

The Effects of Work-Role Demands on Cross-cultural Adjustment and Expatriate Effectiveness: A Meta-analysis

Lee Li-Yueh¹ and Qomariyah Alfiyatul^{2*}

¹*Department of Business Administration, Kun Shan University, No.195, Kunda Rd., Yongkang Dist., Tainan City 710, Taiwan*

²*Department of International Business Administration, Chinese Culture University, No. 55, Hwa-Kang Rd., Yang-Ming Shan, Taipei 111, Taiwan*
E-mail: ¹<wuleliyu@gmail.com>, ²<alfiyatul.qomariyah@gmail.com>

KEYWORDS Expatriate Competences. Identification with Mainstream Culture. Innovative Work Behavior. Perceived Host Attitude Toward Expatriate. Role Conflict

ABSTRACT In the field of expatriate adjustment and performance, most previous studies have focused on the influences of adjustment on expatriation success, with only few examining the influence of work-role demands on expatriate adjustment and performance. This study argues that work-role demands can hinder expatriate adjustment and effectiveness because they increase uncertainty, unfamiliarity, and unpredictability of the work assignment. A meta-analysis was conducted based on a total of 92 studies published from 1979-2014. The results indicated that work-role demands have negative effects on both cross-cultural competences and cross-cultural adjustment. However, cultural competences had positive effects on expatriates' effectiveness. Therefore, it is important for firms to avoid role ambiguity, role conflict, and role overload by offering full communication and support from the headquarters to expatriates. It is also important to promote expatriates' cross-cultural competences so that they will be more easily to adjust to the local environment.