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# **Antecedents of Permanent Migration of Finnish Expatriates**

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**ABSTRACT:**

As a result of globalisation, the number of expatriates has increased, and there are also Finnish expatriates living all over the world. Expatriation is nothing new and it has been in the focus of academic research for decades. Even though expatriates practically have a choice of repatriation, permanent migration, and moving to a third country, permanent migration of expatriates is yet to receive extensive academic attention.

This study aims to shed light on permanent migration of Finnish expatriates by examining the circumstances of Finnish expatriates and finding antecedents of permanent migration to their current country of residence. The data gathered by Tuomas Hovi and Miika Tervonen of the Migration Institute of Finland was utilised and responses of 889 selected suitable respondents were analysed for the purpose of this study.

The findings reveal significant differences between expatriates who intend to stay in the current country of residence permanently and those who do not. There are several non-work antecedents found on the basis of the theory of push and pull factors. The antecedents are related to host country embeddedness, family, national identity, host country satisfaction, length of stay, and language.

The findings are in line with many previous findings, although antecedents of permanent migration of expatriates as such have not been researched previously. Thus, this study provides a great basis and starting point for future research with its limitations in mind. The limitations include having to exclude work related antecedents and focus on Finnish expatriates. Thus, it is recognised that the study does not consider all possible antecedents and it may not be generalised to all expatriates as cultural aspects may impact the results significantly.

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**KEYWORDS:** Expatriate, Expatriation, Permanent Migration, Antecedents

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**TIIVISTELMÄ:**

Globalisaation seurauksena työperäinen maastamuutto on kasvanut ja myös ulkosuomalaisia asuu ja työskentelee ympäri maailmaa. Työperäistä maastamuuttoa on ollut olemassa jo pitkään ja se on myös ollut akateemisen tutkimuksen kohteena vuosikymmenien ajan. Ulkomailla työskentelevillä suomalaisilla on mahdollisuus palata Suomeen, jäädä pysyvästi asumaan nykyiseen asuinmaahansa tai muuttaa kolmanteen maahan, mutta siltikin ulkosuomalaisten pysyvä maastamuutto on jäänyt vähälle huomiolle akateemisessa tutkimuksessa.

Tämän tutkimuksen tarkoituksena on tutkia ulkomailla työskentelevien suomalaisten lähtökohtia ja nykytilannetta sekä siten löytää tekijöitä, jotka vaikuttavat heidän päätökseensä jäädä nykyiseen asuinmaahan pysyvästi. Tutkimus hyödyntää aineistoa, jonka Siirtolaisuusinstituutin Tuomas Hovi ja Miika Tervonen ovat keränneet. Valikoidusta aineistosta rajattiin 889 tähän tutkimukseen sopivaa vastaajaa, joiden vastauksia analysoitiin tutkimusongelman ratkaisemiseksi.

Tutkimuksen tuloksista paljastuu merkittäviä eroja niiden ulkosuomalaisten välillä, jotka aikovat muuttaa nykyiseen asuinmaahansa pysyvästi ja niiden, jotka eivät aio. Useita päätökseen vaikuttavia tekijöitä löydettiin hyödyntäen push-pull -teoriaa. Nämä löydetyt tekijät ovat sidoksissa perhesuhteisiin, kansalliseen identiteettiin, asuinmaassa vietettyyn aikaan, kieleen, sekä siihen, miten uppoutunut asuinmaahansa ulkosuomalainen on ja miten tyytyväinen hän on nykyiseen asuinmaahansa.

Tämän tutkimuksen tulokset ovat linjassa aiempien tutkimusten tulosten kanssa, vaikka tutkimuksia ulkomailla työskentelevien pysyvään maastamuuttoon ei juuri olekaan. Siitä syystä tämä tutkimus on hyvä pohja ja lähtökohta useille uusille tutkimuksille. Tuloksia tulee kuitenkin pitää suuntaa-antavina, sillä kaikkia vaikuttavia tekijöitä ei ole voitu ottaa huomioon. Lisäksi tuloksia ei voi yleistää koskettamaan muita kuin ulkosuomalaisia, sillä kulttuuriset erot voivat vaikuttaa saatuihin tuloksiin merkittävästi.

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**AVAINSANAT:** Expatriate, Expatriation, Permanent Migration, Antecedents

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## Abbreviations

|     |                           |
|-----|---------------------------|
| AE  | Assigned Expatriate       |
| SIE | Self-Initiated Expatriate |

# 1 Introduction

This chapter introduces the background and justification for the study as well as explains the aim of the study and presents the research question and objectives. In addition, delimitations, key concepts, and the overall structure of the thesis are portrayed.

## 1.1 Background of the study

People have travelled between nations and expatriated for as long as there have been nations to move between. The number of expatriates has been increasing ever since, and expatriation became a topic of focus in academic research as early as in the 1950s. (McNulty & Brewster, 2017; Bonache et al., 2018) There are numerous definitions for expatriation and expatriates but for this study the following definition is used: “legally working individuals who reside temporarily in a country of which they are not a citizen in order to accomplish a career-related goal, being relocated abroad either by an organization, by self-initiation or directly employed within the host-country” (McNulty & Brewster, 2017, p. 47). Although, this study recognises that even if the move abroad can be of temporary nature at first, it can evolve to a permanent stay in the new country of residence.

Finnish people are no exception to expatriation. There have been two separate periods when a great number of Finnish people migrated overseas. In the early 1900s, more than 300 000 people moved from Finland to Northern America looking for a better life. About 50 years later, between the 1950s and the 1970s more than 400 000 people relocated from Finland to Sweden. Nowadays, there are Finnish people living all over the world. Although, nowadays the movement out of Finland is not as significant as it was during those two periods of mass movement. In the 21<sup>st</sup> century, approximately 14 000 people have moved out of Finland every year. Most of those people are Finnish nationals. Moreover, many of the people leaving the country are well educated and tend to return after a few years overseas. At the moment, it is estimated that there are approximately



300 000 Finnish nationals and 1,5 million Finnish descendants living outside of Finland.  
(Siirtolaisuusinstituutti, n.d.)

## 1.2 Aim and research question

The aim of this study is to examine the circumstances of Finnish expatriates and to find antecedents of the permanent nature of their stay in the current country of residence.

The research question of this study is:

*“What are the antecedents to the Finnish expatriate's decision to stay in the new country of residence permanently?”*

## 1.3 Delimitations

The findings and conclusion of this study are based on data that was collected for another study in 2020. As the questionnaire that the data was collected with was compiled for another study with another purpose, the data for this study is limited in some perspectives. Specifically because the questions were not formed to provide information for this study and its research question in particular, the questions and thus data is not as comprehensive and on point as it could be with primary data. Moreover, there is no further information regarding the backgrounds of the respondents. Information such as current workplace, history of previous periods of living overseas, the effects of Brexit, the effects of COVID in the current country of residence, the nationality of the spouse, and the age of the youngest child were not available for this study. Furthermore, all open answers to the option ‘Other, what’ were not available. This missing data could have provided a deeper understanding of the respondents’ thought process as well as given a more comprehensive base to the analysis for this particular study. In addition, because there is no proper information related to work factors of the respondents, this study

solely focuses on the influence of non-work factors. Therefore, it is possible that significant factors are missed since the focus must be on non-work factors.

#### **1.4 Key concepts**

*Expatriate* is someone who has moved abroad temporarily for work with the purpose of reaching a career goal. Additionally, they are currently working, which excludes retirees and students. (McNulty & Brewster, 2017; Bonache et al., 2018)

*Migration* is simply the act of moving from one nation to another. Thus, expatriation is also migration, and expatriates are migrants. Although, not all migration is expatriation nor are all migrants expatriates. (Andresen et al., 2014)

*Assigned expatriate* is someone who has been sent to work abroad by the work organisation in their home country (Andresen et al., 2015).

*Self-initiated expatriate* is someone who has made the decision to move and work abroad themselves instead of being sent by an organisation in their home country (Andresen et al., 2015; Crowley-Henry, 2007).

*Push and pull factors* are factors that affect the decision-making of an expatriate regarding whether to stay in the host country or return to the home country (Tharenou & Caulfield, 2010).

#### **1.5 Structure of the study**

This thesis constructs of seven chapters beginning with the first chapter introducing the background of the study as well as the research question. Moreover, delimitations of the study and key concepts are portrayed.

The theoretical framework is discussed in the second and third chapter. The second chapter focuses on expatriation and the previous studies regarding expatriates, with repatriation and permanent stay further discussed. The third chapter focuses on push and pull factors as antecedents. The push and pull factors discussed are host country embeddedness, family, national identity, host country satisfaction, length of stay, and language.

After the theoretical framework, the methodological choices are explained and justified in the fourth chapter. The fifth chapter then continues with introducing the findings of the research. That is followed by the sixth and last chapter which discusses and analyses the key findings, as well as explores the theoretical contributions and practical implications before finishing with the limitations of the study and suggestions for future research.

## **2 Expatriation**

This chapter begins with a short introduction to the origins and definition of an expatriate before discussing the different expatriate types and their differences. The chapter finishes with discussing the expatriates' possibilities of repatriation and permanent stay in the host country.

### **2.1 The origins and definition of expatriation**

The term expatriation stems from Latin words *ex* 'out of' and *patria* 'native country'. Expatriation has occurred ever since different nations were established, and people could move between them. (McNulty & Brewster, 2017; Bonache et al., 2017) Despite some hinders and excluding short periods of decline over time, expatriation has prevailed since the very beginning and the number of expatriates has perpetually increased (Bonache et al., 2017).

Simply put, an expatriate is someone who moves out of their home country in order to work abroad and thus, is a type of migrant (Andresen et al., 2013). There are numerous definitions for expatriates, but this study utilises the following definition: "legally working individuals who reside temporarily in a country of which they are not a citizen in order to accomplish a career-related goal, being relocated abroad either by an organization, by self-initiation or directly employed within the host-country" (McNulty & Brewster, 2017, p. 47). Although, this study recognises that even if the move abroad can be of temporary nature at first, it may evolve to a permanent stay in the new country of residence.

## 2.2 Expatriate types

Expatriates can be divided to assigned expatriates (AEs) and self-initiated expatriates (SIEs). AEs and SIEs are often looked as one group but the two expatriate types have some distinct differences. AEs are sent abroad typically by a multinational company (MCN) for a specific task or goal. (Peltokorpi & Froese, 2009) Moreover, an AE's assignment in the host country is normally for a limited time, generally a maximum of 5 years (Peltokorpi & Froese, 2009; Haslberger & Brewster, 2009). After the assignment they typically either repatriate or start a new assignment in another host country. In contrast, SIE's decision to expatriate is made by themselves and most often they do not have a set duration for their stay abroad. Additionally, they can also eventually decide to repatriate, move to another country, or remain in the current host country permanently. (Peltokorpi & Froese, 2009; Selmer et al., 2023) Although, while AEs are most often expected to repatriate, SIEs are not as likely to return to their home country (Crowley-Henry, 2007; Huang et al., 2005)

As the starting point for AEs and SIEs are quite different, the motives behind expatriation also tend to differ. Because AEs are sent abroad by their organisation, their main reason to expatriate is to fulfill the needs of the organisation and to reach any pre-set goals. In addition, financial gain, possible career advancement, and international experience are main motivators for AEs to take on an expatriate assignment. (Froese & Peltokorpi, 2013) On the contrary, motives for SIEs are more personal in the sense that they revolve around self-development or any other personal purpose that is not in any way tied to an organisation, such as aspiration for an adventure or desired change in lifestyle (Froese & Peltokorpi, 2013; Richardson & Mallon, 2005; Selmer et al., 2023). Furthermore, while SIEs may work at any organisation and any level of an organisation, they usually obtain positions in lower organisational levels. On the contrary, AEs are typically placed in higher level positions, such as manager or technical experts, where their contribution is crucial. (Selmer et al., 2023)

During the expatriate assignment AEs receive support from both home organisation and local organisation in the host country, often constructed by proper support processes at both ends. SIEs on the other hand receive less extensive support. (Peltokorpi & Froese, 2009; Shortland, 2016; Vance, 2005; Selmet et al., 2023) This difference in level of support extends to non-work matters. For instance, housing as well as schooling for the expatriate's children are often supported by the home organisation when it comes to AEs. In contrast, SIEs lack that kind of support and may struggle to find appropriate housing, especially in countries where houses or apartments with Western utilities are more difficult to find and obtain. (Peltokorpi & Froese, 2009) Furthermore, the overall compensation is typically higher for AEs than SIEs, which enables the AEs to enjoy the same living standards as they did in their home country, regardless of the host country (Peltokorpi & Froese, 2009; Vance, 2005). In addition, SIEs may struggle with securing employment abroad while AEs have guaranteed employment during the assignment and typically also after the current assignment. Because AEs are sent by their home organisation, they have clear picture of their assignment, the tasks it includes, and how it will impact their career in the future. That may not be the case for SIEs. (Vance, 2005) Although AEs benefit from having extensive organisational support, the less extensive support SIEs receive may also benefit them. As a result of having to rely on themselves and managing work and life abroad on their own, SIEs are typically more motivated to adjust to the local environment and culture, and they are more inclined to learn the local language. Moreover, as SIEs tend to have larger networks in the host country, they are more likely to seek support from local friends while AEs rely on colleagues. (Selmer et al., 2023)

### **2.3 Repatriation vs. permanent stay**

In general, all expatriates have the possibility to repatriate, stay in their current country of residence permanently, or move to a third country. AEs typically repatriate after their assignment comes to an end, the point of which is predetermined. Some also decide to return home earlier than agreed. SIEs on the other hand, can determine themselves if they want to repatriate at all and when the time for repatriation would be. (Tharenou &

Caulfield, 2010) Typically SIEs are more inclined to remain in the host country compared to AEs (Peltokorpi & Froese, 2009).

Upon repatriation, AEs usually move back to their home country to work for the same organisation which they were sent from (Tharenou & Caulfield, 2010; Vance 2005). AEs often expect to enjoy career advancement after their return to the home organisation but are sometimes placed in positions which can be seen as demotion and less demanding with less responsibilities (Breitenmoser & Bader, 2021; Suutari & Brewster, 2003). In addition to adjusting back to the home organisation and the possible career derailment, repatriates may also struggle to readjust to their home culture in general. Career derailment on its own can be enough for the repatriate to feel unappreciated which may lead to leaving the organisation shortly after the return. In contrast, repatriates who are promoted upon repatriation are less likely to have intentions of leaving their job. (Breitenmoser & Bader, 2021) Furthermore, even if SIEs struggle with cultural readjustment similarly to AEs, they lack the support that AEs receive. They are forced to return on their own and seek employment without organisational support. (Tharenou & Caulfield, 2010; Suutari & Brewster, 2000; Selmer et al., 2023). If the expatriate feels that repatriation is an easy and smooth process, they are more likely to return home. Although, if the expatriate decides to stay in the host country permanently, they do not have to go through the process of readjustment and that can also be compelling especially if the expatriate has successfully adjusted to the host country. (Tharenou & Caulfield, 2010) There are many factors contributing to the decision of whether to repatriate or to remain in the host country permanently. These factors are introduced in the following chapter of this study.

### **3 Antecedents of permanent migration**

This chapter discusses the theory on factors that influence the expatriate's decision to repatriate or to remain in the host country permanently. Push and pull factors mainly adapted and revised from Tharenou and Caulfield (2010) and Baruch et al. (2007) are introduced and further discussed. These factors are host country embeddedness, family, national identity, host country satisfaction, length of stay, and language. Lastly, the chapter ends with the theoretical framework of the study, where the tested model and antecedents are compiled and presented.

#### **3.1 Push and pull factors**

Push and pull factors can be utilised when looking for reasoning for repatriation intentions. Negative factors pushing towards a decision to move away from the current location are push factors. Similarly, positive factors pulling towards a decision to either stay in the current location or moving to another location are considered pull factors. (Tharenou & Caulfield, 2010; Toren, 1976) In the following subchapters the chosen push and pull factors possibly affecting intention to repatriate are looked at more closely.

##### **3.1.1 Host country embeddedness**

Embeddedness is a factor pulling the expatriate to stay in the host country when they have become embedded in their current country of residence. In other words, usually once strongly embedded in the host country, the expatriate has little or no intention of returning home. In contrast, when expatriate is weakly embedded in their host country, they are more inclined to repatriate. Moreover, a strong intent to repatriate can either drive the expatriate to look for a new job and thus enable the return to their home country or it can work as a direct motivation towards repatriation. Weakly embedded expatriates do not have strong links within their host organisation and community which



makes remaining in the host country less desirable. Consequently, they have little to sacrifice, fewer barriers, and less to rebuild when it comes to repatriation. (Tharenou & Caulfield, 2010)

Tharenou and Caulfield (2010) identify two components of host country embeddedness which are career embeddedness and community embeddedness (Tharenou & Caulfield, 2010). Similarly, Meuer et al. (2019) use division to on-the-job and off-the-job embeddedness (Meuer et al., 2019). This study utilises the terms of career and community embeddedness when pointing to one of the two components of expatriates' embeddedness.

Expatriates with strong career embeddedness have valuable relationships and career links within their organisation in the host country, and their needs and plans regarding their career fit the opportunities the host country has to offer. Furthermore, if they feel that they have these career benefits that they would be sacrificing when repatriating, they are more possibly content and happy to remain in the host country. (Tharenou & Caulfield, 2010) Although, as Meuer et al. (2019) find, weak career embeddedness is not as critically linked to intention to repatriate for assigned expatriates as it is for self-assigned expatriates. This is because assigned expatriates are typically familiar with the culture and policies of the company as well as the organisation in the host country in general already prior to arriving to the host country. Thus, it is more unlikely that they will face work-related shocks which would lead to being inclined to repatriate. (Meuer et al., 2019)

Expatriates with strong community embeddedness have valuable relationships and links with friends and family in the host country community, they fit in, and take part in social activities within the community. Repatriation forces the expatriate to sacrifice those ties and benefits, thus strong community embeddedness pulls the expatriate to remain in the host country. (Tharenou & Caulfield, 2010)

Embeddedness, both career and community, make expatriates feel like they belong. All people have a need of belongingness and being well embedded satisfies that need through relationships formed and cherished with people with similar values. Therefore, expatriates who expect to have stronger embeddedness and a stronger sense of belongingness back at home, are more likely to repatriate and even repatriate early. (Meuer et al., 2019) In my opinion, this pinpoints the importance of social networks in the host country. Furthermore, an expatriate assignment has a significant impact on the networks of an expatriate and therefore their adjustment and embeddedness (Haslberger & Brewster, 2009). Having to put more effort into making new connections abroad and expanding the network weakens the connection to the home country network (Bhaskar-Shrinivas et al., 2005; Haslberger & Brewster, 2009). Richardson and McKenna (2006) find that the more time is spent abroad, the weaker the relationships back at home become (Richardson & McKenna, 2006). Thus, the connections and relationships in the host country become even more important.

In regards of host country embeddedness, it is crucial to replace the social networks and get social support in the host country. Baruch et al. (2007) argue that the role of social support cannot be exaggerated in a way that it impacts the decision of whether to remain in the current country of residence or to return home (Baruch et al., 2007). Similarly, Hechanova et al. (2003) find that the more often expatriates interact with locals, the greater the positive impact on adjustment is. Moreover, they find a positive relation between adjustment and job satisfaction, which again correlates negatively with intent to leave assignment. In other words, they highlight the importance of adjustment and the positive correlation between adjustment and interaction with host country nationals. (Hechanova et al., 2003)

The new social network in the host country can be developed through natural connections. The expatriate, and possibly the family relocating with them, are normally surrounded by nationals of the host country and bonding with for example neighbours or co-workers can replace the friendly relationships left back in the home country. In

addition, expatriates can find social support from local activities such as sport clubs, other social clubs, and religious activities. While it can take a long time to be able to develop the crucial friendly relationships, social support can also be received with the help of internet as keeping in touch with family and other contacts is rather easy that way. (Haslberger, 2005; Haslberger & Brewster, 2009)

Isolation causes people to feel lonelier, more depressed, and possibly experiencing anxiety and stress. Social networks have a great impact on the individual's mental health as well as overall well-being. Furthermore, mental health problems are more likely to arise the more socially isolated the individual is and the less support they receive. Thus, people living alone with less contact to friends and family and with weak social networks in the first place, are more likely to face health issues. (Elmer et al., 2020) As daily interactions have a great positive impact on the welfare of the expatriate, they can make a difference in whether or not the expatriate assignment is successful in the end (Molinsky, 2007). Expatriates that have migrated by themselves and live on their own could also be at a greater risk of feeling lonely and depressed when socially isolated (Elmer et al., 2020). Moreover, Elmer et al. (2020) find gendered differences as women seem to be at a bigger risk of being affected negatively, although they typically receive more social support than men (Elmer et al., 2020). Similarly, Salamin and Davoine (2015) find that female expatriates may feel more isolated because of being excluded from male networks, although in contrast women are more eager to interact with host country nationals and integrate in the society (Salamin & Davoine, 2020).

With all aforementioned, the following hypotheses are proposed:

**Hypothesis 1a:** The experienced high level of social networks is positively related to intended permanent stay.

**Hypothesis 1b:** The time spent with host country locals is positively related to intended permanent stay.

**Hypothesis 1c:** Living with someone in the same household is positively related to intended permanent stay.

### **3.1.2 Family**

Tharenou and Caulfield (2010) look at family encouragement as a pull to repatriate. They find that family encouragement from the home country has positive correlation with the intention to repatriate. (Tharenou & Caulfield, 2010) Expatriate's family including parents, grandparents, and siblings may encourage the expatriate to return home to reunite with them, to look after them, and to enjoy the benefits repatriation may bring, such as child-care by relatives (Tharenou & Caulfield, 2010; Harvey, 2009). Receiving such encouragement from the family in the home country can reassure the expatriate of the support and ease they will get from returning home which again can have a positive effect on repatriation intentions (Tharenou & Caulfield, 2010). Family in the home country may also be supportive of the expatriate remaining in the host country (Baruch & Forstenlechner, 2017), in which case family encouragement is not such that is positively affecting intention to repatriate.

Family ties can also be either a home country pull or a host country pull, depending on where those ties are located. Baruch et al. (2007) argue that foreign students' ties with family in their home country supports being inclined to return to the home country after completion of their studies. In the same manner, foreign students' ties with family in the host country supports being inclined to remain in the host country after completion of their studies. (Baruch et al., 2007) It is my personal view that this impact of family ties can be amended to expatriates, as well. That view is also supported by Takeyuki (1999) as well as Tharenou and Caulfield (2010). Family ties in the host country lead to stronger commitment to the host community and a satisfying social life, which has a positive effect on being inclined to remain in the host country permanently (Takeyuki, 1999; Tharenou & Caulfield, 2010; Richardson & McKenna, 2006). Additionally, when family, particularly when a great portion of the family, resides in the host country the restrain from

family separation diminishes and connection to the home country weakens (Takeyuki, 1999). In addition, self-assigned expatriates are more inclined to repatriate when they have no children, or the children are not strongly embedded in the host country, or when they have a partner from their home country (Tharenou & Caulfield, 2010).

Richardson (2006) analyses the role the family and especially the partner has when it comes to decision-making. They find that not only is the family's opinion being considered in the decision-making process, but the family is truly in an active role throughout the process. The identity of the expatriate themselves and their partner are often combined or mixed when speaking of the decision and how it came to be. This underlines the level of involvement of the partner. (Richardson, 2006).

Hechanova et al. (2003) find that family adjustment is of great importance regarding the success of the expatriate assignment (Hechanova et al., 2003). Moreover, the adjustment of the expatriate's spouse is one of the most important factors outside of the actual expatriate work that affects the general adjustment of the expatriate (Bhaskar-Shrinivas et al., 2005; Black, 1991; Haslberger & Brewster, 2009). Particularly for married couples, the spouse's adjustment is the most crucial factor when predicting adjustment. Furthermore, the role of the whole family in regard to adjustment is critical and has a great impact on the success of the expatriation even as a nonwork variable. (Bhaskar-Shrinivas et al., 2005; Black, 1991) For instance, Tung (1981) found that the unsuccessful cultural adjustment of the spouse was believed to be the most significant reason for failed expatriations. (Tung, 1981). To be more exact, GMAC (2008) shows that in addition to the adjustment of the expatriate's family, the education of children and the career of the spouse are the greatest concerns (GMAC, 2008).

When the expatriate has children with them, they become more socially active through the children's school and friends (Takeyuki, 1999; Haslberger & Brewster, 2008). Moreover, especially children can help the adult family members to adjust and integrate with host country locals. As children are typically better at picking up new cultures and

languages, they are often able to teach their parents about the local ways of doing things in general and even interpret for them. (Haslberger & Brewster, 2008) Consequently as the social ties in the host community expand, the probability of permanent settlement increases (Takeyuki, 1999). Additionally, expatriates can be reluctant to take their school-aged children out of the school in the host country to repatriate and have the children start over at a new school in the home country (Harvey, 2009).

Jointly, the following hypotheses are proposed:

**Hypothesis 2a:** Having a spouse is positively related to intended permanent stay.

**Hypothesis 2b:** Having a spouse live in the same country is positively related to intended permanent stay.

**Hypothesis 2c:** Having children live in the same country is positively related to intended permanent stay.

### **3.1.3 National identity**

A strong national identity is another factor that pulls the expatriate to repatriate. Expatriates who associate strongly with their home country and the home country culture are more often inclined to return to their home country. Repatriating is more appealing when the thought of it makes the expatriate feel at ease knowing that they can go back to the familiar lifestyle and home culture. Thus, the greater the cultural differences between the home and the host country, the more expatriates tend to return home. (Tharenou & Caulfield, 2010) Moreover, the impact that national identity and home country culture has on repatriation intentions is not dependent on whether the expatriate comes from a developed or a developing country (Harvey, 2009; Hazen & Alberts, 2006).

Based on the above, the following hypotheses are proposed:

**Hypothesis 3a:** The perceived importance of being Finnish is negatively related to intended permanent stay.

**Hypothesis 3b:** The perceived importance of Finnish language is negatively related to intended permanent stay.

**Hypothesis 3c:** The perceived importance of other Finnish cultural aspects is negatively related to intended permanent stay.

#### **3.1.4 Host country satisfaction**

Tharenou & Caulfield (2010) look at host country dissatisfaction and how it could be related to intention to repatriate. They find that both career and community embeddedness correlate with host country dissatisfaction. The more embedded the expatriate is, the more satisfied they are with the host country in general. Additionally, shocks (events that cause the expatriate to think about returning home) such as a death in the family are found to make the expatriate less satisfied with the host country. Despite the fact that embeddedness and shock influence host country satisfaction, Tharenou and Caulfield (2010) cannot find significant correlation between host country satisfaction and intention to repatriate. Instead, embeddedness is strongly related to repatriation intentions. (Tharenou & Caulfield, 2010) Nevertheless, host country satisfaction in terms of how pleased expatriates feel about the culture of the host country and living in the host country in general should not be overlooked.

Thus, the following hypotheses are proposed:

**Hypothesis 4a:** The experienced satisfaction in the host country is positively related to intended permanent stay.

**Hypothesis 4b:** The perceived importance of the host country culture is positively related to intended permanent stay.

### 3.1.5 Length of stay

The longer the individual stays in the foreign country, the more likely are to remain permanently. In other words, when it comes to expatriates and repatriation, expatriates who have stayed in their current country of residence for a shorter time are more inclined to repatriate. (OECD, 2008; Tharenou & Caulfield, 2010) Takeyuki (1999) states that as the length of stay extends, the mindset of the individual begins to reposition from a temporary resident or visitor to a permanent resident who is settling in the current county of residence (Takeyuki, 1999). Moreover, Froese and Peltokorpi (2013) show how the more work-experience expatriate has in the host country, the more the more likely they are to adjust (Froese & Peltokorpi, 2013).

Kumpikaitė-Valiūnienė et al. (2022) find positive correlation between the length of stay and non-work adjustment. The longer the duration of stay is, the more time the individual has to familiarise themselves with the host country culture, host country nationals, and the environment in general. (Kumpikaitė-Valiūnienė et al., 2022) Experiential learning such as getting to know another culture and socialising with the representatives of said culture enhances individual adjustment, but it requires time and effort (Peltokorpi & Froese, 2009). Additionally, Haslberger (2005) states that after a stay of approximately 2,5 years, an expatriate has typically had time to learn the ways and rules of the new culture but may still not be completely comfortable with them (Haslberger, 2005). Reaching the feeling of comfortability and the stage of adjustment could take several years (Bhaskar-Shrinivas et al., 2005).

Consequently, the following hypothesis is proposed:

**Hypothesis 5:** The length of stay is positively related to intended permanent stay.



### 3.1.6 Language

The knowledge of the local language also plays a significant part in expatriate adjustment, which again has an impact on repatriate intentions. Being able to interact in the host country language enables the expatriate to have more rewarding interactions with the locals as well as learning from those interactions. Learning from locals allows the expatriate also to amend their own behaviour. Furthermore, sufficient language skills may help in adjusting to the general living conditions in the host country. (Bhaskar-Shrinivas et al., 2005; Haslberger, 2005; Peltokorpi & Froese, 2009; Froese & Peltokorpi, 2013)

Local language skills and country-specific experience can be crucial particularly in some countries, such as Japan, according to Peltokorpi and Froese (2009). They find that SIEs have higher interaction adjustment than AEs in Japan. This can be explained by better Japanese language skills and overall longer experience in Japan. (Peltokorpi & Froese, 2009) Similarly, in a study of Scandinavian expatriates in Hong Kong, Guttormsen et al. (2018) state that insufficient local language skills combined with the locals' insufficient English skills leads to more challenges in regard to interacting with host country nationals (Guttormsen et al., 2018).

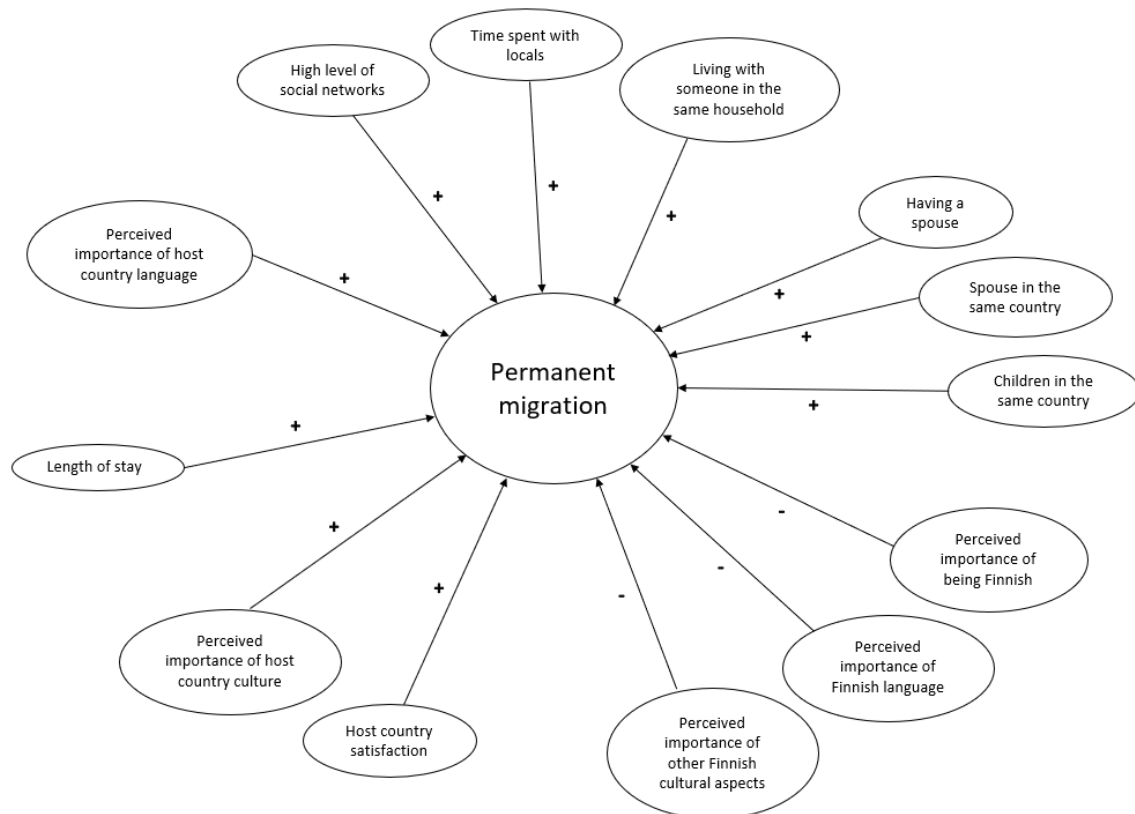
Language skills or the lack of can also impact the way the host country nationals interact with expatriates and how accommodating they are. In English speaking countries, for instance England, the United States, and Australia, the host country nationals are more likely to be less accommodating towards expatriates whose English skills are insufficient. In contrast, native English speaker expatriates are not likely to face the same problem in other countries where English is not the predominant language. (Bhaskar-Shrinivas et al., 2005)

Lastly, the following hypothesis is proposed:

**Hypothesis 6:** The perceived importance of the host country language is positively related to intended permanent stay.

### 3.2 Theoretical framework of the study

Push and pull factors work as the base of this study for finding antecedents to the permanent migration decision of Finnish expatriates. The chosen push and pull factors are adapted and revised from Tharenou and Caulfield (2010) as well as Baruch et al. (2007). Based on the previous research and other literature discussed in chapters 2 and 3 of this paper, a model of anticipated antecedents and their affect to the Finnish expatriate's permanent migration decision was created. That model is presented in Figure 1.



**Figure 1.** Framework and model to be tested presenting antecedents of permanent migration.

As per the model, the anticipated antecedents of permanent migration include high level of social networks in the current country of residence, time spent with local people, shared living, having a spouse, having the spouse live in the same country, having children live in the same country, host country satisfaction, perceived importance of host country culture, the length of stay in the current country of residence, and perceived importance of host country language. All of these are expected to have a positive impact on the permanent migration decision. In addition, it is anticipated that perceived importance of being Finnish, perceived importance of Finnish language, as well as perceived importance of other Finnish cultural aspects have a negative impact on the permanent migration decision. Thus, the three last anticipated antecedents of permanent migration are lower perceived importance of being Finnish, lower perceived importance of Finnish language, and lower perceived importance of other Finnish cultural aspects.

## **4 Methodology**

This chapter begins with discussing the quantitative approach, then discussing and providing reasoning to the use of secondary data before presenting the secondary data source of this study. The sample and measures are then briefly presented. Lastly, the chapter finishes with discussing data analysis and finally the reliability and validity of the study.

### **4.1 Quantitative approach**

Qualitative research and quantitative research differ in regard to which type of data is either used or produced. Qualitative research is based on non-numeric data such as words or images. Quantitative research on the other hand is based on numeric data measuring quantity or amount. (Kothari, 2004; Saunders et al., 2016) The chosen research approach for this study is quantitative research as the survey based secondary data used is non-numeric raw data.

In deductive research approach theory comes first and data is built on that theory and previous studies. In contrast, inductive research approach theory is built on the collected data and the analysis of it. Abductive research approach combines both deduction and induction in the way that there is continuous dialogue between the theory and the data. (Saunders et al., 2016; Bryman & Bell, 2015) For this particular study, the initial theoretical framework was constructed before data collection and analysis. Thus, this study utilises the deductive research approach.

Since the focus of this study is on attempting to find reasoning behind the permanent stay of Finnish expatriates and to explain the phenomenon, this study is considered explanatory research. Explanatory research describes a phenomenon and aims to explain why that phenomenon is the way it is (Adams et al., 2014; Saunders et al., 2016). In this case that is done by establishing relationships between different variables.

## 4.2 Secondary data

Secondary data is data that has been collected and analysed for another purpose by someone else but is then reanalysed for another study. Although secondary data is often overlooked, it can be just as useful as primary data. Secondary data can be used as a supplementary source to support the main source or as a primary or the only source. (Adams et al., 2014, Saunders et al., 2016; Kothari, 2004) Moreover, it can be either published or unpublished data. Published data can be found for instance in several publications or reports by governments, associations, and universities, or in printed sources such as books and newspapers. Examples of unpublished data sources are letters and biographies that have not been published. (Kothari, 2004)

There are various advantages and disadvantages or problems to the use of secondary data which do have to be carefully considered before utilising such data. The greatest disadvantage is that the data might not match the need of the study. It should be made sure that the secondary data is adequate and suitable for the study in question and that research questions can be answered using it. (Kothari, 2004; Saunders et al., 2016) Moreover, the aggregations and the definitions from the original research may not be suitable for a new study, and depending on what kind of documents are available the data may not be presented in an objective way. When data is not self-collected, it is also difficult to ensure the level of data quality. Lastly, secondary data can be difficult or expensive to gain access to. (Saunders et al., 2016) If these problems can be avoided or resolved, there are also significant upsides to the use of secondary data. One of the biggest advantages of secondary data is that it often requires less resources than primary data, such as time and money. Time saved from data collection can be utilised elsewhere, for instance for the analysis of the data. Furthermore, secondary data can be the only way to conduct a longitudinal study particularly when working on a tight schedule, or it can work as comparative data to the primary data. Lastly, reanalysing data used for another purpose can lead to new discoveries that have been missed or disregarded previously. (Saunders et al., 2016)

Secondary data was chosen for this study because of the advantages it has. Suitable data that enables finding answers to the research question was found and with the time constraints regarding this study, secondary data was chosen after carefully considering both advantages and disadvantages of it.

The secondary data used in this study is *Changing Nature of Being an Expatriate Finn Survey* (2022) by Tuomas Hovi and Miika Tervonen of the Migration Institute of Finland. The use of a survey strategy for this study is justified because as Saunders et al. (2016) state, surveys enable the collection of a significant amount of data from a large group of respondents. Quantitative data from surveys can be analysed quantitatively with statistics, and relationships between different variables can be found and further explained. (Saunders et al., 2016)

#### **4.2.1 Changing Nature of Being an Expatriate Finn Survey 2020**

*Changing Nature of Being an Expatriate Finn Survey* was conducted by the Migration Institute of Finland in cooperation with the Church Council, the Finland Society, the Finnish Seamen's Mission, and the Finnish Lifelong Learning Foundation. The survey was conducted as a part of a project with the target of producing comprehensive information regarding Finnish expatriates. Moreover, the target was to get a clear idea of Finnish expatriates today, their well-being, hopes for the future, family relations, social networks, perceptions regarding Finland, and what kind of services they are in need of. Additionally, timely themes such as Brexit and COVID-19 were included in the survey. (Hovi et al., 2021)

Two different channels were used to recruit respondents for the self-administered questionnaire: an invitation letter sent to a sample formed by the Digital and Population Data Services Agency, and advertisement through various electronic communication channels. For instance, the networks of the Migration Institute of Finland, and social media platforms were used. The survey was available in Finnish, English, and Swedish, and

responses were gathered between September and December of 2020. As a result of using both stratified sampling and random sampling, the survey received responses from 3 195 respondents from 85 different countries. Based on those responses, a report *Muuttuva ulkosuomalaisuus: Kyselytutkimus maastamuutosta ja ulkosuomalaisuudesta* was conducted and published in 2021. (Hovi et al., 2021)

### 4.3 Sample

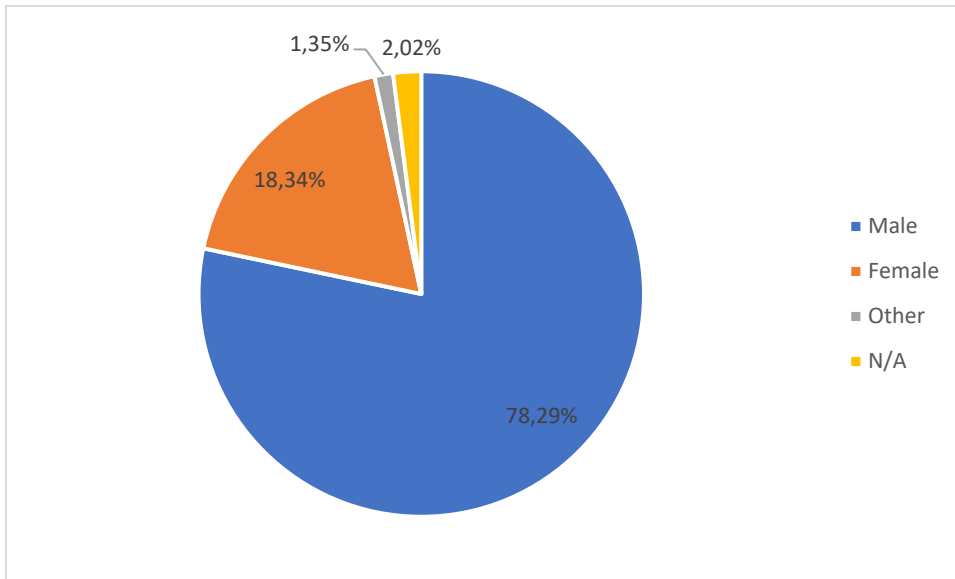
The secondary data consists of answers from 3 195 respondents, but it includes data that is unwanted or insufficient for the purpose of this study. In order to have a sample that could be utilised to answer the research question, all unwanted data had to be excluded. The raw data was preliminarily analysed to define the sufficient data and exclude respondents that did not meet the criteria.

#### Unwanted respondents

- stated to currently live in Finland or did not name a specific country at all,
- did not classify work as a very important reason for moving to their current country of residence,
- did not answer the question regarding the intended nature of stay (permanent or temporary),
- were pensioners, students, or did not specify their employment status.

After the unwanted respondents were excluded from the raw data, responses from 889 respondents remained in the actual research data (N=889). The background information of the respondents is presented next.

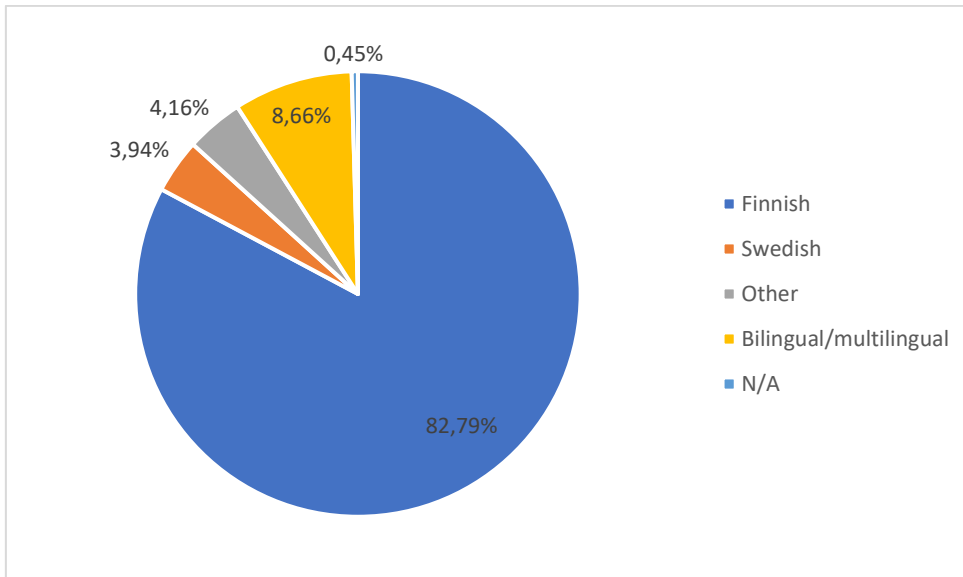
As shown in Figure 2, a great majority of the respondents with 696 (78,29 %) responses are male, followed by 163 (18,34 %) females, and 12 (1,35 %) others. 18 (2,02 %) responses are missing.



**Figure 2.** Gender of the respondents.

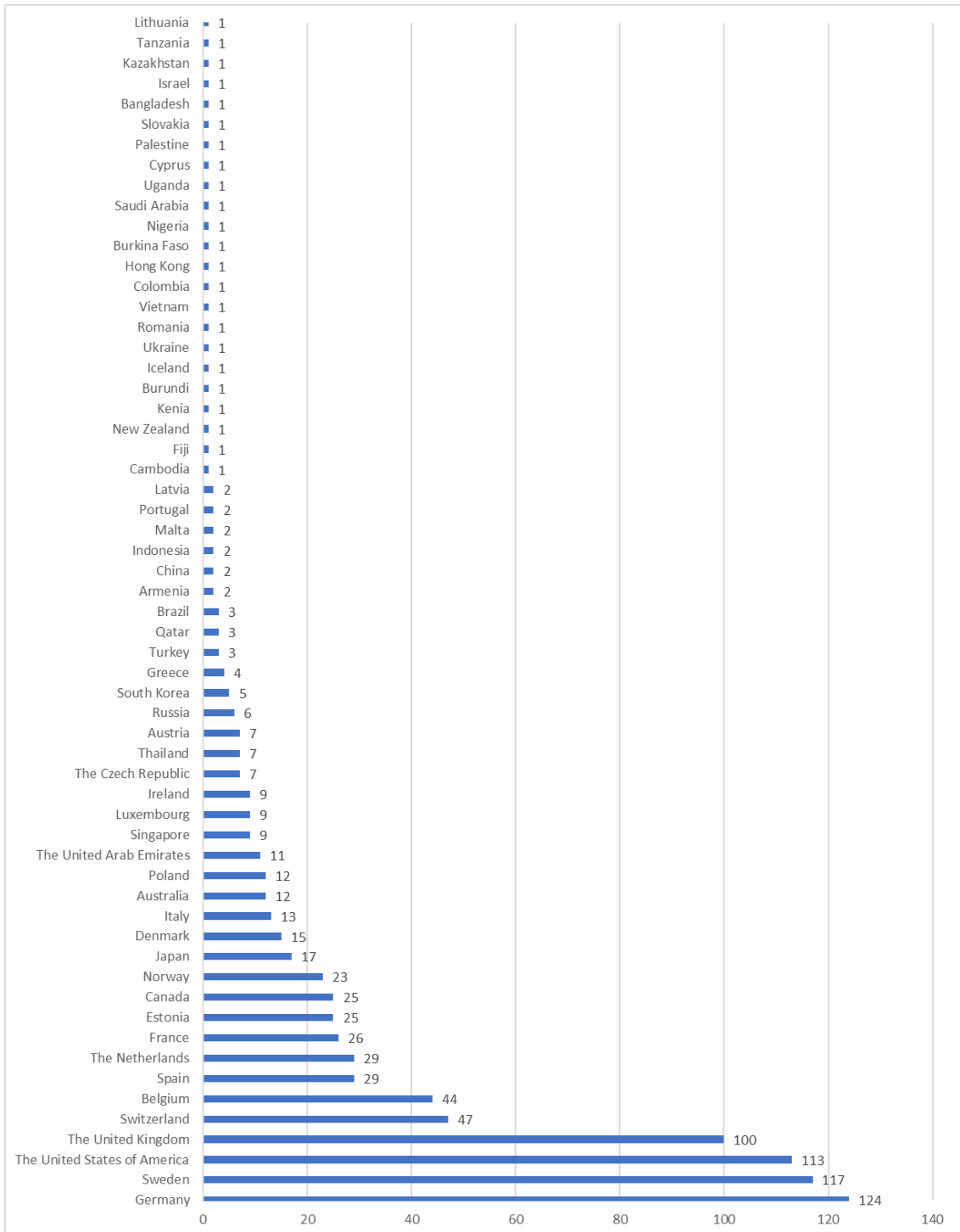
In regard to the native language of the respondents, 736 (82,79 %) respondents state their native language as Finnish, as shown in Figure 3. Swedish is the native language of 35 (3,94 %) respondents whereas 37 (4,16 %) respondents state their native language as other, and 77 (8,66 %) respondents state to be bilingual or multilingual. 4 (0,45 %) responses are missing.





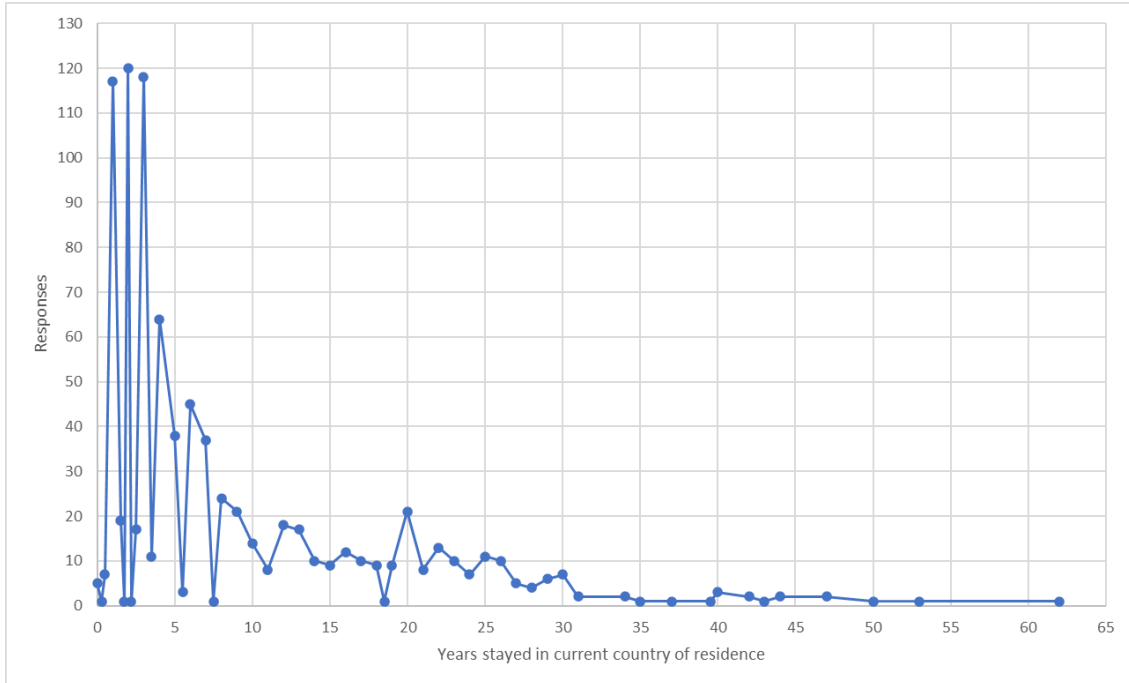
**Figure 3.** Native language of the respondents.

The respondents live in 59 different countries (Figure 4). There are four countries with 100 or more respondents. Those countries are Germany (124), Sweden (117), the United States of America (113), and the United Kingdom (100). Other countries with 20 or more respondents are Switzerland (47), Belgium (44), Spain (29), The Netherlands (29), France (26), Estonia (25), Canada (25), and Norway (23). All continents, except for Antarctica, are represented.



**Figure 4.** Current countries of residence of the respondents.

The years spent in the current country of residence vary from less than a year up to 62 years. As demonstrated in Figure 5, more than 50 % (481) of the respondents have lived in their current country of residence for less than 5 years.



**Figure 5.** Years stayed in current country of residence.

This research focuses on the potential differentiating factors between respondents that have expressed that they intend to stay in their current country of residence permanently and the respondents that have expressed otherwise. 243 (27,33 %) respondents intend to stay permanently, while 646 (72,67 %) respondents either intend to stay temporarily or cannot say what they intend to do.

#### 4.4 Measures

The measurements done for this study were made with 12 independent 1-item scales and one 6-item scale obtained from the *Changing Nature of Being an Expatriate Finn Survey* by Hovi and Tervonen (2022). Eight of those scales are 4 or 5 point ordinal scales, four are nominal scales, and one is ratio scale.

## 4.5 Data analysis

Raw data can be difficult to understand without any processing and analysing. Therefore, once raw data is in the form of a data matrix in a suitable software, it can be processed for testing and checking for the fit to the study. (Saunders et al., 2016) For this particular study, the data was imported to Excel where data was then processed and analysed. As Saunders et al. (2016) state, with some exceptions, all data should be presented with numerical codes. Moreover, initial analysis should be done to propose or confirm re-search questions and objectives. Tables and diagrams can be used to explore the data to have a clear understanding of what the data has to offer. (Saunders et al., 2016)

The data is divided into two groups: respondents who intend to stay permanently in their current country of residence and respondents who do not intend to stay permanently. The likelihood of differences between the two groups is tested by independent two-sample t-tests. The two groups are compared regarding each possible antecedent to see if there are significant differences between the two. These tests will either support or reject the proposed hypotheses. In addition to the t-tests, pivot tables are used to show differences and possible patterns within the data.

## 4.6 Reliability and validity

All studies and their results should be reliable and valid. When a study is reliable, the results of the study are not coincidental but instead can be repeated and are transparent. To avoid reliability risks, the threats of participant error and bias as well as observer error and bias should be minimised. (Saunders et al., 2016)

Participant error and bias can be avoided for instance by making sure that responses are collected at a neutral time in the participants' point of view, anonymity is enabled in order to receive open and honest answers, and that data is carefully analysed to avoid mistakes in interpreting the data. (Saunders et al., 2016) Because this study uses

secondary data, not all threats could be minimised in action but the risks could be assessed when secondary data was chosen. The participants had the opportunity to participate at a time suitable to them as there was no set place or time for the responses to be given, other than the final deadline. In addition, the respondents stayed anonymous if they hoped to. They were all given a chance to leave their contact details at the end of the questionnaire in order to take part in a voluntary additional interview. But even then, it was assured that the contact details are not associated with the responses. Lastly, analysis was done as carefully as possible, and because there were no open answers available there was also less room for interpretation.

Observer error is an issue if there is variation between the results of multiple observers. The results of the study should be repeatable, no matter who the observer is. Similarly, observer bias is a greater risk if there is room for bias interpretation of the research data. (Saunders et al., 2016) With one set questionnaire and structure for all participants as well as transparency both in the initial study and this study, I believe the results of both studies are repeatable.

One common way of testing the reliability of a study, its internal consistency to be more exact, is the use of Cronbach's alpha (Saunders et al., 2016; Easterby-Smith et al., 2012). Because this study was made by utilising several 1-item scales and only one 6-item scale from the secondary data, it limits the possibility of reliability testing. Only the one 6-item scale can be tested with Cronbach's alpha, which poses a clear limitation to this study. Nevertheless, the Cronbach's alpha for the 6-item scale regarding the perceived importance of Finnish cultural factors is 0,823. Cronbach's alpha is a value ranging from 0 to 1 where a higher value represents higher reliability (Easterby-Smith et al., 2012). Thus, the level of reliability of the scale is considered good.

A study is valid when it is measuring and reflecting the results that it was supposed to measure and reflect (Saunders et al., 2016; Vilkkä, 2007). To ensure validity, the questions in the survey should be easily understandable, and the different scales, items, and response options should be designed in a way that there is no difference in

interpretation of any of them within the participant group or between the participants and the observer. (Vilkkä, 2007) For this study, the secondary data source was carefully assessed before the selection of it. It was made sure that the source is reliable and can be trusted to provide reliable and valid data. Moreover, the data relevant to this study was carefully initially analysed to ensure that the questions nor responses leave as little room for interpretation as possible.

## 5 Findings

In this chapter the findings are presented under the six different factors which were discussed in the theoretical framework. The six themes are host country embeddedness, family, national identity, host country satisfaction, length of stay, and language.

### 5.1 Host country embeddedness

For host country embeddedness, three separate tests were made: the first one regarding the level of social networks, the second one regarding how much time is spent with people from the current country of residence, and the third one regarding whether or not the respondents live alone.

A majority of both respondent groups scale their level of social networks as either very good or fairly good. Although, as it can be seen in Table 2, 80,17 % of those who intend to stay permanently have picked one of the top two options whereas the corresponding percentage for those who intend to stay temporarily or cannot say is notably lower at 57,89 %. Similarly, only 7,85 % of respondents intending to stay permanently scale their level of social networks as fairly poor or very poor when that figure for the other group is considerably higher at 15,17 %.

| Level of social networks  | Nature of stay      |                                   | Grand Total     |
|---------------------------|---------------------|-----------------------------------|-----------------|
|                           | Permanent (N = 242) | Temporary or cannot say (N = 646) |                 |
| Very good (1)             | 30,58 %             | 13,93 %                           | 18,47 %         |
| Fairly good (2)           | 49,59 %             | 43,96 %                           | 45,50 %         |
| Neither good nor poor (3) | 11,98 %             | 26,93 %                           | 22,86 %         |
| Fairly poor (4)           | 7,44 %              | 13,00 %                           | 11,49 %         |
| Very poor (5)             | 0,41 %              | 2,17 %                            | 1,69 %          |
| <b>Grand Total</b>        | <b>100,00 %</b>     | <b>100,00 %</b>                   | <b>100,00 %</b> |

**Table 1.** Level of social networks. N = 888

An independent samples t-test was used to compare the experienced level of social networks of the respondent groups. As Table 3 shows, the mean length of stay for those who intend to stay permanently is 1,975 (standard deviation = 0,873, N = 242) and 2,455 (standard deviation = 0,958, N = 646) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,48. That difference proved to be significant:  $t(471) = -7,096$ ,  $p = 4,74192E-12$ . Thus, Hypothesis 1a is supported.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 1,975206612      | 2,455108359                    |
| Variance                     | 0,762868214      | 0,918136655                    |
| Observations                 | 242              | 646                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 471              |                                |
| t Stat                       | -7,096147992     |                                |
| P(T<=t) two-tail             | 4,74192E-12      |                                |
| t Critical two-tail          | 1,965013401      |                                |

**Table 2.** The impact of social networks on the permanent migration decision.

There were notable differences also looking at the free time spent with people who come from the current countries of residence of the respondents. Table 4 illustrates how 62,96 % respondents who intend to stay permanently spend some of their free time with locals at least weekly comparing to 45,88 % of the respondents that intend to stay temporarily or cannot say who spend time with locals weekly or more often.

| Time spent with locals | Nature of stay      |                                   | Grand Total     |
|------------------------|---------------------|-----------------------------------|-----------------|
|                        | Permanent (N = 243) | Temporary or cannot say (N = 643) |                 |
| Daily (1)              | 22,22 %             | 12,60 %                           | 15,24 %         |
| Weekly (2)             | 40,74 %             | 33,28 %                           | 35,33 %         |
| Monthly (3)            | 17,70 %             | 26,28 %                           | 23,93 %         |
| Less often (4)         | 16,05 %             | 20,06 %                           | 18,96 %         |
| Not at all (5)         | 3,29 %              | 7,78 %                            | 6,55 %          |
| <b>Grand Total</b>     | <b>100,00 %</b>     | <b>100,00 %</b>                   | <b>100,00 %</b> |

**Table 3.** Time spent with locals. N =886



An independent samples t-test was used to compare the two groups in regard to the frequency of time spent with friends who come from the current country of residence. As Table 5 shows, the mean frequency of time spent with local friends for those who intend to stay permanently is 2,374 (standard deviation = 1,096, N = 243) and 2,771 (standard deviation = 1,139, N = 643) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,397. That difference proved to be significant:  $t(451) = -4,755$ ,  $p = 2,66904E-06$ . Thus, Hypothesis 1b is supported.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 2,374485597      | 2,771384137                    |
| Variance                     | 1,202156243      | 1,298120667                    |
| Observations                 | 243              | 643                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 451              |                                |
| t Stat                       | -4,755409441     |                                |
| P(T<=t) two-tail             | 2,66904E-06      |                                |
| t Critical two-tail          | 1,965237914      |                                |

**Table 4.** The impact of time spent with locals on the permanent migration decision.

As seen in Table 6, most of all respondents live with someone but there is a difference between the two respondent groups. Out of the respondents that indent to stay permanently 18,33 % live alone while 28,87 % of those that intend to stay temporarily or cannot say live alone.

| Living situation   | Nature of stay  |                         | Grand Total     |
|--------------------|-----------------|-------------------------|-----------------|
|                    | Permanent       | Temporary or cannot say |                 |
| Alone (1)          | 18,33 %         | 28,87 %                 | 25,95 %         |
| With someone (2)   | 81,67 %         | 71,13 %                 | 74,05 %         |
| <b>Grand Total</b> | <b>100,00 %</b> | <b>100,00 %</b>         | <b>100,00 %</b> |

**Table 5.** Living alone or with someone. N = 867

An independent samples t-test was used to compare the two groups in regard to whether they live alone or with someone in the same household. As Table 7 shows, the

mean for those who intend to stay permanently is 1,817 (standard deviation = 1,096, N = 240) and 1,711 (standard deviation = 1,139, N = 627) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,572. That difference proved to be significant:  $t(502) = 3,410$ ,  $p = 0,000702583$ . Thus, Hypothesis 1c is supported.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 1,816666667      | 1,711323764                    |
| Variance                     | 0,150348675      | 0,20567029                     |
| Observations                 | 240              | 627                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 502              |                                |
| t Stat                       | 3,409752568      |                                |
| P(T<=t) two-tail             | 0,000702583      |                                |
| t Critical two-tail          | 1,964700845      |                                |

**Table 6.** The impact of living with someone on the permanent migration decision.

## 5.2 Family

For family, three separate tests were made. It was tested if there is a difference between the respondent groups regarding having a spouse, where the spouse is living, and where the respondents' children live if they have any.

As shown in Table 8, 83,95 % of the respondents who intend to stay permanently have a spouse while 74,77 % of the respondents who intend to stay temporarily or cannot say have a spouse.

| Spouse             | Nature of stay      |                                   | Grand Total     |
|--------------------|---------------------|-----------------------------------|-----------------|
|                    | Permanent (N = 243) | Temporary or cannot say (N = 642) |                 |
| Yes (1)            | 83,95 %             | 74,77 %                           | 77,29 %         |
| No (2)             | 16,05 %             | 25,23 %                           | 22,71 %         |
| <b>Grand Total</b> | <b>100,00 %</b>     | <b>100,00 %</b>                   | <b>100,00 %</b> |

**Table 7.** Respondents' spouses. N = 885

An independent samples t-test was used to compare the two groups in regard to whether or not they have a spouse. As Table 9 shows, the mean for those who intend to stay permanently is 1,160 (standard deviation = 0,368, N = 243) and 1,252 (standard deviation = 0,435, N = 642) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,092. That difference proved to be significant:  $t(512) = -3,148$ ,  $p = 0,001738776$ . Thus, Hypothesis 2a is supported.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 1,160493827      | 1,252336449                    |
| Variance                     | 0,135292317      | 0,188957091                    |
| Observations                 | 243              | 642                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 512              |                                |
| t Stat                       | -3,148168787     |                                |
| P(T<=t) two-tail             | 0,001738776      |                                |
| t Critical two-tail          | 1,964608113      |                                |

**Table 8.** The impact of a spouse on the permanent migration decision.

The respondents who have a spouse were also asked whether the spouse lives in the same country as the respondent themselves live, in Finland or in another country. Out of the respondents who intend to stay permanently 7,69 % stated that their spouse does not live in the same country as they do (Table 10). Out of the respondents who intend to stay temporarily or cannot say 15,16 % stated that their spouse does not live in the same country as they do. Thus, a great majority (87,01 %) of all respondents state that their spouse lives in the respondent's current country of residence.

| Spouse living in                 | Nature of stay      |                                   | Grand Total     |
|----------------------------------|---------------------|-----------------------------------|-----------------|
|                                  | Permanent (N = 195) | Temporary or cannot say (N = 475) |                 |
| Current country of residence (1) | 92,31 %             | 84,84 %                           | 87,01 %         |
| Finland (2)                      | 5,64 %              | 10,95 %                           | 9,40 %          |
| Another country (3)              | 2,05 %              | 4,21 %                            | 3,58 %          |
| <b>Grand Total</b>               | <b>100,00 %</b>     | <b>100,00 %</b>                   | <b>100,00 %</b> |

**Table 9.** The location of the respondents' spouses. N = 670

An independent samples t-test was used to compare the two groups in regard to where their spouse lives. Only respondents with spouses were compared and options for

spouse's current country of residence were the respondent's current country of residence, Finland, and another country. As Table 11 shows, the mean for those who intend to stay permanently is 1,097 (standard deviation = 0,360, N = 195) and 1,194 (standard deviation = 0,491, N = 475) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,097. That difference proved to be significant:  $t(487) = -2,812$ ,  $p = 0,005129298$ . Thus, Hypothesis 2b is supported.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 1,097435897      | 1,193684211                    |
| Variance                     | 0,129632567      | 0,240888297                    |
| Observations                 | 195              | 475                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 487              |                                |
| t Stat                       | -2,811544421     |                                |
| P(T<=t) two-tail             | 0,005129298      |                                |
| t Critical two-tail          | 1,964847101      |                                |

**Table 10.** The impact of the spouse's location on the permanent migration decision.

A similar question was asked regarding the possible children of the respondents. As shown in Table 12, the respondents intending to stay permanently have a greater portion of answers for 'Current country of residence' also regarding children. 85,71 % of that respondent group stated that their children live in the same country as they do while 77,24 % of the respondents who intend to stay temporarily or cannot say stated that their children live in the same country as they do.

| Children living in               | Nature of stay      |                                   | Grand Total     |
|----------------------------------|---------------------|-----------------------------------|-----------------|
|                                  | Permanent (N = 133) | Temporary or cannot say (N = 246) |                 |
| Current country of residence (1) | 85,71 %             | 77,24 %                           | 80,21 %         |
| Finland (2)                      | 10,53 %             | 18,70 %                           | 15,83 %         |
| Another country (3)              | 3,76 %              | 4,07 %                            | 3,96 %          |
| <b>Grand Total</b>               | <b>100,00 %</b>     | <b>100,00 %</b>                   | <b>100,00 %</b> |

**Table 11.** The location of the respondents' children. N = 379

An independent samples t-test was used to compare the two groups in regard to where their children live. Only respondents with children were compared and options for

current country of residence of respondent's children were the respondent's current country of residence, Finland, and another country. As Table 13 shows, the mean for those who intend to stay permanently is 1,180 (standard deviation = 0,360, N = 133) and 1,268 (standard deviation = 0,491, N = 246) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,088. That difference proved not to be significant:  $t(297) = -1,653$ ,  $p = 0,099337009$ . Thus, Hypothesis 2c is rejected.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 1,180451128      | 1,268292683                    |
| Variance                     | 0,224766462      | 0,278745645                    |
| Observations                 | 133              | 246                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 297              |                                |
| t Stat                       | -1,653247898     |                                |
| P(T<=t) two-tail             | 0,099337009      |                                |
| t Critical two-tail          | 1,967983525      |                                |

**Table 12.** The impact of the children's location on the permanent migration decision.

### 5.3 National identity

The respondents were asked how important being Finnish, being European, and inter-nationality is to them. There were considerable differences in the answers of the two groups regarding the importance of being Finnish. As seen in Table 14, 57,50 % of respondents that intend to stay permanently state that being Finnish is very important to them while 65,71 % of those who do not intend to stay permanently have picked the same answer. Looking at the two bottom options of 'Not particularly important' and 'Not at all important', 12,92 % of respondents who intend to stay permanently have chosen one of these options whereas the same figure for the other group is only 7,93 %.

| How important is               | Nature of stay      |                                   | Grand Total |
|--------------------------------|---------------------|-----------------------------------|-------------|
|                                | Permanent (N = 240) | Temporary or cannot say (N = 630) |             |
| <b>Being Finnish</b>           |                     |                                   |             |
| Very important (1)             | 57,50 %             | 65,71 %                           | 63,45 %     |
| Fairly important (2)           | 29,58 %             | 26,35 %                           | 27,24 %     |
| Not particularly important (3) | 10,00 %             | 6,98 %                            | 7,82 %      |
| Not at all important (4)       | 2,92 %              | 0,95 %                            | 1,49 %      |
| Grand Total                    | 100,00 %            | 100,00 %                          | 100,00 %    |

**Table 13.** The perceived importance of being Finnish. N = 870

An independent samples t-test was used to compare the two groups in regard to how important being Finnish is to them. As Table 15 shows, the mean for those who intend to stay permanently is 1,583 (standard deviation = 0,788, N = 240) and 1,432 (standard deviation = 0,665, N = 630) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,151. That difference proved to be significant:  $t(376) = 2,643$ ,  $p = 0,008555761$ . Thus, Hypothesis 3a is supported.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 1,583333333      | 1,431746032                    |
| Variance                     | 0,620641562      | 0,442869761                    |
| Observations                 | 240              | 630                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 376              |                                |
| t Stat                       | 2,643215526      |                                |
| P(T<=t) two-tail             | 0,008555761      |                                |
| t Critical two-tail          | 1,966293229      |                                |

**Table 14.** The impact of the perceived importance of being Finnish on the permanent migration decision.

The respondents were asked how important their own native language is to them. As seen in Table 16, there were considerable differences in the answers of the two groups regarding the importance of their native language.

| How important is               | Nature of stay      |                                   | Grand Total |
|--------------------------------|---------------------|-----------------------------------|-------------|
|                                | Permanent (N = 237) | Temporary or cannot say (N = 619) |             |
| <b>Native language</b>         |                     |                                   |             |
| Very important (1)             | 65,40 %             | 73,34 %                           | 71,14 %     |
| Fairly important (2)           | 26,16 %             | 20,52 %                           | 22,08 %     |
| Not particularly important (3) | 7,59 %              | 5,01 %                            | 5,72 %      |
| Not at all important (4)       | 0,84 %              | 1,13 %                            | 1,05 %      |
| Grand Total                    | 100,00 %            | 100,00 %                          | 100,00 %    |

**Table 15.** The perceived importance of the respondent's native language. N = 856

An independent samples t-test was used to compare the two groups in regard to how important their native language is to them. As Table 17 shows, the mean for those who intend to stay permanently is 1,439 (standard deviation = 0,671, N = 237) and 1,339 (standard deviation = 0,627, N = 619) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,100. That difference proved to be significant:  $t(403) = 1,977$ ,  $p = 0,048727412$ . Thus, Hypothesis 3b is supported.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 1,438818565      | 1,339256866                    |
| Variance                     | 0,450690124      | 0,392809156                    |
| Observations                 | 237              | 619                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 403              |                                |
| t Stat                       | 1,976959381      |                                |
| P(T<=t) two-tail             | 0,048727412      |                                |
| t Critical two-tail          | 1,965867932      |                                |

**Table 16.** The impact of the perceived importance of native language on the permanent migration decision.

The respondents were asked how important different Finnish cultural aspects are to them. Responses regarding Finnish food, celebrations, music, literature, films, and television series were compared. As seen in Table 18, the respondents who intend to stay temporarily or cannot say had a greater portion of responses for 'Very important' in each of the sections, except for Finnish films. The differences between the two respondent

groups' responses proved to be significant for all sections except for Finnish literature and Finnish films (Tables 18-24).

| How important is                 | Nature of stay      |                                   | Grand Total |
|----------------------------------|---------------------|-----------------------------------|-------------|
|                                  | Permanent (N = 237) | Temporary or cannot say (N = 619) |             |
| <b>Finnish food</b>              |                     |                                   |             |
| Very important (1)               | 24,47 %             | 26,66 %                           | 26,05 %     |
| Fairly important (2)             | 39,66 %             | 45,56 %                           | 43,93 %     |
| Not particularly important (3)   | 30,38 %             | 25,20 %                           | 26,64 %     |
| Not at all important (4)         | 5,49 %              | 2,58 %                            | 3,39 %      |
| Grand Total                      | 100,00 %            | 100,00 %                          | 100,00 %    |
| <b>Finnish celebrations</b>      |                     |                                   |             |
| Very important (1)               | 22,78 %             | 28,92 %                           | 27,22 %     |
| Fairly important (2)             | 40,93 %             | 44,75 %                           | 43,69 %     |
| Not particularly important (3)   | 31,65 %             | 23,59 %                           | 25,82 %     |
| Not at all important (4)         | 4,64 %              | 2,75 %                            | 3,27 %      |
| Grand Total                      | 100,00 %            | 100,00 %                          | 100,00 %    |
| <b>Finnish music</b>             |                     |                                   |             |
| Very important (1)               | 21,10 %             | 22,46 %                           | 22,08 %     |
| Fairly important (2)             | 30,80 %             | 40,23 %                           | 37,62 %     |
| Not particularly important (3)   | 36,71 %             | 27,95 %                           | 30,37 %     |
| Not at all important (4)         | 11,39 %             | 9,37 %                            | 9,93 %      |
| Grand Total                      | 100,00 %            | 100,00 %                          | 100,00 %    |
| <b>Finnish literature</b>        |                     |                                   |             |
| Very important (1)               | 22,36 %             | 24,23 %                           | 23,71 %     |
| Fairly important (2)             | 35,44 %             | 38,13 %                           | 37,38 %     |
| Not particularly important (3)   | 32,91 %             | 30,69 %                           | 31,31 %     |
| Not at all important (4)         | 9,28 %              | 6,95 %                            | 7,59 %      |
| Grand Total                      | 100,00 %            | 100,00 %                          | 100,00 %    |
| <b>Finnish films</b>             |                     |                                   |             |
| Very important (1)               | 12,24 %             | 10,66 %                           | 11,10 %     |
| Fairly important (2)             | 25,32 %             | 31,66 %                           | 29,91 %     |
| Not particularly important (3)   | 49,37 %             | 44,75 %                           | 46,03 %     |
| Not at all important (4)         | 13,08 %             | 12,92 %                           | 12,97 %     |
| Grand Total                      | 100,00 %            | 100,00 %                          | 100,00 %    |
| <b>Finnish television series</b> |                     |                                   |             |
| Very important (1)               | 8,86 %              | 12,12 %                           | 11,21 %     |
| Fairly important (2)             | 22,78 %             | 25,20 %                           | 24,53 %     |
| Not particularly important (3)   | 42,62 %             | 42,33 %                           | 42,41 %     |
| Not at all important (4)         | 25,74 %             | 20,36 %                           | 21,85 %     |
| Grand Total                      | 100,00 %            | 100,00 %                          | 100,00 %    |

**Table 17.** The perceived importance of Finnish food, Finnish celebrations, Finnish music, Finnish literature, Finnish films, and Finnish television series. N = 856



An independent samples t-test was used to compare the two groups in regard to how important Finnish food is to them. As Table 19 shows, the mean for those who intend to stay permanently is 2,169 (standard deviation = 0,862, N = 237) and 2,037 (standard deviation = 0,788, N = 619) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,132. That difference proved to be significant:  $t(396) = 2,046$ ,  $p = 0,041393483$ .

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 2,168776371      | 2,037156704                    |
| Variance                     | 0,742580276      | 0,621594492                    |
| Observations                 | 237              | 619                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 396              |                                |
| t Stat                       | 2,046231908      |                                |
| P(T<=t) two-tail             | 0,041393483      |                                |
| t Critical two-tail          | 1,965972608      |                                |

**Table 18.** The impact of the perceived importance of Finnish food on the permanent migration decision.

An independent samples t-test was used to compare the two groups in regard to how important Finnish celebrations are to them. As Table 20 shows, the mean for those who intend to stay permanently is 2,181 (standard deviation = 0,837, N = 237) and 2,002 (standard deviation = 0,797, N = 619) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,179. That difference proved to be significant:  $t(410) = 2,850$ ,  $p = 0,004592424$ .

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 2,181434599      | 2,001615509                    |
| Variance                     | 0,699992848      | 0,635919716                    |
| Observations                 | 237              | 619                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 410              |                                |
| t Stat                       | 2,850005464      |                                |
| P(T<=t) two-tail             | 0,004592424      |                                |
| t Critical two-tail          | 1,96576684       |                                |

**Table 19.** The impact of the perceived importance of Finnish celebrations on the permanent migration decision.

An independent samples t-test was used to compare the two groups in regard to how important Finnish music is to them. As Table 21 shows, the mean for those who intend to stay permanently is 2,384 (standard deviation = 0,943, N = 237) and 2,242 (standard deviation = 0,906, N = 619) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,142. That difference proved to be significant:  $t(413) = 1,987$ ,  $p = 0,047612078$ .

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 2,383966245      | 2,242326333                    |
| Variance                     | 0,890080812      | 0,821441829                    |
| Observations                 | 237              | 619                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 413              |                                |
| t Stat                       | 1,98673545       |                                |
| P(T<=t) two-tail             | 0,047612078      |                                |
| t Critical two-tail          | 1,965724567      |                                |

**Table 20.** The impact of the perceived importance of Finnish music on the permanent migration decision.

An independent samples t-test was used to compare the two groups in regard to how important Finnish literature is to them. As Table 22 shows, the mean for those who intend to stay permanently is 2,291 (standard deviation = 0,918, N = 237) and 2,203 (standard deviation = 0,887, N = 619) for those who intend to stay temporarily or cannot say.

The means of the two groups differs by 0,088. That difference proved not to be significant:  $t(415) = 1,261$ ,  $p = 0,20817808$ .

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 2,291139241      | 2,20355412                     |
| Variance                     | 0,842844883      | 0,786977639                    |
| Observations                 | 237              | 619                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 415              |                                |
| t Stat                       | 1,260553365      |                                |
| P(T<=t) two-tail             | 0,20817808       |                                |
| t Critical two-tail          | 1,965696725      |                                |

**Table 21.** The impact of the perceived importance of Finnish literature on the permanent migration decision.

An independent samples t-test was used to compare the two groups in regard to how important Finnish films are to them. As Table 23 shows, the mean for those who intend to stay permanently is 2,633 (standard deviation = 0,861, N = 237) and 2,599 (standard deviation = 0,844, N = 619) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,034. That difference proved not to be significant:  $t(420) = 0,513$ ,  $p = 0,608336515$ .

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 2,632911392      | 2,599353796                    |
| Variance                     | 0,741793607      | 0,71300929                     |
| Observations                 | 237              | 619                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 420              |                                |
| t Stat                       | 0,512834774      |                                |
| P(T<=t) two-tail             | 0,608336515      |                                |
| t Critical two-tail          | 1,965628284      |                                |

**Table 22.** The impact of the perceived importance of Finnish films on the permanent migration decision.

An independent samples t-test was used to compare the two groups in regard to how important Finnish television series are to them. As Table 24 shows, the mean for those who intend to stay permanently is 2,852 (standard deviation = 0,906, N = 237) and 2,709 (standard deviation = 0,926, N = 619) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,143. That difference proved to be significant:  $t(436) = 2,055$ ,  $p = 0,040478045$ .

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 2,852320675      | 2,709208401                    |
| Variance                     | 0,821318744      | 0,85705099                     |
| Observations                 | 237              | 619                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 436              |                                |
| t Stat                       | 2,054961183      |                                |
| P(T<=t) two-tail             | 0,040478045      |                                |
| t Critical two-tail          | 1,965419852      |                                |

**Table 23.** The impact of the perceived importance of Finnish television series on the permanent migration decision.

Based on the results of the t-tests regarding different Finnish cultural aspects, Hypothesis 3c is partly supported.

#### 5.4 Host country satisfaction

There was a significant difference between the respondent groups' responses regarding how much they enjoy living in the current country of residence (Table 25). Out of the respondents that intend to stay permanently, 71,19 % have stated that they enjoy living in the host country 'very much'. Out of the respondents that do not intend to stay permanently, only 36,07 % have stated the same. As few as 1,23 % of the respondents intending to stay permanently have answered 'somewhere in the middle' and only 0,41 % (1 respondent) are not enjoying living in the current country of residence. Not one of them answered 'not at all'. For those not intending to stay permanently, 9,44 % answered

‘somewhere in the middle’, while 3,87 % (25 respondents) did not enjoy living in the current country of residence much or at all.

| How much does one enjoy living in the host country | Nature of stay      |                                   | Grand Total     |
|--|---------------------|-----------------------------------|-----------------|
|  | Permanent (N = 243) | Temporary or cannot say (N = 646) |                 |
| Very much (1)                                      | 71,19 %             | 36,07 %                           | 45,67 %         |
| Fairly much (2)                                    | 27,16 %             | 50,62 %                           | 44,21 %         |
| Somewhere in the middle (3)                        | 1,23 %              | 9,44 %                            | 7,20 %          |
| Not very much (4)                                  | 0,41 %              | 3,41 %                            | 2,59 %          |
| Not at all (5)                                     | 0,00 %              | 0,46 %                            | 0,34 %          |
| <b>Grand Total</b>                                 | <b>100,00 %</b>     | <b>100,00 %</b>                   | <b>100,00 %</b> |

**Table 24.** How much does the respondent enjoy living in the current country of residence. N = 889

An independent samples t-test was used to compare the two groups in regard to how much they enjoy living in the current country of residence. As Table 26 shows, the mean for those who intend to stay permanently is 1,309 (standard deviation = 0,514, N = 243) and 1,816 (standard deviation = 0,775, N = 646) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,507. That difference proved to be significant:  $t(654) = -11,298$ ,  $p = 3,6479E-27$ . Thus, Hypothesis 4a is supported.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 1,308641975      | 1,815789474                    |
| Variance                     | 0,263850627      | 0,600122399                    |
| Observations                 | 243              | 646                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 654              |                                |
| t Stat                       | -11,29847184     |                                |
| P(T<=t) two-tail             | 3,6479E-27       |                                |
| t Critical two-tail          | 1,963597919      |                                |

**Table 25.** The impact of host country dissatisfaction on the permanent migration decision.

There was a notable difference between the respondent groups’ responses regarding the culture of the current country of residence (Table 27). Out of the respondents that intend to stay permanently, 91,29 % have stated that the culture is at least fairly

important to them. Out of the respondents that do not intend to stay permanently, 65,93 % have stated the same. More than one third (34,07 %) of the respondents not intending to stay permanently have stated that the culture is not particularly important or not at all important to them. For those intending to stay permanently, the corresponding percentage is much lower at 8,71 %.

| How important is                                   | Nature of stay      |                                   | Grand Total |
|--|---------------------|-----------------------------------|-------------|
|  | Permanent (N = 241) | Temporary or cannot say (N = 631) |             |
| <b>The culture of current country of residence</b> |                     |                                   |             |
| Very important (1)                                 | 40,25 %             | 18,70 %                           | 24,66 %     |
| Fairly important (2)                               | 51,04 %             | 47,23 %                           | 48,28 %     |
| Not particularly important (3)                     | 7,47 %              | 29,00 %                           | 23,05 %     |
| Not at all important (4)                           | 1,24 %              | 5,07 %                            | 4,01 %      |
| Grand Total  | 100,00 %            | 100,00 %                          | 100,00 %    |

**Table 26.** The perceived importance of the local culture. N = 872

An independent samples t-test was used to compare the two groups in regard to how important the culture of their current country of residence is to them. As Table 28 shows, the mean for those who intend to stay permanently is 1,697 (standard deviation = 0,661, N = 241) and 2,204 (standard deviation = 0,799, N = 631) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,507. That difference proved to be significant:  $t(521) = -9,543$ ,  $p = 5,32426E-20$ . Thus, Hypothesis 4b is supported.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 1,697095436      | 2,204437401                    |
| Variance                     | 0,437033195      | 0,639091389                    |
| Observations                 | 241              | 631                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 521              |                                |
| t Stat                       | -9,543251176     |                                |
| P(T<=t) two-tail             | 5,32426E-20      |                                |
| t Critical two-tail          | 1,964527705      |                                |

**Table 27.** The impact of the perceived importance of local culture on the permanent migration decision.

## 5.5 Length of stay

An independent samples t-test was used to compare the length of stay in the current country of residence of respondents that intend to stay permanently and that of those that intend to stay temporarily or cannot say. As Table 29 shows, the mean length of stay for those who intend to stay permanently is 12,9 years (standard deviation = 11,123, N = 243) and 6,2 years (standard deviation = 7,384, N = 646) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 6,7 years. That difference proved to be significant:  $t(326) = 8,721$ ,  $p = 1,43302E-16$ . Thus, Hypothesis 5 is supported.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 12,90843621      | 6,189628483                    |
| Variance                     | 123,7170463      | 54,51736513                    |
| Observations                 | 243              | 646                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 326              |                                |
| t Stat                       | 8,721196088      |                                |
| P(T<=t) two-tail             | 1,43302E-16      |                                |
| t Critical two-tail          | 1,967267522      |                                |

**Table 28.** The impact of the length of stay on the permanent migration decision.

## 5.6 Language

There was a notable difference between the respondent groups' responses regarding the language of the current country of residence (Table 30). 41,38 % of the respondents that intend to stay permanently have stated that the language of their current country of residence is very important to them. And a great majority of 89,21 % of them have stated it to be either very important or fairly important. Conversely, 30,74 % of the respondents that intend to stay temporarily or cannot say have stated that the language of their current country of residence is very important. Moreover, 65,30 % of them have

stated it to be either very important or fairly important. Similarly, only 10,76 % of residents intending to stay permanently have stated the language to be either not particularly important or not at all important. The corresponding figure for the other group is notably higher at 31,70 %.

| How important is                                    | Nature of stay      |                                   | Grand Total |
|---|---------------------|-----------------------------------|-------------|
|   | Permanent (N = 241) | Temporary or cannot say (N = 631) |             |
| <b>The language of current country of residence</b> |                     |                                   |             |
| Very important (1)                                  | 49,38 %             | 30,74 %                           | 35,89 %     |
| Fairly important (2)                                | 39,83 %             | 37,56 %                           | 38,19 %     |
| Not particularly important (3)                      | 9,13 %              | 24,25 %                           | 20,07 %     |
| Not at all important (4)                            | 1,66 %              | 7,45 %                            | 5,85 %      |
| Grand Total   | 100,00 %            | 100,00 %                          | 100,00 %    |

**Table 29.** The perceived importance of the local language. N = 872

An independent samples t-test was used to compare the two groups in regard to how important the language of their current country of residence is to them. As Table 31 shows, the mean for those who intend to stay permanently is 1,631 (standard deviation = 0,719, N = 241) and 2,084 (standard deviation = 0,918, N = 631) for those who intend to stay temporarily or cannot say. The means of the two groups differs by 0,453. That difference proved to be significant:  $t(550) = -7,683$ ,  $p = 7,16669E-14$ . Thus, Hypothesis 6 is supported.

|                              | <i>Permanent</i> | <i>Temporary or cannot say</i> |
|------------------------------|------------------|--------------------------------|
| Mean                         | 1,630705394      | 2,083993661                    |
| Variance                     | 0,517219917      | 0,842140216                    |
| Observations                 | 241              | 631                            |
| Hypothesized Mean Difference | 0                |                                |
| df                           | 550              |                                |
| t Stat                       | -7,683124783     |                                |
| P(T<=t) two-tail             | 7,16669E-14      |                                |
| t Critical two-tail          | 1,964286551      |                                |

**Table 30.** The impact of the perceived importance of local language on the permanent migration decision.



## **6 Discussion and conclusions**

This chapter discusses the key findings of the study before then presenting the theoretical contributions, and practical implications. Finally, the chapter is finished with discussing the limitations of the study and providing suggestions for future research.

### **6.1 Antecedents of permanent migration of Finnish expatriates**

Strongly embedded expatriates are inclined to stay in the host country permanently. Those with strong community embeddedness have valuable relationships and links within the host country community. They take part in social activities and engage actively with friends and family in the local community. Repatriation would mean having to cut those ties and sacrificing the social network in the current country of residence. (Tharenou & Caulfield, 2010) Thus, social networks and social support has a significant impact on the decision of repatriation or permanent migration (Baruch et al., 2007). The findings of this study are also in line with the earlier findings regarding the effect of social networks in the host country. The expatriates with perceived high level of social networks in the current country of residence are more inclined to stay permanently than those whose perceived level of social networks is not as good. Adding to that, Hechanova et al. (2003) state that the more the social networks are built around locals and the more often expatriates interact with host country nationals, the better adjusted they become. Better adjustment is positively related to job satisfaction which again is negatively related to intent to leave the expatriate assignment. (Hechanova et al., 2003) This study supports those statements in the way that time spent with locals is positively related to intended permanent stay.

Continuing with social networks, they also have a great impact on the individual's mental health and overall well-being (Elmer et al., 2020). This study finds that living with someone is positively related to intended permanent stay. It is adding to the findings of Elmer et al. (2020) who state that people living alone and have weak social networks to begin

with, are more likely to face health issues. Socially isolated expatriates who have migrated on their own and live alone face a greater risk of feeling lonely and depressed. (Elmer et al., 2020) Daily interactions have a significant impact on expatriate welfare which again may impact the decision to stay or leave (Molinsky, 2007), the view of which is supported by this study.

Richardson (2006) underlines the level of spouse's involvement in decision-making. The identity of the expatriate themselves and their spouse is often combined or mixed. (Richardson, 2006) Moreover, if the spouse is not well-adjusted to the host country, it has a significant impact on the general adjustment of the expatriate as well (Bhaskar-Shrinivas et al., 2005; Black, 1991; Haslberger & Brewster, 2009). Although the spouse's nationality, location, and other circumstances affect the outcome, it was hypothesized and found that having a spouse is positively related to intended permanent stay. Adding to that, family ties in the host country lead to stronger commitment to the host community and a satisfying social life, which has a positive effect on being inclined to remain in the host country permanently (Takeyuki, 1999; Tharenou & Caulfield, 2010; Richardson & McKenna, 2006). Similarly, family ties in the home country and receiving encouragement from the family back home may pull the expatriate to repatriate (Tharenou & Caulfield, 2010). This study complements the earlier findings by finding that having a spouse in the same current country of residence is positively related to intended permanent stay.

If the expatriate is accompanied by their children in the current country of residence, they typically become more socially active through the children's school and friends (Takeyuki, 1999; Haslberger & Brewster, 2008). Children are often able to help their parents with the local language and culture and thus making the adjustment easier, expanding social ties, and increasing the probability of permanent migration (Haslberger & Brewster, 2008; Takeyuki, 1999). Additionally, expatriates may be reluctant to make their children start over at a new school again following repatriation (Harvey, 2009). Moreover, self-assigned expatriates are more inclined to repatriate when they have no children, or the children are not strongly embedded in the current country of residence (Tharenou

& Caulfield, 2010). This study could not provide supportive or contrary evidence, as the differences between the two research groups proved not to be significant.

Expatriates with a strong national identity associating strongly with their home country as well as its language and culture are more inclined to return home (Tharenou & Caulfield, 2010). That view is supported by this study as it is found that the perceived importance of being Finnish, and the perceived importance of Finnish language are both negatively related to permanent migration. In addition, this study finds that the perceived importance of some other Finnish cultural aspects may also be negatively related to intended permanent stay, while others may not. The perceived importance of Finnish food, celebrations, music, and television series are negatively related to intended permanent stay. On the contrary, Finnish literature and Finnish films could not be proved to have similar effect on permanent migration intentions.

Tharenou & Caulfield do not find significant correlation between host country satisfaction and repatriation intentions. On the other hand, they do find correlation between host country satisfaction and embeddedness, which again is strongly related to repatriation intentions. (Tharenou & Caulfield, 2010) This study adds to the previous findings by finding that the experienced satisfaction in the host country as well as the perceived importance of the host country culture are both positively related to intended permanent stay.

The longer the expatriate has stayed in the host country, the more likely they are to stay permanently (OECD, 2008; Tharenou & Caulfield, 2010; Takeyuki, 1999). As the length of stay extends, the mindset of the individual is repositioning from a temporary resident to a permanent one (Takeyuki, 1999). The findings of this study are in line with the previous findings as the length of stay is found to be positively related to permanent migration intentions.

Interacting in the host country language enables the expatriate to have more rewarding interactions with the locals as well as learning from those interactions. Thus, the knowledge of the local language has an impact on expatriate adjustment which again affects intention to repatriate. (Bhaskar-Shrinivas et al., 2005; Haslberger, 2005; Peltokorpi & Froese, 2009; Froese & Peltokorpi, 2013) In addition, insufficient knowledge of the local language combined with the insufficient English skills of the locals lead to further challenges when it comes to interacting with locals (Guttormsen et al., 2018). This study also sheds light on the perceived importance of the local language as it is found to be positively related to intended permanent stay.

In summary, the found antecedents of permanent migration of Finnish expatriates include high level of social networks in the current country of residence, time spent with local people, shared living, having a spouse, having the spouse live in the same country, host country satisfaction, perceived importance of host country culture, the length of stay in the current country of residence, perceived importance of host country language, lower perceived importance of being Finnish, lower perceived importance of Finnish language, and partly, lower perceived importance of other Finnish cultural factors.

## **6.2 Theoretical contributions**

The previous research has concentrated on differentiating expatriate types (Andresen et al., 2014; Froese & Peltokorpi, 2013; Peltokorpi & Froese, 2009), motives of expatriation (Andresen et al., 2015; Baruch & Forstenlechner, 2017; Shortland, 2016), expatriate adjustment (Bhaskar-Shrinivas et al., 2005; Froese & Peltokorpi, 2013; Haslberger & Brewster, 2009; Huang et al., 2005; Kumpikaitė-Valiūnienė et al., 2022; Peltokorpi & Froese, 2009; Salamin & Davoine, 2015), and repatriation in general (Breitenmoser & Bader, 2021; Harvey, 2009; Meuer et al., 2019; Suutari & Brewster, 2003; Tharenou & Caulfield, 2010). But there is little existing theory regarding permanent migration of expatriates.

This study utilises push-pull theory, particularly push and pull factors which are adapted and revised from Tharenou and Caulfield (2010) as well as Baruch et al. (2007). The findings of the study add to the push and pull factors, providing a new viewpoint of the expatriate's permanent migration decision, instead of for instance focusing on repatriation (Tharenou & Caulfield, 2010) or a student's permanent migration decision (Baruch et al., 2007). Moreover, there is little previous research and few findings especially regarding the impact of lower perceived importance of the individual's own nationality, language, and other home country cultural factors. Tharenou and Caulfield (2010) find a link between strong national identity and repatriate intentions but finding relation between lower perceived importance of one's own nationality and permanent migration decision is new. Similarly, providing evidence of the impact of lower perceived importance of one's own mother tongue as well as the impact of lower perceived importance of other aspects of one's home country culture to permanent migration intentions has novelty value. Lastly, shared living and its role as a pull factor is also particularly little researched. Although the effects social isolation has on mental health (Elmer et al., 2020) and the impact of daily interactions (Molinsky, 2007) have been studied previously, this study generates a new aspect of shared living as an antecedent to the decision to remain in the current country of residence permanently.

To conclude, the findings of this study contribute to the niche of permanent migration decision when it comes to expatriates. The study sheds light on the antecedents of permanent migration providing information and enabling comprehension of what may affect the decision of Finnish expatriates.

### **6.3 Practical implications**

The findings of this study can be utilised particularly by organisations that have foreign expatriate employees and hope to retain them. Based on the findings, those organisations should consider how they can increase the perceived importance of the local culture and language in the expatriate's eyes, encourage activity in the community, help

expand expatriate's local social networks, and help find ways to get the expatriate to spend time with the locals both in and out of the work community. Additionally, it would be important for the organisations to support the expatriate spouse in their adjustment if possible, and even offer to help bring the spouse to the host country if they are currently located in another country.

In addition to organisations, different nations and cities could similarly benefit from the findings. As Parag Khanna (2022) writes, a global war of talent is on-going. Nations are struggling with their aging workforce, thus finding, recruiting, and retaining international talent is ever more important. Competition is fierce as nations seek to attract especially young skilled migrants to immigrate. (Khanna, 2022) To be able to recruit and specially to retain global talent, nations and cities need to understand what keeps the expatriates in their host countries and cities. That is where the findings of this study can be utilised as the study provides a good base for understanding how to retain foreign expatriates.

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

Because secondary data was used, this study has some considerable limitations that cannot be overlooked. Although antecedents to permanent migration were successfully found, they are all related to non-work factors. Antecedents related to work factors could not be studied as the data did not provide sufficient information regarding them. Thus, this study is limited to non-work related antecedents to permanent migration. Additionally, the antecedents have been found solely based on the responses of Finnish expatriates. Because of that, the findings cannot be generalised to all nationalities as cultural aspects may differ significantly and affect the outcome of the study.

Even if there are limitations to this study, it provides a great basis and starting point for future research. Permanent migration of expatriates should be further researched in general. But to provide something more exact, adding to this study, work related antecedents should be examined. Furthermore, it would be interesting and useful to research

if there are significant differences between different host countries and possibly countries with a large cultural distance between them. All in all, as permanent migration of expatriates is still little researched, there are several viewpoints and circumstances to choose from for future research regarding this topic.

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