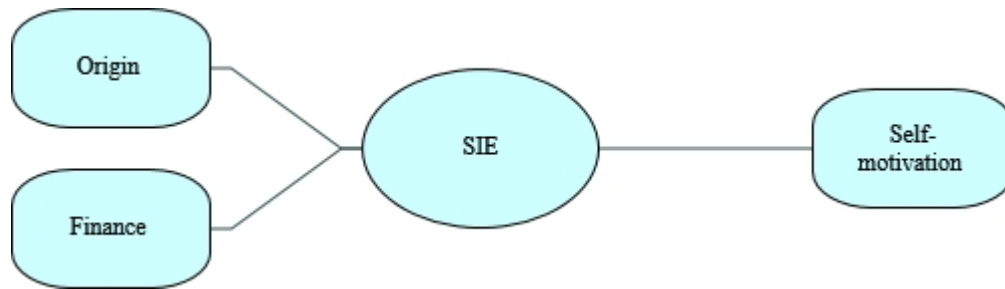
#### 4.7 Objective 4: How self-initiated expatriates initiate their expatriation to South Africa

Objective four of the study explored how the SIEs initiated their expatriation to South Africa. The findings that emerged from the study are presented as themes in Table 4.5 and Figure 4.4.

**Table 4.5 How self-initiated expatriates initiate their expatriation to South Africa**

Main Themes	Frequency	Percentage (%)
Origin	18	94.74
Finance	15	78.95
Self-motivation	4	21.05

**Figure 4.4 How self-initiated expatriates initiate their expatriation to South Africa**



#### **4.7.1 Theme 1: Origin for expatriation**

All the participants (N = 18) said they were motivated and planned their expatriation from the interviews. They argued that they did not receive any form of support from organisations or governments. Some of the views collected from the participants in support of the findings are as follows.

Participant 7 said:

*I planned my expatriation. I made my own choice by considering factors such as job opportunities in South Africa.*

Participant 8 indicated:

*I made my arrangement to travel to South Africa. There is no support from my government. I was convinced that I can make it to South Africa even if no one is willing to support me.*

#### **4.7.2 Theme 2: Financial arrangement**

The findings showed that most participants (N = 15) made their financial arrangements in South Africa. The participants said they did not receive financial support from the government or organisations. A few quotes from the interviews that support the findings are presented as follows.

Participant 13 said:

*I saved enough money to cater for the expatriation to South Africa.*

Participant 14:

*No, I did not receive financial support from my government to travel to South Africa. I paid for my visa and plane fare.*

### 4.7.3 Theme 3: Self-motivation for expatriation

The findings showed that self-motivation influenced SIEs in South Africa. A few (N = 4) participants said that they motivate by their travel arrangements to South Africa. A participant said the following

Participant 11:

*I have my desire to travel to this country. I am convinced that with determination, I can make it.*

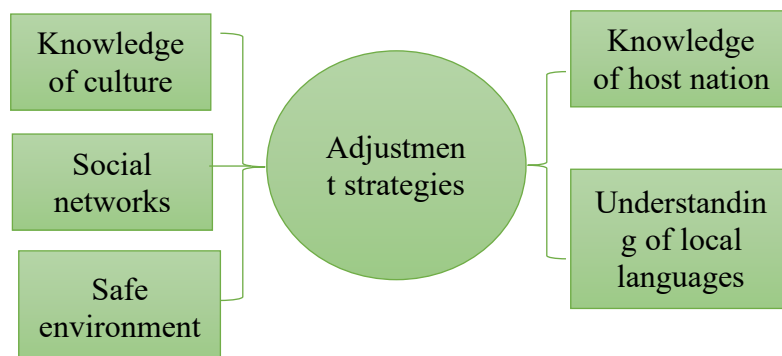
### 4.8 Objective 5: Self-initiated and family adjustment strategies

Objective five investigated how to investigate how SIEs and their families adjust to the challenges confronting them in South Africa. The themes are presented in Table 4.6 and Figure 4.5 below.

**Table 4.6 Self-initiated and family adjustment strategies**

Knowledge of host country culture	12	63.16
Social networks	13	68.42
Safe environment	18	94.74
Knowledge of the host country	15	78.95
Understanding of local languages	14	73.68

**Figure 4.5 Self-initiated and family adjustment strategies**



#### **4.8.1 Theme 1: Knowledge of the host country culture**

The results showed that knowledge of the host country constitutes a vital adjustment strategy for SIEs and their family in South Africa. Most participants (N = 12) suggested the need to have adequate knowledge of South African culture. Some of the views captured by the participants are presented as follows.

Participant 1 said:

*We need understanding and knowledge of South African cultural practices to enable us to adjust appropriately. These people have unique cultures which must be respected. We can live in this country without understanding the people's culture. Knowledge of the culture will be a helpful tool for integrating us into society.*

Participant 5 indicated:

*In the previous response, I said that cultural difference is an adjustment problem. Therefore, to enable us to live among these people, we need to be ready and willing to learn their cultures regarding the food they eat, the dress they wear and how they behave towards one another. Knowledge of the culture will go a long way to assist us to be accepted into the community.*

#### **4.8.2 Theme 2: Building social networks**

It was suggested that there is a need for SIEs and their families to build more social networks to enhance their adjustment in South Africa. Most participants (N = 13) expressed that building social networks among the SIEs and their families will facilitate their adjustment in the host country. The quotes that support the research findings are presented as follows.

Participants 9 said:

*Building social networks in the foreign communities here in Durban will help us solve most of our problems. We cannot survive as individual people if we fail to establish social links. For example, the Indians have built social networks in their various communities. They are strong and united.*

Participants 11 indicated:

*To be successful in this country, we need to form associations. We must be willing to support one another. We need to create a network of alliances where we can fall of each other for help.*

#### **4.8.3 Theme 3: Living in safe environment**

The results showed that living in safe environments and communities constitutes a vital strategy that improves the adjustment of SIEs and their family in South Africa. The participants (N = 18) agreed they must live in safe communities to avoid attacks against their lives and properties. In addition, they appealed to the government to institute measures to protect them against attacks. Some of the views captured from the interviews are presented below.

Participant 17 said:

*Firstly, we need to ensure our one's safety. Living in safe communities will be the best way to overcome attacks. Besides, we need protection from the government against attacks. The government should empower the security agencies to protect everyone irrespective of their nationality.*

Participant 9 claimed:

*I think one has to ensure his/her security and safety. Some of these people have the behaviour of taking the law into their hands. So, to live peacefully in this country, we must try to live in safe communities.*

Participant 18 mentioned:

*Security is my number concern. We are all not safe in this country. The only way people can be safe is when the government protects all. Foreigners are also human beings and have rights. Therefore, I will suggest that government should ensure their safety in the country.*

#### **4.8.4 Theme 4: Knowledge of the host nation**

A few participants (N = 5) said that adequate knowledge of South Africa would help them adjust. They argued that it is vital to have sufficient knowledge of South Africa regarding its history and the rule of law before deciding to migrate.

Participant 7 said:

*I will suggest that some information is required before a travel decision should be made. Various embassies should be willing to provide sufficient information on South Africa to their citizens who need them. This will help in making travelling decisions.*

Participant 9:

*Our embassies should be willing to provide important information about South Africa. Some of these embassies have failed their citizens because they do not care about their well-being in South Africa. If you want to see your citizens doing well in a foreign country, you need to support them. The embassies should identify their people and help them with the information necessary to adjust.*

#### **4.8.5 Theme 5: Knowledge of the local language**

Most participants (N = 14) suggested that they required knowledge of the local language to adjust to South Africa. The following are the quotes that support the research findings:

Participant 4 said:

*My suggestion will be knowledge and understanding of the local language. SIEs and their family must be willing to learn IsiZulu because this is the dominant language spoken by the people of KwaZulu-Natal. They must look for language centres where IsiZulu is being taught.*

Participants 8 said:

*To survive in this country, you must be willing to learn and speak the local language. I mean the IsiZulu. Zulu people dominate KwaZulu-Natal. Everyone speaks IsiZulu. You can only feel comfortable if you understand the language. People should make an effort to learn how to speak the basic ones.*

#### **4.9 Chapter Summary**

The chapter presented the findings of the study. The findings revealed the factors that influenced SIE, such as job opportunities, education, business and trade, desire to travel, infrastructure development, and political instability. Furthermore, the study revealed the family matters that affected the SIEs in South Africa, including the nature of marriage, family size, children's education, and work-life balance. In addition, the study identified the challenges that affect the SIEs and their family in South Africa: cost of living, xenophobic attacks, permit issues, unemployment, language difference, culture difference, and loneliness. The adjustment

strategies identified in the study include knowledge of culture and language, government protection, and social networks. The following chapter discusses the research findings.

## **Chapter Five: Discussion of the Findings**

### **5.1 Introduction**

This chapter discusses the research findings obtained from the participants through the interviews. As explained in chapter four, the data was obtained from 18 participants through interviews. The data obtained were analysed thematically, as shown in the previous chapter. The research objectives guide the discussion of the findings. These objectives were investigated empirically and achieved. The following section discusses the results obtained.

### **5.2 Objective 1: Factors that motivate self-initiated expatriates**

Using the thematic analysis, the eight factors that influenced the motivation of SIEs: job opportunities, business and trade; education; political instability and civil war; fear of persecution; infrastructure development; family problems; and desire to travel abroad are discussed below.

#### **5.2.1 Job opportunities**

The findings showed that SIEs moved to South Africa to find job opportunities. The results are also supported by Arifa et al. (2021), Ferrie (2018), Shortland (2018), Dodd and Chinyamurindi (2017), Harry et al. (2017) and Connor (2016). For instance, Connor (2016) argues that millions have migrated from their countries in recent years, seeking economic opportunities. Dodd and Chinyamurindi (2017) also confirm that the desirability of job opportunities is a driving force behind SIEs. Likewise, Harry et al. (2017) found that the job's desirability drives SIEs in developed countries. Shortland (2018) believes that most SIEs much emphasizes on career success. Arifa et al. (2021) concur that SIE and AE are motivated to move abroad by their desire to explore other job opportunities. However, Fejes et al. (2021) contend that no matter the reasons for migration, expatriates face different life situations, such as the difficulty of finding a job.

#### **5.2.2 Business or trade**

The findings revealed that establishing new businesses abroad influenced SIEs in South Africa. Moreover, it was found that there are more business opportunities in South Africa than in other African countries. Niedomysl et al. (2019) found that business owners significantly promote economic growth in different countries. According to Niedomysl et al. (2019), governments and policy-makers worldwide aim to attract and maintain such entrepreneurs through different means. It was found that owners with more firms in terms of turnover and intellectual capital are more geographically anchored (Niedomysl et al., 2019). The European Parliament (2020)

states that economic migration is strongly influenced by the overall health of a country's economy. The European Parliament (2020) reports that unfavourable economic conditions in a particular country will result in more people migrating to countries with a better outlook.

Drawing on the classical works of Marshall (1920) and Smith (1776), it has been argued that business owners prefer to site their business in places that give the best conditions for entrepreneurial success. This assertion underscores the notion of 'footloose entrepreneurs,' which states that business owners have a high migration propensity (Niedomysl et al., 2019). In contrast, Reuschke and van Ham (2013) find no distinct migration propensities for SIEs and wage employed in their study.

### **5.2.3 Political instability and civil war**

The study found that one of the push factors of migration of SIEs was the political instability and civil war in many countries. It was discovered that political unrest and civil war had caused the death of the SIEs' families and friends. The findings are consistent with previous research (Ruhe, 2022; Urbański, 2022; Shumetie and Watabaji, 2019; Harry et al., 2017; Van den Bergh and Du Plessis, 2012). Van den Bergh and Du Plessis (2012) found that SIEs are driven not only by career prospects but political conditions in their home countries. A study by Harry et al. (2017) shows that the worsening economic conditions in SIEs home countries appear to influence the individuals' decision to expatriate to South Africa and other parts of the world. Harry et al. (2017) claim that South Africa has a favourable political climate, thus allowing for expression without troubles compared to their home countries.

Urbański (2022) argues that the political environment is one of the contributing factors that influence migration, especially in Africa. For instance, in Ethiopia, a study by Shumetie and Watabaji (2019) confirms that political instability negatively affected enterprises' innovativeness. Moreover, in Kenya, a study by Ruhe (2022) reveals that political violence plays a central role in individuals' decisions to migrate. According to Ruhe (2022), most Kenyans consider leaving due to security concerns relatively early and are likely to flee in anticipation of violence.

### **5.2.4 Fear of persecution**

Also, the results suggested that some SIEs left their home countries because of fear of persecution. The findings further revealed some of the SIEs faced legal persecution in their countries, and the only way to escape it was to travel out of the country. The European Asylum Support Office (2016) states that most people leave their home countries to seek safety from

persecution or serious harm. In similar research, Castelli (2018) concludes that most migrants have left their homeland because of legal and political persecution.

### **5.2.5 Education/career opportunities**

The results showed that SIEs left their countries to South Africa because of the better education system. Compared to other countries, it was observed that South Africa has well established universities that perform better in the global competitive environment.

Harry et al. (2017) believe that South Africa is the top destination for many migrants from Africa because of the quality of education and infrastructure development. In a similar study, Harry et al. (2019) argued that most migrants moved to South Africa because of career development and employment opportunities. It has been found that South African universities have adequate facilities that promote teaching and learning as compared to other such as Zimbabwe, Ethiopia, Zambia and Kenya (Harry et al., 2019). According to Harry et al. (2019), most expatriates are more willing to remain in South Africa because they feel their careers started here

Baruch and Forstenlechner (2017) acknowledge that SIEs are concerned with pursuing personal and professional development. In a recent study, Fejes et al. (2021) advocate that migration flows are influenced by global need for skilled workers. Contrary to the above findings, Borgonovi and Pokropek (2019) expressed that highly educated people are less likely to migrate compared to uneducated ones. Despite the findings, Borgonovi and Pokropek (2019) conclude that education is an essential element that promotes permanent integration because it helps migrants acquire the skills required to enter the labour market. Similarly, Wanner et al. (2021) discovered that the desire for better education is one of the pull factors of migration. According to Wanner et al. (2021), undereducation positively correlates with the likelihood of emigration and repatriation to the home country.

### **5.2.6 Infrastructure development**

The findings indicated that infrastructure development was an essential factor that drove the emigration of SIEs to South Africa. These findings also support previous that established the link between location characteristics and migration (Alsharif (2019; Dickmann et al., 2018; Andresen et al. 2012; Froese, 2012; Mitrev and Culpepper, 2012). According to Mitrev and Culpepper (2012), people wish to travel to advance countries because of the infrastructure development rather than their countries of origin. Mitrev and Culpepper (2012) suggest that, for example, people from African countries like Nigeria, Namibia, Togo, Zimbabwe and others

travel to most developed nations, including the United States of America (USA), Canada and Australia because of their infrastructure development.

Other studies (Mostert, 2014; Andresen et al., 2012; Froese, 2012; Van den Bergh and Du Plessis, 2012) have discovered that due to the desire to experience new lives, many people were motivated to leave their countries. Similarly, in western countries, research (Al Ariss and Syed, 2011; Selmer and Luring, 2011; Howe-Walsh and Schyns, 2010) showed that the desire for adventure influenced expatriation. It has further been argued that the desire for adventure and a wish for excitement are the drivers that influence SIEs to migrate abroad (Dickmann et al., 2018). The status of SIEs in the host nation has been found to be a much stronger pull factor toward expatriation (Arifa et al., 2021). Alsharif (2019) points out that in Europe, the US is the top destination country for many migrants because of its locational characteristics, such as high income, as most migrants prefer to reside in countries with good economic conditions and high job growth.

### **5.2.7 Family problems**

The findings showed that family problem was one of the push factors of African migration. It was found that most SIEs left their home countries to avoid family problems such as death, poverty, and spirituality. According to Castelli (2018), family obligations are one of the social factors that influence the migration of people into different countries. Castelli (2018) further argues that family issues such as death and poverty are the driving forces that influence migration decisions. Gillespie et al. (2022) observe that family issues play a significant role in an individual's decision to migrate and vice-versa. It has been argued expatriates with family issues are less likely to return home (Gillespie et al., 2022).

### **5.2.8 Desire to travel abroad**

The findings suggested that the desire to travel was one of the determinants of the migration of SIEs to South Africa. According to Carling and Collins (2018), the desire to travel is significant factor that interacts with other external drivers of migration to build the final decision to relocate. Mostert (2014) discovered that because of the need to desire to live abroad, many people were motivated to leave their home countries. Also, Dickmann et al. (2018) argued that the desire for adventure and a wish for excitement are the drivers that influence SIEs to migrate abroad. According to Arifa et al. (2021), SIEs have several destination options and are able to travel to different areas compared to AEs. Carling and Collins (2018) conclude that the

aspiration and desire to migrate is a crucial key factor that interacts with other external drivers of migration to build the final decision to relocate.

### **5.3 Objective 2: Family matter affecting self-initiated expatriates**

Objective two examined the family matter affecting SIEs in South Africa. The study identified diverse themes that constituted family matters affecting SIEs residing in South Africa: the nature of marriage; the size of the family; children's education; and work-life balance. The findings are discussed as follows.

#### **5.3.1 Nature of the marriage**

The findings reflected that the nature of the marriage was an important family matter that affected SIEs living in South Africa. It was found that legally married expatriates faced more difficulties living in the host countries than those who were not legally married. A very committed spouse is less likely to travel, leaving his/her family behind and vice-versa. From HR standpoint, the most common reason for a failure in an international assignment was the inability of a partner to relocate to a different environment (Haslberger and Brewster, 2008). Often, most expatriates are too busy with work, leaving their family alone at home (Ko, 2014). These challenges could affect their decision to expatriate. Research shows that multiple factors combine to prevent spouses from adjusting in the host nation, including unfamiliar network of friends (Hill, 2015).

#### **5.3.2 Size of the family**

It was found that the size of the family influenced SIEs. The findings (N = 13) showed that expatriates with large families faced more difficulties migrating than small families. According to Richardson (2006), SIEs with families face adjustment issues, especially moving with the family abroad. Evidence suggests that spouse adjustment is a vital issue in an international assignment that needs to be addressed if one intends to succeed. From the family systems theory perspective, it has been argued that “while ideal situation relationships between families exist in a state of equilibrium, maintaining such equilibrium is often a big challenge” (McNulty, 2013, p.6). The challenges that affect equilibrium during expatriation are internal and external factors that strongly influence the family's equilibrium while adjusting to their new environment. The family unit as a whole in terms of family member's relationships with one another, the extent to which family members are concerned and committed to the family and the degree to which family members are helpful and supportive of each other have been found to play a vital role regarding the decision to expatriate (Mansor et al., 2014). A thorough review

of the literature suggests that not much empirical research has focused on how families of expatriate workers deal with the stress and challenges of expatriate assignments.

### **5.3.3 Children education and well-being**

The research found that children's education and well-being was significant family matter that determined the decision of SIEs to migrate from their home countries to host countries. From the interviews, the findings (N = 8) showed that it was difficult for SIEs to relocate to South Africa because of their children's education. Bahn (2015) points out that the underlying stressors of expatriation include children attending a new school. The SIEs have two main options in terms of their children's education. The first option is to decide whether to leave their children behind for them to continue their education. The second option is to relocate with the children so they can continue their education while in the host country. Similarly, MacKenzie (2010) discovers that Japanese expatriates or parents choose international schools for their children to expose them to other cultures. Doherty *et al.* (2011) express a similar opinion that SIEs with children are likely to have educational challenges, especially when relocating to the host country.

Zhao *et al.* (2018) confirmed that parental migration is more likely to result in challenges in child psychosocial well-being because of the emotional impacts of prolonged parent-child separation. Moreover, Zhao *et al.* (2018) add that parental absence may lead to inadequate care and support for left-behind children. These adverse effects of parental migration are worsened by other vulnerabilities, including parents' divorce, poverty and grandparent caregivers' frailty. In a similar study by Liang and Sun (2020), it was found that children left behind with grandparents during the elementary school stage compromise educational attainment. Likewise, it was found that children left behind with others during primary school are more likely to face self-rated and mental health issues (Liang and Sun, 2020).

### **5.3.4 Work-life balance**

The findings (N = 11) revealed that work-life balance was an important family matter that influenced SIEs. Thilagavathy and Geetha (2020) point out that the world of work has become demanding with changing nature of work. The aggressive and demanding nature of business with the desire to create and maintain a sustainable competitive advantage requires active employee involvement, which affects their work-life balance (Turanligil and Farooq, 2019). The concept of a work-life balance was coined in 1986 in the United Kingdom. In mid-1980, the UK government gives it due consideration (Thilagavathy and Geetha, 2021).

However, Perrigino, Dunford and Wilson (2018) postulate that empirical research in this domain remains scarce because of limited conceptual clarity. Similarly, a study by Powell et al. (2019) confirms that although the plethora of research work on work-life balance, most people still find it difficult to balance their work and family life. Therefore, this study investigates how work-life balance impacts the adjustment of SIEs and their families residing in overseas countries.

Mujtaba et al. (2011) argue that work-life balance in a family may influence SIEs. SIEs, especially women, are under stressful conditions to balance their work with family responsibilities (Lazar et al., 2010:202). According to Froese (2012), a common challenge facing expatriates, especially the SIEs, is the long hours they spend performing their tasks. Froese (2012) argues that globally, expatriates are treated with less respect for their rights. Some of them are subjected to inhuman conditions at work. ILO (2010) observes that there are no standard working hours for expatriates, most importantly those who travel on their own.

Harry et al. (2017) concur that in South Africa, long hours of work seems to be the major challenge facing SIEs. Other studies have also confirmed that work-life balance is ranked the most challenge facing international careers (Shockley et al., 2018; Mäkelä and Suutari, 2011). In their study, Abd Malek et al. (2019) established that workload and family support contribute to work-life conflict among expatriates. Therefore, Abd Malek et al. (2019) recommend that organisations support expatriates through relevant activities to assist them in achieving work-life balance in a foreign country. The recommendation by Abd Malek et al. (2019) is consistent with Dyer, Xu and Sinha (2018).

#### **5.4 Objective 3: Adjustment challenges faced SIEs and their Family**

Objective three investigated the challenges faced by SIEs and their family in South Africa. Based on the analysis, the adjustment challenges that affected SIEs in South Africa included: cost of living, permit issues, culture barrier, loneliness, xenophobic attack, unemployment, language difference, and crime. These findings are discussed as follows.

##### **5.4.1 Costs of living and expatriation**

Findings (N = 18) from the research showed that the cost of living was a critical factor that influenced the adjustment of SIEs and their family in South Africa. It was found that the cost of living in South Africa was very high compared to their countries. Mujtaba et al. (2011) found that, unlike the AE, SIEs bear the cost of relocating their family. Mujtaba et al. (2011) suggest

that the high cost of relocating may affect the decision of the SIEs to relocate with their family and vice-versa. Doherty et al. (2011) confirm that cost of relocating influences the decision to expatriate. They found that since SIEs often bear the cost of relocating. Cerdin and Selmer (2014) acknowledge that SIEs do not receive organisational assistance because they self-arrange new employment overseas. It has been found that SIEs fund their travel, accommodation and other expenses while repatriating abroad (Andresen et al., 2020). They have no support unless it mentions in the employment contract in the host country (Andresen et al., 2020).

#### **5.4.2 Permit issues**

The results (N = 16) suggested that SIEs in South Africa faced difficulties obtaining their permits. It was found that the Department of Home Affairs often denied the SIEs permit. Sarna (2015) argues that SIEs families face mobility issues compared to AEs. The mobility issues include obtaining visas issue. Sarna (2015) believes that SIEs are often unable to get proper visas and work permits compared to AEs. In South Africa, a study by Harry et al. (2019) confirms that SIEs faced immigration difficulties, such as obtaining a valid visa. Likewise, Ngonyama-Ndou (2020) discovered that academic expatriates face several challenges, including work permit applications.

#### **5.4.3 Cultural barriers**

The findings (N = 9) showed that cultural differences served as a barrier that affected the adjustment of SIEs and their family in the republic of South Africa. Brancu et al. Golet (2016) state that the global changes have presented several challenges for many people and organisations, especially cultural diversity. Kour and Jyoti (2021) concur cultural differences among people create several problems in most organisations. Sarna (2015:94) argues that SIEs are “more likely to experience cross-cultural adjustment, cultural shock difficulties issues in the host country due to their stronger adaptability than AEs.” However, assigned expatriates receive their pre-training opportunities from their parent organisations.

Chaudhary et al. (2017) suggest that cultural adjustment has been observed as the main issue influencing one’s decision to travel out of his/her country of origin. Sterle et al. (2018) also confirm that SIEs and their family face adjustment challenges, including cultural identity formation. Likewise, Chen (2019) supports the view that expatriate employees face cultural differences. However, it has been argued that highly talented expatriates are more likely to succeed in their international assignments. Hussain and Zhang (2022) claim that SIEs have

been considered talents with skills and valuable knowledge from international experience and can be utilised in organisations to perform innovative work behaviours. However, they faced several adjustment challenges, including cross-cultural shock.

#### **5.4.4 Loneliness**

The results (N = 13) demonstrated that loneliness influenced the level of adjustment in host countries. It was found that SIEs without families found it difficult to adjust in South Africa. Chaudhary et al. (2017) argue that relationship problems affect the adjustment of the SIEs.

#### **5.4.5 Xenophobic attacks**

The findings (N = 10) showed that xenophobia was a significant factor affecting the adjustment of SIEs and their families in South Africa. SIEs continue to face discrimination in South Africa. According to Harry et al. (2017), SIEs expatriates in South Africa claimed they had to endure discrimination from locals. Cinini and Mkhize (2021) argue that post-1994, the safety and security of African foreign nationals are characterised by xenophobic violence. Olofinbiyi (2022) also confirms that xenophobia remains the most endemic life-threatening challenge facing foreigners in South Africa. Olofinbiyi (2022) claims that xenophobic violence often starts in the KwaZulu-Natal province, spreading to other areas. Kaziboni (2022) concurs that since the democratic election, xenophobic violence has continued to erupt in the country. Kaziboni (2022) further argues that foreign nationals residing in South Africa experience multiple discrimination.

#### **5.4.6 Unemployment**

The research findings (N = 18) reflected that unemployment was one of the challenges that affected the adjustment of SIEs and their family in South Africa. Chen (2012) expresses that it is not shocking that the most pressing problem facing SIEs is underemployment. Chaudhary et al. (2017) also confirm that unemployment remains the biggest restrictive factor that confronts SIEs. Moreover, one study reveals that SIEs are engaged in occupations that do not match their academic and professional qualifications (Sarna, 2015).

#### **5.4.7 Language differences**

The results (N = 11) revealed that language difference was a crucial barrier affecting the adjustment of SIEs and their family in South Africa. Harry et al. (2017) also discover that the language barrier is a big challenge confronting South African SIEs. Jaeger et al. (2019) observe that language difference has become a significant issue facing healthcare workers with increased international migration. Tenzer and Schuster (2017) postulate that language-related

barriers often accompany foreign businesses because multinational firms face multiple local languages and diverse workforce. Tenzer and Schuster (2017) observe that language difference affects emotional responses among expatriates and distorts organisational power relationships. Rabbani et al. (2017) argue that language remains an important issue in managing expatriates. Ramlan et al. (2018) discover that language serves as a big barrier for expatriates working at Universiti Malaysia Perlis.

#### **5.4.8 Crime**

The findings (N = 7) further showed that crime is an adjustment challenge faced by SIEs and their families in South Africa. The participants claimed they live in constant fear because of escalating crimes such as rubbering, hijacking and rape. In South Africa, a study (Harry et al., 2017) reveals that most expatriates 'struggled' to integrate into the local environment because of crime.

### **5.5 Objective 4: Self-initiated expatriation**

Objective four of the study explored the processes SIEs go through in initiating their expatriation to South Africa. The study identified three distinctions between SIEs and AEs: origin, finance, and self-motivation. The findings are discussed as follows.

#### **5.5.1 Origin for expatriation**

The findings (N = 18) indicated that, unlike the AEs, SIEs planned their expatriation. These findings are consistent with Hussain and Deery (2018), who state that SIEs plan their expatriation without receiving assistance from an organisation. It has been argued that while SIEs show personal initiative in migration, AEs are managed by the company (Andresen et al., 2020). Similarly, Andresen, Brewster and Suutari (2020) confirm that SIEs are unique because they go abroad without support from a sending institution. From the discussion, it can be concluded that SIEs take the initiative to expatriate without assistance from organisations.

#### **5.5.2 Financial arrangement**

The results (N = 15) SIEs financed their arrangements to South Africa. It was found SIEs received no financial support from the government or organisations. Evidence suggests that SIEs financed their travel, accommodation, and other expenses (Andresen et al., 2020). Thus, while AEs receive help, such as cultural training before and during their relocation, from their sending employers, SIEs typically lack this organisational assistance.

### **5.5.3 Self-motivation for expatriation**

The findings (N = 4) showed that self-motivation influenced SIEs in South Africa. SIEs are individuals or persons who initiate or facilitate their expatriation to the host nations, mostly in search of job opportunities. According to Tharenou (2015), one of the unique characteristics of SIEs is that they show personal initiative when relocating abroad. According to Sarna (2015), SIEs have personal and occupational enthusiasm with the domination of personal goals, but AEs have personal and professional eagerness to dominate organisational goals. Hussain and Deery (2018) and Chaudhary et al. (2017) argued that SIEs possess unique characteristics compared to those expatriates sent by their organisations. Andresen et al. (2020) postulate that SIEs go abroad without support from a sending institution.

## **5.6 Objective 5: Self-initiated and family adjustment strategies**

Objective five investigated how SIEs and their families adjust to the challenges confronting them in South Africa. The adjustment strategies identified included cultural training, social networks, government protection, expatriate training, and language training. These findings are discussed below.

### **5.6.1 Knowledge of South African culture**

The findings (N = 12) showed that knowledge of South African culture constituted a vital adjustment strategy for SIEs and their family in South Africa. Kealey and Protheroe (1996) and Black and Mendenhall (1990) believe that cross-cultural adjustment influences the success of the SIEs in the host country. Cerdin and Pargneux (2009) point out that successful cultural adjustment positively influences SIEs' long-term career success. Researchers such as Froese (2012), Froese and Peltokorpi (2012), and Froese and Peltokorpi (2009) found that SIEs and their families adjust better to local social environments as compared to AEs. McNulty (2012) expresses that adjustment should focus on issues such as knowledge of cross-cultural differences. Chaudhary et al. (2017) suggest that expatriates' adjustments on foreign assignments include an adjustment in work and work culture. However, Bhaskar-Shrinivas et al. (2005) believe that a cultural distance requires more transitions and changes in thoughts and behavior patterns. This, therefore, creates more challenges for SIEs in the host country.

### **5.6.2 Build more social networks**

The results (N = 13) demonstrated that social networks enhanced the adjustment of SIEs and their family in South Africa. Similarly, Shortland (2018) argues that most SIEs utilise informal networks to look for work abroad, influencing their decision to migrate. Hussain and Deery

(2018) and Suutari et al. (2018) claimed that the stronger the networks, the more they emphasise organisational commitment and self-directed behaviours. In their study, Harry et al. (2019) confirm that the value placed on social networks is one of the driving factors that influenced SIEs to migrate to South Africa. According to Chaudhary et al. (2017), expatriates' adjustments on foreign assignments include an adjustment in networking. Harry et al. (2017) suggested that organisations should create social networks for the SIEs and their families to enhance their adjustment in the host country.

### **5.6.3 Personal safety and security**

The results (N= 18) showed that personal safety and security constituted a vital strategy that improved the adjustment of SIEs and their families in South Africa. Also, the findings suggested that the South African government should implement necessary safety and security strategies to guarantee the safety of all persons in the country. These findings underscore a recommendation made by Moyo and Zanker (2022), who state that governments need to guarantee the safety of all persons living in the country, including foreign nationals. Institute for Industrial Safety Culture reports that safety culture represents ways and behaviours people share to manage the most critical risks associated with their activities (Veľas, Halaj, Hofreiter, Kampova, Kvakova and Jankura (2022). It is recommended that migrants be encouraged to bear in mind common values and approaches to their safety (Veľas et al., 2022).

### **5.6.4 Knowledge of the host country**

The study recommended that expatriate training enabled SIEs to adjust in South Africa. According to Chaudhary et al. (2017), expatriates' adjustments on foreign assignments include expatriate training. Moreover, Black et al. (1992) and Adler (1981) recommend that pre-return training, mentorship programme for the repatriates, and repatriation career policies should be provided for the expatriates. Abbott et al. (2006) believe that evidence-based coaching informed by cross-cultural research and experience would be the most relevant one as it can improve the performance and personal satisfaction of the expatriate manager.

### **5.6.5 Knowledge and understanding of local languages**

The study recommended that SIEs and their families consciously try to understand spoken languages such as isiXhosa and isiZulu. These findings are also supported by previous research. McNulty (2012) indicates that adjustment should focus on issues such as language training. Chaudhary et al. (2017) found that expatriates' adjustment strategies on foreign assignments

include language training. According to Dickmann et al. (2016), expatriates' adjustment includes an adjustment to interactions with locals and the work environment.

### **5.7 Chapter summary**

The chapter discussed the results that were obtained from the research. The study found several factors that motivate SIEs: job opportunities, business and trade, education, political instability, civil war, fear of persecution, infrastructure development, family problems, and desire to travel abroad. Moreover, the study discovered that the family matters that affected SIEs residing in South Africa were the nature of marriage, size of the family, children's education, and work-life balance. Besides, the study discovered that the adjustment challenges that affected SIEs in South Africa included the cost of living, permit issues, culture barrier, loneliness, xenophobic attack, unemployment, language difference, and crime. The chapter concluded with the adjustment strategies to the challenges facing the SIEs.

## **Chapter Six: Conclusions and Recommendations**

### **6.1 Introduction**

The chapter six draws the conclusions of the study as well as highlights recommendations of the study as per the findings. The findings are present in line with the research objectives, namely: to identify the factors that motivate SIEs to relocate to South Africa; to examine how family matters influence the SIEs living in South Africa; to determine the challenges faced by SIEs and their families in South Africa; to establish how SIEs initiate their expatriation; to investigate how SIEs and their families adjust to the challenges confronting them in South Africa. The limitations and directions for future research form the last part of the chapter.

### **6.2 Conclusions of the Study**

The following conclusions are provided:

#### **6.2.1 Objective one: Factors that motivate self-initiated expatriates to relocate**

Objective one identified the factors that motivate SIEs to relocate to South Africa. Based on the data analysis, the study identified the pull and push factors that motivated SIEs to move to South Africa, including job opportunities, trade and business, opportunities for further education, political instability and civil war, fear of persecution, infrastructure development, family influence and desire to travel. Concerning job opportunities, most participants expressed that they migrated to South Africa because it has better job opportunities as compared to their countries. Furthermore, most of them argued that finding a job in their countries was difficult. In terms of trade and business, it was found that there are more business opportunities in South Africa than in their home countries. With education, the findings suggested that South Africa has a better education system compared to other African countries. It was found that SIEs moved to South Africa to seek better education, lacking in their home countries.

Furthermore, the results indicated that most SIEs moved to South Africa because of the political instability and war in their home countries. They argued that the political situations in their countries had caused the death of their families and friends. Besides, the study discovered that SIEs migrated to South Africa for fear of being persecuted. Some participants said they faced legal persecution in their countries, and the only way to escape it was to travel out of the country. The findings also showed that South Africa attracts more foreign nationals because of the infrastructure development. It was found that most SIEs prefer living in South Africa because it is far more developed than their respective countries. In addition, the findings

suggested that most SIEs moved to South Africa due to family challenges. Lastly, it was found that SIEs migrated to South Africa because of the desire to travel.

### **6.2.2 Objective two: Family influence on the decision of self-initiated expatriation**

Objective two examined how family matters influence the SIEs living in South Africa. Using the thematic analysis, the study identified four essential family matters that affected SIEs residing in South Africa, namely: the nature of the marriage, family size, children's education and well-being, as well as work-life balance. Based on the data analysis, it was found that legally married expatriates faced more difficulties living in the host countries than those not legally married due to factors such as family responsibility, cost of repatriation and living. Some participants said they wished they had never married because it is a challenge living with their family in the host country. Besides, the findings showed that expatriates with large families faced more difficulties migrating than those with small families due to the cost and permit issues. Moreover, it was discovered that children's education is a significant family matter that determined the decision of SIEs to migrate to South Africa. The participants opined that migration had affected their children's education because of the changes in the education system. Finally, the results showed that work-life balance was one of the family matters that affected SIEs. The participants argued that they could not balance their family responsibilities with the job demands in the host country.

### **6.2.3 Objective three: Adjustment challenges faced by self-initiated expatriates and their families**

Objective three investigated the adjustment challenges SIEs and their families in South Africa faced. Through the thematic analysis, the study discovered eight adjustment challenges that SIEs and families in South Africa experienced, including the cost of living, permit issues, cultural differences, loneliness, xenophobia attacks, difficulty in finding jobs, language barrier, language barrier and escalating crime. The findings revealed that the cost of living in South Africa, especially accommodation, is high compared to other countries such as Nigeria, Zimbabwe, Ghana and many more. Most participants indicated that they are considering leaving for their home countries because they can no longer afford living costs. They further argued that things are difficult for them because of the several bills they have been paying.

The participants expressed that they experienced difficulties obtaining their permits from the Department of Home Affairs. Furthermore, the study observed that cultural differences served as a barrier that affected the adjustment of SIEs and their family residing in South Africa. Some

participants said that they felt like a stranger because of cultural differences. Moreover, the findings suggested that SIEs without their family in South Africa experienced loneliness. The study concluded that SIEs who left their family behind found it challenging to adjust in South Africa.

It has been found that xenophobic attacks significantly influenced the adjustment of SIEs and families in South Africa. The participants said they and their families are in danger because of the constant attacks on foreign nationals. Most participants expressed that South Africans continue to attack and kill foreigners because they feel they are taking their jobs and women. Not only this but also, the study found that most SIEs and their families struggled to find employment in South Africa. The findings indicated that South African labour legislation discriminates against foreign nationals regarding appointments, especially within the public sector. The language barrier is a significant factor that affects the adjustment of SIEs and their families residing in South Africa. Most participants suggested adjusting is difficult because they could not speak the local language, such as IsiZulu. Lastly, it was observed that escalating crime rate is a barrier that affects the adjustment of SIEs and their families in South Africa.

#### **6.2.4 Objective four: Initiative of self-initiated expatriation**

Objective four established how SIEs initiate their expatriation to South Africa. The findings showed some common differences between SIEs and AEs based on factors such as origin, support and motivation. The study found that, unlike the AEs, SIEs motivated and planned their expatriation. In addition, the findings showed that most participants made their financial arrangements in South Africa. Besides, the results showed that self-motivation influenced SIEs in South Africa. The study concludes that the self-desire of the SIEs to travel to South Africa was so strong.

#### **6.2.5 Objective five: Self-initiated expatriates and family adjustment strategies**

Objective five investigated the adjustment strategies to address the challenges faced by SIEs and their families living in South Africa. The study identified five adjustment strategies to mitigate the difficulties experienced by foreign nationals, including SIEs and their families. These adjustment strategies include cultural training, social networks, government protection, expatriate training and language training. It was found that cultural training constitutes a vital adjustment strategy for SIEs and their families in South Africa. Against this background, the study recommended the need for cultural training to help integrate SIEs and their families into South African society.

Moreover, the findings showed that social networks enhanced the adjustment of SIEs and their family in South Africa. For this reason, the study encouraged foreign nationals to build social networks to adjust in South Africa. Furthermore, the findings suggested that government protection is a vital strategy that improves the adjustment of SIEs and their families in South Africa. Thus, the participants recommended the need for protection from the South African government. Besides, the results revealed that training is a vital adjustment strategy. They argued that the government should roll out training programmes to enable them to adapt to the culture and environment. Finally, the results indicated the SIEs and their families need to understand the South African local languages.

### **6.3 Recommendations of the study**

Regarding the findings, the following recommendations are proposed:

#### **6.3.1 Knowledge of the local culture**

The research findings revealed that cultural differences served as barriers that affected the adjustment of SIEs and their families residing in South Africa. The analysis suggested that most SIEs and their families felt like strangers because of cultural differences. To address this challenge, most of the participants have recommended the need for knowledge and understanding of the local culture to help them integrate into South African society. Also, this study recommends that SIEs and their families living in South Africa should have knowledge of the local culture. It can be argued that the more SIEs and their families know about the host country's culture, the greater their chances of adjusting. Therefore, this study recommends that competence in cross-cultural communication is necessary for SIEs and their families to enable them to adjust to a new cultural environment and perform overseas assignments. For SIE and their families to adapt to different cultures in South Africa, they must learn to appreciate the values, norms, beliefs and behaviour patterns. The study recommends that adequate knowledge of the culture will improve cross-cultural adjustment and strengthen the ability of SIEs and their families to understand and appreciate multiple cultural perspectives.

#### **6.3.2 Knowledge and understanding of local languages**

This study found that the language barrier is a significant factor that affects the adjustment of SIEs and their families residing in South Africa. For instance, most participants argued that adjusting is difficult because they could not speak the local languages, such as IsiZulu. Based on the findings, the study recommends that cross-language knowledge and understanding is most significant for interaction adjustment. Thus, cross-language will play a substantial role in

expatriates' and their families' adjustment in South Africa. To facilitate adjustment, SIEs and their families should be willing to learn and speak the local dialects, especially isiXhosa and isiZulu. Besides, the study suggests that language diversity fosters unity and facilitates information flow between expatriates and locals.

### **6.3.3 The need for government protection**

Globally, evidence suggests that one in every fifty expatriates is highly vulnerable to racism, xenophobia and discrimination. For instance, in South Africa, xenophobic attacks are common social phenomena facing foreign nationals. This study further confirms that expatriates and their families residing in South Africa are in danger because of the constant attacks on them. From the interviews, most participants expressed that South Africans continue to attack and kill foreigners because they feel they are taking their jobs and women. Against this background, this study recommends government protection for all foreign nationals residing in the country. The study suggests that the government should comply with the UN Convention and Protocol and International Labour Organisation (ILO) Conventions on migrant workers. The government should ratify these Conventions and abide by their requirements. In addition, law enforcement agencies, including the Department of Home Affairs, should work together to seek an understanding of effective measures against xenophobia and discrimination against foreign nationals. Additionally, South Africans must understand that all are human families irrespective of race, ethnic origin or any other difference. Besides, all governments must take steps to ensure that their citizens living in South Africa are safe.

### **6.3.4 Government support**

Compared to AEs, SIEs finance their travel, accommodation and other expenses. This study found that most participants made their financial arrangements. Also, the findings revealed that the cost of living in South Africa, especially accommodation, is high compared to other countries such as Nigeria, Zimbabwe, Ghana and many more. For this reason, most participants indicated that they are considering leaving for their home countries because they can no longer afford living costs. Against this background, the study recommends the need for government support, including accommodation, health care, and living. Moreover, governments should provide financial support for their citizens residing in South Africa to enable them to adjust.

### **6.3.5 Job creation in home countries**

Literature reveals that one of the drivers or motives for expatriation is the desire to find employment opportunities. This present study also confirms that SIEs moved to South Africa

with the desire to find job opportunities. The participants argued that compared to their home countries, South Africa has better employment opportunities because they struggled to find jobs in their countries. Notwithstanding this, it has been found that most SIEs and their families struggled to find employment in South Africa. They indicated that South African labour legislation discriminates against foreign nationals regarding appointments, especially within the public sector. Given the findings, this study recommends that governments from other countries create jobs for their citizens to limit their migration to South Africa. Moreover, governments should create enabling business environments for other investors to create jobs to limit their citizens from travelling abroad in search of better employment opportunities.

### **6.3.6 The need for political stability in the African sub-region**

Empirical studies have found that political conditions in expatriate home countries drive their migration to other countries. After several years of independence, many countries in Africa and other parts of the world are yet to experience a stable political system. In these countries, political violence and coup d'état have emerged as common methods of governmental change. Compared to other countries, especially Africa, South Africa has a good legal system that allows people to express their opinions without any form of intimidation, especially from politicians. The findings from this study are consistent with previous studies, which revealed that most SIEs moved to South Africa because of the political instability and war in their home countries. For instance, most participants have shared their sentiments that the political instability and civil war in their countries had caused the death of their families and friends. Against this backdrop, the study recommends the need for political tolerance and stability, especially in the African sub-region. Political stability will help improve human conditions in the African sub-region, reducing the possibility of their citizens migrating to South Africa.

### **6.3.7 The need to address the escalating crime rate**

Escalating crime continues to be an important issue for many people worldwide. Findings and statistics show that South Africa is among the leading countries in crime. The results of this study also concur that crime is one of the most serious social issues facing South Africans. The findings showed that escalating crime rate is a barrier that affects the adjustment of SIEs and their families in South Africa. Therefore, to address this social phenomenon, the government needs to resource and strengthen law enforcement agencies, especially the South African Police Service (SAPS).

#### **6.4 Limitations and directions for future research**

The scope of the study was limited to SIEs residing in Durban, South Africa. This implies that the findings could only apply to SIEs in Durban. A study of this nature should have combined both AEs and SIEs. Therefore, to increase the scope and geographical coverage of the findings, future research should combine AEs and SIEs from more than one city. Additionally, the scope of the investigation is limited to only qualitative research method. Generally, qualitative research findings are not statistically representative. Moreover, experts contend that qualitative results cannot be verified. For these reasons, this study recommends that future studies adopt mixed methods research since it allows the investigator to elaborate, clarify and validate the qualitative and quantitative findings. Another limitation of the study was the COVID-19 pandemic, which delayed the data collection and completion of the research project. Moreover, the COVID-19 pandemic restricted the investigator from physically contacting the participants. To address this limitation, future studies should focus on physical contact with the participants as this method of data collection facilitates more interaction between the researcher and participants.

#### **6.5 Conclusion**

The study identified the factors that motivated SIEs to migrate to South Africa such as job opportunities, trade and business, opportunities for further education, political instability and civil war, fear of persecution, infrastructure development, family influence and desire to travel. In addition, the study discovered four essential family matters that affected SIEs residing in South Africa, namely: the nature of the marriage, family size, children's education and well-being, as well as work-life balance. Besides, the results revealed that SIEs and their families experienced several challenges that threaten their adjustment in South Africa, including the cost of living, permit issues, cultural differences, loneliness, xenophobia attacks, difficulty in finding jobs, language barrier, language barrier and escalating crime. Unlike the AEs, SIEs motivated and planned their expatriation. In addition, the findings showed that most participants made their financial arrangements in South Africa. Besides, the results showed that self-motivation influenced SIEs in South Africa. To respond to the adjustment challenges faced by SIEs and their families, the study identified five adjustment strategies, including cultural training, social networks, government protection, and language training. Based on the findings, several recommendations were made such as: cross cultural training programme, need for cross-language training, need for government support, need for government protection, job

creation in host countries, political stability in host countries and need to address the escalating crime rate.

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## Appendix A: Ethics Approval Letter



13 January 2020

Mrs Sibahle Mathe (216075101)  
School of Management, IT & Governance  
Westville Campus

Dear Mrs Mathe,

Protocol reference number: HSSREC/00000941/2020  
Project title: The influence of family on the self-initiated expatriation experience  
Degree: Masters

### Approval Notification – Expedited Application

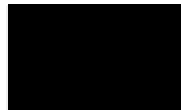
This letter serves to notify you that your application received on 10 January 2020 in connection with the above, was reviewed by the Humanities and Social Sciences Research Ethics Committee (HSSREC) and the protocol has been granted **FULL APPROVAL**

Any alteration/s to the approved research protocol i.e. Questionnaire/Interview Schedule, Informed Consent Form, Title of the Project, Location of the Study, Research Approach and Methods must be reviewed and approved through the amendment/modification prior to its implementation. In case you have further queries, please quote the above reference number. PLEASE NOTE: Research data should be securely stored in the discipline/department for a period of 5 years.

This approval is valid for one year until 13 January 2021.

To ensure uninterrupted approval of this study beyond the approval expiry date, a progress report must be submitted to the Research Office on the appropriate form 2 - 3 months before the expiry date. A close-out report to be submitted when study is finished.

Yours sincerely,



Professor Urmilla Bob  
University Dean of Research

/ms

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Humanities & Social Sciences Research Ethics Committee  
UKZN Research Ethics Office Westville Campus, Govan Mbeki Building  
Postal Address: Private Bag X54001, Durban 4000  
Tel: +27 31 260 8350 / 4557 / 3587

## Appendix B: Interview Questions

### Section A: Demographic Variables

The following statements require information about yourself. Please fill in only one-person response per question. For each question/statement, please a tick (√) in the appropriate response column in the table below.

#### A1. Gender

1	Male	
2	Female	
3	Other	

#### A2. Age

1	18-20 years	
2	21-25 years	
3	26-30 years	
4	31-35 years	
5	36-40 years	
6	41-45 years	
7	> 46	

#### A.3 Academic qualification

1	Matric	
2	Diploma	
3	Bachelors	
4	Honours/B-Tech	
5	Master	
6	Doctorate	
7	Other	

**A4. Years of stay in South Africa**

1	1-3 years	
2	4-5 years	
3	6-10 years	
4	11-15 years	
5	16-20 years	
6	> 21 years	

**A.5 Country of origin**

1	Pakistan	
2	China	
3	Ethiopia	
4	Ghana	
5	DR Congo	
6	Zimbabwe	
8	Lesotho	
9	Botswana	
10	Nigeria	
11	India	
12	Other	

**A.6 Nature of business/employment in South Africa**

1	Self-employed/entrepreneur	
2	Employed by another person	
3	Other	

**A.7 Type of permit/visa do you hold?**

1	Business	
2	Work	
3	Visit	
4	Study	
5	Critical skills	
6	Intra-company Transfer	
7	Corporate	
8	Relatives	
9	Spouse	
10	Other	

**Section B: Factors that Motivate Self-Initiated Expatriates**

B1. How do the following factors influence motive for expatriation?

- Career motives
- Host location characteristics
- Education
- The need to distance oneself from home
- Networking opportunities
- Unemployment in home country
- Political instability in home country
- Poor standard of living in home country
- Civil war/conflicts in home country

B2. Apart from the above-mentioned motives, which other factors influence your expatriation to South Africa?

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.....

**Section C: The Influence of Family on Expatriates**

C1. How do the following family matters influence your expatriation?

- Work-life balance
- Cost of relocating the entire family
- Children education
- Adjustment to the foreign culture and norms.

C2. Beside the aforementioned factors, is there any other family matters which influence your expatriation to South Africa?

.....  
.....  
.....

**Section D: Challenges Faced by SIEs and their Family in the Host Country**

D1. How do the following factor serve as barriers to your expatriation to South Africa?

- Climatic conditions
- Language barriers
- Government rules and regulations
- Safety/security
- Bureaucracy
- Cost of living
- Relationship in the host country
- Happiness of the family
- Children and education
- Foreign adjustments
- Loneliness
- Finances and health care
- Cultural differences and stress

D2. Apart from the above challenges, which other factors affect your stay in South Africa?

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.....

**Section E: Self-Initiated Expatriation**

E1. How did you motivate your own expatriation?

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E2. How long do you want to live in this country?

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E3A. Do you think of going back to your country origin in the near future? Yes/No

E3B. If, no what are that reasons for your decision not to go back to your country of origin?

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E4. How you are being remunerated by your employer in South Africa?

.....

E5. How do you plan your expatriation?

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**Section F: SIEs and their Families Adjustment in Host Country**

F1. Which of the following factors will help you and your family to adjust in South Africa?

- Culture training
- Language training
- Support in search for accommodation and living areas
- Networking
- Expatriate training

F2. Apart from the above, which other supports do you require from your company and government to enable you and your family adjust in South Africa?

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Thank you

