

RE-EXPATRIATION INTENTION FROM HOME COUNTRY PUSH FACTORS PERSPECTIVE

Subramaniam Sri Ramalu^{a*}, Francis Chuah^a, Asmat Nizam Abdul Talib^b,
Gheat Mahmoud Ali Abdel-Rahman^c

^a*School of Business Management, Universiti Utara Malaysia*

^b*School of International Studies, Universiti Utara Malaysia*

^c*Ministry of Education, Jordan.*

**subra@uum.edu.my*

ABSTRACT

Knowledge about re-expatriation phenomenon, especially the reasons why repatriates develop re-expatriation intention after they return to home country is limited and has become important research gap to be addressed. This is because the re-expatriation often mistaken for the expatriation and repatriation phenomenon. This study, therefore, aims to examine the direct and indirect effects of home country push factors (financial difficulties and re-entry hardships) on re-expatriation intention among Jordanian academics, mediated by life dissatisfaction. In this quantitative research design, 153 Jordanian academics who had worked in foreign universities were surveyed using a snowball sampling technique. Partial least squares structural equation modelling (PLS-SEM) was used to test the proposed hypotheses in this study. The findings of this study suggest that the relationship between home country push factors and re-expatriation intention among Jordanian academics is both direct and indirect, mediated by life dissatisfaction. Understanding about the home country push factors that lead to life dissatisfaction, and eventually re-expatriation among academics, will help the Jordanian higher education institutions to draw up effective retention strategies to prevent talent migration, which can be detrimental for the development of academic institutions and country.

Keywords: *Push factors, academic repatriates, re-entry hardships, financial difficulties, life dissatisfaction, re-expatriation*

INTRODUCTION

The re-expatriation phenomenon is a new area of research that has begun to appear in the expatriate literature (Mello et al., 2023). It is known as "the process whereby returnees/repatriates initiate an international move which qualifies as re-expatriation (in other words, is the second or subsequent experience of expatriation) that involves departure from the home country on their own initiative" (Ho et al., 2016, p.1942). The repatriates, who are generally

skilful and talented experts regarded as important asset for a country's human capital development (Jayasingam et al., 2021). The decision to re-expatriate is detrimental to the home country development since it involves brain drain for the second time, taking away the international experience, advanced knowledge, skills, and international linkages that repatriates have gained while working abroad (Breitenmoser & Bader, 2016; Saxenian, 2005). This includes losing the resources invested in their education and other career development interventions like training (McDonnell et al., 2012). The re-expatriation phenomenon also can be seen as invisible drain on core competencies that are imperative for the future development of a country (Durmaz, 2022).

Extant studies have suggested that re-entry difficulties and financial challenges are the two most important home country push factors that could trigger re-expatriation intention among repatriates (Pham & Saito, 2020; Tharenou & Seet, 2014; Lounsbury et al., 2004; Selmer & Lauring, 2012; Ho et al., 2016; Haist & Kurth, 2022). In many instances, above unfavourable situations experienced upon their return may contribute to development of a negative perception about living conditions in the home country (Ho et al., 2018; Pham & Saito, 2020; Hoang & Ho, 2020). The re-entry difficulties to the home country, such as reverse culture shock, difficulty in rejoining family and relatives and work readjustment (Saxena & Das, 2022; Tharenou & Caulfield, 2010; de Paula & La Torre, 2017) may lead to dissatisfaction with career and life (Ellis et al., 2020; Szkudlarek, 2010; Hoang & Ho, 2020). These negative re-entry experiences may force repatriates to consider re-expatriation (Ho et al., 2016; Joardar & Weisang, 2019). Financial difficulties, on the other hand, relates to financial issues, economic recession, and high unemployment rate (Haist & Kurth, 2022; Carr et al., 2005; Jackson et al., 2005) that could lead to hardship in meeting one's financial obligations (Kim et al., 2003). The term often interchangeably used with economic hardship (Mirowsky & Ross, 1999) and can become source of dissatisfaction with home country conditions and will encourage repatriates to consider re-expatriation once again.

Additionally, we argue that while the relationship between the home country push factors (re-entry difficulties and financial challenges) and re-expatriation intention can be straightforward, we also expecting an indirect relationship between both variables mediated through life dissatisfaction. We believe upon return to home country, repatriates will make a comparison between home and host country conditions and critically reflect on the difficulties they are currently facing in the home country (Christofi & Thompson, 2007; Tharenou & Seet, 2014; Ho et al., 2016). Both financial difficulties and re-entry hardships experienced by repatriates in their home country will result in life dissatisfaction, described as the negative image of a person's life (Pavot & Diener, 2008). Life dissatisfaction, in turn, may force the repatriates to leave the home country to a different environment for better life conditions and opportunities for change, especially when such aspects are relatively unavailable in their own country (Hoang & Turner, 2022).

Drawing from the above discussion, this study sets to address the following research gaps. First, unlike expatriation and repatriation phenomenon which have been extensively studied, research on re-expatriation is scant, and little is known about the reasons repatriates develop re-expatriation intention after their return to the home country (Hoang & Ho, 2020; Tharenou & Seet, 2014; Ho et al., 2016; Joardar & Weisang, 2019). This is true especially in the case of academic repatriates, who has become important segment in the global labour market (Selmer & Lauring, 2010, 2011; Ramalu & Subramaniam, 2019). According to Trembath (2016), as many as 25% of the faculty employed consist of foreigners in many universities globally. The narrow focus on re-expatriation in existing studies provides limited understanding on the dynamic nature of the factors that drive such skilled individuals to consider another foreign relocation (Ho et al., 2016).

Secondly, while a handful of past studies have examined the direct relationship between various home country push factors and re-expatriation intention, the examination of an indirect effect of

life dissatisfaction will shed some light on the underlying mechanism that can explain the effect of home country push factors (financial difficulties and re-entry hardships) on re-expatriation intention. Thirdly, Jordanian academic repatriates will be a unique sample since the country is one of the fastest growing countries in gulf region (Shqai & Altarazi, 2022). However, the massive migration among its professionals could jeopardise the development of the nation, thus investigation of factors that could lead to re-expatriation among the Jordanian repatriates is important to address the problem. In a response to the above-mentioned research gaps, the current study aims to examine the relationships between home country push factors (financial difficulties and re-entry hardships) and re-expatriation intention among Jordanian academic repatriates. In addition, it is proposed that life dissatisfaction mediates the relationship between home country push factors and re-expatriation intention.

Jordan is selected as a context of the study since there is growing evidence that many professionals from the country are migrating to more advanced economies, mainly to avoid the adverse impacts of home country push factors. Jordan has a large number of its citizens abroad, particularly in Saudi Arabia, the United Arab Emirates and the United States. According to the report published by SEO Amsterdam Economics (2019), the total number of Jordanian expatriates was estimated to be almost 745,000 in 2017. Financial difficulties and re-entry hardships are two important home country push factors that are relevant in the context of Jordanian academic repatriates given the current conditions in Jordan.

With the massive influx of refugees from countries like Palestine, Iraq, and Syria, the general life conditions in Jordan have changed significantly and can lead to re-entry shocks among academic repatriates upon their return. Likewise, refugees contributing to labour market integration in Jordan, and it is perceived as the source of competition for already scarce job opportunities for the locals in almost all the sectors (Sahin Mencutek & Nashwan, 2021). With Jordanian economy continues to be constrained by sluggish growth dynamics (World Bank, 2020), academic repatriates are likely to face greater financial difficulties in the home country. Such experience may lead to high level of disappointment with the home country conditions, which in turn could influence the decision to re-expatriate (Mello et al., 2023).

The remainder of the paper is structured as follows. The following section presents the underpinning theory of the study i.e., Push-Pull Theory (Toren, 1976), followed by review of literatures related to the key constructs of the study. The study proposes hypotheses that explains the relationship between the home country push factors (financial difficulties and re-entry hardships) and repatriates' reaction in terms of re-expatriation intention and life dissatisfaction. The mediation effect of life dissatisfaction also hypothesized in this study, which is then depicted into a comprehensive theoretical framework. This is followed by sections on methodology, data analysis and results, discussion on the study's findings before leading to the theoretical and practical implications. Finally, the study concludes by discussing the study limitations and outlines opportunities for future research.

THEORETICAL BACKGROUND AND HYPOTHESES DEVELOPMENT

Underpinning theory

The motives for relocation to other countries relies on the Push-Pull Theory (Toren, 1976). The theory posits that push factors are forces that drive individuals to move out from their home country. The push factors are generally negative conditions related to the home country and include factors such as poor employment and financial issues (Pham, 2021; Lauring et al., 2014; Tharenou & Seet, 2014). The pull factors, on the other hand are positive aspects associated with the destination country, which motivate individuals to move abroad, and include factors, such as quality of life and the opportunity for better career development (Carr et al., 2005; Froese, 2012).

The push-pull theory has been widely used to explain the antecedents of expatriation and repatriation over the last four decades (Li et al., 2022; Mohamed & Abdul-Talib, 2020; Toren 1976; Ho et al., 2016) in different contexts, such as Asian, African, and East European economies (Parutis, 2013).

Re-expatriation intention

To date, the re-expatriation phenomenon remains under researched (Tharenou & Seet, 2014; Ho et al., 2016; Ho et al., 2018). This has resulted in a lack of understanding on the dynamic nature of the factors that influence the repatriate's decision to expatriate for the second time. While several studies have focused on the reasons and motivations for employees travelling to live and work overseas (e.g., Carr et al., 2005; Jackson et al., 2005; Saxenian, 2005; Selmer & Luring, 2010), very few studies have investigated the motivational factors for the re-expatriation intention (e.g., Ho et al., 2016; Ho et al., 2018; Pham & Saito, 2020; Hoang & Ho, 2020). The motivational factors of re-expatriation could be related to various psychological and social issues experienced in the home country upon repatriation or could be attributed to the changes in the repatriates' lives (Tharenou, 2015; Ho et al., 2016). These motivational factors may differ and depend on whether individuals were attracted to move abroad for the first time, or they planned to expatriate one more time after their first repatriation (Tharenou & Seet, 2014; Ho et al., 2016). In addition, if individuals are more engaged and integrated in the home country professionally, psychologically, and socially, they are less likely to leave their home country (Tharenou & Caulfield, 2010); whereas if they had struggled to deal with living conditions in their home country, they would consider re-expatriating.

Life dissatisfaction

Life dissatisfaction broadly refers to the "cognitive processes involved in the formulation of the life satisfaction judgment" (Pavot & Diener, 2008, p.147). This implies that various aspects of life that individuals may not be satisfied with could be the antecedents of life dissatisfaction (Gill, 2010). High unemployment rate, personal difficulties and general hardship, financial difficulties, discrimination at work and life changes are among the conditions in the home country that could lead to life dissatisfaction among the returnees (Al Ariss & Özbilgin, 2010; Selmer & Luring, 2012), which in turn, motivate them to consider expatriation once more (Ho et al., 2016). According to the push-pull model, a variety of environmental and individual factors may play a significant role in the decisions of individuals to move abroad or to remain in their own country, depending on their level of satisfaction or dissatisfaction with these factors (Massey & Espinosa, 1997).

Financial difficulties, re-expatriation intention and life dissatisfaction

Home country push factors related to financial aspects are one of the most undesirable conditions in the home country that returnees often not satisfied with and want to escape from (Carr et al., 2005; Jackson et al., 2005; Zweig & Han, 2010; Selmer & Luring, 2012; Tharenou, 2010). Returnees, who often have high expectations in terms of getting good jobs, high salaries, and quicker promotions (Zweig & Han 2010), become dissatisfied when their expectations are not met (Suutari & Brewster, 2003). We argue that unmet financial expectations, especially after repatriation, lead to dissatisfaction among repatriates. Tharenou and Seet (2014) suggested that inequitable financial payments during repatriation can be a source of life dissatisfaction and can force repatriates to consider another expatriation. This is because the repatriates might feel that their advanced knowledge, international experience, professional skills, and networks that they

had established while working abroad, are being ignored and not valued by the home country, which as a result, can lead to re-expatriation (Caligiuri & Bonache, 2016).

Several studies have found a positive relationship between financial hardships and life dissatisfaction (Annink et al., 2016). Studies have found that financial difficulties can cause individuals to experience dissatisfaction, stress, depression, and anxiety (Cheung & Lucas, 2015; Kim et al., 2003; McDaid et al., 2013). On the contrary, increased financial satisfaction is associated with lower level of depression and stress among individuals (Cheung & Lucas, 2015). Repatriates upon return to home country usually will look forward to receiving various benefits as a compensation for working again in home country (Ho et al., 2016). When the real situation in their home country falls short of their expectations and results in unfulfilled needs, these repatriates may develop a negative attitude about their life in the home country, which in turn, may lead to life dissatisfaction (Tharenou & Seet, 2014). In the context of academic expatriates, several studies have found that financial difficulties caused by a poor job market in the home country is the main home country push factor that force individuals to migrate to seek better income and life conditions (Schoepp & Forstenlechner, 2012; Sanderson, 2014; Lee & Kuzhabekova, 2018; Selmer & Lauring, 2010; Lee & Kuzhabekova, 2018; Lauring et al., 2014; Selmer & Lauring, 2012). Thus:

H1: There is a positive relationship between financial difficulties and re-expatriation intention.

H2: There is a positive relationship between financial difficulties and life dissatisfaction.

Re-entry hardships, re-expatriation intention and life dissatisfaction

Re-entry hardships is associated with negative feelings about the home country upon return from abroad, such as alienation, not belonging, loneliness, isolation, inferiority, depression, and general anxiety (Szkudlarek, 2010; Gullahorn & Gullahorn 1963; Adler 1981; Szkudlarek, 2010; Gaw, 2000; Christofi & Thompson, 2007). Re-entry hardship is also described as re-entry shocks and a lack of current behavioural understanding of the home country after returning from abroad (Gaw, 2000). According to Christofi and Thompson (2007), when re-entry experience does not meet returnees' expectations, re-entry hardships, especially reverse culture shock, can result in feelings of disappointment and conflicts. Re-entry hardship is caused by the unexpected differences between home and host cultures as experienced by repatriates upon their return from abroad (Cieri et al., 1991). The mismatch could be attributed to various reasons, like failure of expatriates to follow and recognize the changes in the home country environment during their expatriation and failure to realize the changes occurring within themselves (Jassawalla et al., 2004). These negative re-entry experiences may force repatriates to consider re-expatriation (Ho et al., 2016; Joardar & Weisang, 2019).

Re-entry hardships, such as psychological withdrawal, complexity, and emotional challenges, may also result in dissatisfaction with home country conditions among returnees (Adler, 1981; de Paula & La Torre, 2017). Repatriates who face such difficulties upon their repatriation, may feel uncomfortable, experience uncertainty, and feel they are in a new environment, which in turn, may spill over onto the development of a high level of life dissatisfaction with conditions in home country (James, 2018). Repatriates, who have completed their international assignment and go back to their home country, somehow expect to gain several benefits and advantages, such as better environmental and social ties (Tharenou & Caulfield, 2010). When such expectations are not met, it may lead to a negative image and attitude toward life (Eagly & Chaiken, 1993). In the context of this study, the formation of a negative attitude towards life (life dissatisfaction) in the home country upon re-entry can be attributed to negative feelings and emotions experienced during re-entry. Based on the above discussion, the following hypotheses are proposed:

H3: There is a positive relationship between re-entry hardship and re-expatriation intention.

H4: There is a positive relationship between re-entry hardship and life dissatisfaction.

Life dissatisfaction and re-expatriation intention

Dissatisfaction with life in the home country can lead to individuals leaving their home country to a country that can offer them better life conditions (Toren, 1976). Re-expatriation presents an opportunity for repatriates to fulfil their unmet needs and address their personal development (Inkson et al., 1997). This phenomenon is prevalent among highly skilled individuals, who are not satisfied with their personal development and other related issues in their home country. Froese (2012) in a study using a sample of 30 academic expatriates working in South Korea, found that unsatisfactory labour market conditions in their home country drove these academics to go abroad to seek better life conditions. In a related study involving 448 Finnish expatriates working overseas, Suutari and Brewster (2000) found that the decision to expatriate among the respondents was driven by factors, such as poor employment opportunities and economic conditions in their home country. Therefore:

H5: There is a positive relationship between life dissatisfaction and re-expatriation intention.

Mediation effect of life dissatisfaction

The hypothesized relationships among home country push factors (financial difficulties and re-entry hardships), life dissatisfaction, and re-expatriation intention suggests that negative attitude towards life (life dissatisfaction) could possibly mediate the effects of home country push factors on re-expatriation intention. Upon completion of an international assignment, repatriates return to their home country with a high expectation of obtaining greater benefits and advantages from their repatriation (Labrianidis & Vogiatzis, 2013). However, instead of experiencing pleasant re-entry and finding their expectations are being fulfilled, repatriates often experience difficulties and challenges in their home country, such as reverse culture shock, depression, alienation, career dissatisfaction, life changes and financial difficulties (e.g., Gaw, 2000; Christofi & Thampson, 2007; Tharenou & Caulfield, 2010; Al Ariss & Özbilgin, 2010; Selmer & Lauring, 2012). Most of the challenges encountered are related to financial difficulties and re-entry hardship, which are two important sources of life dissatisfaction (Tharenou & Seet, 2014; Tharenou, 2015).

Studies have shown that readjusting to the home country's culture is often more difficult than adjusting to the host country's culture (Adler, 1981; Hyder & Lovblad, 2007). These difficulties may shape a negative attitude towards the home country's culture among the repatriates, which in turn, may cause them to feel that life in the home country is unsatisfactory (Szkudlarek, 2010). The negative feelings about life in the home country may impact their decision to stay and they may consider re-expatriation as their future plan to seek a better life abroad. According to Ho et al. (2016), re-expatriation intention among repatriates is a potential plan to get rid of all obstacles and challenges experienced in the home country. Based on the premise of spill over theory (Wilensky, 1960), we believe attitude (life dissatisfaction) towards one's social setting (home country) can be manifested in another social setting (re-expatriation intention) as a reflection of one's affective response to life conditions in the home country (push factors). Thus:

H6: Life dissatisfaction mediates the effect of financial difficulties on re-expatriation intention.

H7: Life dissatisfaction mediates the effect of re-entry hardship on re-expatriation intention.

Our hypotheses are summarized in the theoretical framework as depicted in Figure 1.

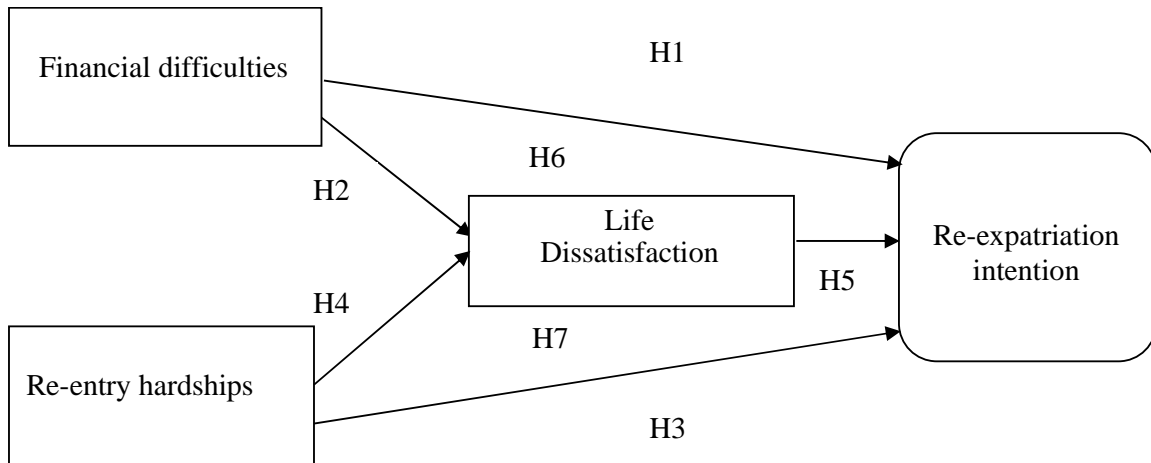


Figure 1: Theoretical framework

METHODS

Sample

In this study, Jordanian academic repatriates who had worked in foreign universities were surveyed. However, only those repatriates who had returned to Jordan for between one to 12 months were included in this study to have accurate assessment on re-entry shocks as suggested by Oberg (1960) and Gullahorn and Gullahorn (1963). The academics who worked while pursuing a higher degree in foreign universities are not included in this study since their motivation for international movement is different from traditional self-initiated expatriates. Additionally, those having global mindset and might initiate many international travels were excluded from this study to eliminate the possible compounding effect of individuals global mindset on re-expatriation.

Sampling technique

Since it is not feasible to establish the population size and sampling frame of Jordanian academic repatriates who had worked in foreign universities, the nonprobability sampling method was deemed appropriate for this study. Unlike corporate repatriates, data on self-initiated academic repatriates is limited. Accordingly, the snowball sampling technique was employed to select the respondents of the study.

Data collection procedures

In this exercise, firstly, the universities in Jordan were targeted and a list of academics and their contacts were established. Secondly, a few respondents who had reported their international experience in their faculty profile were contacted. The university websites were visited for this purpose. This allowed us to identify a few academics who had worked in foreign universities as faculty members. Thirdly, visits were made to the respective universities and academics were asked to complete the questionnaire and refer us to other academics who they knew had worked in foreign universities. We then moved through Jordanian universities based on the contacts given by the respondents to distribute the questionnaire to those who had been identified.

Questionnaire translation and pre-test

Although the original instrument is in the English language, the questionnaire was prepared in the Arabic language to allow respondents to answer in the language that they are familiar with. Back translation was employed in that the original instrument was translated into the Arabic language by academic experts in both languages. The translated version was later back translated into the English language to confirm the match between the original and the English translated version by a different group of academics. This back translation process followed the procedure suggested by Brislin (1970). A pretest was conducted to assess the face validity, and very minor changes were incorporated into the final questionnaire.

Sample size

To determine the appropriate sample size for the study, we applied GPower's a priori sample size estimator. With a total of 3 predictors and an estimated medium effect size with a power of 0.8, the required sample size for the study is 77. Given as such, total of 160 questionnaires were distributed, of which 154 were returned. One questionnaire was discarded due to incompleteness. The above procedure yielded 153 usable questionnaires. We then further validate if these 153 usable questionnaires provide sufficient power to our findings by applying Kock and Hadaya's (2018) sample size calculator. Using the minimum absolute beta coefficient in the model that is significant ($\beta = 0.284$), the minimum required sample size is 64 (Exponential smoothing and gamma function method) and 77 (Square root method) respectively. These results suggest that findings from 153 usable questionnaire are valid and trustworthy.

Measures

Financial difficulties were operationalized with the Financial Difficulty Scale developed by Hense (2016). Financial difficulties refer to "a lack of the money needed to meet family needs for food, clothing, shelter, and medical care" (Mirowsky & Ross, 1999, p. 549). The scale is a 6-item self-report instrument. A seven-point Likert-type scale with rating options from 1 (strongly disagree) to 7 (strongly agree) was used to measure the construct. Slight modification was made to include the context of study i.e., location of study. A sample item is, "I perceive I will not have a greater chance of financial success in Jordan". The internal consistencies (Cronbach's alpha) of the scale were 0.76 in a previous study conducted by Hense (2016).

Re-entry hardships was measured with the 16-item Re-entry Shock Scale (RSS) adapted from Seiter and Waddell (1989). Re-entry hardship refers to the negative feelings about life outcomes that repatriates experience in their home country upon their arrival from abroad (Szkudlarek, 2010). Respondents were asked to use a seven-point Likert-type scale, ranging from 1 (strongly disagree) to 7 (strongly agree) to rate the items. A sample item is, "When I returned to Jordan, I felt really depressed". The scale was reported to have a Cronbach's alpha of 0.86 in a study conducted by Ho et al. (2016).

Life dissatisfaction was assessed using Life Dissatisfaction Questionnaire with five items adapted from Diener et al. (1985). The construct is conceptualised as the negative image or the general judgment of a person's life (Pavot & Diener, 2008). A seven-point Likert-type scale with rating options from 1 (strongly disagree) to 7 (strongly agree) was used to measure the construct. A sample item is, "In most ways, my life in Jordan is not close to my ideal". The items reported to have Cronbach's alpha ranging from 0.86 to 0.93 in several studies (Ho et al., 2016; Adler & Fagley, 2005).

Re-expatriation intention was measured using five items developed by Ho et al. (2016). The construct is known as "the process whereby returnees/repatriates initiate an international move

which qualifies as re-expatriation (in other words, is the second or subsequent experience of expatriation) that involves departure from the home country on their own initiative" (Ho et al., 2016, p.1942). Respondents were asked to use a seven-point Likert-type scale, ranging from 1 (strongly disagree) to 7 (strongly agree) to rate the items. A sample item is, "If the opportunity arises, I will return abroad to live". Ho et al. (2016) reported a Cronbach's alpha of 0.84 for the scale in their study.

DATA ANALYSIS AND RESULTS

Most of the respondents are male (95%), of whom 91% are married. In terms of education, majority of them are Ph.D holders (71%), followed by those with Master's qualification, represented by 24%. On average, the participants are relatively young, i.e., 48% are in age group of 32-41 years and 75% have worked less than five years in their respective universities. Majority of the respondents (52%) are assistant professors in their respective universities.

The descriptive statistics for all variables are presented in Table I. Mean value and standard deviations of variables are as follows: financial difficulties (M= 4.7135, SD=.71825), re-entry hardship (M=4.8558, SD=.62800), life dissatisfaction (M=4.6889, SD=.63490) and re-expatriation intention (M= 4.7851, SD=.78911). A quick inspection of the mean values shows that all are higher than the midpoint of their respective scales.

Table 1: Descriptive Statistics and Cronbach's Alpha (N=153)

Variable	Mean	Standard Deviation
Re-entry hardships	4.855	0.628
Financial difficulties	4.713	0.718
Life dissatisfaction	4.688	0.634
Re-expatriation intention	4.785	0.789

Hypothesis testing

PLS-SEM was used to test the proposed hypotheses in this study. The causal predictive-based PLS-SEM was preferred over the confirmatory-based (CB)-SEM because of its relevancy to address the objective of this study, i.e., to examine the proposed hypotheses that are grounded in causal explanations (Jöreskog & Wold, 1982). Subsequently, SmartPLS 3.3.2 (Ringle et al., 2015) was used to estimate the model parameters (Sarstedt & Cheah, 2019).

Preliminary analysis

Hair et al. (2019) postulated several preliminary considerations prior to model estimation using PLS-SEM. This study followed their recommendations and assessed several conditions, including the distributional assumption and statistical power analysis. Firstly, the distributional assumption was addressed through multivariate normality assessment (Cain et al., 2017). The Mardia's multivariate kurtosis coefficient ($\beta = 28.564$) is above the threshold value of 20, indicating that the data is non-normally distributed (Kline, 2011; Byrne, 2013). This further justified the use of PLS-SEM as it is a non-parametric inferential analysis tool by means of bootstrapping (Sarstedt et al., 2017).

Secondly, a power analysis was conducted to assess if sufficient statistical power is obtained from the sample collected. The power analysis was conducted using Kock and Hadaya's (2018) inverse

square root and gamma exponential method. Both tests suggest that the minimum sample size to obtain a power of 0.8 is 64 and 77 respondents, respectively. This means that the sample size of 153 has sufficient statistical power for inferential analysis.

Common method bias

As suggested by Hair et al. (2019), common method bias assessment should be performed prior to model estimation using PLS-SEM. To address common method bias concern, a full collinearity assessment was conducted, yielding a Variance Inflation Factor (VIF) value of lower than 3.3, implying that common method bias is not a concern in this study (Kock & Lynn, 2012; Kock, 2015).

Measurement model assessment

The measurement model assesses the relationship between the observed variables (indicators) and the latent variables (constructs) (Ramayah et al., 2018). In a reflective measurement model, three criteria of reliability and validity are assessed, namely internal consistency, convergent validity, and discriminant validity (Cheah et al., 2018). As shown in Table II, the observed variables demonstrate good internal consistency and convergent validity on its respective latent variable. The internal consistency, measured by the composite reliability, is above the threshold value of 0.7 (Hair et al., 2017), and the loadings of each indicator as well as the average variance extracted (AVE) which denotes the convergent validity, are within the acceptable threshold. The AVE value of more than 0.5 suggest that convergent validity has been established (Hair et al., 2017). Discriminant validity was assessed by means of the Heterotrait-Monotrait (HTMT) ratio correlation (Henseler et al., 2015). Table III denotes the HTMT assessment for the research model. The result suggests that discriminant validity achieved with the HTMT correlation value among the constructs is lower than the threshold value of 0.85 (Kline, 2011).

Structural model assessment

The structural model assesses the relationship between the latent variables in the hypothesized model (Ramayah et al., 2018). The structural model is evaluated using the 5-step approach suggested by Hair et al. (2017), that involves: (1) assessment of lateral collinearity (Becker et al., 2015); (2) assessment of path coefficients; (3) assessment of in-sample predictive power, i.e., the R^2 (Hair et al., 2019); (4) assessment of effect size, i.e., f^2 (Cohen, 1988); and (5) predictive relevance, i.e., Q^2 (Geisser, 1975; Stone, 1977). The assessment of collinearity yielded a VIF value, ranging from 1.499 to 2.723, which is below the threshold value of 3.3 (Diamantopoulos & Siguaw, 2006), suggesting that multicollinearity problem is not an issue. Next, the proposed hypotheses were assessed by means of bootstrap re-sample technique using an iteration of 1,000 sub-samples. Table IV represents the corresponding results.

Financial difficulties show a positive association with re-expatriation intention (H1: $\beta = 0.294$, $p = 0.000$, CI [0.157, 0.425]) and life dissatisfaction (H2: $\beta = 0.413$, $p = 0.000$, CI [0.291, 0.505]). Re-entry hardships is positively associated with re-expatriation intention (H3: $\beta = 0.305$, $p = 0.000$, CI [0.153, 0.454]) and life dissatisfaction (H4: $\beta = 0.482$, $p = 0.000$, CI [0.383, 0.585]). Life dissatisfaction (H5: $\beta = 0.284$, $p = 0.001$, CI [0.118, 0.451]) has a positive relationship with re-expatriation intention. Table V denotes the assessment of indirect effect to examine H6 and H7. The indirect effect of financial difficulties (H6: $\beta = 0.305$, $p = 0.000$, CI [0.153, 0.454]) and re-entry hardship (H7: $\beta = 0.305$, $p = 0.000$, CI [0.153, 0.454]) on re-expatriation intention through life dissatisfaction is significant. Also, the 95% bootstrap confidence interval (Preacher

& Hayes, 2008) does not straddle a 0 in between the confidence interval, which implies that there is a mediation.

Table 2: Assessment of internal consistency and convergent validity

Constructs	Items	Loadings	CR	AVE
Financial difficulties	Fd1_1	0.785	0.883	0.557
	Fd2_1	0.754		
	Fd3_1	0.651		
	Fd4_1	0.723		
	Fd5_1	0.785		
	Fd6_1	0.772		
Life dissatisfaction	Ld1_1	0.803	0.912	0.675
	Ld2_1	0.792		
	Ld3_1	0.854		
	Ld4_1	0.834		
	Ld5_1	0.821		
Re-entry hardships	Reen10_1	0.729	0.961	0.606
	Reen11_1	0.809		
	Reen12_1	0.77		
	Reen13_1	0.856		
	Reen14_1	0.836		
	Reen15_1	0.787		
	Reen16_1	0.706		
	Reen1_1	0.672		
	Reen2_1	0.662		
	Reen3_1	0.764		
	Reen4_1	0.79		
	Reen5_1	0.811		
	Reen6_1	0.81		
	Reen7_1	0.804		
Reen8_1	0.805			
Reen9_1	0.812			
Re-expatriation intention	Reex1_1	0.851	0.92	0.697
	Reex2_1	0.82		
	Reex3_1	0.816		
	Reex4_1	0.841		
	Reex5_1	0.846		

Note: CR – Composite Reliability, AVE – Average Variance Extracted

Table 3: Assessment of discriminant validity

	Financial difficulties	Re-entry hardship	Life Dissatisfaction	Re-expatriation intention
Financial difficulties				
Re-entry hardship	0.642			
Life Dissatisfaction	0.801	0.780		
Re-expatriation intention	0.769	0.735	0.794	

Note: $HTMT_{0.05}$ (Kline, 2011)

Following this, the in-sample predictive power was assessed. The results are that both financial difficulties and re-entry hardships explain 63.3% of the variances in life dissatisfaction and financial difficulties, re-entry hardship and life dissatisfaction account for 60.4% of variances in re-expatriation intention. Chin (1998) advocates that an R^2 between 0.33 to 0.67 is considered to have moderate to substantial level of in-sample predictive accuracy. Subsequently, Cohen's f^2 was used to assess the effect size of each construct on the outcome variables. With reference to Table IV, it can be observed that both financial difficulties ($f^2 = 0.310$) and re-entry hardship ($f^2 = 0.432$) exert a strong effect on life dissatisfaction. Similarly, financial difficulties ($f^2 = 0.111$) and re-entry hardship ($f^2 = 0.110$) exert a moderate effect size on re-expatriation intention, while life dissatisfaction ($f^2 = 0.075$) exerts a relatively lower moderate effect size on re-expatriation intention as compared to financial difficulties and re-entry hardship.

Finally, the predictive relevance of the model was assessed via Stone (1977) and Geisser's (1975) Q^2 blindfolding approach. As illustrated in Table IV, both endogenous variables (life dissatisfaction, $Q^2 = 0.418$ and re-expatriation intention, $Q^2 = 0.41$), exhibit predictive relevance as the Q^2 is more than 0 (Hair et al., 2017). Figure II shows the final model with the results of hypotheses testing.

Table 4: Assessment of structural model

Hypothesis	Beta	SE	t value	LLCI	ULCI	f^2	R^2
Financial difficulties -> Life Dissatisfaction	0.413	0.056	7.434	0.291	0.505	0.310	0.633
Re-entry hardship -> Life Dissatisfaction	0.482	0.052	9.242	0.383	0.585	0.423	
Financial difficulties -> Re-expatriation intention	0.294	0.068	4.297	0.157	0.425	0.111	0.604
Life Dissatisfaction -> Re-expatriation intention	0.284	0.086	3.302	0.118	0.451	0.075	
Re-entry hardship -> Re-expatriation intention	0.305	0.077	3.984	0.153	0.454	0.110	

Note: Bootstrap 1000 sub sample

Table 5: Assessment of indirect effect

	Beta	SE	t value	p value	LLCI	ULCI
Financial difficulties -> Life Dissatisfaction -> Re-expatriation intention	0.12	0.038	3.065	0.002	0.047	0.198
Re-entry hardship -> Life Dissatisfaction -> Re-expatriation intention	0.14	0.045	3.035	0.002	0.058	0.241

Note: Bootstrap 1000 sub sample

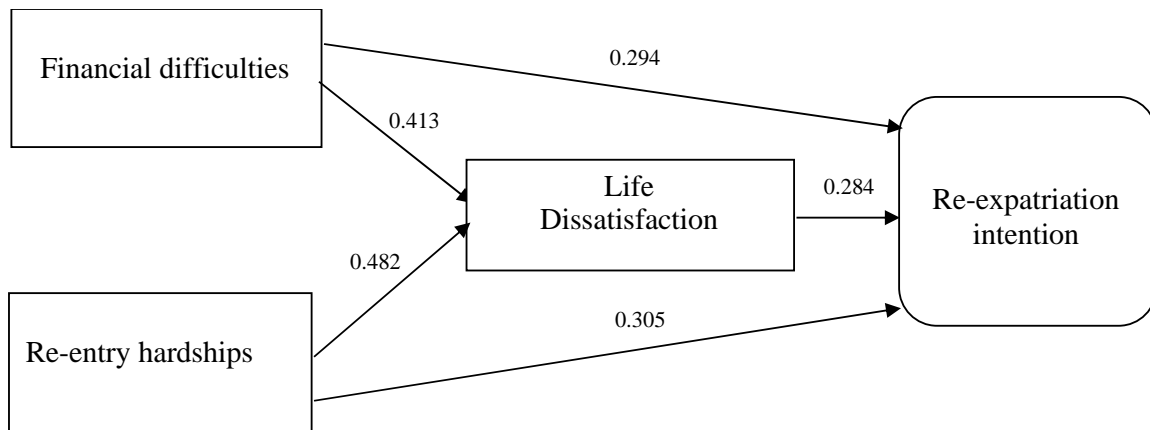


Figure 2: Final model

DISCUSSION

The financial difficulties variable in this study is found to be an important driving force of life dissatisfaction and re-expatriation intention among repatriates. This finding is expected since financial matters are crucial determinants in decisions related to international employment among professionals. Repatriates who experience financial difficulties in their home country upon return, may feel that their international experience, advanced knowledge, professional skills and international network that they had obtained from abroad, are not financially rewarding; as a result, repatriation can become a very challenging experience, leading to dissatisfaction with life in the home country, and eventually, the decision to re-expatriate might be seriously considered (Caligiuri & Bonache, 2016). Several studies have supported the positive relationship between financial difficulties and both life dissatisfaction and re-expatriation (cf. Schoepp & Forstenlechner, 2012; Sanderson, 2014; Tharenou & Seet, 2014; Ho et al., 2016).

This study also found that re-entry hardship is an equally important home country push factor that can lead to life dissatisfaction and drive repatriates to move out from their home country (re-expatriation). The source of re-entry hardships can come from the perceived differences in the culture of the home and host countries experienced by repatriates, and include aspects, such as reverse culture shock, readjustment, joining career and social life, family, and relatives once again (Cieri et al., 1991; Tharenou & Caulfield, 2010; Ho et al., 2016). The greater the differences in the above readjustment aspects, the greater the development of life dissatisfaction and intention to re-expatriate. The findings appear to be consistent with outcomes of previous studies (e.g., Lidgard, 2001; Tharenou & Caulfield, 2010; Ho et al., 2016; de Paula & La Torre, 2017; James, 2018).

The positive relationship found between life dissatisfaction and re-expatriation intention suggests that the greater the life dissatisfaction experienced by repatriates in the home country upon repatriation, the greater the intention to re-expatriate. As discussed earlier, various factors can contribute to life dissatisfaction in the home country. Issues related to family, economic conditions, lifestyle, and general development can influence repatriates to develop a negative perception of conditions in their home country. Dissatisfaction with life will drive repatriates to consider re-expatriation as a way out from such conditions. The findings appear to be consistent with results of previous studies (Christofi & Thompson, 2007; Tharenou & Seet, 2014; Ho et al., 2016).

The complementary mediation evidence found in this study suggests that the relationship between the home country push factors (financial difficulties and re-entry hardships) and re-

expatriation, can be both direct and indirect, mediated through life dissatisfaction. In other words, financial difficulties and re-entry hardships experienced by repatriates will result in the development of life dissatisfaction, which will then spill over onto re-expatriation intention. Additionally, the findings of mediation analysis also suggest that financial difficulties and re-entry hardship spill over directly onto re-expatriation intention.

IMPLICATIONS

Theoretical implications

The findings of this study further enhance our understanding about the dynamics of the re-expatriation phenomenon, which is still unclear. Unlike expatriation and repatriation, studies on re-expatriation intention among the repatriates are scarce, perhaps due to the lack of interest among researchers and practitioners to study the behaviour of returnees, who are assumed to have already completed the expatriation phase upon their repatriation to their home country, and hence, re-expatriation is considered as a 'non-issue' in comparison to going abroad for the first time (expatriation). Unfortunately, the fact is the second expatriation is considered when repatriates are not happy with home country conditions, hence warranting research attention. The knowledge obtained from this study will help to shed light on the causes of the re-expatriation phenomenon which has been assumed to be like expatriation and repatriation. It is proven in this study that both financial difficulties and re-entry hardships are important determinants of re-expatriation intention. Secondly, the findings of this study add to our knowledge on the final expatriation phase that self-initiated academic expatriates might go through in their professional career cycle. To date, research on this community is limited despite their growth in the global labour market. Thirdly, while majority of the studies have focused on the various expatriation phases among the expatriates from developed countries, little is known about expatriation/re-expatriation motives among repatriates from developing countries, like Jordan. It should be noted that expatriation has become a global phenomenon and is now not just limited to certain parts of the world (Côté, 2022). Finally, the mediation effect of life dissatisfaction in this study has important theoretical implications in terms of providing much sought-after theoretical explanation on the underlying process that accounts for the relationship between the push factors and re-expatriation intention. This implies that life dissatisfaction is an enabler that should be given equal attention in expatriation studies.

Practical implications

From the practical point of view, the findings of this study will help home country organizations, like higher education institutions, to identify factors that lead to life dissatisfaction, and eventually, re-expatriation among academic returnees. Since the major cause for re-expatriation is life dissatisfaction because of unmet expectations in terms of financial and re-entry experiences, efforts should be taken to address the above issues to retain them in the country. Recruiting organizations should provide critical information that will help returnees to have realistic expectations about the actual conditions in the home country (Cena & Heim, 2022), while continuously improving the current conditions in the above aspects in the home country organizations. The information may include economic and political changes in the home country. A good fit between the expectations of the returnees and their repatriation experience can ease the transition and mitigate the impact of reverse culture shock. Necessary social support, such as informational, instrumental, appraisal and emotional support, should be available to these talents and their families to ensure smooth re-entry into the home country (Caligiuri & Lazarova, 2002; Filipič Sterle et al., 2018). Although emerging economies, like Jordan, cannot match the advanced economies in terms of benefits related to financial outcomes and quality of life, efforts should be

taken to improve these aspects in the home country to retain the talents. Finally, through the findings of this research, the returnees themselves can assess the conditions in the home country when making decisions to re-expatriate. Unfavourable home country conditions, like financial difficulties and re-entry hardship, should be taken into consideration during the repatriation phase itself to avoid the possibility of disappointment which will lead to re-expatriation upon their return.

Limitations and Future Research Recommendations

There are several limitations in terms generalizability of research findings. First, since the sample limited to Jordanian academics, the findings are not generalizable to settings outside the scope of this study. Likewise, the findings are only confined to re-expatriation phenomenon and should not be interpreted in the context of expatriation or repatriation. Secondly, the causal effect is not recommended since the study applied cross-sectional research design. Finally, the use of a small sample size is another limitation of this study. One possible explanation for poor participation is the unavailability of a sampling frame and the use of nonprobability sampling, i.e., snowball technique, posed challenges to approaching the wider population of academic returnees. While the findings of this study shed light on home country push factors contributing to re-expatriation intention among academic repatriates, future research could expand upon this study beyond financial difficulties and re-entry hardship by investigating a comprehensive list of home country push factors covering factors related to personal, organizational, and social/contextual resources that influence life dissatisfaction and re-expatriation intention (Arifa et al., 2021; Pinto et al., 2012; Tharenou, 2010). Likewise, future research should include host country pull factors that motivate individuals to consider re-expatriation (Urbański, 2022; Iqbal et al., 2021). Additionally, future research may include other mediator or moderator variables to have better understanding about the effect of various home country push factors on re-expatriation intention among repatriates.

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