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**Topic of Research:** Repatriation Adjustment Process: An Empirical Study of Re-entry of Expatriates

### **Findings**

This study revealed that Perceived Organizational Support (POS) significantly enhances repatriation adjustment (RA), leading to lower turnover intentions and stronger organizational commitment. Support from co-workers (PCS) also positively influenced job performance and workplace integration, though its impact was less pronounced than POS. Proactive behavior (PB) emerged as critical in overcoming adjustment challenges, with proactive repatriates achieving better knowledge transfer and job performance. RA was found to mediate the effects of POS, PCS, and PB on key organizational outcomes like turnover intention, commitment, and performance. Demographic factors, such as cultural distance and international experience, affected the adjustment process, with greater challenges observed in repatriates returning from culturally distant countries. Despite gaining valuable skills abroad, some repatriates faced reverse culture shock and felt underutilized in their home organizations, which increased turnover intentions. Overall, the findings emphasize the importance of organizational and co-worker support, as well as proactive behavior, in fostering successful repatriation and retaining expatriate talent.