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Expatriates' work-nonwork interface –what do we know about it and what should we learn?

Liisa Mäkelä, Vesa Suutari, & Tania Biswas

Introduction

Relocation to a new country to work changes expatriates' professional and personal life. Finding a balance between these two life spheres can be challenging owing to increased demands and reduced resources in related roles (Lazarova, Westman, & Shaffer, 2010). For instance, expatriates' work role typically involves broader tasks, more autonomy, and higher responsibilities than their former jobs, and at the same time, their knowledge and skills are not as good a match to the expatriate job as their previous job (Bonache, Brewster, Suutari, & Cerdin, 2018; Firth, Chen, Kirkman, & Kim, 2014). This likely to increase the demands related to their work role. Furthermore, in personal-life roles, such as those of partner or parent, expatriation may mean increased demands such as a need to support dependents who have followed the expatriate abroad and reduced resources, such as lack of a social network providing practical help (Shaffer, Reiche, Lazarova, Chen, & Wurtz, 2016). Possible increase in the roles in both life spheres involve a risk of negative interaction between them. However, relocation can sometimes involve positive aspects too in the form of reduced demands and increased resources, and thus achieving a balance between work and nonwork may sometimes become easier to achieve in the context of expatriation. For instance, expatriates often receive greater financial rewards than they could command at home (Tornikoski, Suutari, & Festing, 2014). They might also go to live in an attractive living environment and the expatriate position might enable them to get outside help with the demands of everyday life, such as household chores and childcare (Mäkelä, Suutari, & Mayerhofer, 2011).

Work-life balance is a concept that has been used in many different ways in literature focusing on the questions related to expatriates' work and nonwork interface and also in work on employees in a domestic setting. To date, the question of balance has most often been approached by investigating the minimum negative and maximum positive effects spilling over from one life sphere to another (Wayne, Butts, Casper, & Allen, 2017). One recent work by Casper and colleagues (2017) provided a comprehensive review and meta-analysis of current knowledge of the work-nonwork balance and contributed notably to this stream of literature. In conclusion, the study defined the work-nonwork balance as

Employees' evaluation of the favorability of their combination of work and nonwork roles, arising from the degree to which their affective experiences and their perceived involvement and effectiveness in work and nonwork roles are commensurate with the value they attach to these roles. (Casper et al., 2017).

The definition is based on attitudes (involving affective and cognitive factors) and fit-theories and provides a novel avenue to the study of work-nonwork balance.

In this chapter, we review current literature focusing on the empirical knowledge about positive and negative spillover between expatriates' different life spheres and their work and nonwork balance. We explore the body of literature and start by bringing together what we know about expatriates' work-nonwork conflict (work-to-nonwork/life conflict: WLC, nonwork/life-to-work conflict: LWC) and enrichment (work-to-nonwork/ life enrichment: WLE, nonwork/ life-to-work enrichment: LWE) and work-nonwork/life balance (WLB) and what we know about their occurrence, antecedents, and outcomes. Whenever possible we highlight the findings of prior studies specifically relating to the international work context, which include those addressing type of expatriation (organizational expatriate/ self-initiated expatriate/ global careerist), length, and phase (before/ beginning/ settled down/ preparing for repatriation or new relocation/ repatriation or new next assignment). The knowledge provided by our review highlights areas of the work-nonwork literature on expatriates that remain empirically underexplored and suggest some avenues that future studies could focus on. Therefore, this chapter also aims to provide insights on how the international context should be acknowledged in future research on expatriate work-nonwork balance and more generally, how work-nonwork research should pay more attention to the different contexts in which balancing different life spheres occurs.

Work and nonwork conflict, enrichment, and balance

Employees have different roles and split their time and energy between their different life spheres: work and family or, more broadly, work and nonwork. The main theoretical approaches applied to study work and personal-life dynamics are role stress theory (Greenhaus & Beutell, 1985) and resources theory (see Barnett & Hyde, 2001; Fisher, Bulger, & Smith, 2009; Frone, 2003). Combining different parts of one's life can be challenging and this line of research can be assisted by stress theory. Essentially, multiple roles in different life spheres create conflicting expectations, which can in turn create psychological conflict and role overload (Greenhaus & Beutell, 1985). Individual resources, for instance, time and energy, are seen as limited and their depletion will result in strain on the individual. An alternative view links to resources theory, which holds that activities in different life domains have the potential to prompt renewal, as having multiple roles is generally beneficial for individuals (Fisher et al., 2009). Therefore, the interplay between different life spheres can be both resource consuming and tiring, but also rewarding and energizing. Terms typically used in the literature include *conflict* and *enrichment* that describe negative or positive spillover from one life sphere to another. This approach is also applied in this chapter.

Moreover, work-nonwork conflicts can be time-based, strain-based, or behavior-based (Carlson, Kacmar, & Williams, 2000; Greenhaus & Beutell, 1985). Time-based conflict occurs when different roles compete for the individual's time—for instance, due to long working hours, a person is not able to devote as much time to leisure as is desired. Strain-based conflict occurs when the pressure experienced in one role impedes the ideal role behaviors in another. This kind of situation arises, for example, if the home situation is problematic and demands considerable energy to manage. That demand then hinders the individual's ability to concentrate on work. Behavior-based conflict relates to incompatible behaviors demanded by competing roles, such as if a person who makes decisions independently at work finds that behavior is inappropriate for decision-making at home.

Positive spillover, or enrichment, or facilitation (Wayne, Grzywacz, Carlson & Kacmar, 2007), refers to the extent to which experiences in one role improve the quality of life in the other (Frone, 2003; Carlson et al., 2006). Enrichment can occur when, for example, the resources, skills, and

material resources acquired or developed in one role improve role performance in another life domain (Greenhaus & Powell, 2006; Carlson et al., 2006); so, if language skills acquired through training at work are utilized in the private life sphere, for instance, work-to-nonwork enrichment occurs. A positive effect spilling over from nonwork to work can be seen for instance, when someone creates such social networks through hobbies that later prove useful in a work context.

Relationships between work and private life have been studied mostly from the perspective of work and family roles. However, a broader definition that includes roles other than those meeting traditional family responsibilities is currently gaining ground in the literature (Casper et al., 2017, see also Powell et al., 2019). This is important as nonwork roles that need, consume, or provide energy, may also involve roles such as being a friend and being involved in hobbies and/or voluntary work in addition to being a partner and a parent. Therefore, the four-quadrant division model of work-to-nonwork/life conflict (WLC), nonwork/life-to-work conflict (LWC) and similarly with enrichment, work-to-nonwork/ life enrichment (WLE) and nonwork/ life-to-work enrichment (LWE) is widely used in literature and is widely applied in studies focusing on the dynamics of life spheres.

Furthermore, the question of how to balance work and nonwork demands has attracted considerable interest in everyday talk and the media, and among academics too. The conceptualization of work-life balance (WLB) has not been very consistent and several different approaches have been proposed in recent decades. The notion of WLB has often been seen as the absence of conflict or as a combination of low conflict and high enrichment situation (Duxbury & Higgins, 2001; Frone, 2003) but also as people being equally engaged and satisfied with their work and nonwork roles (Greenhaus & Singh, 2003). Balance has also been associated with the idea that there should be a fit between demands and resources in both domains (Voydanoff, 2005).

The theoretical and empirical investigation conducted by Casper and colleagues (2017) defined work-nonwork balance being an optimal combination of work and nonwork roles related to employees' affective experiences, perceived involvement and effectiveness in different roles that are commensurate with the value they attach to these roles.

The central element in this definition is that work-nonwork balance is seen as individuals' appraisal of how well they combine work and nonwork roles and the definition is based on attitudes (involving affective and cognitive factors) and fit-theories. The approach acknowledges the

importance of the preferences and values people attach to different roles, and thus makes it possible for scholars to consider that the optimal commitment, effectiveness and emotional experiences related to different life spheres vary among people (Casper et al., 2017). A heavily work-oriented person would view the optimal situation (i.e., balance) very differently from a person who values family or other nonwork-related issues over work.

What do we know about expatriates' work and nonwork conflict, enrichment, and balance?

Existing empirical studies that have focused on the expatriates' perspective and shed light on positive or negative spillover from work to nonwork, or vice versa are reviewed next. In addition, empirical findings from the studies investigating the balance between these two life spheres are discussed too. Although the terminology among these reviewed studies is not well aligned, we adopt the terms work-to-nonwork conflict (WLC), nonwork-to-work conflict (LWC), work-to-nonwork enrichment (WLE), nonwork-to-work enrichment (LWE), and work-nonwork balance (WLB). We aim to provide an overview of the current knowledge on the occurrence, antecedent factors, and outcomes of expatriates' work and nonwork interface. We include all those studies that have addressed expatriates working abroad in our review, which include both studies on traditional assigned expatriates (AEs) sent abroad by their employer and on expatriates who have searched for a job abroad on their own, called self-initiated expatriates (SIEs) (Suutari et al., 2018) as well as studies among more experienced global careerists who have many international assignments behind them (Mäkelä, Brewster & Suutari, 2014).

Work-to-nonwork conflict (WLC) and nonwork-to-work conflict (LWC)

Our review indicates that studies on the negative interface between work and nonwork among expatriates are more common than those addressing the positive spillover between life spheres. We thus start by reviewing the research on the conflicts. Based on quantitative studies, we may conclude (see Appendix A) that the negative effect from work-to-nonwork life, i.e.;WLC seems to be most often moderate but in some studies is relatively strong as it exceeds the midpoint of the scale. Negative nonwork-to-work interference, i.e.; LWC is at a lower level overall than WLC and

in each study, the mean is below the midpoint of the scale. However, as studies have adopted different measurement instruments, comparing mean values to each other is not possible.

Qualitative studies on how people experience the conflict between life spheres have indicated that time-based conflict is the most dominant type of problems spilling over from work to family whereas family to work problems were predominantly energy-based (Schutter et al, 2013) thus linking to the share of limited resources between these two life spheres. It has been found that expatriates' work consumes a lot of their time, as they work long hours, need to be available and they also travel a lot due to their work. Thus, time-based work-family conflict has been described as guilty feelings of not having enough time for family and children and they feel that there is not enough time for leisure activities (Mäkelä & Suutari, 2011, Schutter et al, 2013). Moreover, expatriates' nonwork life seems to demand effort and energy, which, in turn, may cause tiredness and experiences of negative spillover from nonwork to work (Schutter et al., 2013; Fischlmyer & Kollinger, 2010). This kind of energy-based family-to-work conflict was described mainly emerging from worries related to family members' well-being and attempts to resolve problematic situations at home (Schutter et al., 2013; Fischlmyer & Kollinger, 2010) thus conflicting role expectations are likely to play a role in these situations. There is also one quantitative study (Shih et al., 2010) that utilizes role conflict perspective and measures different types of conflict, and for the WLC, time-based conflict seems to be the most influential type. The finding is thus in line with qualitative findings. However, for LWC, behavior-based conflict is the most influential; strain-based (energy consumption) conflict is ranked second, and the weakest influence was exerted by time-based conflict. Accordingly, it seems that different types of issue underlie conflict in different life domains.

Antecedents for Work-to-nonwork conflict (WLC) and nonwork-to-work conflict (LWC)

Demographics/ Nonwork-related antecedents for WLC and LWC

Most of the studies on the conflict between expatriates' work and nonwork life spheres have not focused on analyzing differences related to expatriates' demographic factors or factors related to living conditions. However, there is some qualitative evidence that male and female expatriates may experience conflict between life spheres differently (Schutter & Boerner, 2013; see also

Fischlmyer & Kollinger, 2010; Mäkelä et al., 2011). Schutter and Boerner (2013) conclude that conflict between life spheres is more intense for women and is therefore experienced as a problem mainly by female expatriates. The findings from the Schutter and Boerner study are however based on data from only 15 expatriate interviews and only six women in a heterogeneous sample (including expatriates, repatriates, and one short-term assignee).

Moreover, although quantitative studies have not focused on these antecedents, demographics/ life situation variables have been included in several studies as controls meaning some observations based on such findings can also be made. Existing quantitative studies have taken into account factors such as expatriates' age, gender, partnership status, presence of children, and the number of children or other dependents. Five studies (Kempen, Pangert, Hatstrup, Mueller, & Joens, 2015; Kempen et al., 2017; Grant-Vallone & Ensher, 2001; Ballesteros-Leiva et al. 2017, 2018) did not find a statistically significant correlation between WLC (work to nonwork conflict) and gender or age. However, one study was found in which higher age was correlated with higher WLC (Mäkelä et al., 2017). Expatriates' demographical factors, in particular, age and gender have not been found to relate to their LWC (nonwork to work conflict) as bivariate correlations have been statistically insignificant in all four studies including these variables (Kempen et al., 2015; Ballesteros-Leiva et al., 2017, 2018; Kempen et al., 2017).

Contradictory findings also exist relating to partnership status or if expatriates had children or other dependents with reference to WLC although these kinds of differences may increase the risk of role conflict between life spheres. The presence of a respondent's children and being a partner in a couple were non-significant in some studies (Kempen et al., 2015; Kempen et al., 2017) while in other studies having children (Mäkelä et al., 2017) or dependent others (Ballesteros-Leiva et al. 2017, 2018) was found to positively correlate with expatriates' WLC. It seems that although results based on in-person narratives –qualitative data sets- are highlighting specific experiences based on demographics, mainly gender, bigger data sets do not support these findings strongly. However, it is very likely that even though gender, age, or other variables alike do not directly explain work-life conflicts, there might be underlying mechanisms that need to be revealed in statistical studies, in particular, utilizing demographic variable as moderators or adding possible mediators identified in qualitative studied in to the studied models.

Furthermore, having children or partners might affect expatriates' nonwork-to work conflict, especially in terms of competing expectations related on their roles in both life spheres. However, studies in this respect have provided multiple contradictory results. For example, Kempen et al. (2017) report there was a negative correlation between life situation (children and partnership status) and expatriates' LWC. That study does not specify how these variables are coded for the analysis, but it can be assumed that the variable *children* equates to *having children*, and *partnership* to *having a partner*. The findings from Kempen et al. (2017) therefore indicate that those expatriates who have children and/or partners do not experience as high levels of LWC as those who do not have children and/or partners. In contrast, Ballesteros-Leiva et al., (2017) reported a positive correlation between the number of dependents and LWC (particularly personal life to work-life conflict). This finding indicates that an increase in the number of dependents also increases the risk of LWC. Two other studies (Grant-Vallone & Ensher, 2001; Kempen et al., 2015) did not find any correlation between the number of children, presence of children, and partnership status with personal life-to-work conflict.

It has also been found that men and women expatriates experience WLC (work to nonwork conflict) differently depending on the expatriate couple's career situation: women representing dual-career couples experience more WLC than women in a single-career couple. Furthermore, in dual-career couples, women experienced more WLC than men. In SCC couples, women experienced less WLC than men. (Mäkelä, Lämsä, Heikkinen and Tanskanen, 2017).

In addition to these demographic or situational factors, it has been found that expatriates' and their spouses' high pace of life at home (referring to, for instance, hurrying to complete chores) has also been found to positively correlate with LWC (nonwork to work conflict). In addition, if expatriates feel supported at home, their risk of LWC was reduced (van der Zee et al., 2005).

In conclusion, it seems that demographics, especially gender and family situation may play a role how expatriates' work conflicts with his/ her non work life sphere or vice versa. However, the difference between men and women may not be as strong as interpreted in earlier qualitative studies.

Work-related antecedents for WLC and LWC

A few studies have incorporated weekly working hours, but findings are mixed. One study (Ballesteros-Leiva et al., 2017) reported that a higher number of work hours per week increases the risk of WLC (a positive correlation) but no evidence was found for such a relation in another study, Kempen et al. (2017). Furthermore, expatriates' involved in highly paced work (e.g., being in a hurry at work) and work that places emotional demands on them face an increased risk of WLC (van der Zee et al., 2005), and the emotional demands of the job also positively correlate to LWC (i.e., high emotional demands increase the risk of LWC). There is also evidence that high involvement work systems (HIWS)—a concept referring to practices aiming to enhance the productivity of organizations, for instance through efficient HR processes, work structuring, reward systems, and granting employees the opportunity to influence their work—increase the risk of expatriates' work-family conflict (thus, WLC) (Shih et al., 2010). It is also worth mentioning that although Shih and colleagues (2010) refer to work-family conflict, both directions of conflict (i.e., work to family and family to work) were combined to measure WLC. Thus, it is likely that if the main goal of HR practices in organization is to enhance employees' performance, the successful reconciliation of their work and non-work roles may become challenging. Therefore, organisations should pay more attention to well-being oriented HR practices (Guest, 2017).

Moreover, perceived organizational support (POS) has been found to have a negative correlation with WLC (i.e., the higher the POS the lower the WLC) (Grant-Vallone & Ensher 2001, pg. 268; Shaffer, Harrison, Gilley, & Luk, 2001, pg. 111). However, the aforementioned studies did not focus on the direct relationship between POS and WLC, and therefore, results from more sophisticated data analysis methods that would confirm the link between POS and (WLC/LWC) cannot be reported. However, one study, that of Ballesteros-Leiva et al. (2018), did address the different types of life-domain support reported by expatriates. The study showed that life-domain support from the organization and family and friends were negatively related to expatriates' WLC (work to nonwork conflict) and LWC (nonwork to work conflict), that is, the more support acquired, the less conflict was experienced. However, a statistically significant relationship was not found for supervisor or coworker support and conflict between life spheres. In addition, social support gained from work reduced the risk for LWC (van der Zee et al., 2005).

In addition, highly integrated boundaries of work and nonwork life spheres during expatriation have been considered a potential threat to expatriates' WLC and LWC (Mäkelä and Suutari, 2015).

If expatriates are constantly mixing their work and non-work activities, for instance, taking care of work responsibilities during their family holidays or thinking the possible problems of their partners and children during their working hours, that may decrease their successful involvement in their work or non-work roles. Prior research has also examined the coping strategies expatriates employ to cope with work-life conflicts abroad and, very active actions were found to be made by expatriates, for instance, changing the employer or moving to another country county were found as actions to ease reconciliation of work and non-work life spheres (e.g., Mäkelä and Suutari, 2011).

There is also some evidence that there are differences in what kinds of issue are important for WLC or LWC to different kinds of expatriates. Self-initiated expatriates (SIE) were found to experience higher levels of life-domain support from the organization than assigned expatriates (AE), but no difference was found in terms of other forms of support. Moreover, when the relationship between the source of life-domain support and WLC and LWC were compared among SIEs and AEs (thus using expatriation type as a moderator), it was found that support gained from coworkers is more important for SIEs than AEs, as the more support SIEs received from their coworkers, less they experienced conflicts between life spheres; however, this link was not significant for AEs (Ballesteros-Leiva et al., 2018). Moreover, one qualitative study focusing on global careerists—employees who have had several assignments abroad during their career (Mäkelä, Suutari & Brewster, 2014)—indicated that the discontinuity and rapid changes due to several relocations especially caused issues affecting family life (WFC).

Outcomes of Work-to-nonwork conflict (WLC) and nonwork-to-work conflict (LWC):

The outcomes of WLC and LWC can be classified into nonwork-related outcomes and work-related outcomes.

Nonwork-related outcomes

WLC has been found to relate to different kinds of outcomes. First, WLC has been linked to expatriates' well-being and found to relate to reduced overall life satisfaction (Ballesteros-Leiva, Poilpot-Rocaboy, and St-Onge, 2017), and a higher level of depression and anxiety (Grant-Vallone & Ensher, 2001). Negative work-to-home interference has also been reported to correlate

negatively with the psychological well-being of expatriates, although the reported correlation was not significant to general health (Van der Zee, Ali, & Salome, 2005). WLC is also linked to reduced feelings of achievement and personal growth (referring to psychological well-being) (Ballesteros-Leiva et al., 2017).

Some studies also report findings on outcomes of LWC. The findings seem to be consistent, in that higher LWC relates to an increased risk of impaired well-being. First, it has been found that the higher the level of LWC is, the weaker are the expatriates' psychological well-being and general health (a negative bivariate correlation between negative home to work interference and well-being indicators) (Van der Zee, Ali, & Salome, 2005). In another study, researchers found that LWC is related to employees having a greater propensity to be concerned about their health (Grant-Vallone & Ensher, 2001). Moreover, LWC has been found to relate to a reduction in overall life satisfaction (referring to subjective well-being) and to undermine feelings of achievement and personal growth (referring to psychological well-being) (Ballesteros-Leiva et al., 2017).

Work-related outcomes

Work-related outcomes have also been studied. First, time-based and strain-based work-to-nonwork conflict (WLC) has been found to negatively correlate with job satisfaction whereas no significant correlation has been identified with behavior-based conflict (Shih, et al., 2010). Bivariate correlations between these three WLCtypes and expatriates' job performance were not significant (Shih, et al., 2010, see for table 1. p. 2021). Interestingly, once Shih et al., (2010) studied the link between work-family conflict, job satisfaction, and performance using more sophisticated analysis method; structural equation modeling and combined WLCand LWC to measure work-family conflict. The findings show that high levels of work-family conflict have a negative effect on an expatriate's job satisfaction and job performance (Shih et al., 2010). Moreover, WFC partially mediates the relationship between high involvement work systems (HIWS) and job satisfaction. In particular, implementing an HIWS increases expatriate WLC, thus partly offsetting the positive effect of an HIWS on job satisfaction (Shih et al., 2010). The significant relationship between WLC and job satisfaction is not always found once other variables are included in the model although the negative bivariate correlation has been reported to be significant (e.g., an analysis conducted with linear regression in addition to bivariate correlation)

(Kempen et al., 2015). WLC has also been found to predict an expatriate's intention to return early from an assignment (Shaffer, Harrison, Gilley, & Luk, 2001; Kempen et al., 2015).

Grant-Vallone and Ensher (2001) were interested in whether POS buffered the negative effects of WLC on expatriates' health-related outcomes but found no such buffering effect (Grant-Vallone & Ensher 2001). This finding may indicate that rather than being a moderator, WLC might be partially mediating the relationship between POS and health outcomes. Shaffer and colleagues (2001) studied expatriates' withdrawal cognitions as an outcome and were interested in whether WLC (and LWC) moderated the relationship between affective commitment to work and nonwork domains and assignment withdrawal cognitions. High levels of WLC have been found to be a more critical predictor of assignment withdrawal cognitions for those who are strongly committed to their organizations compared to those whose commitment is lower (Shaffer et al., 2001).

With regard to work-related outcomes of nonwork-to-work conflict (LWC), LWC is found to predict reduced job performance (Shaffer & Joplin, 2001) and increased withdrawal from assignment cognitions (Shaffer, Harrison, Gilley, & Luk, 2001). In addition, high levels of LWC have been found to be a more critical predictor of assignment withdrawal cognitions for those who are strongly committed to their families compared to those whose commitment to family is lower (Shaffer et al., 2001). Ballesteros-Leiva et al. (2017) also reported that WLC for SIEs is more harmful to well-being than it is for AEs.

Most of the existing work-family research focuses on the negative/conflict side of the work-family interface and overlooks the positive interactions between the work and nonwork domain. In turn, the amount of expatriate studies focusing on the positive side of the work-family interface is surprisingly limited (see, Schutter & Boerner, 2013; Mäkelä et al., 2011). Next, we review the existing empirical evidence on the enrichment of the work-nonwork sphere.

Work-to-nonwork enrichment (WLE) & nonwork-to-work enrichment (LWE)

Positive effects spilling over from working life to expatriates' personal life, here referred to as WLE, seem to be relatively common as mean values in quantitative studies are either over the midpoint of the scale or close to it (see Appendix B). It seems that the level of positive spillover in the opposite direction (personal life to work-life) is close to the mean for WLC. Qualitative

studies of expatriates' perceptions of the positive side of work and personal life/ family report that both WLE and LWE are perceived relatively often and described as involving the transfer of skills and moods between life spheres and also the availability of resources and development opportunities in both life domains (Schutter & Boerner, 2013; Mäkelä & Suutari, 2015). These studies have adopted different measurement instruments, and therefore, comparing mean values to each other is not possible.

Antecedents of Work-to-nonwork enrichment (WLE) and nonwork-to-work enrichment (LWE):

A qualitative study by Schutter and Boerner (2013) reports that male and female expatriates have different experiences of enrichment between life spheres. The results indicate that male expatriates describe enrichment as a transfer of skills whereas women describe it as a transfer of mood and energy. Quantitative studies report gender does not have a statistically significant correlation with the level of expatriates' WLE (Kempen et al., 2015; Ballesteros-Leiva et al., 2017; Kempen et al., 2017).

In addition, it has been reported that the older the expatriate is, the higher is his/her WLE (Kempen et al., 2015) but such a relationship was not found to be significant in studies by Ballesteros-Leiva, Poilpot-Rocaboy, and St-Onge (2017, 2018). The age of the expatriate was mentioned in one qualitative study as a factor that may change the way other antecedents are related to the experiences of WLE or LWE (Schutter and Boerner, 2013). Based on this finding, the age of the expatriate might be worth testing as a moderating variable in a quantitative research design. In addition, a global expatriate career was seen to offer interesting and developmental experiences for both expatriates and their families, and thus working life was seen to enrich the personal-life sphere (Mäkelä, Suutari, & Brewster, 2014). In a similar vein, it has been reported that the more dependents an expatriate has, the higher his/ her WLE will be (Ballesteros et al., 2017, 2018).

Moreover, a qualitative study by Schutter and Boerner (2013) has identified potential nonwork and work-related antecedents for work-family interaction, namely family adjustment and social support from family and social support at work and development opportunities at work. However, that study does not specify if the antecedents are different for conflict and enrichment but merely

states that these kinds of issues may be seen as a resource if they exist, and as a strain if they are absent. Quantitative studies, relying on role interference approach, report that higher home pacing of expatriate's spouse (i.e. spouse being hurry with home related issues) is related to more positive WLE for the expatriate (in particular, the work-to-home interface; van der Zee et al., 2005). This finding indicates that practical support from the partner may play an important role for the expatriate. Ballesteros-Leiva et al. (2018) did not find a statistically significant relationship between family and friend support and WLE or LWE. However, the measurement instrument used included instrumental, emotional, and informational support and it is possible that the importance of types of support differs among these areas of support. The working pace of an expatriate is negatively related to positive spillover from home to work, that is, a pressure to hurry at work is linked to lower LWE (van der Zee et al., 2005) and again, home pacing of the expatriate's spouse was found to correlate with a higher possibility of LWE (van der Zee et al., 2005).

In the work context, coworker support has been found to be an important source of support and was linked to higher WLE and LWE (Ballesteros-Leiva et al., 2018). In addition, it has been reported that social support gained from work is positively correlated with WLE (van der Zee et al., 2005) while Ballesteros-Leiva et al.(2018) did not find a statistically significant relationship between organizational or supervisor support and WLE or LWE. A qualitative study among experienced global careerists identified compensation as a potential antecedent of WLE. That is because a higher income enabled expatriates to cultivate hobbies they enjoyed, to travel, and also to arrange external help at home, for example (Mäkelä, Suutari, & Brewster, 2014).

There is also some evidence that antecedents of WLE are different for different types of expatriates as it has been shown that organizational support increases assigned expatriates' WLE whereas the relationship is not statistically significant for SIEs (Ballesteros-Leiva et al., 2018).

Information on the outcomes of WLE is rare. The study conducted by van der Zee and colleagues (2005) did not find a significant correlation between WLE and general health and subjective well-being but did offer empirical evidence that LWE is positively correlated (as a bivariate) with an expatriate's psychological well-being. Additionally, expatriates' life-domain enrichment (WLE and LWE combined) was found to have a higher positive impact on expatriates' subjective well-being compared to their life-domain conflict (WLC and LWC combined) (Ballesteros-Leiva et al.,

2017). It is notable that in the course of this review we did not find any studies reporting on WLE or LWE and work-related outcomes.

Although most empirical studies on the interface of work and nonwork for expatriates related to the concepts of positive or negative spillover between life spheres, conflict, and/ or enrichment, some studies also provided evidence on WLB, and those findings are reviewed next.

Expatriates' work-nonwork balance (WLB)

Qualitative studies among female expatriates have identified WLB as an issue for expatriates (Fischlmayr & Kollinger, 2010; Mäkelä et al., 2011). Work-nonwork balance or in most common terms, work-life balance has also been presented as an opportunity for expatriates to prioritize how to allocate their time and energy between their life spheres and the nonwork sphere that includes aspects other than the family. Two quantitative studies were found in which the studied variables—*accomplishment of role-related expectations* (mean 3.47, scale range 1–5 Kempen et al., 2015) and *satisfaction with work-life balance* (mean 3.06, scale range 1–7 Visser et al., 2016)—resonate with the recent definition of WLB (Casper et al., 2017). In the study by Kempen and colleagues (2015) the accomplishment of role-related expectations was approached as a possible outcome of work-to-nonwork conflict (WLC), nonwork-to-work conflict (LWC), work-to-nonwork enrichment (WLE) or nonwork-to-work enrichment (LWE) – WLC being the only variable in the model that was statistically significantly related to it. Thus, the higher the level of WLC, the higher was the level of WLB. Any other variables, in addition to three types of work-nonwork interface and controls of the model such as having children, the gender of the expatriate, partnership status, time spent on assignment, and planned duration of the assignment did not contribute to WLB (Kempen et al., 2015). A study of satisfaction with WLB by Visser et al. (2016) revealed that high levels of autonomy at work are beneficial for the WLB of expatriate humanitarian aid workers only if trust in the management of the organization is high. In the bivariate correlations, being married, job autonomy, and trust in management were positively related to WLB, whereas job stress was negatively related to it. Statistically significant correlations were not found between age, gender, working hours, organizational commitment, and WLB.

Several antecedents for WLB have been identified in qualitative studies (Fischlmayr & Kollinger, 2010; Mäkelä et al., 2011). With regard to nonwork antecedents affecting female expatriates' WLB experiences, life phase and life situation (e.g., having children) were identified as factors it was

essential to take into account (Fischlmayr & Kollinger, 2010; Mäkelä et al., 2011). Both of those studies also suggested that other contextual factors may have different levels of importance for WLB depending on the life phase or life situation of the expatriate. Interestingly, this finding can be represented in a similar way as one presented by Schutter and Boerner (2013) when discussing expatriates' age (see above). In addition to the expatriates' age, life phase and life situation may also be variables that can change the ways in which various antecedents relate to expatriates' WLB (i.e., a moderator in quantitative studies). Moreover, traditional gender roles, such as female expatriates maintaining the home and taking care of the children, have been mentioned as a challenge to female expatriates' WLB (Fischlmayr & Kollinger, 2010). Moreover, life changes like motherhood were described as a situation in which priorities may change and thus the experience of a balance between life spheres differs from that remembered from a previous time (Mäkelä et al., 2011).

Other potential nonwork antecedents for achieving work-nonwork balance (WLB) among female expatriates included support from a partner and the partner's attitude to a new situation, either accompanying the expatriate abroad or staying at home (Fischlmayr & Kollinger, 2010; Mäkelä et al., 2011). Furthermore, a lack of social contacts was also identified as one potential hindrance in achieving an optimal balance between work and nonwork life (Fischlmayr & Kollinger, 2010; Mäkelä et al., 2011). For instance, the time distance between host and home countries was found to limit the maintenance of contacts in the home country. Furthermore, if expatriates did not know local people or were not invited to social events, that seemed to impair their experiences of balance between work and nonwork life (Fischlmayr & Kollinger, 2010).

One critical antecedent to achieving WLB seems to be challenging work and the related considerable amounts of time spent at work. Such a situation hinders the chances of favorably balancing time spent with family and leisure activities for (female) expatriates (Fischlmayr & Kollinger, 2010; Mäkelä et al., 2011). However, interesting and developmental work and the opportunity to experience a new culture were mentioned as enablers of living the life expatriates desired (Mäkelä et al., 2011). Moreover, suitable support from the employing organization during the different phases of expatriation (e.g., preparation, onboarding, settling down, and repatriation) was identified as one important factor in achieving WLB (Fischlmayr & Kollinger, 2010).

With regard to the outcomes of WLB, we have very limited evidence. It seems that if WLB is not achieved, expatriates' well-being is impaired, for example, in the form of feelings of loneliness and isolation (Fischlmayr & Kollinger, 2010; Mäkelä et al., 2011) or it may lead partners to separate (Fischlmayr & Kollinger, 2010; see also McNulty, 2012). Nevertheless, the experience of balance between life spheres was linked to many positive outcomes such as better performance at work and life and job satisfaction (Mäkelä et al., 2011).

Having reviewed the empirical findings from existing expatriate studies, we offer some suggestions for future research.

Research agenda

The current review indicates that the research evidence on expatriate well-being is fairly limited and that the evidence available is sometimes also contradictory. It is thus easy to agree with Wurtz and Suutari (2014) who concluded that research on expatriates' work-life issues and their coping responses remains in its infancy and offers many interesting research opportunities.

With regard to methods applied in the field, there are several limitations that could be taken into account when making methodological choices in future research. First, given the cross-sectional design of most expatriate studies, it is not possible to make inferences about the causal ordering of the relations that are studied. Consequently, more research adopting a **longitudinal approach** would facilitate examining the causal connections among the variables investigated (Visser et al., 2016; Ballesteros-Leiva et al., 2018; Shih et al., 2010; Kempen et al., 2017). Although longitudinal data is more difficult to collect, longitudinal studies would also improve the understanding of the timing and causal lags associated with work-life conflicts (Shaffer et al., 2001) and would also better capture the dynamic nature of the role-related constructs (Kempen et al., 2015).

Second, the existing research tends to focus on expatriates' self-reporting, which gives rise to the common method variance concerns associated with single-source data. It is therefore recommended that future studies exploit **multiple sources of evidence** (Shaffer et al., 2001). For example, Kempen et al., (2017) recommended future research explicitly considering the role-related perspectives of the partners of expatriates in the private life domain or the work domain. Additionally, future research should include objective data from organizations on outcomes such

as expatriate turnover (Kempen et al., 2015). Given that expatriate perceptions may differ from those of their managers, future scholars could collect information on aspects such as HR practices within the organization from multiple respondents and explore possible discrepancies in perceptions between expatriates and their managers to further illuminate this issue (Shih et al., 2010).

It is also worth mentioning that many of the studies reviewed here are now aging and that the world and the **nature of expatriation** has changed since they were published (Bonache et al., 2018). For instance, modern technology and infrastructure (e.g., fast internet access) provide easy access to information almost everywhere and creates new opportunities to maintain contact with people across most of the globe far more than was possible 20 years ago. Moreover, younger generations in particular are so used to communicate via IT systems and to being involved in different groups on social media that it may change the way how the social support is harnessed and how the experience of being in the nonwork and work-life spheres. Moreover, the world has also effectively become smaller as many people travel for leisure and work or have international exchanges even while still at school or college. The development of education systems may mean younger people also have better language skills than the older generations. Therefore, expatriation may not be seen as that great a change for people today as it was in earlier times, although there is also a possibility that international mobility is no longer as tempting as it was. In light of these observations, we would benefit from further research on how these changes impact the expatriation experience and well-being during expatriation.

Several authors have also pointed out that their studies are conducted in certain **organizational and environmental contexts**, which limits the generalizability of the findings (van der Zee et al., 2005; Grant-Vallone & Ensher, 2001). It has accordingly been suggested that there is a need to study expatriates' experiences of their work and nonwork interface in both public and private organizations. As the context affects the interplay between different life domains, research on both sectors could reveal further insights into the interaction between different life domains of expatriates (Kempen et al., 2015; Selmer and Fenner, 2009).

Owing to differences across institutional contexts, we would also benefit from more comparative research examining types of conflict between work and personal life for expatriates from different **countries** (Grant-Vallone & Ensher, 2001). There is already some evidence that culture does have

an impact on the perception of the work-family interface and its antecedents. Fischlmayr and Kollinger (2010) state that since culture has an impact on the concept of work-nonwork balance (WLB) which results in different understandings of leisure and work time, the results may vary across different cultures. Nevertheless, further research in these areas would be welcome (Schutter & Boerner, 2013). Another unique characteristic of expatriates' work environment is the fact that expatriates work across cultural and linguistic boundaries. This may lead to unique effects that are not as prevalent in the domestic work context (Kempen et al., 2017). When measures related to work-life conflict have been developed and used with domestic employees (Ballesteros-Leiva et al., 2018) those measures may not be able to capture such unique characteristics of the work-nonwork conflict expatriates must address. Scholars have also pointed out that cultural distance may impact these experiences since small cultural distance may decrease the conflict faced (Shih et al., 2010; Grant-Vallone & Ensher, 2001).

We should also expand research on expatriates' work-nonwork experiences of **different types** of international assignees /assignments because there are a variety of different types of international work (Wurtz & Suutari, 2014). As Suutari et al. (2018) conclude, some work-life challenges are quite similar for the different types of international professionals and their families, but at the same time, such challenges appear in slightly different forms in different situations, and each type of international work involves certain specific challenges. First, the main focus in expatriate work-nonwork research has traditionally been on long-term assigned expatriates (AEs) that have been sent abroad by their employers. However, it is as common that professionals go abroad on their own initiative and thus have to search for a job abroad on their own (Suutari et al., 2018a). It has been thus stressed that it would be important to investigate the difference between self-initiated expatriates (SIEs) and assigned expatriates (AEs) further (Suutari et al., 2018b) despite the topic having been studied to some extent already, as presented in this review. Although the level of work-nonwork interference has not been shown conclusively to differ among AEs and SIEs, it seems likely the two types of expatriate will experience the work and nonwork interface differently (e.g., Mäkelä and Suutari, 2013) and therefore comparative qualitative studies and quantitative studies with AE/SIE status as a moderator are needed. Furthermore, while long-term assignments have already been quite extensively studied, other groups such as short-term assignees have received far less attention, despite such alternative forms of assignment becoming increasingly common (Suutari et al., 2018).

Another valuable extension of work-life interface research would be to compare expatriates' experiences of work and family balance to the experiences of **domestic employees**. This would enable us to examine if work-family balance and organizational support operate differently for expatriates than for local employees (Grant-Vallone & Ensher, 2001). Similarly, Fischlmayr and Kollinger (2010) state that it would be interesting to analyze whether WLB is perceived differently by expatriates than by managers working in their own country.

Shaffer et al. (2001) emphasize the need to measure the **multidimensional** (time-, strain-, and behavior-based) aspects of work-to-nonwork conflict and nonwork-to-work conflict and to incorporate these multiple forms of work-family conflict into both domestic and expatriate withdrawal studies. Studies digging deeper into the development of dimensions of conflict, for instance, diary studies following expatriates in transformative life situations (e.g. throughout the expatriation cycle or becoming a parent) are needed. In addition to knowledge about what happens to different dimensions of conflict over time (i.e. changes in the level of each type of conflict), that kind of study would provide insights if the content and interpretation of conflict develops once life situation changes.

It would be interesting to investigate the differences in WLB conflict **at the different stages of the assignment** (Fischlmayr & Kollinger, 2010). As Wurtz and Suutari (2014) state, the occurrence of WLC is also unlikely to be uniformly distributed throughout the assignment cycle, and thus, different types of support would be required in a different stage of the cycle. For instance, it would be worth studying how work-nonwork conflict, enrichment, and balance evolve from the preparation to the onboarding phase to settling down and again in preparation for repatriation, and actual repatriation. It would also be valuable to know more of how, for instance, work-nonwork conflict is related to potential expatriates' willingness to accept an assignment offered or to apply for a job abroad. Overall, it would be useful to clarify what kind of expatriates are included in the datasets, for instance, if there are assigned expatriates (AEs) and self-initiated expatriates (SIEs), how long they have been on assignment, or to specify the phase their assignment is at.

In the expatriation context, the importance of social and organizational **support** has been frequently emphasized – the same applies to the work-life interface. As an outcome, future research concerning social support is frequently called for. For example, Ballesteros-Leiva et al. (2018) have called for further investigation of the relationship between the life-domain support provided

by friends, employers, and coworkers and expatriates' perceived life-domain interactions. Schutter and Boerner (2013) have emphasized that future research should examine further what types of family organizational support are the most impactful antecedents of work-family interaction and are thereby contributing most to expatriate success. In line with these, also Grant-Vallone & Ensher (2001) call for further research that considers multiple sources and types of organizational support. Formal organizational policies (e.g., flexi-time, maternity leave), as well as informal aspects of the organizational environment, should be examined. For instance, social cognitive career theory may well be suitable to study the kinds of support available in the environment (for example, family and/or organization) and could also be helpful when studying work-nonwork issues (Mäkelä et al., 2011)

Future studies could also analyze the effects of various **personal resources** on expatriates when physical (e.g., health), affective (e.g., mood), intellectual (e.g., skills), capital (e.g., time), and psychological (e.g., optimism and self-esteem) resources affect the individuals' aptitude to cope with stress and life-domain interactions (Ballesteros-Leiva et al., 2018). The relatively unexplored job resource of trust in management on WLB satisfaction deserves also further attention (van der Zee et al., 2005).

There is also limited evidence of a **coping** mechanism that expatriates use when trying to solve work-nonwork challenges during expatriation (Mäkelä & Suutari, 2011). The different reactions displayed to cope with these challenges could be expected to have different outcomes and varying levels of success (Wurtz & Suutari, 2014). Their effectiveness also depends on the context and on the work-life issue that they are trying to address. Besides coping strategies applied by expatriates themselves, the importance of understanding family adaptive strategies has been emphasized in the expatriation context due to the central role of families in the expatriation experience (Mäkelä & Suutari, 2011). Furthermore, studies providing evidence of the effects of different types of interventions aiming to support expatriates' work and non-work balance would provide useful knowledge for different audiences. For instance, studying intervention supporting job crafting (Tims & Bakker, 2010; Van Wingerden, Derks, & Bakker, 2017) may shed light on possibilities to affect on demanding aspects of one's work, or mindfulness training (Davis & Hayes, 2011; Grossman, Niemann, Schmidt, & Walach, 2004) revealing if it helps expatriates to better recover from effort caused by work or by home issues e.g. via psychological detachment.

While work-life conflicts have already received increasing attention in expatriation research, clearly less research exists on **work-life enrichment or work-nonwork balance (WLB)** though expatriates may also have positive experiences at the interface of their work and private lives. For example, Mäkelä et al., (2011) state that the balance between female expatriates' work and private lives is a complex phenomenon and merits more attention. Similarly, Kempen et al. (2017) stress that further research is needed on possible antecedents of life-domain enrichment among expatriates. Furthermore, they see that boundary management may have a moderating effect on the influence of other content factors, such as role stressors, work characteristics, or social support on life-domain conflict and enrichment. Thus, future research is needed that analyses content factors leading to life-domain enrichment in an expatriate context. Future research on life-domain enrichment and its consequences should also take differences in cultural values into account, and explore how expatriation differs depending on the characteristics of the home and host cultures (Kempen et al., 2015). Moreover, the work-nonwork balance (WLB) of expatriates should be studied taking into account recent theoretical development in the field (Casper et al., 2017). Thus, the favorability of the combination of work and nonwork roles should be more thoroughly studied, incorporating the idea that balance between these life spheres should be seen as expatriates' affective experiences, perceived involvement, and effectiveness in work and nonwork roles commensurate with the value they attach to these roles.

Gender perspective has also been raised as a useful area of future research since increasingly women are involved in expatriate positions, and also domestic research has shown that employees may be influenced differently by gender roles (Ballesteros-Leiva et al., 2018). When expatriate samples have typically been male-dominated, and the gender differences have been inconsistent in domestic studies, more research on female perceptions of the work-family interface in an expatriation situation is needed (Schutter & Boerner, 2013). More comparisons are also needed on male and female experiences since gender differences are suggested to have an important impact not only on the nature of work-life balance (and conflict) but also on the coping strategies expatriates use (Fischlmayr & Kollinger, 2010) Furthermore, additional studies are needed to understand female managers' WLB experiences in different life and career stages when, for example, the family situation changes (Mäkelä et al., 2011). In quantitative studies, gender, life phase, and/ or life situation may change how issues are related to each other, thus approaching demographic or life situation variables as moderators may be worth testing. Moreover, taking

account the cultural context, for instance, host country gender egalitarianism (Halliday et al., 2018; Lyness & Judiesh, 2013), or femininity/masculinity (see e.g. Minkov & Hofstede, 2011) would provide novel and interesting possibilities to better understand gender related questions in the context of expatriation. Also differences between home and host country cultures are worth for studying more from the gender and work-life perspective.

The importance of **partner perspective** has been increasingly emphasized in successful expatriation. As role-related constructs depend on expectations of role-related partners in the different life domains, future research should try to integrate the role-related partners' perspective into the assessment of life-domain conflict and life-domain enrichment (Kempen et al., 2015). In line with this, van der Zee et al. (2005) state that the dynamics of two partners facing the task of finding a new balance between home and work roles in the new country and the interplay between those dynamics for both partners merit further attention. Further research should also analyze processes of spillover and crossover among couples who will increasingly be faced with the challenges of dual careers in combination with the cultural transition. Moreover, the role of expatriate children has attracted attention in the literature. For example, Schutter and Boerner (2013) claim that it would be necessary to study the perception of the work-family interface as well as of stressors and resources in each domain among all **accompanying family members** since the views of children are typically completely ignored in expatriation research. Similarly, Mäkelä et al. (2014) conclude that in future studies, it would be beneficial to include both partners' and other family members' input to obtain more balanced views of family well-being during expatriation. In addition, our review showed that there is a lack of studies taking into account other types of nonwork antecedents than social support, and future studies should include also other kinds of issues, for instance, involvement in volunteering work or a hobby in leisure time or actual time spent on home duties.

There is also a need for further studies concerning the **outcomes** of work and nonwork interface. For example, Mäkelä et al. (2011) stress the need for further studies concerning WLB issues and how those affect, for instance, work performance and effectiveness. Similarly, Grant-Vallone and Ensher (2001) emphasized future research on how different types of work-life conflict will affect organizational outcomes such as attendance, performance, and job satisfaction, while Visser et al. (2016) stress the need for analyzing the connections between work-nonwork balance (WLB)

satisfaction and staff turnover in expatriation context. In addition to these organizational outcomes, also nonwork outcomes, such as marital satisfaction or occurrence of divorces, involuntary infertility or life satisfaction could be studied in the future.

Conclusion

In this chapter, we first reviewed existing empirical studies concerning expatriates' work and nonwork interface and second, identified needs for future research.

Earlier empirical research has mainly focused on the work-nonwork conflict but to some extent also emphasized the nonwork-to-work direction, and the positive side of the phenomenon, enrichment or balance has attracted some interest. The current review brings together what we know about the level and experiences of conflict, enrichment, and balance-related issues in the work and nonwork life spheres, and we grouped the findings on work and nonwork-related antecedents and outcomes of work-to-nonwork conflict (WLC), nonwork-to-work conflict (LWC), work-to-nonwork enrichment (WLE), nonwork-to-work enrichment (LWE), and work-nonwork balance (WLB)..

To sum up, we can say that both a positive and negative interplay of life spheres is common, and for conflict, the work-to-nonwork direction seems to be stronger than the negative effect spilling over from nonwork to work. For enrichment, the findings are more mixed, which may indicate that for positive experiences, the dynamics between life spheres are more equal than they are for negative experiences. Understanding of how conflict, enrichment, and balance are perceived and experienced by expatriates is relatively narrow but one central observation is that conflict and enrichment may take different forms in different life spheres.

Demographic (e.g., age, gender) and situational (e.g., family situation, type of expatriation) antecedents have mostly been used as control variables in quantitative studies and as a study context in qualitative research. Research findings indicate that experiences of the work and nonwork interface may differ based on gender, age, and family situation, and also the type of expatriation. Overall, job and home demands have the potential to cause conflict between life spheres, whereas different sources of social support are likely to act as a resource that offers protection from conflict and enhances enrichment. Positive and negative spillovers between work

and nonwork life spheres are found to relate to the well-being of expatriates, as it manifests through general health and psychological well-being, and also in organizational outcomes like job satisfaction, job performance, and withdrawal cognitions.

Nevertheless, we still know very little about expatriates' work and nonwork interface and therefore we have suggested avenues for further research. We identified several methodological aspects that should be acknowledged more fully in the future, for instance, longitudinal data collection, specification of datasets, and the utilization of comparative data. Furthermore, we suggest that expatriation-specific situational factors should be studied more thoroughly, in particular, cultural and country-specific contexts, different types of expatriate, and the different phases of the expatriation cycle. In addition, the role of globalization and developed communication technologies should be taken into account. We also highlight the importance of studying the role of gender and the family situation as well as the antecedents and outcomes connected to family members.

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Appendix A.

WLC	LWC	Scale range	ref
1.9.	1.3	1-4	van der Zee et al., 2005
2.65	-	1-5	Mäkelä et al., 2017
2.72 ¹	1.98 ²	1-5	Ballesteros-Leiva et al., 2017, 2018, analyses based on the same dataset
2.55	1.96	1-4	Grant-Vallone & Ensher 2001
2.56	1.78	1-5	Kempen et al., 2015
3.15	2.43	1-5	Kempen et al., 2017
Time 4.38; strain 3.59; behavior 3.89	Time 2.72, strain 2.76, behavior 3.15	1-7	Shih et al, 2010
0.48	-1.19	1-5	Shaffer, Harrison, Gilley, & Luk, 2001

¹ No statistically significant difference between self-initiated and assigned expatriates

² No statistically significant difference between self-initiated and assigned expatriates

Appendix B.

WLE	LWE	Scale range	ref
2.12	2.10	1-4	van der Zee et al., 2005
3.45	3.21	1-5	Kempen et al., 2015.21
2.94	2.97	1-5	Ballesteros-Leiva et al., 2017, 2018
3.59	3.88	1-5	Kempen et al., 2017