

AN EXAMINATION OF DETERMINANTS OF EXPATRIATE CAREER INTENTIONS

ABSTRACT

This paper draws from Ajzen's theory of planned behavior and examines factors influencing an expatriate's intention regarding future international career. Data was collected about expatriate's perception of his/her task-based and relationship-based acceptance in the host country, the expatriate's satisfaction with host country, self-efficacy and his/her intention to consider future expatriate assignments. Analysis was conducted using structural equation model based on polychoric correlation matrix of the observable variables. The results of the analysis and their implications for the career of expatriate managers are discussed in this paper.

Keywords: Expatriate; career; intention; task-based acceptance; relationship-based acceptance; self-efficacy

Introduction

There is a general trend indicating an increased use of expatriates in organizations with global operations. In a study conducted by Bailey & Dragoni (2013), they noted that some of the key reasons global assignments were valued by executives were because of their ability to accelerate expatriate development and the ability to transfer knowledge within the organization. Consequently, such assignments have implications for the growth of an expatriate's career as well as organization. However, these benefits can be derived only when motivated candidates are selected for such jobs and the assignments are well planned and executed. For instance, cross-cultural motivation has been identified as one of the factors determining expatriate work adjustments, which can help improve job performance (Chen et al., 2010; Firth, 2014). Lack of such motivation and unwillingness to take an expatriate assignment can result in premature return of an expatriate. Without a proper understanding of expatriate return on investment (ROI) (McNulty & De Cieri, 2011), expatriate assignments can be fraught with unforeseen costs. Given the cost of expatriate failure to both an organization and the individual's career, an increasing number of scholars have devoted themselves to the study of expatriate adjustment and factors contributing to their success as well as failures. Equally important has been the issue of successful repatriation after completion of foreign assignment.

Repatriates can be valuable assets to a company since they are an integral part of the global network that can contribute to the company's success in the global arena. Lazarova & Caligiuri (2001) examined some of the organizational practices that can reduce repatriate turnover. Expatriates who complete their assignments successfully can be invaluable for their organizations. They bring back a wealth of knowledge and experience which, if utilized properly, can contribute

to a firm's success (McNulty & De Cieri, 2011). Moreover, there is some indication that expatriates with prior successful experiences are more likely to be accepted and be successful in their future international assignment since prior experiences affect a person's subsequent cross-cultural adjustments (Joardar, Kostova, & Ravlin, 2007; Kim & Slocum Jr., 2008; Shay & Baack, 2004). So, reassigning a successful expatriate can increase the likelihood of the assignment being completed successfully and decrease some of the potential costs to an organization. But it is only possible if such a person is willing to accept future international assignments.

There is limited research examining expatriate career paths as a result of prior international assignment (Welch, 2003). Additionally, there is a lack of extensive research on how these prior assignments affect an expatriate's decisions regarding potential future international assignments. There is some evidence of prior international experience facilitating subsequent adjustment of repatriates (Black, 1988). While the actual experience of an expatriate during an international assignment and his/her subsequent reintegration into the parent organization are significant, we believe it is also important to understand how the assignment experience impacts an expatriate's decision regarding his/her future expatriate career. This is especially important in an organization that needs an increasing number of managers willing to accept foreign assignments. Bolino (2007) proposed a positive relationship between an expatriate's career success and willingness of other employees to accept such assignments. Accordingly, a former expatriate's willingness to accept future international assignments can cause such assignments to be viewed as favorable by all. This emphasizes the importance of a returning expatriate's willingness to consider future international assignments. Given that there is a lack of studies examining such future intentions of expatriates, this paper attempts to address this gap in the literature. Hence, the research question addressed

here is as follows – *how does an expatriate's past experience in a host country affect his/her intention regarding future expatriate career?*

Ajzen (1991) noted that a central factor in the theory planned behavior is a person's "intention to perform a given behavior" (p. 181). He argues that given a sufficient amount of actual control over a particular behavior, intentions can be a predictor of the behavior (Ajzen, 2002). Hence, an expatriate's intention may be a good indication of whether he/she will actually accept another international assignment or not. Given the significance of prior experience, we argue that a perception of positive experience during prior international assignment will positively affect an expatriate's decision for future assignments. More specifically, we examine an expatriate's perception of his/her acceptance in a host country as well as host country satisfaction to determine their effects on willingness to accept future international assignments.

The rest of the paper is organized into five major sections. The next section provides a brief literature review of the relevant studies. After that, we develop the hypotheses for this study. The next section presents the methodology, followed by the results section. Then, we conclude with a discussion of the relevance of the study, its limitations and directions for future research.

Literature Review

This paper draws from two distinct streams of research – theory of planned behavior and expatriate literature. Fishbein & Ajzen (1972) noted that a person's intention or willingness to engage in behaviors in a particular context indicates his/her behavioral intentions. Intention to carry out a behavior is a central factor of theory of planned behavior (Ajzen, 1991). Since intentions determine the amount of effort put in by a person to perform a behavior, performance of a behavior is more

likely when its intention is strong. As such, determining intentions of performing a behavior is an important determinant of whether a person will actually perform it or not. In case of repeated behaviors, attitudes and intentions stored in the memory can be retrieved directly without much cognitive effort but a complex sequence of behavior requires a certain amount of cognitive processing (Bamberg, Ajzen & Schmidt, 2003).

Ajzen & Sheikh (2013) suggested that measures addressing alternatives to a particular behavior can improve prediction of intentions. When people overestimate their readiness to behave in a certain way, it is possible to have low correlation between intentions and their corresponding behaviors. However, formulation of a specific plan detailing when, where and how of the intended action (i.e. implementation intention) can improve the relation between intention and actual behavior (Ajzen, Czasch & Flood, 2009). One of the weaknesses of theory of planned behavior is that it fails to account for amount or accuracy of information despite the importance of information in decision-making (Ajzen, Joyce, Sheikh & Cote, 2011). However, Ajzen, Joyce, Sheikh & Cote (2011) argued that from the perspective of the theory of planned behavior, subjectively held information (i.e. beliefs) linking behaviors to outcomes, the normative expectations of referent individuals or groups and factors facilitating or hindering such behavior determine intentions and actions. Thus, drawing from this theory, a potential relationship between expatriates' intentions towards future assignment and actual acceptance of such assignments (i.e. behavior) can be established. So, it is important to identify the specific factors that influence such intentions of an expatriate. An examination of some of the relevant literature on expatriate management can help with this objective.

A belief about successful past experience is likely to strengthen an expatriate's intention of accepting future assignments. An expatriate's evaluation of his/her own past experience can be affected by various factors. For instance, job autonomy and material life satisfaction were found to be among key predictors of expatriate turnover tendencies (Birdseye & Hill, 1995), which may influence an expatriate's intention to accept similar assignments in future. International adjustment of expatriates is critical to their success in a host country. And yet, as noted by Black & Mendenhall (1990), the success rate of work related cross-cultural interaction is low. Factors that are important for cross cultural adjustments are identified as pre-departure training, prior international experience, organizational selection procedure, individual skills, and non-work factors (Black, Mendenhall, & Oddou, 1991). Expatriate failures not only occur due to their own failures to adjust in the host countries, but also due to other personal issues that affect their functional abilities. For instance, international relocation decisions have very significant consequence for dual career couples (Harvey, 1997). Besides expatriates, there is also a growing trend of short term international assignments of teams (McKenna, Ducharme, & Budworth, 2009). But irrespective of the duration of previous international assignments, they are likely to influence future adjustments and expectations.

There are two key factors that will influence an expatriate's experience in a host country. First is the expatriate's general satisfaction with the country and the second is his/her perception of how the host country employees value him/her. Yamazaki (2010) found evidence that expatriate's satisfaction in the host country increases with tenure of the assignment. It is possible that expatriates experience a "pull" that results in them getting embedded in the host country, thereby increasing their host country satisfaction (Tharenou & Caulfield, 2010). If that happens, it is likely to result in the expatriate developing a favorable attitude towards the expatriate experience.

The significance of relationships with coworkers cannot be overemphasized, especially since they are typically expected to help build relationships and facilitate knowledge transfer as well as develop organizational culture (Freeman & Lindsay, 2012). Given the distinction between acceptance and friendships (Parker & Asher, 1993), while friendship with coworkers is not critical to one's successful performance, acceptance by one's group members in the work context is very important. There is evidence that a group's behavior towards others that they perceive to have higher power tends to be appreciative and attentive (Zander & Cohen, 1955). While expatriates who are perceived to have higher power due to their affiliation with parent organization may enjoy significant attention in the host country, it does not guarantee acceptance by the local employees.

Wyer (1966) defined group acceptance in terms of whether people believed themselves to be liked by members of their groups. This definition, however, did not make any distinctions in the various criteria in which a person maybe liked or not. Joardar, Kostova & Ravlin (2007) developed the concept of group acceptance as the phenomenon whereby an individual gets recognized by a collective as one of their own members. They distinguished between task-based group acceptance whereby an individual is valued for his/her task competency, and relationship-based group acceptance implying that the collective values its relationship with the individual (Joardar et al., 2007). In this paper, WE use this definition of group acceptance. Joardar & Matthews (2010) found that an existing workgroup's perception of a newcomer's conscientiousness, openness, neuroticism and extraversion affected the newcomer's task-based group acceptance while perceived openness, neuroticism and agreeableness influenced his/her relationship-based group acceptance. Joardar (2011) took a more dynamic approach by examining how validation or disconfirmation of a workgroup's expectations from a newcomer changes group acceptance. While prior literature examined this phenomenon in experimental settings, they recognized the need for

studying group acceptance using field data (Joardar, 2011; Joardar et al., 2007; Joardar & Matthews, 2010). This paper addresses this need by examining the effect of group acceptance of expatriates by local workgroups in the host country in a field setting.

Theoretical Development

As noted earlier, theory of planned behavior establishes the relationship between behavioral intention and actual behavior (Fishbein & Ajzen, 1972). Accordingly, determining an expatriate's intention to accept future international assignment can provide an useful indicator of the likelihood of the individual's actual acceptance of such assignments. Moreover, as indicated by Selmer & Leung's (2003b) study of expatriates in Hong Kong, individuals who are determined to pursue an expatriate career are generally more successful in their international adjustments. Given the significance of international adjustment to the success of international assignments, it becomes important to examine expatriate intentions. Hence, we focus on the factors that determine an expatriate's intention towards future expatriate career.

Prior research suggests that there are three facets of expatriate adjustments – work or task related, relational interaction with local people, and general environment (Black, Gregersen & Mendenhall, 1992; Mezias & Scandura, 2005; Shaffer, Harrison & Gilley, 1999). Drawing from these, it is argued here that an expatriate's favorable perception of his/her experience in these facets during prior overseas assignment will have positive effect on his/her intention to accept future assignments while unfavorable perception will have negative effect on such intentions. An expatriate's intention to accept future international assignment will be determined by his/her expectancies regarding the state of affairs on acceptance of the assignment (Olson, Roese & Zanna, 1996). Expectations can be target-based, i.e. based on knowledge of the target individual's prior

behavior (Jones, 1990; Olson, Roese & Zanna, 1996). Drawing from this, we argue that an expatriate's expectations of himself/herself in potential future assignments will be defined by his/her perception of prior experience during international assignment. An expatriate's belief regarding the likely consequence of accepting future assignment will determine his/her attitude towards such consideration (Ajzen & Sheikh, 2013; Fishbein & Ajzen, 1972). Since the intention to consider future international assignment is an action based on the expectancy regarding the outcome of such acceptance, the intention to consider future assignment will be influenced by expatriate's perception of his/her prior experiences. An expatriate's willingness indicates his/her intention to accept future assignments. Accordingly, this paper examines some of the determinants of an expatriate's willingness to accept international assignments in future. Specifically, we focus on the effects of an expatriate's perception of his/her task-based and relationship-based group acceptance in the host country as well as the individual's host country satisfaction during prior experience on future intentions.

Given the importance of past international experience on expatriate attitude, motivation and performance (Kim & Slocum, 2008), it can be argued that past experience will influence a person's future intentions and decisions as well. One of the facets of adjustments noted earlier was work related. An expatriate will experience challenges while working in a host country because of factors such as a high degree of novelty and unfamiliarity in the host country, uncertainty due to role ambiguity and role conflict (Black, 1988; Black, Gregersen & Mendenhall, 1992; Shaffer, Harrison & Gilley, 1999). Despite these, if an expatriate's past experience is satisfactory, he/she is more likely to have the intention to accept future assignment. A person's satisfaction will be influenced by his/her perception of whether he/she was able to adapt and function effectively and valued accordingly by the coworkers in the host country (Freeman & Lindsay, 2012; Joardar,

Kostova & Ravlin, 2007). If an expatriate believes that his/her coworkers valued his/her task contribution during a prior international assignment, then this will imply a perception of task-based group acceptance of the expatriate in that host country (Joardar, 2011; Joardar, Kostova & Ravlin, 2007; Joardar & Matthews, 2010). It should be noted that the expatriate's perception of his/her task-based group acceptance will be more influential in this regard than the individual's actual task-based group acceptance or the organization's evaluation of the expatriate's performance. Even if the organization does not see a particular assignment as being successful, an expatriate may feel that he/she was able to perform effectively in the new environment and that the coworkers valued his/her contribution (Haile & Jones, 2009). In that case, the expatriate will have a positive perception of his/her task-based group acceptance, which will motivate the individual to have positive intention of pursuing an expatriate career in future (Ajzen, 1991). Consequently, it will have a positive effect on his/her future intention to accept international assignment. On the other hand, if an expatriate's perception of task-based group acceptance is negative, then he/she will be unwilling to consider future international assignment. Accordingly, the first hypothesis is stated as follows:

Hypothesis 1: An expatriate's perception of task-based group acceptance during prior international assignment will positively affect his/her intention towards future expatriate career.

The second facet of adjustment relates to interaction with host country nationals. While a perception of being valued for task ability is an important determinant of how an expatriate perceives his/her own success during an international assignment, the individual's evaluation of his/her cultural adaptability and relationship with local coworkers will also influence his/her

intention to accept future expatriate assignments. Prior literature recognizes the importance of group socialization of expatriates in their host country (Black, 1988; Mezias & Scandura, 2005). Successful network ties in host country help expatriates adjust to both work as well as non-work conditions there (Farh, Bartol, Shapiro & Shin, 2010). Even as a leader of local workers, an expatriate needs to understand the values and attitudes of the host country nationals, thereby requiring a certain level of interaction that focuses on the relational aspect (Shay & Baack, 2004). If an expatriate is able to do so, then the local workers will value their relationship with the expatriate, which will enable him/her to gain relationship-based group acceptance in the host country (Joardar, Kostova & Ravlin, 2007). This will result in the expatriate having a positive expectation from himself/herself of building effective relationships with coworkers in the future (Jones, 1990; Olson, Roese & Zanna, 1996). Accordingly, a positive perception of relationship-based group acceptance will motivate an expatriate to consider future assignments favorably, thereby having a positive effect on his/her intention towards future expatriate career (Ajzen, 1991). On the other hand, a negative perception of the same will make an expatriate unwilling to consider such assignments in future. Hence, the second hypothesis is stated as follows:

Hypothesis 2: An expatriate's perception of relationship-based group acceptance during prior international assignment will positively affect his/her intention towards future expatriate career.

The third facet of adjustment relates to general adjustment in the host country. Black, Mendenhall & Oddou (1991) noted that one of the key challenges of an international assignment (as compared to domestic reassignment) is that it requires a significant change in the non-work environment. Greater challenges will increase the stress experienced by expatriates, thereby having a detrimental

effect on the individual's perception of satisfaction with the host country. Inability to adjust in a host country can cause dissatisfaction, thereby resulting in intention to leave a foreign assignment (Harvey, 1997). Evidence from prior research suggests that a host country's pull resulting in expatriate's embeddedness in that country will contribute to his/her satisfaction with that country but the host country satisfaction may not affect repatriation intention (Tharenou & Caulfield, 2010). It is possible that a significant effect for that relationship would not only require the expatriates to experience dissatisfaction with the host country but also evidence of the prospect of repatriation being desirable (Tharenou & Caulfield, 2010). In the absence of such evidence, the expatriates may not show any intention to repatriate. However, even if they do not intend to repatriate, dissatisfaction with a host country may cause an expatriate to have similar expectations from future international assignments as a result of spillover effect. Expectations maybe formed based on previous international experiences (Black, Mendenhall & Oddou, 1991). The intention to accept future international assignment indicates an expatriate's willingness to engage in such assignments (Fishbein & Ajzen, 1972). However, an expectation of dissatisfaction during engagement in such an activity will result in a belief that the individual is unable to function in a foreign environment, thereby developing a negative attitude towards international assignments (Ajzen, 1991). Consequently, this will have a negative effect on expatriate's intention to pursue an expatriate career in future. On the other hand, satisfaction with the host country will cause an expatriate to have similar expectations during subsequent international assignments, thereby making them more willing to accept such assignments in future. Thus, the next hypothesis can be stated as follows:

Hypothesis 3: An expatriate's satisfaction with host country will positively affect his/her intention towards future expatriate career.

In addition to the abovementioned hypotheses, we believe that self-efficacy will play an important role in predicting expatriate career intention as both a mediator and a moderator. First, we argue that self efficacy will mediate the effects of perception of task and relationship based acceptances on expatriate career intention. Second, we predict that it will moderate the effect of host country satisfaction on intention as well.

Self-efficacy reflects a person's beliefs regarding their ability to motivate and persevere when they are faced with difficulties, and their conviction that they can behave as required to produce a desired outcome (Bandura, 1977; Bandura & Locke, 2003). Sherer et al.'s (1982) study indicated two factors of self-efficacy – general self-efficacy and social self-efficacy. Effects of perceived self-efficacy are carried out through four processes – cognitive processes, motivational processes, affective processes and selection processes (Bandura, 1993). Bandura (1977) argued that expectations regarding personal efficacy are based on one's own personal accomplishments, vicarious experiences of others, verbal persuasions and emotional state. Of these, evidence of personal accomplishment can be a particularly powerful predictor of one's efficacy.

We argue that an expatriate's perception of acceptance will provide the necessary evidence of acquiring the required acceptance in a host country. If an expatriate perceives himself/herself as gaining task-based acceptance in a host country, it will provide evidence to the individual that host country employees value the expatriate's task contribution. Similarly, a perception of relationship-based acceptance will provide evidence that an individual is able to accomplish a difficult task of building interpersonal relationship with host country nationals. The perception of gaining acceptance in the host country will cause the individual hold a belief that he/she can function effectively in an unfamiliar environment. As a result, it will strengthen the individual's general as

well as social self-efficacy regarding the ability to gain acceptance in a host country. On the other hand, a perception of inability to gain acceptance in a host country may suggest failure of personal accomplishment, thereby lowering an expatriate's self-efficacy (Bandura, 1977).

While an expatriate's perception of group acceptance in host country will determine the individual's self-efficacy in expatriate situations, the self-efficacy will determine the individual's intention to pursue an expatriate career in future. A person's choice of activity and decisions are influenced by their self-efficacy (Bandura, 1993). While general self-efficacy will indicate whether an individual perceives a general ability of self to accomplish goals, social self-efficacy will reflect the person's confidence in his/her social competency. We argue that both are relevant for considering international assignments and hence, affect expatriate intention. So, an expatriate who perceives himself/herself as capable of handling expatriate situations effectively (i.e. high self-efficacy) are more likely to consider taking them on than those who believe that such situations are beyond their coping capability (i.e. low self-efficacy). Hence, the next propositions can be stated as follows:

Hypothesis 4a: The relationship between an expatriate's perception of task-based group acceptance and expatriate career intention will be mediated by the individual's self-efficacy.

Hypothesis 4b: The relationship between an expatriate's perception of relationship-based group acceptance and expatriate career intention will be mediated by the individual's self-efficacy.

In addition to mediating effect, we argue that self-efficacy will also have moderating effect on the relationship between host country satisfaction and expatriate career intention such that the effect is stronger for expatriates with low self-efficacy than those with high self-efficacy. A person's self-efficacy will influence the individual's motivation regarding his/her goals, level of effort and perseverance (Bandura, 1977). An expatriate with high self-efficacy is more likely to attribute satisfaction or dissatisfaction with a host country to his/her own effort put in general adjustment than an expatriate with a low self-efficacy (Bandura, 1993). If an expatriate with low self-efficacy is not satisfied with the experience in a host country, he/she will attribute it to their inability to adjust in an unfamiliar country. This will result in a perception of lower control in a host country setting, thereby having a negative effect on the individual's intention to take on subsequent expatriate assignments (Ajzen, 2002). On the other hand, if a person with low self-efficacy experiences satisfaction with host country, then it will indicate that a host country can be a positive experience for the individual despite his/her perceived lack of belief in himself/herself. This could potentially lead to a perception of control in such unfamiliar situations, thereby having a positive effect on the individual's intention to accept future expatriate assignments. Hence, the hypothesis is stated as follows:

Hypothesis 5: The relationship between an expatriate's satisfaction with host country on intention towards future expatriate career will be moderated by his/her self-efficacy such that the effect on intention will be stronger when self-efficacy is low than when it is high.

The theoretical model is presented in Figure 1.

Insert Figure 1 here

Methodology

Sample. We collected data from expatriates using a data collection agency, Qualtrics. We created an online survey and respondents who qualified for the survey on Qualtrics panel responded to it. Such data collection agencies have been used by prior management researchers as well (Ayyagari, Grover & Purvis, 2011; Thau, Bennett, Mitchell & Marrs, 2009). Only those panelists who had accepted any foreign assignment previously qualified for the study. Data was collected from 133 respondents. About 64.3% of the respondents were male, 30% were 35 years old or younger, 39.2% were in the age range of 36-60 while the remaining respondents were older than 60 years old. About 39.8% of the respondents reported as having equivalent of undergraduate degree and 39.1% reported having graduate degree or equivalent while the remaining indicated other educational qualification. 31.8% of the respondents reported as having 10 years or less of full-time work experience while the remaining had more work experience. The sample included respondents of many different nationalities with expatriate assignment in various countries.

Independent variables. The independent variables of this study are expatriate's perception of task-based and relationship-based group acceptance in the country of expatriate assignment, expatriate's satisfaction with the host country and self-efficacy. The measures for expatriate's perception of task and relationship-based group acceptances were derived from Joardar, Kostova & Ravlin (2007). They asked groups to focus on a hypothetical individual's ability to contribute to task or on relationship with him in order to determine his task and relationship-based group acceptances respectively (Joardar, Kostova & Ravlin, 2007). Since this study measures the individual's perception of how he/she thinks the group values him/her, we modified the statements

by asking the respondents that if his/her coworkers focused on the individual's task ability or relationship aspect, how does he/she think they would respond. The actual items used to measure the perception of task and relationship-based group acceptances were drawn from Joardar, Kostova & Ravlin (2007). The four item scale for host country satisfaction by Tharenou & Caulfield (2010) was used to measure the third independent variable. All three of these independent variables were further standardized in the analysis to have a mean of zero and a variance of 1. Seven items were derived from Sherer et al. (1982) to measure self-efficacy. Four of them (X1, X2, X3, X4) measured general self-efficacy, with a Cronbach's alpha of 0.91, while the remaining items (Y1, Y2, Y3) measure social self-efficacy, with a Cronbach's alpha of 0.78. These items were selected because they explained 90.2% and 74.0% of the variance of the general self-efficacy and social self-efficacy factors respectively, in an auxiliary exploratory factor analysis of the complete data set¹. These items are noted in Appendix A. Four manifest variables of the interaction between host country satisfaction and the latent general self-efficacy factor (Z1, Z2, Z3 and Z4) were derived using the residual centering approach (Little et al., 2006) to avoid any statistical dependency between the measurements of the latent general self-efficacy factor and the manifest variables of the latent product factor, thereby improving numerical identification of the model.

Dependent variable. The dependent variable of this study examines expatriate's intention towards future expatriate career. This was measured using respondents' willingness to accept subsequent international assignments. To this end, respondents were asked if they have been offered any international assignment since their last one. If they have been made any such offer, they were asked their intention regarding it. If they have not been made any such offer, they were asked about

¹ Sherer et al. (1982)'s instrument for measuring self-efficacy contains 23 items. The complete instrument was used for data collection purposes, but the resulting data set was unfortunately too rich for a full analysis given the sample size.

their intention should they be made any such offer. This variable was coded such that a value of '1' denotes that an expatriate has no intention of accepting any future international assignment, '2' implies that an expatriate is willing to considering such an assignment but is not sure of accepting it, and '3' implies that an expatriate intends to accept any future assignment. Thus, a higher value indicates a higher intention of accepting future international assignments.

Control variables. In addition to the independent and dependent variables, three control variables were used. Since people's perception of effectiveness at work in a new environment can be affected by an individual's training as well as past experience, age, education and number of years of full time work experience were used as control variables.

Result

The result of the analysis is reported in this section. Our investigation is based on an application of a structural equation model based on the polychoric correlation matrix of the observable variables.² The mean and polychoric correlation matrix of the observable variables are presented in Table 1. The complete structural equation model is presented in Figure 2. Due to the potential non-normal nature of the data, 90% coverage intervals for the values of the parameters were calculated using a bootstrapping procedure (see Efron (1979; 1987) for a general overview on bootstrapping or Nevitt & Hancock (2001) for an application of bootstrapping to SEM). In this bootstrapping procedure, only the bootstrapped polychoric correlation matrices leading to an

² Polychoric correlation is a technique for estimating correlation between two latent variables which are hypothesized to be normally distributed and have been observed as ordinal variables. Polyserial correlation is a similar technique used when one of the variables is observed directly while the other is observed as an ordinal variable. We used two-steps estimates of polychoric and polyserial correlation coefficients obtained with the 'polycor' R package.

estimation result compatible with the specification were kept for a total number of bootstrapped samples of 1001.³

 Insert Table 1 and Figure 2 here

The estimated structural equation model has excellent reported fit statistics ($\chi^2 = 384.36$, d.f. = 110, $p < 0.001$). We find that the model satisfactorily captures the variations in the data as reported by the coefficients of determination (R-square) for each of the endogenous variables in Table 4. Note however the relatively low value of the R-square for Intention (28.2%), the dependent variable, when compared to the others. It is possible that this is due to the fact that Intention is a categorical variable.

The estimates of the SEM parameters are provided in Table 2. Due to the possible non-normal nature of the data, bias corrected bootstrapped 90% coverage confidence intervals (Efron, 1987) for each parameter are reported in Table 3. SEM summary is reported in Table 4 while the descriptive statistics for the bootstrapped distributions of the hypothesis parameters are provided in Table 5.

 Insert Tables 2, 3, 4 and 5 here

As can be seen, the results are hard to interpret mostly because the data's empirical distributions are far from the traditional assumptions that make SEM methodology so powerful (for example

³ Some bootstrapped polychoric correlation matrices results in impossible estimated models with for example negative variance parameters. Our results are considerably improved (narrower coverage intervals and standard errors) when including these discarded bootstrapped samples. However, we feel including these samples would misrepresent the distributions of the parameters.

the skew and kurtosis statistics in Table 5). It should be noted that all the bias-corrected bootstrapped intervals for the beta parameters (in Table 3) contain zero, resulting in lack of conclusive evidence showing support of the hypotheses. However, when considering non-centered coverage intervals such those provided by the first (Q1) or third (Q3) quartiles of the bootstrapped distributions (in Table 5), there is marginal evidence of **support** for **hypotheses 1, 3, 4a and 4b**. There is **no** evidence of **support** for **hypotheses 2 and 5**.

Discussion

This paper examines how an expatriate's past experience influences his/her intention to consider future expatriate career. Specifically, we examine the effects of expatriate's perception of task and relationship-based acceptances as well as the individual's host country satisfaction on expatriate intention. While some of the hypotheses were found to be supported, other results lacked the necessary support.

Expatriate's perception of task-based acceptance was found to have positive effect on future expatriate intention but there was no evidence of effect of perception of relationship-based acceptance on the same. It suggests that it is important for an expatriate to feel valued for his/her task ability in order for the individual to consider accepting future expatriate assignments. It is understandable given that task competency is perhaps one of the basic requirements of successful performance. However, the lack of support for the effect of perception of relationship-based group acceptance on future expatriate intention is surprising. One possible explanation could be that a positive perception of relationship-based acceptance in a host country implies that the individual was highly acculturated into that particular culture. That may not reflect the individual's willingness to adjust in a different culture in any way. Alternately, the people who have a positive

perception of their relationship-based acceptance may do so because of the effort they put into building valuable relationships with the host country employees. But in the absence of specific knowledge of host country employees in subsequent assignments, that perception may have no effect on intention to consider future international assignments. Future studies should investigate this issue for a better understanding. Additionally, we found some support for the positive effect of host country satisfaction on expatriate career intention. It confirms that a positive experience during an international assignment will cause an individual to have similar expectations during subsequent assignments. As a result, such a person is more likely to consider pursuing an expatriate career.

We also found some support for mediating effect of self-efficacy in the relationships between perception of task and relationship-based acceptances on expatriate intention. It suggests that a high perception of task or relationship-based acceptance in host country boosts expatriate's efficacy in their ability to adjust and function in unfamiliar environment. That, in turn, will have favorable effect on the individual's intention to pursue an expatriate career. However, there was no evidence of interaction between host country satisfaction and self-efficacy on expatriate intention. This implies that there is lack of evidence as to whether the effect of host country satisfaction on intention regarding future international assignment is affected by an expatriate's self-efficacy or not. It is possible that an expatriate's satisfaction with a host country is independent of the individual's belief in himself/herself.

Theoretical implications. There are significant theoretical as well as practical implications of this study. In terms of theoretical significance, this study contributes to the research on group acceptance which were primarily conducted in experimental settings (Joardar, 2011; Joardar,

Kostova & Ravlin, 2007). This paper draws from those studies to examine the effect of expatriates' perceptions of their group acceptance during their prior expatriate experiences on their future intentions. In doing so it tests for validity of the research on group acceptance in a cross-cultural context. Moreover, the findings show that perception of task and relationship acceptances have different effects on their intentions, thereby affirming that they are two distinct dimensions of group acceptance.

Another important theoretical contribution of this study is the integration of Ajzen's theory of planned behavior and the expatriate research. Selmer & Leung (2003b) found partial evidence of intention having effect on expatriate adjustment. Given the significance of adjustment in expatriate success (Black, Mendenhall & Oddou, 1991; Chen et al., 2010), understanding expatriate intention is especially important. This study suggests that expatriates will draw from their perception of past experiences to determine their control over performance, thereby affecting their future expatriate intentions (Ajzen, 2002). In doing so, it establishes a link between past experiences and future intentions of expatriates.

Managerial relevance. One of the most significant practical implications of this paper is that it shows how a person's future expatriate career will be affected by his/her perception of past expatriate experience. The importance of past expatriate assignments on career development has been recognized by prior researchers (Bolino, 2007). Black (1988) noted that international and domestic transfers can result in a person's work role transition. This study suggests that an expatriate who perceived himself/herself to be valued by host country employees for task ability is more likely to be interested in furthering his/her international career in future. It also implies that if an expatriate has a positive experience in a prior host country, then the perception of

successfully building relationship with host country employees is likely to have a strong effect on his/her intention to further develop an international career. Additionally, there is evidence of mediating effect of self-efficacy on expatriate intention. As a result, it may be helpful to consider these as criteria by organizations when selecting the most appropriate candidate for future expatriate assignments.

It can also help determine the most effective career path of returning expatriates. Expatriates with high intention to consider future assignments are more suitable candidates for developing international careers while those with low intention to consider future international assignment should be supported for domestic career development. Determining the right strategy of relocation (domestic versus international) may help facilitate some of the repatriation challenges, thereby lowering repatriate turnover (Black, Gregersen & Medenhall, 1992).

Limitations and future research direction. Although there are some important implications to this study, its limitations need to be recognized as well. One of the challenges of conducting this study was getting an adequate sample of expatriate data. As noted earlier, we used a professional data collection agency that used certain screening criteria to collect the data. The respondents were expatriates and the data collected was reported by them. Consequently, one of the limitations of the study is the use of panelists to self-report the data. As with any self-reported data, there is a potential risk of bias in the data. Moreover, the data did not satisfy conditions of normality. However, the analysis addressed this issue by using bootstrapping procedure. As for the self-reported data, while it was required to measure expatriates' perception of their own experiences, future studies should be conducted using data obtained from other sources such as host country employees reporting on their acceptance of expatriates.

Another limitation is that intention was measured as a discontinuous variable. The variable used here still measured the degree of intention that ranged from “definitely no” to “definitely yes” and that was sufficient for the objective of this study. However, future studies should build on this by developing a more rigorous measure of expatriate intention and examine the effect of strength of intention on actual behavior (i.e. acceptance or rejection of future international assignments).

The results obtained in this study raise some new questions for investigation. This paper focused on the expatriates’ perspectives and how they affect their future expatriate intentions. But there could be other factors that influence future expatriate intentions. For example, expatriates with higher cultural intelligence maybe more open to considering future international assignments than those with lower cultural intelligence. It is also possible that expatriate intentions are influenced by an organization’s support system and how manager careers progress within the organization. These factors need to be examined in future for obtaining further insight into expatriate career intentions.

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Figure 1: Antecedents of Expatriate's Intention Regarding Future International Assignments

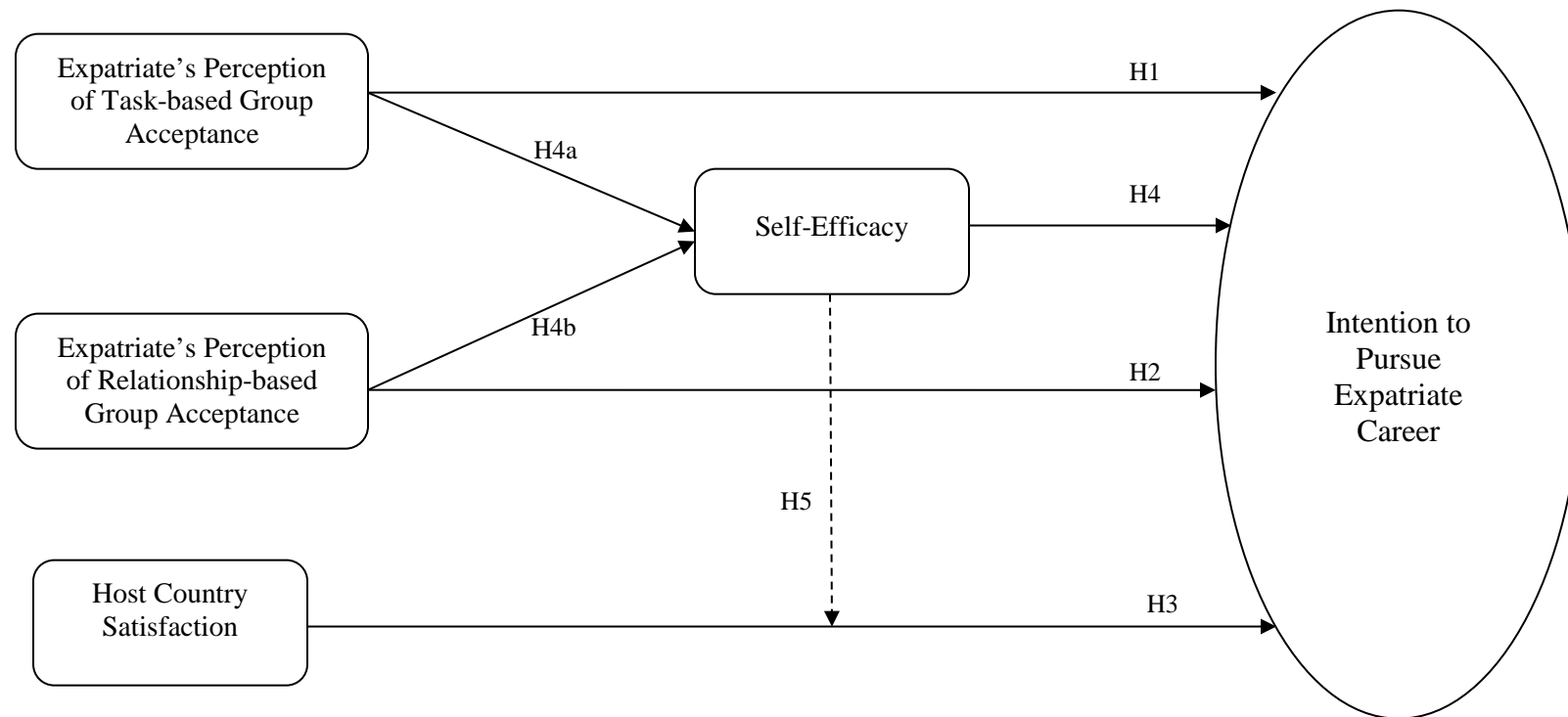


Figure 1 --- Structural Equation Model (including measurement model)

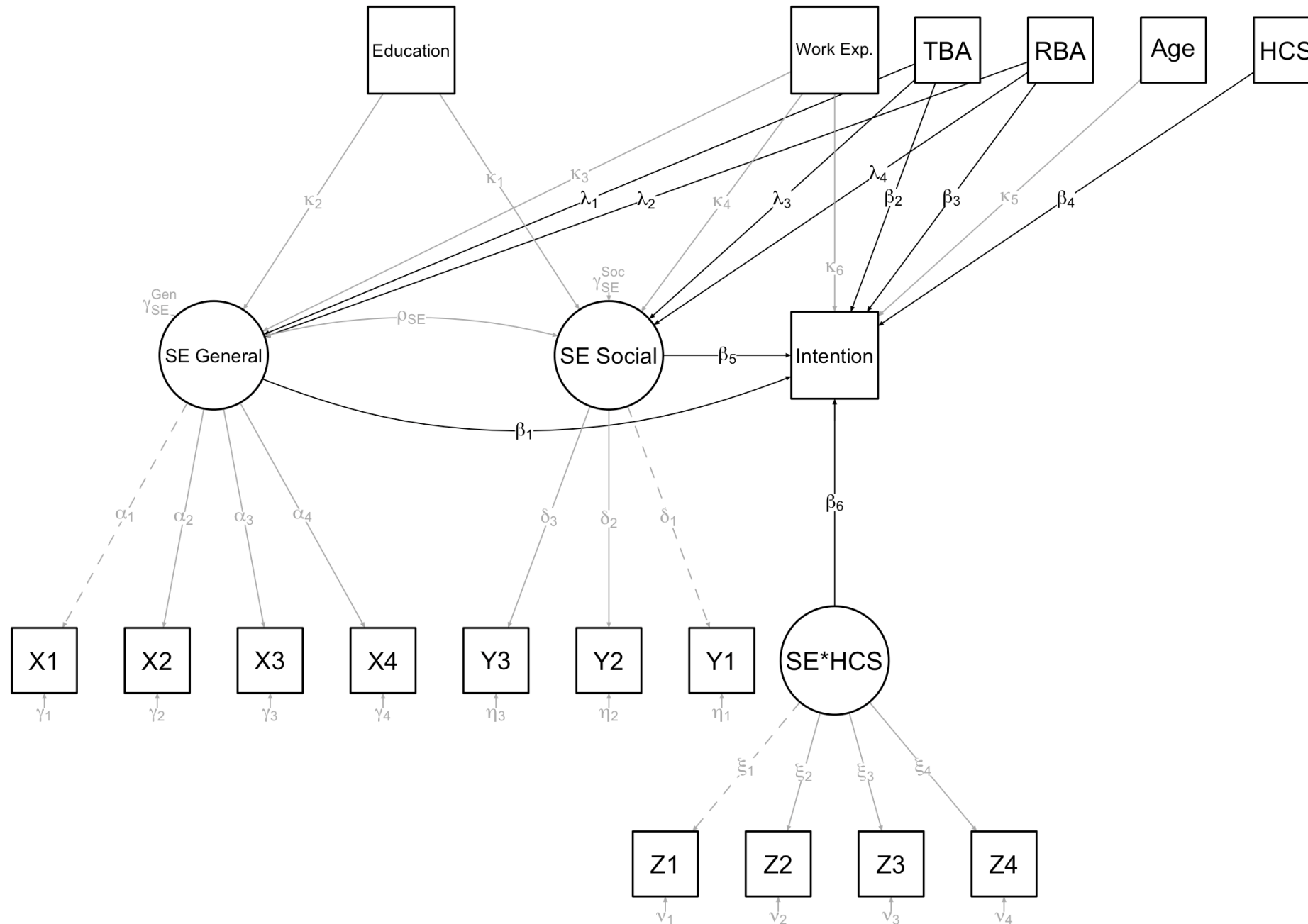


Table 1: Correlation Matrix

	Mean	Age	Education	Work Experience	Task Based Acceptance	Relationship Task Acceptance	Host Country Satisfaction	Intention	X1	X2	X3	X4	Y1	Y2	Y3	Z1	Z2	Z3
Age	26.93	-	Polyserial	Pearson	Pearson	Pearson	Pearson	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Pearson	Pearson	Pearson
Education		-0.143 (0.096)	-	Polyserial	Polyserial	Polyserial	Polyserial	Polychoric	Polychoric	Polychoric	Polychoric	Polychoric	Polychoric	Polychoric	Polychoric	Polyserial	Polyserial	Polyserial
Work Exp.	23.37	0.114 (0.0868)	-0.1308 (0.0975)	-	Pearson	Pearson	Pearson	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Pearson	Pearson	Pearson
TBA	-0.0076	0.161 (0.0857)	0.0786 (0.0968)	0.0938 (0.0872)	-	Pearson	Pearson	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Pearson	Pearson	Pearson
RBA	-0.0053	-0.009 (0.0879)	0.1651 (0.095)	0.0390 (0.0878)	0.6135 (0.0551)**	-	Pearson	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Pearson	Pearson	Pearson
HCS	0.000	0.170 (0.0854)	0.0803 (0.0983)	-0.0105 (0.0879)	0.3759 (0.0756)**	0.5919 (0.0574)**	-	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Polyserial	Pearson	Pearson	Pearson
Intention		-0.421 (0.0792)**	0.2104 (0.1082)	-0.0228 (0.1016)	0.0904 (0.0993)	0.1614 (0.0968)	0.1431 (0.0961)	-	Polychoric	Polychoric	Polychoric	Polychoric	Polychoric	Polychoric	Polychoric	Polyserial	Polyserial	Polyserial
X1		-0.556 (0.0797)**	0.2486 (0.1188)	-0.0941 (0.1086)	-0.2597 (0.0957)**	-0.0480 (0.1114)	-0.0948 (0.1085)	0.4516 (0.112)**	-	Polychoric	Polychoric	Polychoric	Polychoric	Polychoric	Polychoric	Polyserial	Polyserial	Polyserial
X2		-0.338 (0.0944)**	0.1524 (0.1165)	-0.1401 (0.1045)	-0.3682 (0.0858)**	-0.1499 (0.1028)	-0.0932 (0.1036)	0.3183 (0.1162)**	0.8560 (0.0456)**	-	Polychoric	Polychoric	Polychoric	Polychoric	Polychoric	Polyserial	Polyserial	Polyserial
X3		-0.545 (0.0757)**	0.1392 (0.1185)	-0.1069 (0.1044)	-0.3057 (0.0899)**	-0.1549 (0.102)	-0.1702 (0.0984)	0.3532 (0.1159)**	0.8515 (0.0463)**	0.8193 (0.0509)**	-	Polychoric	Polychoric	Polychoric	Polychoric	Polyserial	Polyserial	Polyserial
X4		-0.389 (0.0891)**	0.2638 (0.1114)	-0.0981 (0.1034)	-0.2905 (0.0902)**	-0.1034 (0.1039)	-0.0627 (0.103)	0.2137 (0.1214)	0.7582 (0.0658)**	0.8077 (0.0535)**	0.8023 (0.0544)**	-	Polychoric	Polychoric	Polychoric	Polyserial	Polyserial	Polyserial
Y1		0.165 (0.1015)	-0.0020 (0.1178)	0.0607 (0.1045)	0.4257 (0.0805)**	0.4879 (0.0748)**	0.4282 (0.0804)**	0.0387 (0.1197)	-0.2053 (0.1284)	-0.1645 (0.125)	-0.4181 (0.108)**	-0.2403 (0.1197)	-	Polychoric	Polychoric	Polyserial	Polyserial	Polyserial
Y2		0.091 (0.1022)	0.1115 (0.1129)	-0.1713 (0.0992)	0.2516 (0.0938)**	0.2810 (0.092)**	0.2301 (0.0951)	0.0679 (0.1211)	-0.0971 (0.1273)	-0.0011 (0.1228)	-0.2251 (0.1192)	-0.1394 (0.1215)	0.5939 (0.0859)**	-	Polychoric	Polyserial	Polyserial	Polyserial
Y3		0.150 (0.101)	0.0228 (0.1151)	-0.0224 (0.1029)	0.3739 (0.0855)**	0.3863 (0.0841)**	0.3007 (0.0914)**	0.0846 (0.1192)	-0.0497 (0.1302)	-0.0293 (0.1232)	-0.1468 (0.122)	-0.2371 (0.118)	0.6305 (0.0804)**	0.7754 (0.0578)**	-	Polyserial	Polyserial	Polyserial
Z1	0.000	0.059 (0.0876)	-0.0560 (0.1002)	0.0635 (0.0876)	-0.3201 (0.079)**	0.0793 (0.0874)	0.0000 (0.0879)	0.0225 (0.1011)	-0.0544 (0.0992)	-0.0169 (0.0991)	-0.0162 (0.0973)	-0.0261 (0.0984)	0.1339 (0.1007)	0.1718 (0.0997)	0.1973 (0.099)	-	Pearson	Pearson
Z2	0.000	0.141 (0.0862)	0.0205 (0.1011)	0.0285 (0.0879)	0.3001 (0.0801)**	0.1581 (0.0858)	0.0000 (0.0879)	-0.0345 (0.0973)	-0.0296 (0.1019)	-0.0117 (0.1019)	-0.0196 (0.099)	-0.0283 (0.0996)	0.1818 (0.0996)	0.0819 (0.1008)	0.2331 (0.0981)	0.6763 (0.048)**	-	Pearson
Z3	0.000	0.163 (0.0856)	-0.0207 (0.0999)	0.0366 (0.0878)	0.3407 (0.0778)**	0.1543 (0.0859)	0.0000 (0.0879)	-0.0012 (0.1009)	-0.0362 (0.1084)	-0.0294 (0.1048)	-0.0295 (0.103)	-0.0320 (0.1034)	0.1195 (0.1005)	0.1367 (0.0998)	0.2177 (0.0975)	0.5837 (0.0582)**	0.7427 (0.0397)**	-
Z4	0.000	0.131 (0.0864)	0.0249 (0.0999)	0.1479 (0.086)	0.3674 (0.0762)**	0.1831 (0.085)	0.0000 (0.0879)	-0.0787 (0.0992)	-0.0353 (0.1073)	-0.0247 (0.1033)	-0.0246 (0.1009)	-0.0368 (0.1018)	0.2444 (0.0957)	0.1373 (0.0997)	0.2931 (0.0933)**	0.5772 (0.0589)**	0.7302 (0.0413)**	0.7148 (0.0432)**

Two-tailed significance
 **p<0.01; *p<0.05

Table 2 - Parameters Estimates

	Estimate	Std Error	z value	Pr(> z)		Hypothesis
λ_1	-0.530	0.072	-7.327	0.000	H4a	SE Gen. \leftarrow TBA
λ_2	0.176	0.075	2.354	0.019	H4b	SE Gen. \leftarrow RBA
λ_3	0.195	0.091	2.142	0.032	H4a	SE Soc. \leftarrow TBA
λ_4	0.378	0.085	4.471	0.000	H4b	SE Soc. \leftarrow RBA
β_1	0.429	0.162	2.643	0.008	H4	Intention \leftarrow SE Gen.
β_2	0.274	0.118	2.319	0.020	H1	Intention \leftarrow TBA
β_3	-0.113	0.171	-0.660	0.509	H2	Intention \leftarrow RBA
β_4	0.190	0.085	2.239	0.025	H3	Intention \leftarrow HCS
β_5	0.075	0.261	0.287	0.774	H4	Intention \leftarrow SE Soc.
β_6	0.089	0.168	0.528	0.598	H5	Intention \leftarrow SE Gen.*HCS
κ_1	-0.054	0.074	-0.723	0.469		SE Soc. \leftarrow Educ.
κ_2	0.236	0.069	3.404	0.001		SE Gen. \leftarrow Educ.
κ_3	-0.042	0.056	-0.751	0.453		SE Gen. \leftarrow Work Exp.
κ_4	-0.016	0.062	-0.253	0.800		SE Soc. \leftarrow Work Exp.
κ_5	-0.349	0.055	-6.340	0.000		Intention \leftarrow Age
κ_6	0.069	0.068	1.016	0.310		Intention \leftarrow Work Exp.
α_2	1.225	0.073	16.700	0.000		X2 \leftarrow SE Gen.
α_3	0.901	0.098	9.235	0.000		X3 \leftarrow SE Gen.
α_4	1.093	0.131	8.375	0.000		X4 \leftarrow SE Gen.
δ_2	0.906	0.141	6.438	0.000		Y2 \leftarrow SE Soc.
δ_3	0.838	0.100	8.359	0.000		Y3 \leftarrow SE Soc.
ξ_2	0.303	0.067	4.521	0.000		Z2 \leftarrow SE Gen.*HCS
ξ_3	0.219	0.087	2.516	0.012		Z3 \leftarrow SE Gen.*HCS
ξ_4	-0.058	0.052	-1.116	0.264		Z4 \leftarrow SE Gen.*HCS
γ_{SE}^{Gen}	0.304	0.099	3.063	0.002		SE Gen. \leftrightarrow SE Gen.
γ_{SE}^{Soc}	0.086	0.020	4.254	0.000		SE Soc. \leftrightarrow SE Soc.
ρ_{SE}	0.023	0.021	1.115	0.265		SE Soc. \leftrightarrow SE Gen.
γ_{SE*HCS}	0.032	0.016	2.034	0.042		SE Gen.*HCS \leftrightarrow SE Gen.*HCS
γ_1	0.083	0.022	3.728	0.000		X1 \leftrightarrow X1
γ_2	0.050	0.034	1.476	0.140		X2 \leftrightarrow X2
γ_3	0.138	0.041	3.383	0.001		X3 \leftrightarrow X3
γ_4	0.097	0.038	2.555	0.011		X4 \leftrightarrow X4
η_1	1.276	0.227	5.622	0.000		Y1 \leftrightarrow Y1
η_2	0.887	0.213	4.166	0.000		Y2 \leftrightarrow Y2
η_3	0.613	0.179	3.427	0.001		Y3 \leftrightarrow Y3
ν_1	0.345	0.064	5.366	0.000		Z1 \leftrightarrow Z1
ν_2	0.099	0.063	1.562	0.118		Z2 \leftrightarrow Z2
ν_3	0.241	0.045	5.364	0.000		Z3 \leftrightarrow Z3
ν_4	0.176	0.040	4.408	0.000		Z4 \leftrightarrow Z4
ε	0.547	0.076	7.237	0.000		Intention \leftrightarrow Intention

Table 3 - Bias Corrected 90% Coverage Bootstrapped Confidence Intervals

	Estimate	Bootstrap Bias	Bootstrap Std.Error	90% BCa	
				Lower	Upper
λ_1	-0.530	0.120	0.198	-0.909	-0.320
λ_2	0.176	-0.055	0.144	0.015	0.520
λ_3	0.195	-0.001	0.170	-0.021	0.486
λ_4	0.378	-0.148	0.150	0.270	0.809
β_1	0.429	4.606	36.733	-13.115	7.069
β_2	0.274	0.021	7.007	-5.423	1.499
β_3	-0.113	-0.735	8.911	-16.785	0.958
β_4	0.190	-0.021	0.194	-0.120	0.524
β_5	0.075	2.951	59.234	-8.924	60.957
β_6	0.089	1.802	25.232	-0.541	5.987
κ_1	-0.054	-0.019	0.194	-0.231	0.259
κ_2	0.236	-0.036	0.208	-0.031	0.530
κ_3	-0.042	-0.007	0.125	-0.243	0.162
κ_4	-0.016	0.047	0.122	-0.437	0.083
κ_5	-0.349	-0.007	0.170	-0.610	-0.040
κ_6	0.069	-0.044	4.531	-11.936	0.525
α_2	1.225	-0.112	20.902	0.739	4.839
α_3	0.901	0.285	19.543	-0.948	1.396
α_4	1.093	1.665	22.006	0.414	1.843
δ_2	0.906	5.275	36.975	-2.544	1.287
δ_3	0.838	-2.372	27.530	0.332	42.291
ξ_2	1.276	4.518	54.370	0.782	16.766
ξ_3	0.887	4.964	51.556	-0.059	2.995
ξ_4	0.613	2.360	34.579	-33.182	1.286
γ_{SE}^{Gen}	0.303	-0.188	0.096	0.310	1.034
γ_{SE}^{Soc}	0.219	-0.129	0.095	0.153	0.619
ρ_{SE}	-0.058	0.034	0.095	-0.248	-0.001
γ_{SE*HCS}	0.304	-0.075	0.134	0.135	0.560
γ_1	0.086	-0.047	0.063	0.082	1.823
γ_2	0.023	0.008	0.023	0.001	0.066
γ_3	0.032	0.006	0.032	0.003	0.100
γ_4	0.083	-0.017	0.117	0.035	0.476
η_1	0.050	0.038	0.139	0.001	0.129
η_2	0.138	-0.036	0.067	0.057	0.308
η_3	0.097	0.004	0.083	0.015	0.245
ν_1	0.345	-0.162	0.098	0.330	0.552
ν_2	0.099	-0.011	0.052	0.022	0.192
ν_3	0.241	-0.101	0.080	0.204	0.530
ν_4	0.176	-0.037	0.067	0.110	0.384
ε	0.547	0.058	1.203	0.431	11.927

Table 4 - SEM Summary

R-square for Endogenous Variables	
Self-Efficacy (General)	45.8%
Self-Efficacy (Social)	54.7%
Intention	28.2%
X1	86.7%
X2	97.3%
X3	93.5%
X4	89.0%
Y1	90.6%
Y2	74.2%
Y3	77.7%
Z1	46.8%
Z2	83.4%
Z3	49.8%
Z4	39.4%

Table 5 - Bootstrapped Distributions Descriptive Statistics (Hypotheses Parameters --- B=1001)

	Mean	S.D.	Median	Trimmed Mean (10%)	Median Absolute Deviation	Min	Max	Skew	Kurt.	Q1	Q3
λ_1	-0.41	0.2	-0.43	-0.42	0.18	-1.87	0.16	0.02	2.38	-0.547	-0.292
λ_2	0.12	0.14	0.12	0.12	0.13	-0.38	0.62	0.14	0.31	0.026	0.207
λ_3	0.19	0.17	0.19	0.19	0.15	-1.79	0.72	-1.35	17.69	0.087	0.295
λ_4	0.23	0.15	0.22	0.23	0.15	-0.42	0.81	0.24	0.18	0.122	0.326
β_1	5.04	36.73	0.55	0.76	0.88	-265.12	508.84	6.02	72.09	0.060	1.373
β_2	0.3	7.01	0.3	0.3	0.48	-56.46	76.62	1.65	53.83	-0.006	0.636
β_3	-0.85	8.91	-0.07	-0.12	0.5	-117.4	119.76	-0.26	74.55	-0.417	0.261
β_4	0.17	0.19	0.17	0.17	0.19	-0.45	0.76	-0.07	-0.02	0.042	0.295
β_5	3.03	59.23	0.06	0.2	1.64	-619.02	601.36	0.42	54.67	-1.030	1.207
β_6	1.89	25.23	0.04	0.07	0.39	-208.37	327.59	6.32	85.71	-0.189	0.341
κ_1	-0.07	0.19	-0.07	-0.08	0.11	-4.54	0.44	-11.85	275.1		
κ_2	0.2	0.21	0.21	0.21	0.18	-3.64	0.7	-6.33	115.05		
κ_3	-0.05	0.13	-0.05	-0.05	0.11	-0.73	0.34	-0.21	1.1		
κ_4	0.03	0.12	0.04	0.04	0.1	-0.9	0.39	-0.84	4.02		
κ_5	-0.36	0.17	-0.36	-0.36	0.16	-0.87	0.18	0.16	0.13		
κ_6	0.03	4.53	0.13	0.14	0.25	-50.12	41.2	-0.79	49.56		

Appendix A: Items to Measure Self-Efficacy

Variable	Item
X1	I give up on things before completing them.
X2	If something looks too complicated, I will not even bother to try it.
X3	When trying to learn something new, I soon give up if I am not initially successful.
X4	When unexpected problems occur, I don't handle them well.
Y1	I have acquired my friends through my personal abilities at making friends.
Y2	Failure just makes me try harder.
Y3	If I see someone I would like to meet, I go to that person instead of waiting for him or her to come to me.