

**Expatriate management and national culture: A bibliometric study of prolific, productive, and most cited authors and institutions**

Cristina López-Duarte | Marta M. Vidal-Suárez | Belén González-Díaz

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**Abstract**

This is a bibliometric study of reference literature related to the influence of national culture issues on expatriate management. It is based on publications in elite Management, International Business, and Human Resource academic journals between 2000 and 2012. The database comprises 222 articles involving 368 authors and 223 academic institutions. The analysis uses a broad scoring procedure that includes: (I) scholars and institutions' productivity in terms of number of publications (both, total and adjusted), (II) authors and institutions' productivity in terms of potential impact based on journals' performance (a wide spectrum of different metrics is used in order to allow for alternative perspectives), and (III) a citation analysis. The use of multiple and diverse scores provides a comprehensive understanding of the ranking of academic institutions and scholars within this particular subfield of research. In addition, the article analyzes collaborative research patterns, expected institutional influence in the near future, and main issues to be included in the field's research agenda.

**Keywords:** expatriate; culture; bibliometric study; citation analysis

## **Introduction**

Expatriate management (EM) as a distinctive subfield of research arises at the interface between International Business (IB) and Human Resource Management (HRM). It focuses on people working part of their professional career abroad (Bonache, Brewster, & Suutari, 2001; Harrison, Shaffer, & Bhaskar-Shrinivas, 2004), whether in corporate or self-initiated international assignments. National culture (NC) is a key element conditioning all the stages in the EM process: identification and selection of potential expatriates (or self-expatriate decision), training and development, compensation, performance appraisal, retention/turnover, succession planning, and repatriation (Harvey & Moeller, 2009). Therefore, it arises as a transversal factor affecting an extremely diverse range of EM issues as shown in the exhaustive review by Kraimer, Bolino, & Mead (2016).

As an important area in both IB and HRM fields, it has attracted substantial attention among scholars. A main objective of scholarly research is to influence the thinking of other scholars, as well as the field as an aggregate. Hence, as a body of literature evolves, it is useful to examine its development and influence (Acedo & Casillas, 2005; Peng & Zhou, 2006). Different recent reviews have analyzed this subfield evolution from a qualitative perspective. Some of them focus on particular aspects of EM (i.e.: performance, training, repatriation). Others provide a wide overview of the field, analyze the state of play, and/or identify a research agenda— see, among others, Berry (2005), Bonache et al. (2001), Claus and Briscoe (2009), De Cieri, Cox, and Fenwick (2007), Harrison et al. (2004), Harvey and Moeller (2009), Nam, Cho, and Lee (2014), and Nery-Kjerfve and McLean (2012).

However, this subfield lacks comprehensive reviews developed from a quantitative perspective —the recent studies by Dabic, González-Loureiro, and Harvey (2015) and Tseng, Chou, and Yu (2010) are among the few exceptions. The role and relevance of quantitative studies is well documented in literature spanning a variety of disciplinary areas —see Lahiri and Kumar (2012) for an exhaustive review. Quantitative analyses (I) provide information relative to scholars and institutions' influence on the field's content and research agenda; (II) allow measuring, describing, and assessing scientific publications; (III) inform about the maturity level of a research field and provide opportunities for its development; (IV) reflect and create reputation for schools and individuals; (V) analyze collaborative research patterns; (VI) impact the morale and earnings of schools; and (VII) provide a monitoring device for university research management and even

science policy (Baden-Fuller, Ravazzolo & Schweizer, 2000; Kogut, 2008; Hood & Wilson, 2001; Moed, de Bruin, & van Leeuwen, 1995). The development of studies based on bibliometric and scientometric techniques arises as an “imperative need” within the HRM field (Wang, Gilley, & Sun, 2012, p. 14). As the HRM is a wide field gathering an extensive and diverse range of issues related to people management, it may be valuable to develop quantitative analyses at a sub-field level. This is the case of our piece of research as it focuses on EM. Even more, as national culture is a key element conditioning all the stages in the EM process, we focus our study on the specific area at the interface between EM and national culture. That is, our study focuses on the body of literature dealing with the influence of national culture issues on any decision/process/outcome related to expatriate management.

Our review focuses on recent articles (2000-2012) published in top-tier journals. We follow a comprehensive approach to identify the most prolific authors and institutions within the subfield, as well as the most productive ones (based on nine different journals’ metrics). We also analyze the geographical scope of institutional contributors and collaborative research patterns (intramural, national, and international). Through a citation analysis, we identify the most influential works, academicians, and institutions. Furthermore, we explore on potential institutional influence in the near future by identifying the institutions currently hosting the most cited scholars. Finally, we explore on the field’s research agenda through a survey of this set of most cited/influential scholars.

The differential contribution of this piece of research is to assess this body of literature at the intersection between IB and HRM, as well as to improve our understanding on its overall quality and maturity status by providing information about the influence of scholars and institutions on the research field; analyzing collaborative research patterns, identifying the most influential works/scholars/institutions, and exploring on the field’s research agenda.

The article is organized as follows: first, we present the methodology used in the study; we then show our analyses of most prolific, productive, and cited authors and institutions, results relative to authorship cooperative patterns, and insights relative the field’s research agenda for the near future. The last section deals with the main conclusions, reflections and limitations.

## **Methodology**

Our first step was the development of a protocol for a systematic and replicable review relative to the following issues:

*Focus of the review:* articles whose explicit focus and main research interest is the influence of national culture issues on decisions/processes/outcomes related to expatriate management.

*Period of study:* Our review is focused on recently published articles, so that our period is 2000-2012<sup>1</sup>.

*Type of articles:* Full length articles published in academic journals<sup>2</sup>. Therefore, we have not taken into account editorials, opinion essays, book chapters, conference proceedings, etc.

*Journals selection:* We have focused our search on high-impact journals. Based on 2012-JCR annual impact factors we firstly selected the top five journals within *Business* and *Management* categories. We then carried out a search in order to identify all journals within JCR's *Business*, *Management* and *Economics* categories specifically focused on International Business or Human Resources. All identified journals were included in our search. Table 1 shows the final list of 26 selected journals.

[Table 1 near here]

*Article identification:* The first step within this stage was developed through a keyword search using the Scopus database. Through this search, we identified all articles including *at least* one of the words in Table 2 in their title, abstract, or keywords. Therefore, we got hundreds of articles dealing with (national) culture, but not related to expatriate management —just for instance, articles dealing with international strategic alliances, foreign direct investments, exports, born global firms, etc.—, as well as a large number of articles dealing with expatriate selection, training, management, performance etc., but not related to national cultural issues.

The second step entailed a qualitative analysis: (at least) two different researchers' read and analyzed the articles' abstracts to decide whether the identified articles actually addressed our intended issue. In case of discrepancies, the third member of the team participated in the article's reading and interpretation. Articles dealing with all kind of individuals (corporate expatriates, self-initiated expatriates, repatriates, inpatriates) and a wide array of different decisions/processes (selection, motivation, training, adjustment, performance, appraisal, etc.) were included in our database. The national cultural approach was the only filter applied. Therefore, our key condition to select an article was its explicit focus on national cultural issues conditioning/influencing any kind of decision/process/outcome related to EM. We considered articles focused on the role of the home/host country national cultural issues as well as those dealing with differences along national cultural dimensions between the home and the target. To make decisions we relied on the article's title, abstract and keywords as these elements play a key role in the article's publishing process: they convey the

main topic of the research, act as a first introduction, and (briefly) describe the work contents. Therefore, if an article did not make an explicit reference to culture within any of these three elements we understood that its explicit focus and main research interest were not related to cultural issues. In short, articles related to EM that deal with cultural issues at some point of their development, but do not show this explicit focus are not included in the dataset<sup>3</sup>. Our final selection includes 222 articles (final list available upon request).

[Table 2 near here]

*Coding process:* Data relative to each article —author/s, authors' institutional affiliation at the time of publication, institutions' host countries, year, journal, article length<sup>4</sup>, and journals' performance in the year of publication —see section 3.2 for a full description of the 9 different metrics considered to assess journals' performance.

## **Analysis**

### ***The set of selected articles: distinctive features and dynamics***

Following Cullen (2015), Gallardo-Gallardo, Nijs, Dries, and Gallo (2015), and Oswick (2009), some scholarly publishing patterns have been analyzed. Graph 1 provides an overview of the growing tendency of this body of literature by splitting the analyzed period into two different sub-periods: 2000-2006 and 2007-2012. As shown in the Graph 1, both the total number of articles and the number of articles published by indexed journals increased sharply in the second sub-period. This rise is mainly due to the role played by HRM journals: this is the set of journals publishing the highest number of articles in each sub-period and showing the most striking increase when comparing both sub-periods. Even though the number of articles published by IB and Management journals is much lower in both sub-periods, it remains quite steady over the full period of study. It is evident that HR journals play the most relevant role as outlet for research in EM/NC; nevertheless, it seems that this area keeps the interest of the researchers within the IB and Management fields.

[Graph 1 near here]

More than 50% of the articles deal with the role of cultural distance and differences in diverse expatriation decisions/processes; barely 20% focus on the influence of home or host national cultural dimensions on these issues, and the remaining 30% follow a combined approach. It is worth noting that among the second group, over one third of the articles center their attention

on China as home or host country. Among the articles measuring explicitly cultural values and distances between countries, up to 40% rely on decision makers' actual perceptions and experiences. This is a differential feature of this body of research: although highly recommended—see, for instance, Shenkar (2001, 2012) and McSweeney (2002)—the use of measurements based on practitioners' perceptions is not a common practice in the IB field (López-Duarte, Vidal-Suárez, & González-Díaz, 2015). Only 15% of the studies included in the database follow a cross-national approach comparing the same expatriation issue/decision/process among different nations.

Almost two-thirds of the articles explicitly include “managerial implications” within their conclusions/reflections section. Therefore, this body of research can be considered not only highly relevant for practitioners, but also strongly tied to firms' actual practices—as stated in Kraimer et al. (2016, p. 101), “practitioners have dictated the research agenda” in expatriate research. Although this is a valuable feature, it seems that scholars' research efforts and recommendations do not always effectively reach their intended audience (i.e.: managers/practitioners) as shown in Kraimer et al. (2016). Over 80% of the articles test their proposals through an empirical analysis and up to 30% of them are based on qualitative analyses. Although the “case study” is the qualitative approach most frequently used, a wide range of methodologies is observed (i.e.: narrative analyses, longitudinal qualitative studies, ethnographic and autoethnographic approaches). This is a second differentiated feature of this body of literature, as qualitative approaches are scarcely used within the IB/NC field (see López-Duarte et al., 2015 for an exhaustive review). A third one is the absence of the Western bias traditionally observed within IB/NC literature (Dabic, González-Loureiro, & Furrer, 2014; González-Loureiro, Kiessling, & Dabic, 2015; López-Duarte et al., 2015): while the number of articles that focus on Asia-Pacific nations as home countries of expatriates is only slightly lower than the number of studies that focus on Western (i.e.: North American and West European) countries, the number of studies that analyze Asia-Pacific countries as host nations is three times higher than the number of articles focused on Western countries.

### ***Absolute and adjusted productivity of authors and institutions based on number of published articles***

Our first analysis identifies the most prolific authors and institutions within the field considering both total and adjusted number of contributions—adjusted contributions take into account the

number of different co-authors in an article —see, among others, Inkpen and Beamish (1994), Quer, Claver, and Rienda (2007), Treviño, Mixon Jr., Funk, and Inkpen (2010), and Xu, Yalcinkaya, and Seggie (2008). We considered both the academic and non-academic institutions to which contributing authors were affiliated at the time of publication<sup>5</sup>.

368 scholars, 223 academic institutions, and 13 non-academic institutions are involved in the 222 selected articles. Over 80% of these authors and 50% of these institutions contributed only once (absolute terms). Although the range of academicians publishing in the field is broad, only a few of them achieve publishing on a regular basis in the selected top-tier journals. Almost 80% of the articles rely on teams and networks of scholars that facilitate access to different types of resources —see Beaver (2001) for an exhaustive analysis of the benefits derived from collaborative research and López-Duarte, Vidal-Suárez, González-Díaz, and Reis (2016) for an analysis of collaborative publication trends in the IB field<sup>6</sup>. Over one third of the articles are co-authored by 3 or more researchers and it is worth noting that intramural collaborative research (i.e.: collaboration among authors working at the same academic institution) plays a key role. These facts point to the existence of large institutional teams working in this area. The largest institutional groups are found within some Asia-Pacific —i.e.: City University of Hong Kong, Hong Kong Baptist University, Hong Kong University of Sciences and Technology, Monash University— and North American universities — Rutgers University, Carleton University, the University of Maryland.

Up to 40% of the co-authored articles reflect international collaboration (i.e.: the authors' institutional affiliation includes more than one country). This is a tendency already identified in the IB field (López-Duarte et al., 2016), but scarcely explored in the HRM one. Both North American and Asia-Pacific institutions are highly involved in this kind of collaboration at intra and interregional level. In fact, collaboration between North American and Asia Pacific institutions is the most frequent international pattern. Conversely the European institutions tend to get involved in international collaborative research to a lower degree and mainly at intraregional level (i.e.: collaboration among European institutions coming from different countries). Only two articles in the database reflect international collaboration among institutions coming from these three main regions.

Table 3 reports the most prolific individual and institutional contributors to the field. As shown in the table, Jan Selmer, Paula M. Caligiuri, Riki Takeuchi, and Michael Harvey are the most prolific authors in terms of both raw and adjusted counting. Five universities from three

different countries lead the ranking of most prolific institutions (Hong Kong, USA, and Denmark). It should be pointed out that Asia-Pacific institutions rank very high on these lists, having five institutions in the top 10 and being more than 40% present in both absolute and adjusted rankings. Conversely, only two European institutions are within the top-10 (less than a 20% presence in rankings listed in Table 3), while North American ones are ranked in a middle position. This finding points to the relevance of Asia Pacific institutions in driving the research agenda within this field in the analyzed period.

[Table 3 near here]

### ***Absolute and adjusted productivity of authors and institutions based on journals' performance***

Journal metrics assess the performance of academic journals by measuring the average impact of the articles published in a specific journal/year. This is a complex task involving different dimensions (Moed 2010; Moed et al., 2012). Following López-Duarte et al. (2016), our analysis relies on nine different metrics widely accepted and extensively described in existing literature<sup>7</sup>. These metrics are: (I) the journal impact factors calculated by Thomson Reuters and published in Journal Citation Reports (JCR) —the Annual-impact Factor (JCR), the Annual-impact Factor without journal self-citation (JCR-wsc), the 5-year Impact Factor (JCR-5), and the Inmediacy Index (JCR-in)—; (II) the journal metrics calculated by the Eigenfactor Organization —the Eigenfactorscore (EgS) and the Article Influence score (AI)—; and (III) the journal metrics by Scopus —the Impact per Publication (IPP), the Source Normalized Impact per Paper (SNIP), and the Scimago Journal Rank (*SJR*).

In order to assess authors and institutions' productivity we have relied on the journal/year metrics weighted by the standardized article's length and the adjusted number of authors. Then, cumulative values are estimated for each author/institution—see López-Duarte et al. (2016) for an extensive description of this process. Tables 4 and 5 present these cumulative values along the nine metrics for the top-40 authors and institutions, respectively.

[Table 4 & Table 5 near here]

Table 4 shows that four authors are among the top-10 in all rankings pointing to a leading position all along the analyzed period: Shaffer, Takeuchi, Kraimer, and Bolino. Gong and Harrison show a similar leadership position but only in the first subperiod (2000-2006). As shown in Table



4, some authors (i.e.: Caulfield, Fahr, Lazarova, Westman) enter this top-10 selected group when focusing on the second sub-period and/or not taking into account self-citation by the journal. Other scholars (i.e.: Fee, Gray) enter this group when considering the immediacy degree of the citation process. Broadening the data source (i.e.: metrics by Scopus) and/or weighting citations by journals' influence or discipline (i.e.: EgS, AI) entails the entry/exit of different authors within this selected group (i.e.: Caprar, Caligiuri, Chen, Selmer, Tharenou).

Heterogeneity among institutional rankings is more salient: four universities remain among the top-10 in all the rankings —the Hong Kong University of Science & Technology, the University of Maryland, the University of Wisconsin at Milwaukee, and the University of Iowa, as well as the Boston University when not focusing in the last sub-period (i.e: not considering JCR-5)—; however, strong diversity is found when the immediacy of citation is measured (i.e.: Michigan State University, National Chengchi University appear in key positions) or the citing journals' influence is weighted. Just for instance, the Rutgers University, the Hong Kong Baptist University, the University of Illinois, the University of New South Wales, or the Korea University are among the top-10 in some indexes, although not in all of them. Once again, the prominent position of Asia-Pacific and North American institutions must be acknowledged.

### *Assessment of the impact of research articles: a citation analysis*

A citation analysis allows measuring an article's impact on the research field —see, for instance, Acedo and Casillas (2005), Li and Tsui (2002), Peng and Zhou (2006), Quer et al. (2007). We conducted a citation analysis on our set of selected articles up to 31<sup>st</sup> December 2014 —the Scopus database was used to gather citation counts. As some articles were published in journals not included in Scopus for some particular years<sup>8</sup>, citation counts were measured for 202 articles. Table 6 reports the list of 56 articles receiving at least 25 citations (self-citation excluded).

[Table 6 near here]

We have also considered the ratio of citations per year in order to control for potential age-bias. Some recent articles appear among the most cited ones in relative terms, among them, Chang, Gong, and Peng (2012) and Tharenou and Caulfield (2010) —more than 10 cites per year—, Chen, Kirkman, Kim, Farh, and Tangirala (2010) and Takeuchi (2010) —more than eight cites per year— Doherty, Dickmann, and Mills (2011) and Shaffer, Kraimer, Chen, and Bolino (2012) —over seven cites per year.

The distribution of the 56 most cited documents by journal shows the relevance of IJHRM, as it brings together up to 30% of these selected articles. When analyzing this issue in relative terms, we find that 100% of the articles published in JAP and PP and over 65% of the articles published in AMJ, AMR, and JM are included in this top-cited list. Up to 20% of these selected articles come from Management journals and 25% from IB journals, with the remaining 52% coming from Human Resource specialized journals.

A total of 112 authors and 69 academic institutions are involved in this set of top-cited articles. Following Li and Tsui (2002), we selected the top 25 most cited authors (Table 7) by estimating cumulative cites based on these 56 articles. We also include in Table 7 the top 25 institutions by considering the number of articles (total and adjusted) among these 56 most cited in which the institution is involved. As shown in the table, Margaret Shaffer, David Harrison and Paula Caligiuri are the authors with over 300 citations of their work, while another five different authors are responsible for more than 200 citations. An interesting finding arises when considering the top-25 institutions, as more than 50% of them are North American, pushing Asia-Pacific institutions back into a distant second position (only 28%), a result quite different from the one produced when analyzing institution productivity in both number of publications and journals' performance.

[Table 7 near here]

Following Xu et al. (2008), apart from considering the institutions where these authors worked when they published these most cited articles; we gathered information about the institutions where they are currently working (Table 8). As shown in the table, it may be expected that some institutions emerge and/or improve their positioning in the field in the near future, as they are hosting some of these highly influential authors —i.e.: the Northeastern University Boston, the University at Buffalo (State University of New York), or the Salem State University.

[Table 8 near here]

It is to be expected that these authors will play a key role in driving the field's research agenda in the near future. Therefore, we emailed them and requested their answer to a short survey aimed at identifying the issues to be included in this agenda both in general terms and in the specific Asia-Pacific context. After the first contact/request and two reminders, 8 scholars kindly responded to our survey (33% response rate<sup>9</sup>). The following paragraphs summarize these scholars' opinions about pending issues and unanswered research questions.

The first is the need for theoretical development as: (I) the strong focus of existing research on practitioners' concerns has given rise to some lack of theoretical rigor; (II) a great deal of expatriate research has been based on adapted domestic theories/models, but exclusively in a unidirectional way, so that these theories have not been later enriched using expatriate research insights; and (III) the nature of international work itself has not been properly studied —see also Kraimer et al. (2016) and Shaffer et al. (2012).

More research is needed on the influence of expatriate assignments on future performance and career success, as well as on host country impact on expatriation failure. Longitudinal studies analyzing experiences over time and over different types of transitions would help to provide a better understanding of these issues, as well as those related to expatriate compensation and performance management. Cross-national studies comparing HR practices and policies among firms from different countries, and more specifically, developing versus developed countries, is needed. Furthermore, there is a lack of studies that focus on expatriates from developing countries going to developed ones, which has been an increasing tendency in the last few years. Research on inpatriates (i.e.: international assignees transferred to the corporate headquarters of multinational corporations) and global career management are two additional areas requiring much more attention (see, for instance, McNulty and De Cieri, 2011; Sebastian Reiche, 2011; Shaffer et al., 2012 ).

When dealing with the specific context of Asia-Pacific, scholars point to the need to develop research focused on returnees (those who have lived/worked and/or studied abroad and then return to their home country), gender/race biases in international assignments and success experiences, and differentiated repatriation patterns, as literature on these issues shows a strong Western bias. Additionally, research should be developed to help achieve a better understanding of the power dynamics and collectivistic forces that involve cultural interactions for expatriates in this geographical context. Finally, there has been a growing trend in foreign direct investment flow from Asia-Pacific to Africa over the last few decades —see the World Investment Reports by the United Nations Conference on Trade and Development (UNCTAD, 2010, 2011, 2012, 2013, 2014, 2015). However, expatriate management in this specific context is an area which has been significantly under-researched.

## **Discussion**

This article provides an overview of the leading authors, institutions, and works in the particular subfield of EM/NC. It bases on quantitative analyses and relies on publications in top Management, International Business and Human Resource journals. This is a growing body of literature whose development and increasing impact is tightly related to the recent rising trajectory (in terms of indexation and impact) of Human Resource journals. Our study is based on a comprehensive set of measurements that allows most prolific, productive, and cited authors and institutions to be identified. It also analyzes collaborative research patterns and provides a first approach to the academic institutions that are most likely to drive the research agenda within this particular subfield in the near future, as well as to the main issues to be included in this agenda.

To have a comprehensive understanding of the ranking of academic institutions and scholars, different measures have to be used simultaneously (López-Duarte et al., 2016). The number of publications in top journals can be a basic indicator of an author's success. However, it is also a quite raw one, as it does not provide information about the articles' quality/impact (Peng and Zhou, 2006). Journal metrics assess the journals' quality in terms of performance; however, they provide information relative to "the average article" published in a particular journal/year; in different words, these metrics don't measure the specific impact of each individual article. A citation analysis allows measuring the actual and objective impact of each particular article on the research field. Nevertheless, some basic issues must be considered when analyzing citations counts as the type of article, its age, etc. (Peng & Zhou, 2006; Mizruchi & Fein, 1999; Harzing, 2002). In short, getting a reliable overview of the field requires a wide and balanced spectrum of measures. When focusing on the top-10 authors within the different rankings, we find that Margaret Shaffer and Riki Takeuchi unquestionably lead this field of research, as they are among the top-10 most prolific (total and adjusted contributions), productive (9 different metrics) and cited authors — María Kraimer shares a quite similar position, except for the fact that she is not within the top-10 most prolific authors when considering adjusted contributions. However, such an overlap is by no means applicable to all authors included in the database.

Consistent with Xu et al. (2008) results relative to institutions developing research in the IB field, our findings point to Asia Pacific institutions as critical players in the particular subfield analyzed in this study, as they host up to 40% of the top-10 most cited authors, have 5 institutions within the top-10 most prolific ones, and occupy between 30 and 50% of top-10 positions in all productivity rankings based on journals metrics. However, when taking into account the current

affiliation of most cited researchers, the supremacy of North American institutions becomes absolutely clear, as almost 80% of the universities currently hosting these authors come from the USA and, to a much lesser extent, Canada (Asia Pacific amounts to 16% and there is a 5% presence of European institutions). Hence, it is to be expected that these American institutions will play a key role in developing the research agenda within the field in the near future. This likely prominent position of North American universities is clearly in line with the recent study on the IB field by Treviño et al. (2010).

In line with the opinions of most influential scholars, the research agenda for the near future should include the theoretical development of the field and address a rigorous analysis of the nature of the international work itself, as already pointed by Kraimer et al. (2016) and Shaffer et al. (2012). Even more, this theoretical development should be carried out considering proposals stated in recent pieces of research dealing with the role of cultural distance and differences in the IB field (Harzing & Pudelko, 2015; Stahl, Tung, Kostova, & Zellmer-Bruhn, 2016): (I) it is crucial to focus on differences in the home and host country contexts instead of centering the attention on the (limited) idea of cultural distance and (II) it is relevant to consider the dynamics, processes, and conditions that enable organizations to benefit from diversity and avoid focusing exclusively on the negative impact of distance and differences. The influence of expatriate assignments on future career success, expatriate compensation and performance management, the differentiated management of inpatriation processes, and the proper design of global careers seem to be under-researched issues needing more attention. Cross-national studies comparing practices/models among different countries and studies focused on expatriates coming from developing countries and going to developed ones are needed, as well as analyses from an Asia-Pacific perspective of some particular issues (i.e.: returnees, gender bias, repatriation intention) that have been traditionally studied from a Western perspective.

### **Limitations and future directions**

Certain types of research output (e.g.: editorials, books, book chapters, etc.) were not included in our database. Consequently, no credit is given to authors and institutions publishing this kind of outcomes.

As it is the case in any bibliometric study, results are contingent on the selected period. Furthermore, as already stated by Xu et al. (2008), the productivity of authors and institutions varies depending on a wide range of different issues (e.g.: career cycles, editorial roles, mobility, etc.).

The citation analysis could be enriched by weighting the citing journals (based on their aim, scope, intended audience, and relevance); analyzing the ageing of citations; exploring the second generation citations (i.e.: articles citing the article citing the intended piece of research), analyzing the indirect self-citation (i.e.: citations coming from researchers that are co-authors of the author in question in a different paper), and classifying citations (e.g.: positive versus negative, relevant versus redundant)—see for instance, Glänzel and Schoepflin (1995, 1999) and Tahai and Meyer, (1999).

Finally, our research deals with a particular sub-field within the wide Human Research Management field and with a specific area within this sub-field: the role of national cultural issues on Expatriate Management. As already pointed in our introduction section, future research should address the development of quantitative studies relative to different themes within the HRM domain.

## Notes

1. The reason that underlies the choice of 2000 as the first year of the period is that some journals particularly relevant for our study were not included in JCR/Eigenfactor lists and/or the Scopus database prior to the 2000s (e.g.: Asia Pacific Journal of Human Resources, Human Resource Development Quarterly, Human Resource Management Journal, Human Resource Management Review). Our choice of 2012 as the last year of the period is due to requirements relative to the citation analysis, as it needs a lag period in order to provide enough time for an article to be cited.
2. This type of articles can be considered to be validated knowledge (Podsakoff, McKenzie, Bachrach, & Podsakoff, 2005; Ramos-Rodríguez & Ruíz-Navarro, 2004). Conversely, editorials, comments, book chapters, etc. are often not reviewed under the same competitive review process as regular articles.
3. Just to give some specific examples that help to contextualize our search, see Chan, Shaffer, and Snape (2004); Dickmann and Harris (2005); Doherty and Dickmann (2009); Luring and Selmer (2010); Lazarova and Caligiuri (2002); Parry, Dickmann, and Morley, M. (2008).
4. The total number of pages per article was standardized based on a conversion factor using the average number of pages in IJHRM's articles.
5. A slight percentage of authors (lower than 3%) showed a multiple institutional affiliation; full credit was given to each institution.
6. A review of collaborative patterns in a wide range of scientific fields can be found in Glänzel (2001).
7. See, among others, Bergstrom (2007), Bergstrom, West, and Wiseman (2008). Colledge, Moya-Anegón, Guerrero-Bote, López-Illescas, El Asiati, and Moed (2010), González-Pereira, Guerrero-Bote, and Moya-Anegón (2010), Guerrero-Bote and Moya-Anegón (2012), Moed et al. (2012), Sicilia, Sánchez-Alonso, and García-Barriocanal (2011), and Waltman, van Eck, van Leeuwen, and Visser (2013).
8. Cross Cultural Management: 2000-2009, Human Resource Development Quarterly: 2000. Human Resource Management Journal: 2000, and Management International Review: 2000-2004.
9. Unfortunately, one of these outstanding scholars has recently passed away.

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**Table 1. Breakdown of identified articles by source journal**

<b>Journal*</b>	<b>Abbreviation</b>	<b>Number of articles**</b>
Academy of Management Journal	AMJ	9
Academy of Management Review	AMR	3
Asia Pacific Journal of Human Resources	APJHR	4
Cross cultural management	CCM	20
European Journal of International Management	EJIM	3
Human Relations	HR	2
Human Resource Development Quarterly	HRDQ	5
Human Resource Management	HRM	13
Human Resource Management Journal	HRMJ	3
Human Resource Management Review	HRMR	7
International Business Review	IBR	6
International Journal of Human Resource Management	IJHRM	84
Journal of Applied Psychology	JAP	4
Journal of International Business Studies	JIBS	11
Journal of International Management	JIM	9
Journal of Management	JM	5
Journal of World Business	JWB	20
Management International Review	MIR	6
Personnel Psychology	PP	3
Personnel Review	PR	5
<b>Total</b>		<b>222</b>

\*A process was followed to check if all the articles published by the selected set of journals within the period of study were available in Scopus. When no available, a direct search in the journals' archives was carried out.

\*\*The search carried out within *Administrative Science Quarterly*, *International Marketing Review*, *Journal of Human Resources*, *Journal of International Marketing*, *MIS Quarterly*, and *Strategic Management Journal* yielded no articles to be included in our research

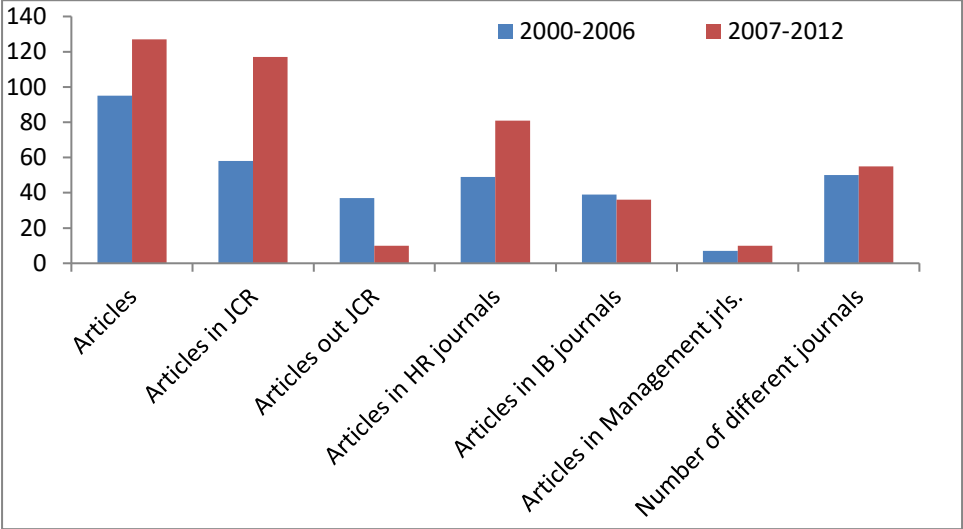
**Table 2. List of words used when performing the keyword search**

Acculturation	Cultural distance
Cross-country	Cultural differences
Cross-cultural	Expatriate
Cross-national	Expatriation
Culture*	Psychic distance

\*This term was entered as “international culture” for non-IB-focused journals

ACCEPTED VERSION

**Graph 1. Dataset: basic features and dynamics**



ACCEPTED MANUSCRIPT



**Table 3. Most prolific authors and institutions**

Rank *	Adjusted contributions	Total contributions	Rank*	Adjusted contributions	Total contributions
1	Selmer, J. 11,91	Selmer, J. 16	1	Hong Kong Baptist U. 10,58	Hong Kong Baptist U. 16
2	Caligiuri, P. 4,03	Takeuchi, R. 8	2	Rutgers State U. New Jersey 6,72	Rutgers State U. New Jersey 16
3	Takeuchi, R. 3,24	Caligiuri, P. 7	3	Hong Kong U. S&T 6,67	Hong Kong U. S&T 15
4	Harvey, M. 3,16	Harvey, M. 7	4	U. Aarhus 5,00	U. Maryland 13
5-6	Gamble, J. 3	Shaffer, M.A. 7	5	U. Maryland 3,60	U. Aarhus 9
5-6	Peltokorpi, V. 3	Kraimer, M.L. 5	6	Korea U. 3,53	Monash U. 8
7	Hutchings, K. 2,83	Froese, F.J. 4	7	Monash U. 3,50	City U. Hong Kong 7
8	Gong, Y. 2,66	Gong, Y. 4	8	U. Mississippi 3,17	Cranfield U. 7
9	Froese, F.J. 2,5	Harrison, D.A. 4	9-11	Cranfield U. 3,00	Korea U. 7
10	Shaffer, M.A. 2,41	Härtel, C.E. 4	9-11	U. New South Wales 3,00	U. Mississippi 7
11-12	Haslberger, A. 2	Hutchings, K. 4	9-11	U. London 3,00	U. Illinois 6
11-12	Scullion, H. 2	Peltokorpi, V. 4	12-13	U. South Carolina 2,67	U. Wisconsin at Milwaukee 6
13	Kraimer, M.L. 1,66	Scullion, H. 4	12-13	Queensland U. Technology 2,67	Boston U. 5
14	Härtel, C.E. 1,58	Bolino, M.C. 3	14	Katholic U., Leuven 2,50	Carleton U. 5
15-19	Ando, N. 1,5	Dickmann, M. 3	15-16	York U. 2,33	Deakin U. 5
15-19	Cole, N. 1,5	Gamble, J. 3	15-16	Nanyang Technological U. 2,33	Katholic U., Leuven 5
15-19	Harrison, D.A. 1,5	Lepak, D.P. 3	17	U. Illinois 2,25	U. Iowa 5
15-19	Peterson, R.B. 1,5	Marinova, S.V. 3	18	City U. Hong Kong 2,08	U. New South Wales 5
15-19	Yamazaki, Y. 1,5	Tarique, I. 3	19-22	Boston U. 2,00	U. South Carolina 5
20-21	Dickmann, M. 1,33	Varma, A. 3	19-22	Copenhagen Business School 2,00	York U. 5
20-21	Janssens, M. 1,33	Yun, S. 3	19-22	Carleton U. 2,00	Copenhagen Business School 4
22	Bolino, M.C. 1,08		19-22	U. Melbourne 2,00	Erlangen-Nuremberg U. 4
			23-24	U. Wisconsin at Milwaukee 1,67	Griffith U. 4
			23-24	Old Dominion U. 1,67	Loyola U. Chicago 4
			25-36	Deakin U. 1,50	National Chengchi U. 4
			25-36	National Chengchi U. 1,50	Old Dominion U. 4
			25-36	James Madison U. 1,50	Penn State U. 4
			25-36	National Cheng Kung U. 1,50	Queensland U. Technology 4

<b>Rank *</b>	<b>Adjusted contributions</b>	<b>Total contributions</b>	<b>Rank*</b>	<b>Adjusted contributions</b>	<b>Total contributions</b>
			<b>25-36</b>	U. Auckland	1,50 U. Melbourne 4
			<b>25-36</b>	U. South Australia	1,50 U. Otago 4
			<b>25-36</b>	U. Strathclyde	1,50 U. Sydney 4
43 authors contributing one work		53 authors contributing two works	<b>25-36</b>	HEC School of Management	1,50
7 authors contributing more than 0.75 works		117 authors contributing one work	<b>25-36</b>	Hosei U.	1,50
20 authors contributing more than 0.5 works			<b>25-36</b>	International U. Japan	1,50
88 authors contributing more than 0.25 works			<b>25-36</b>	U. Washington	1,50
			<b>25-36</b>	U. Sydney	1,50

\* Ranked by adjusted number of contributions

U.: University/University of      S&T: Science and Technology

**Table 4. Most productive authors based on journals' performance**

JCR	JCR-in	JCR-wsc	EgS	AI	SJR	SNIP	IPP	JCR-5*									
Shaffer, M.A	11.65	Takeuchi, R.	1.94	Shaffer, M.A	10.62	Shaffer, M.A	.05	Shaffer, M.A	9.30	Shaffer, M.A	14.03	Shaffer, M.A	9.91	Shaffer, M.A	13.80	Shaffer, M.A	14.08
Takeuchi, R.	9.93	Shaffer, M.A	1.45	Takeuchi, R.	8.76	Takeuchi, R.	.04	Takeuchi, R.	7.75	Takeuchi, R.	12.84	Takeuchi, R.	8.66	Takeuchi, R.	12.31	Takeuchi, R.	12.67
Kraimer, M.L.	8.60	Kraimer, M.L.	0.94	Kraimer, M.L.	7.63	Gong, Y.	.04	Gong, Y.	7.18	Gong, Y.	11.33	Gong, Y.	7.03	Kraimer, M.L.	9.76	Kraimer, M.L.	8.73
Gong, Y.	6.65	Caprar, D.V.	0.80	Gong, Y.	6.03	Kraimer, M.L.	.03	Kraimer, M.L.	7.03	Kraimer, M.L.	9.18	Kraimer, M.L.	6.94	Gong, Y.	8.87	Caprar, D.V.	5.91
Bolino, M.C.	5.13	Fee, A.	0.67	Bolino, M.C.	4.75	Harrison, D.A.	.03	Harrison, D.A.	4.05	Tharenou, P.	5.99	Selmer, J.	6.17	Selmer, J.	5.76	Caulfield, N.	5.88
Chen, Y.-P.	4.33	Gong, Y.	0.61	Chen, Y.-P.	4.00	Caligiuri, P.	.02	Bolino, M.C.	3.14	Harrison, D.A.	5.78	Caligiuri, P.	4.33	Harrison, D.A.	5.11	Tharenou, P.	5.88
Caprar, D.V.	3.91	Bolino, M.C.	0.60	Harrison, D.A.	3.31	Tharenou, P.	.02	Tharenou, P.	3.07	Caulfield, N.	5.60	Harrison, D.A.	3.91	Caprar, D.V.	4.97	Farh, C.I.C.	5.83
Harrison, D.A.	3.87	Gray, S.J	0.55	Caprar, D.V.	3.05	Caulfield, N.	.02	Caulfield, N.	2.95	Farh, C.I.C.	4.96	Bolino, M.C.	3.45	Caligiuri, P.	4.79	Bolino, M.C.	5.70
Caligiuri, P.	3.48	Chen, Y.-P.	0.49	Lazarova, M.	2.98	Farh, C.I.C.	.01	Caligiuri, P.	2.81	Lazarova, M.	4.25	Lazarova, M.	3.07	Bolino, M.C.	4.77	Lazarova, M.	5.36
Tharenou, P.	3.14	Harrison, D.A.	0.48	Westman, M.	2.98	Bolino, M.C.	.01	Farh, C.I.C.	2.74	Bolino, M.C.	4.23	Caprar, D.V.	2.90	Lazarova, M.	4.23	Westman, M.	5.36
Farh, C.I.C.	3.14	Caligiuri, P.	0.46	Farh, C.I.C.	2.97	Caprar, D.V.	.01	Chen, Y.-P.	2.63	Caprar, D.V.	4.20	Westman, M.	2.90	Tharenou, P.	4.18	Chen, Y.-P.	5.01
Lazarova, M.	3.09	Lazarova, M.	0.43	Tharenou, P.	2.76	Yun, S.	.01	Wayne, S.J.	2.49	Westman, M.	4.16	Tharenou, P.	2.84	Farh, C.I.C.	4.13	Chang, Y.-Y.	4.03
Westman, M.	3.09	Westman, M.	0.43	Caligiuri, P.	2.74	Chang, Y.-Y.	.01	Lazarova, M.	2.39	Selmer, J.	4.03	Farh, C.I.C.	2.84	Westman, M.	4.10	Gong, Y.	4.03
Caulfield, N.	2.87	Farh, C.I.C.	0.40	Caulfield, N.	2.63	Peng, M.W.	.01	Westman, M.	2.39	Caligiuri, P.	3.92	Chen, Y.-P.	2.69	Chen, Y.-P.	4.05	Peng, M.W.	4.03
Peltokorpi, V.	2.75	Gertsen, M.C.	0.40	Chang, Y.-Y.	2.17	Tesluk, P.E.	.01	Hall, D.T.	2.27	Chang, Y.-Y.	3.79	Harvey, M.	2.67	Caulfield, N.	3.73	Froese, F.J.	3.77
Chang, Y.-Y.	2.38	Soderberg, A.-M.	0.40	Peng, M.W.	2.17	Wayne, S.J.	.01	Chang, Y.-Y.	2.24	Peng, M.W.	3.79	Peltokorpi, V.	2.52	Peltokorpi, V.	3.61	Kim, K.	3.47
Peng, M.W.	2.38	Lin, C.Y.Y.	0.40	Shay, J.P	2.08	Chen, Y.-P.	.01	Peng, M.W.	2.24	Chen, Y.-P.	3.77	Wayne, S.J.	2.51	Froese, F.J.	3.29	Bartol, K.M.	3.35
Shay, J.P	2.33	Yamazaki, Y.	0.40	Bartol, K.M.	1.87	Stahl, G.K.	.01	Caprar, D.V.	1.94	Kim, K.	2.88	Caulfield, N.	2.44	Wayne, S.J.	2.97	Shapiro, D.L.	3.35
Selmer, J.	2.24	Danis, W.M.	0.38	Shapiro, D.L.	1.87	Froese, F.J.	.01	Yan, A.	1.88	Ren, H.	2.84	Froese, F.J.	2.30	Chang, Y.-Y.	2.95	Shin, J.	3.35
Froese, F.J.	2.22	Tharenou, P.	0.35	Shin, J.	1.87	Lazarova, M.	.01	Zhu, G.	1.88	Bartol, K.M.	2.71	Gamble, J.	2.24	Peng, M.W.	2.95	Harrison, D.A.	3.03
Wayne, S.J.	2.13	Selmer, J.	0.34	Peltokorpi, V.	1.84	Westman, M.	.01	Yamazaki, Y.	1.83	Shay, J.P	2.67	Hall, D.T.	2.22	Harvey, M.	2.90	Ren, H.	3.03
Kim, K.	1.95	Caulfield, N.	0.33	Kim, K.	1.81	Bhaskar-Sh., P.	.01	Ren, H.	1.68	Shapiro, D.L.	2.60	Bartol, K.M.	1.98	Bartol, K.M.	2.73	Peltokorpi, V.	2.92
Gertsen, M.C.	1.95	Altman, Y.	0.33	Hall, D.T.	1.73	Luk, D.M.	.01	Shay, J.P	1.57	Shin, J.	2.60	Cole, N.	1.86	Yamazaki, Y.	2.72	Gertsen, M.C.	2.51
Soderberg, A.-M.	1.95	Baruch, Y.	0.33	Wayne, S.J.	1.68	Wang, M.	.01	Wang, M.	1.52	Hall, D.T.	2.57	Shapiro, D.L.	1.81	Shapiro, D.L.	2.56	Soderberg, A.-M.	2.51
Bartol, K.M.	1.93	Barinaga, E.	0.32	Ren, H.	1.63	Hall, D.T.	.01	Kim, K.	1.50	Chen, G.	2.36	Shin, J.	1.81	Shin, J.	2.56	Chen, G.	2.48
Shapiro, D.L.	1.93	Hall, D.T.	0.32	Li, J.	1.58	Ren, H.	.01	Bartol, K.M.	1.50	Kirkman, B.L.	2.36	Chang, Y.-Y.	1.77	Kim, K.	2.43	Kirkman, B.L.	2.48
Shin, J.	1.93	Peterson, R.B	0.31	Froese, F.J.	1.52	Selmer, J.	.01	Shapiro, D.L.	1.50	Tangirala, S.	2.36	Peng, M.W.	1.77	Hall, D.T.	2.39	Tangirala, S.	2.48
Hall, D.T.	1.89	Lin, H.-W.	0.29	Gertsen, M.C.	1.51	Yan, A.	.01	Shin, J.	1.50	Li, J.	2.28	Yamazaki, Y.	1.74	Gertsen, M.C.	2.35	Cole, N.	2.46
Cole, N.	1.82	Lu, T.-C.	0.29	Soderberg, A.-M.	1.51	Zhu, G.	.01	Yun, S.	1.44	Wayne, S.J.	2.24	Marinova, S.V.	1.65	Soderberg, A.-M.	2.35	Bozionelos, N.	2.37
Ren, H.	1.78	Froese, F.J.	0.28	Yamazaki, Y.	1.40	Kim, K.	.01	Bhaskar-Sh., P.	1.26	Peltokorpi, V.	2.15	Kim, K.	1.61	Gray, S.J	2.26	Barinaga, E.	2.35
Harvey, M.	1.77	Bartol, K.M.	0.27	Wang, M.	1.35	Shay, J.P	.01	Luk, D.M.	1.26	Yun, S.	2.11	Yun, S.	1.59	Ren, H.	2.21	Li, J.	2.20
Li, J.	1.75	Shapiro, D.L.	0.27	Gray, S.J	1.32	Lepak, D.P.	.01	Chen, G.	1.24	Harvey, M.	2.02	Barinaga, E.	1.55	Cole, N.	2.18	Shay, J.P	2.20
Yamazaki, Y.	1.71	Shin, J.	0.27	Fee, A.	1.32	Chen, G.	.01	Kirkman, B.L.	1.24	Yan, A.	2.00	Gray, S.J	1.53	Shay, J.P	2.17	Dickmann, M.	1.98
Gray, S.J	1.71	Kim, K.	0.26	Cole, N.	1.28	Kirkman, B.L.	.01	Tangirala, S.	1.24	Zhu, G.	2.00	Wang, M.	1.53	Fee, A.	2.12	Fee, A.	1.92
Wang, M.	1.62	Shimoni, B.	0.24	Selmer, J.	1.23	Tangirala, S.	.01	Marinova, S.V.	1.21	Marinova, S.V.	1.96	Yan, A.	1.52	Marinova, S.V.	2.11	Gray, S.J	1.92
Fee, A.	1.59	Wang, M.	0.24	Marinova, S.V.	1.19	Li, J.	.01	Tesluk, P.E.	1.19	Froese, F.J.	1.91	Zhu, G.	1.52	Gamble, J.	2.06	Pattie, M.	1.83
Barinaga, E.	1.58	Wayne, S.J.	0.23	Yan, A.	1.17	Cole, N.	.01	Peltokorpi, V.	1.17	Lepak, D.P.	1.90	Fee, A.	1.47	Yun, S.	1.98	Delios, A.	1.77
Marinova, S.V.	1.41	Peltokorpi, V.	0.23	Zhu, G.	1.17	Peltokorpi, V.	.01	Li, J.	1.11	Gertsen, M.C.	1.89	Lepak, D.P.	1.40	Wang, M.	1.95	Gaur, A.S.	1.77
Yun, S.	1.38	Cole, N.	0.22	Yun, S.	1.14	Bartol, K.M.	.01	Gray, S.J	1.08	Soderberg, A.-M.	1.89	Peterson, R.B	1.40	Bozionelos, N.	1.87	Singh, K.	1.77
Yan, A.	1.28	Chang, Y.-Y.	0.22	Bozionelos, N.	1.14	Shapiro, D.L.	.01	Lepak, D.P.	1.04	Wang, M.	1.85	Shay, J.P	1.40	Barinaga, E.	1.76	Ellis, D.R.	1.74

\*Only for articles published from 2007 in advance Bhaskar-Sh., P.: Bhaskar-Shrinivas, P.

ACCEPTED VERSION

**Table 5. Most productive institutions based on journals' performance**

JCR	JCR-in	JCR-wsc	EgS	AI	SJR	SNIP	IPP	JCR-5*									
Hong Kong U. S&T	17.91	Michigan State U.	4.00	Hong Kong U. S&T	16.04	Hong Kong U. S&T	.09	Hong Kong U. S&T	15.64	Hong Kong U. S&T	26.23	Bowling Green State U.	696.51	Hong Kong U. S&T	22.72	U. Wisconsin at Milwaukee	22.12
U. Wisconsin at Milwaukee	15.67	Hong Kong U. S&T	2.59	U. Wisconsin at Milwaukee	14.56	U. Maryland	.07	U. Maryland	11.71	U. Maryland	20.19	Cameron U.	696.51	U. Maryland	17.54	U. Maryland	20.83
U. Maryland	13.06	U. Wisconsin at Milwaukee	1.79	U. Maryland	12.19	U. Wisconsin at Milwaukee	.05	U. Wisconsin at Milwaukee	11.24	U. Wisconsin at Milwaukee	17.70	State U. New York at Old Westbury	696.51	U. Wisconsin at Milwaukee	17.15	Hong Kong U. S&T	18.91
U. Iowa	7.38	U. Maryland	1.69	U. Iowa	6.77	Hong Kong Baptist U.	.04	Boston U.	6.42	U. Iowa	8.77	Ben-Gurion U.	522.39	U. Iowa	8.25	U. Iowa	8.73
U. Illinois	5.67	National Chengchi U.	0.98	Boston U.	4.63	U. Iowa	.03	U. Illinois	6.20	Boston U.	7.15	Ohio State U.	522.39	Rutgers State U. New Jersey	8.12	U. New South Wales	7.59
U. New South Wales	5.22	U. New South Wales	0.91	U. Illinois	4.54	Rutgers U.	.03	U. Iowa	5.80	Rutgers State U. New Jersey	6.92	Risgon Le Zion C. of Management	522.39	U. Illinois	7.80	Korea U.	7.07
Boston U.	5.05	U. Iowa	0.85	U. Oklahoma	4.33	Boston U.	.03	Rutgers U.	4.07	U. South Australia	6.35	Sderot Sapir Academic C.	522.39	Hong Kong Baptist U.	7.25	U. South Australia	6.58
Rutgers U.	5.00	Boston U.	0.84	U. New South Wales	3.97	U. Illinois	.03	Hong Kong Baptist U.	3.76	U. Illinois	6.19	Hong Kong U. S&T	16.78	U. New South Wales	6.95	Simon Fraser U.	5.97
U. Oklahoma	4.69	U. Sydney	0.84	Rutgers U.	3.90	Pennsylvania State U.	.02	U. South Australia	3.27	Hong Kong Baptist U.	6.13	U. Maryland	12.66	Korea U.	6.56	Flinders U. South Australia	5.88
Korea U.	4.43	Copenhagen B.S.	0.81	Korea U.	3.35	Korea U.	.02	Flinders U. South Australia	2.95	Flinders U. South Australia	5.60	U. Wisconsin at Milwaukee	11.34	Boston U.	6.24	U. Oklahoma	5.70
Hong Kong Baptist U.	3.92	Rutgers U.	0.70	Simon Fraser U.	3.21	U. South Australia	.02	U. Oklahoma	2.85	U. New South Wales	5.40	Rutgers State U. New Jersey	7.47	U. South Australia	4.74	Tel Aviv U.	5.36
Copenhagen B.S.	3.90	U. Illinois	0.68	Copenhagen B.S.	3.02	U. New South Wales	.02	Pennsylvania State U.	2.68	Korea U.	5.29	Hong Kong Baptist U.	7.33	Copenhagen B.S.	4.69	Copenhagen B.S.	5.02
U. South Australia	3.50	Korea U.	0.60	U. South Australia	3.01	Flinders U. South Australia	.02	U. New South Wales	2.64	Simon Fraser U.	4.47	U. Illinois	6.45	U. Oklahoma	4.59	Cranfield U.	4.46
Simon Fraser U.	3.41	U. Oklahoma	0.55	Tel Aviv U.	2.98	Simon Fraser U.	.01	Simon Fraser U.	2.56	Tel Aviv U.	4.16	Boston U.	5.96	Simon Fraser U.	4.59	National Taiwan U. S&T	4.03
Tel Aviv U.	3.09	Hong Kong Baptist U.	0.53	Hong Kong Baptist U.	2.91	City U. Hong Kong	.01	Korea U.	2.43	U. Oklahoma	4.10	U. Iowa	5.61	Tel Aviv U.	4.10	U. Texas at Dallas	4.03
Flinders U. South Australia	2.87	U. T. Sydney	0.52	Flinders U. South Australia	2.63	U. Oklahoma	.01	Tel Aviv U.	2.39	National Taiwan U. S&T	3.79	Korea U.	4.70	Old Dominion U.	3.91	Old Dominion U.	3.55
U. Texas Austin	2.56	Simon Fraser U.	0.47	U. Texas Austin	2.29	Cranfield U.	.01	National Taiwan U. S&T	2.24	U. Texas at Dallas	3.79	U. New South Wales	4.54	Cranfield U.	3.74	Texas A&M U.	3.47
National Chengchi U.	2.48	Tel Aviv U.	0.43	National Chengchi U.	2.17	National Taiwan U. S&T	.01	U. Texas at Dallas	2.24	Copenhagen B.S.	3.78	U. Aarhus	3.28	Flinders U. South Australia	3.73	Carleton U.	3.12
National Taiwan U. S&T	2.38	Pennsylvania State U.	0.42	National Taiwan U. S&T	2.17	U. Texas at Dallas	.01	U. Texas Austin	2.03	Penn State U.	3.72	Simon Fraser U.	3.26	National Chengchi U.	3.57	U. Texas	3.03
U. Texas at Dallas	2.38	Monash U.	0.42	U. Texas at Dallas	2.17	Copenhagen B.S.	.01	Old Dominion U.	1.99	U. Texas	3.54	U. South Australia	3.25	U. Aarhus	3.48	James Madison U.	2.68
Cranfield U.	2.33	U. South Australia	0.40	Texas A&M U.	1.81	INSEAD	.01	International U. Japan	1.83	Old Dominion U.	3.39	U. Oklahoma	3.10	Monash U.	3.42	National U. Singapore	2.67

JCR	JCR-in	JCR-wsc	EgS	AI	SJR	SNIP	IPP	JCR-5*									
Monash U.	2.2 8	International U. Japan	0.40	ESCP Europe B.S.	1.80	U. Texas Austin	.01	Monash U.	1.71	Texas A&M U.	2.88	Cranfield U.	3.04	Penn State U.	3.27	Nanyang T. U.	2.59
U. Sydney	2.1 5	Marquette U.	0.38	U. Sydney	1.75	Portland State U.	.01	Portland State U.	1.66	City U. Hong Kong	2.64	National Chengchi U.	3.02	U. Texas	3.19	U. Auckland	2.55
Carleton U.	2.0 2	Carleton U.	0.34	Cranfield U.	1.75	Tel Aviv U.	.01	Copenhagen B.S.	1.65	U. Aarhus	2.42	Old Dominion U.	2.99	National Taiwan U. S&T	2.95	Ryerson U.	2.46
Texas A&M U.	1.9 5	Flinders U. South Australia	0.33	Old Dominion U.	1.72	U. Amsterdam	.01	City U. Hong Kong	1.53	U. Montana	2.28	Tel Aviv U.	2.90	U. Texas at Dallas	2.95	Darmstadt U. T.	2.43
U. Aarhus	1.9 4	U. East Anglia at Norwich	0.33	Monash U.	1.69	Old Dominion U.	.01	Texas A&M U.	1.50	National Chengchi U.	2.24	Penn State U.	2.87	U. Sydney	2.87	Boston U.	2.37
Pennsylvania State U.	1.9 4	U. North London	0.33	U. Montana	1.58	Darmstadt U. T.	.01	U. Melbourne	1.34	Cranfield U.	2.20	City U. Hong Kong	2.65	U. Mississippi	2.79	U. Durham	2.37
Old Dominion U.	1.9 2	Royal Institute of T. in Stockholm	0.32	Pennsylvania State U.	1.56	U. Auckland	.01	U. Amsterdam	1.26	Portland State U.	2.07	Copenhagen B.S.	2.65	U. Miami	2.76	Royal Institute of T. in Stockholm	2.35
ESCP Europe B.S.	1.9 1	Standford U.	0.32	Carleton U.	1.55	Texas A&M U.	.01	National U. Singapore	1.21	U. Mississippi	1.97	Monash U.	2.50	City U. Hong Kong	2.73	Standford U.	2.35
Portland State U.	1.8 6	Old Dominion U.	0.31	Portland State U.	1.49	U. Aarhus	.01	U. Sydney	1.19	U. Sydney	1.91	U. Miami	2.48	International U. Japan	2.72	U. Sydney	2.32
U. Mississippi	1.7 7	U. the West of England	0.31	Katholic U., Leuven	1.44	Nanyang T. U.	.01	Cranfield U.	1.19	Nanyang T. U.	1.88	U. Mississippi	2.46	Nanyang T. U.	2.66	U. Montana	2.20
U. Montana	1.7 5	U. Washington	0.31	International U. Japan	1.40	National U. Singapore	.01	U. Miami	1.14	U. Miami	1.87	Flinders U. South Australia	2.44	Carleton U.	2.48	HEC S.M.	2.11
International U. Japan	1.7 1	U. Bamberg	0.29	U. South Carolina	1.27	U. Montana	.01	U. Montana	1.11	U. Melbourne	1.87	U. London	2.24	U. Melbourne	2.46	Rutgers U.,	2.00
Katholic U., Leuven	1.6 7	U. Aarhus	0.27	National U. Singapore	1.25	U. Miami	.01	U. Kent	0.95	National U. Singapore	1.86	U. Melbourne	2.22	Texas A&M U.	2.43	National Cheng Kung U.	1.97
U. Miami	1.6 5	Texas A&M U.	0.26	U. Miami	1.22	Ryerson U.	.01	Royal Institute of T. in Stockholm	0.91	Monash U.	1.86	U. Sydney	2.14	Katholic U., Leuven	2.41	Victoria U. Wellington	1.94
Nanyang T. U.	1.6 5	Portland State U.	0.26	James Madison U.	1.21	Massey U.	.01	Standford U.	0.91	U. Amsterdam	1.83	Katholic U., Leuven	2.13	Portland State U.	2.27	U. T. Sydney	1.92
James Madison U.	1.5 9	Bar-Ilan U.	0.24	U. Aarhus	1.21	Montclair State U.	.01	Katholic U., Leuven	0.90	International U. Japan	1.82	Nanyang T. U.	2.10	James Madison U.	2.13	Nottingham U.	1.87
Royal Institute of T. in Stockholm	1.5 8	U. Texas Austin	0.23	U. Kent	1.20	U. Sydney	.01	U. T. Sydney	0.83	INSEAD	1.53	U. Texas	2.09	National U. Singapore	2.10	U. Aarhus	1.85
Standford U.	1.5 8	Cranfield U.	0.22	Griffith U.	1.19	Royal Institute of T. in Stockholm	.01	Cleveland State U.	0.83	Katholic U., Leuven	1.51	Carleton U.	1.84	U. London	2.06	Georgia Institute of T., C. of Management	1.75
Ryerson U.	1.5 6	City U. Hong Kong	0.22	Nanyang T. U.	1.18	Standford U.	.01	U. Mississippi	0.82	Carleton U.	1.41	Portland State U.	1.79	U. Auckland	2.04	Massey U.	1.74

\*Only for articles published from 2007 in advance

U.: University/University of C. C. S.M.: School of Management S.E.: School of Economics T.: Technological/Technology S&T: Science and T. B.S.: Business School

**Table 6. Most cited articles**

Rank*	Article	Year	Journal	Total citations excluding self-citations/per year	Rank	Article	Year	Journal	Total citations excluding self-citations/per year
1	Bhaskar-Shrinivas et al.	2005	AMJ	222/24.7	29-30	Chen et al.	2010	AMJ	39/9.8
2	Kraimer et al.	2001	PP	179/13.8	29-30	Kim & Slocum	2008	JWB	39/6.5
3	Caligiuri	2000	PP	159/11.4	31-33	Shin et al.	2007	JIBS	38/5.4
4	Yan et al.	2002	AMJ	111/9.3	31-33	Harrison & Shaffer	2005	IJHRM	38/4.2
5	Takeuchi et al.	2002	JAP	101/8.4	31-33	Wang & Kanungo	2004	IJHRM	38/3.8
6	Johnson et al.	2006	JIBS	98/12.3	34	Hocking et al.	2007	HRM	35/5.0
7	Takeuchi et al.	2005	AMJ	92/10.2	35	Leung et al.	2001	IJHRM	34/2.6
8	Gong	2003	AMJ	85/7.7	36-38	Takeuchi	2010	JM	33/8.3
9	Caligiuri et al.	2001	IJHRM	82/6.3	36-38	Engerlhard & Nägele	2003	JWB	33/3.0
10	Gamble	2003	IJHRM	71/6.5	36-38	Eschbach et al.	2001	IJHRM	33/2.5
11-13	Carr et al.	2005	JWB	70/7.8	39-42	Peltokorpi & Froese	2009	IJHRM	32/6.4
11-13	Manev & Stevenson	2001	JIBS	70/5.4	39-42	Brock et al.	2008	JIBS	32/5.3
11-13	Law et al.	2000	IJHRM	70/5.0	39-42	Carraher et al.	2008	JIBS	32/5.3
14	Kraimer & Wayne	2004	JM	69/6.9	39-42	Stroh et al.	2000	JWB	32/2.3
15	Shaffer & Harrison	2001	JAP	61/4.7	43-45	Colakoglu & Caligiuri	2008	IJHRM	31/5.2
16	Mezias & Scandura	2005	JIBS	60/6.7	43-45	Gong	2003	JM	31/2.8
17	Van Vianen et al.	2004	AMJ	59/5.9	43-45	Gamble	2000	IJHRM	31/2.2
18-19	Gaur et al.	2007	JM	57/8.1	46	Paik & Sohn	2004	JWB	30/3.0
18-19	Ferner et al.	2001	JWB	57/4.4	47-48	Peltokorpi	2008	IJHRM	29/4.8
20	Bossard & Peterson	2005	JWB	56/6.2	47-48	Napier & Taylor	2002	IJHRM	29/2.4
21	Baruch & Altman	2002	HRM	52/4.3	49	Kraimer et al.	2009	HRM	28/5.6
22	Stahl & Caligiuri	2005	JAP	48/5.3	50	Lazarova et al.	2010	AMR	27/6.8
23	Bennett et al.	2000	HRM	45/3.2	51-53	Takeuchi et al.	2005	PP	26/2.9
24	Tarique et al.	2006	IJHRM	43/5.4	51-53	Goodall & Roberts	2003	JWB	26/2.4
25-27	Tharenou & Caulfield	2010	AMJ	42/10.5	51-53	Clegg & Gray	2002	IJHRM	26/2.2
25-27	Au & Fukuda	2002	JWB	42/3.5	54-56	Bozionelos	2009	HRM	25/5.0
25-27	Harvey et al.	2001	IJHRM	42/3.2	54-56	Wang & Takeuchi	2007	JAP	25/3.6
28	Selmer	2001	IJHRM	41/3.2	54-56	Legewie	2002	IJHRM	25/2.1

\*Ranked by total number of citations, excluded self-citation as first criterion, and by citations per year as second one

**Table 7. Top-25 authors and institutions based on citation**

Rank	Authors	Total citations excluding self-citations	Rank	Institution	Country	Adjusted/total number of articles within the most cited ones
1	Shaffer, M.A.	376	1	Hong Kong U. S&T	Hong Kong	5,17/10
2	Harrison, D.A	321	2	Rutgers U.	United States	3,88/10
3	Caligiuri, P.	320	3	Hong Kong Baptist U.	Hong Kong	2,75/5
4	Takeuchi, R.	277	4-5	U. Illinois	United States	2,00/5
5	Kraimer, M.L.	276	4-5	U. London	United Kingdom	2,00/2
6	Wayne, S.J.	248	6	U. Maryland	United States	1,85/7
7-8	Bhaskar-Shrinivas, P.	222	7	HEC School of Management	France	1,50/2
7-8	Luk, D.M.	222	8	Portland State U.	United States	1,33/3
9-10	Tesluk, P.E.	193	9-10	Chinese U. Hong Kong	Hong Kong	1,25/3
9-10	Yun, S.	193	9-10	City U. Hong Kong	Hong Kong	1,25/4
11	Jaworski, R.A.	179	11-19	Bennett Group	United States	1,00/3
12	Gong, Y.	159	11-19	Boston U.	United States	1,00/3
13	Tarique, I.	125	11-19	Mitsubishi Motors Corporation	Japan	1,00/1
14-16	Hall, D, T.	111	11-19	Pennsylvania State U.	United States	1,00/3
14-16	Yan, A.	111	11-19	St. Louis U.	United States	1,00/3
14-16	Zhu, G.	111	11-19	U. Bamberg	Germany	1,00/2
17	Gamble, J.	102	11-19	U. Durham	United Kingdom	1,00/1
18-20	Apud, S.	98	11-19	U. Melbourne	Australia	1,00/3
18-20	Johnson, J. P.	98	11-19	U. Miami	United States	1,00/2
18-20	Lenartowicz, T.	98	20	U. Iowa	United States	0,83/3
21	Lepak, D.P.	92	21-27	Korea U.	South Korea	0,70/2
22-24	Bürgi, P.	82	21-27	Texas A&M U.	United States	0,70/2
22-24	Lazarova, M.	82	21-27	Michigan State U.	United States	0,67/2
22-24	Phillips, J.	82	21-27	Loyola U. Chicago	United States	0,67/2
25	Kim, K.	78	21-27	Old Dominion U.	United States	0,67/2
			21-27	U. Otago	New Zealand	0,67/2
			21-27	U. Wisconsin, Milwaukee,	United States	0,67/2

U.: University/University of S&T: Science and Technology



**Table 8. Currently hosting the top-25 most cited authors**

<b>Institution</b>	<b>Country</b>
Boston University	USA
Florida Atlantic University	USA
Hong Kong University of Science & Technology	Hong Kong
Korea University	Korea
Northeastern University, Boston	USA
Pace University	USA
Pennsylvania State University	USA
Rollins College	USA
Rutgers University	USA
Salem State University	USA
Seoul National University	Korea
Simon Fraser University	Canada
University at Buffalo, State University of New York	USA
University of Hong Kong	Hong Kong
University of Illinois	USA
University of Iowa	USA
University of London	United Kingdom
University of Texas at Austin	USA
University of Wisconsin, Milwaukee	USA