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Investigating the Impact of Sequential Cross - Cultural Training on the Level of Sociocultural and Psychological Adjustment of Expatriate Managers

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**INVESTIGATING THE IMPACT OF SEQUENTIAL CROSS - CULTURAL
TRAINING ON THE LEVEL OF SOCIOCULTURAL AND PSYCHOLOGICAL
ADJUSTMENT OF EXPATRIATE MANAGERS**

Thesis submitted for the degree of
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by

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ABSTRACT

Title: Investigating the Impact of Sequential Cross - Cultural Training on the Level of Sociocultural and Psychological Adjustment of Expatriate Managers

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Recent research argues that sequential forms of Cross-Cultural Training (CCT), offered pre-departure CCT as well as post-arrival CCT are more advantageous than non-sequential CCT. This study examines the impact of sequential CCT upon the level of sociocultural and psychological adjustment of expatriate managers. This thesis also targets to fill the gap in the literature about the effectiveness of sequential CCT.

A mixed methods methodology was adopted, more specifically an Explanatory Sequential Mixed Methods Design which included a quantitative survey followed by qualitative interviews of Greek expatriate managers assigned in overseas assignments. The quantitative data and their analysis gave a general understanding of the impact of sequential CCT upon the levels of sociocultural and psychological adjustment while the qualitative data, by exploring expatriates' assessments, offered more depth to the research and explained the quantitative results.

Unexpectedly but significantly, both quantitative and qualitative results showed that sequential CCT has no any significant impact upon the sociocultural and psychological adjustment of the expatriate managers. However, the qualitative findings indicated that CCT has helped the expatriate managers in their sociocultural and psychological adjustment, regardless of whether it was sequential or not. Furthermore, the findings underline the importance of the timing of CCT and not its sequentiality. Overall, the findings of the research suggest that the effectiveness of the CCT depends both on its content and on its delivery time. Propositions refer to the delivery time and the appropriate content of CCT in enhancing sociocultural and psychological adjustment of the expatriate managers.