Cross cultural adaptability of female self-initiated expatriates working in China

Chadia ABHAR

Labor economics department/ Beijing Capital university of economics and Business, China

Abstract：

The purpose of this study is to investigate the cross-cultural adaptation of female self-initiated expatriates working in China. At the same time, by collecting sample data and using regression model analysis, this study aims to explore the relationship between the cross-cultural adaptation of female self-initiated expatriates and peer motivation, personal job performance, and job satisfaction. The results showed that gender has a clear impact on cross-cultural adaptability, and sample data showed that women who initiate their expatriation have a relatively high level of cross-cultural adaptability. At the same time, the cross-cultural adaptability of female SIEs also has a significant positive impact on personal job performance and job satisfaction.

Keywords: Cross-cultural adaptability, Female self-initiate expatriates, Motivation.

I. Introduction

In recent years, the global competition for human resources and the highly competitive labor market have made it increasingly difficult for organizations to find, attract, and retain talented international workers and technical staff. As a result, there is growing interest in self-initiated-expatriates who can successfully adapt to working in a cross-cultural environment. This has led some organizations to consider hiring foreign employees who have migrated spontaneously to fill this talent gap. Additionally, multinational companies are increasingly utilizing self-initiated expatriates (SIEs) to improve organizational flexibility and meet their talent needs.

a. Definition of self-initiated expatriation (SIE):

"Self-initiated expatriation" refers to individuals who take the initiative to study and work abroad. These individuals are professionals and industry experts who independently seek job opportunities in countries other than their own, whether after graduation or in the middle of their careers. Although research on this topic has expanded in recent years, managing expatriates remains a key issue for organizations (Collins and Scullion, 2006)[1]. In addition, the emergence of new economies and the increasingly competitive global business landscape have made it crucial for companies to attract, train, and retain talent. As a result, human resource management in many multinational companies focuses on these issues (Dickmann & Harris, 2005; Cartus, 2012)[2].

b. Cross-cultural adaptation:

The terms "Cross-cultural adaptation", "Adjustment," and "Cultural adaptation" are often used interchangeably in the literature to refer to the process and outcome of an individual's migration to an unfamiliar cultural environment. However, the term "adjustment" is more commonly used for expatriates, including spontaneous expatriate SIEs and corporate expatriate AEs, as they often have to deal with more subtle changes. Large-scale changes and major adjustments are more often related to migration. Additionally, the term "cultural adaptation" is used in immigration literature, as it refers to the integration of individual cultures between the home country and the host country.

In today's global market, multinational companies are turning to self-initiated expatriates (SIEs) to improve organizational flexibility and minimize the potential negative consequences of employee failure (Shao and Ariss, 2020).[3]

Brookfield's[4] research indicates that SIEs are typically single women or engaged women who work abroad with their partners, aged between 30 and 49. These women believe that working abroad or gaining international experience can enhance their skills and increase their chances of finding good jobs.

There are many reasons why women choose to work abroad, one of which is that they often experience unfair treatment in the selection, distribution, and promotion processes compared to men. Women are also

underrepresented in management positions and companies (Tharenou, 2009)[5], and gender discrimination is a factor in the allocation of international assignments.

Recent studies indicate that female migrants make up less than half of the global international migration stock, at 135 million or 48.1% (UN Department of Economic and Social Affairs, 2020). The proportion of female immigrants decreased from 49.4% in 2000 to 48.1% in 2020, while the proportion of male immigrants increased from 50.6% in 2000 to 51.9% in 2020.

Globally, men make up a higher proportion (58.4%) of international migrants than women (41.6%). Men are more prevalent in manufacturing and construction work, while women are mainly engaged in service work, accounting for nearly 74% of the workforce. This work often includes domestic service, which is typically associated with unstable employment conditions. A systematic review found that female domestic workers were vulnerable to a range of health issues, including physical health problems.
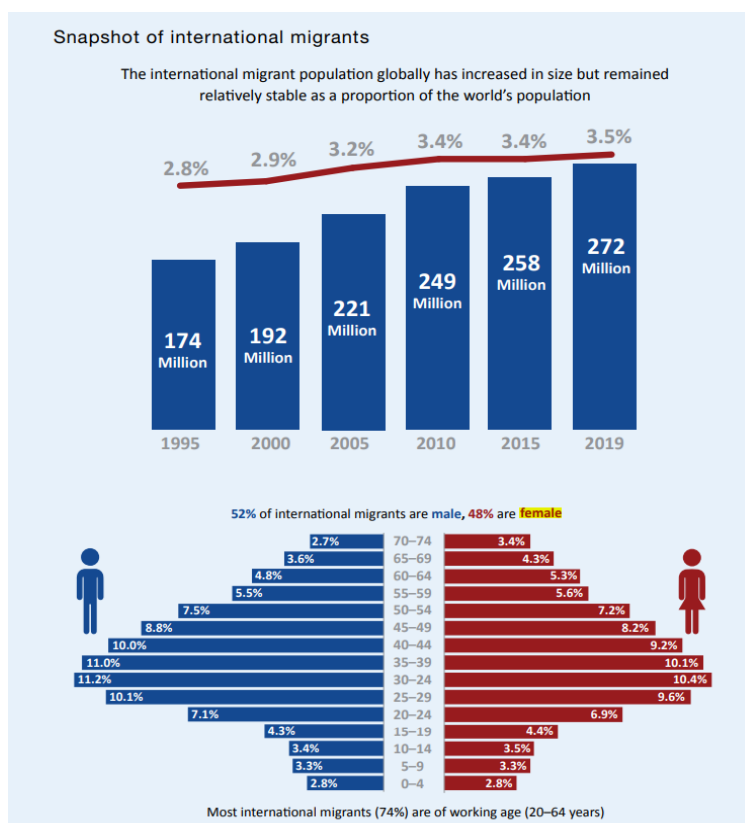
Sustainable industrial entities are often considered homogeneous entities that have a deeper understanding of gender differences and the impact of the host country's location and culture on outcomes (Suutari, Brewster, and Dickmann, 2018)[6]. Early research on self-initiated expatriation suggests that women are more likely to seek opportunities for self-migration and may find it easier to work abroad than to be assigned to a foreign country (Vance and McNulty, 2014)[7]. The glass ceiling phenomenon for foreigners has also been observed (Vance, 2005; Insech et al., 2008)[8], and it is not surprising to find that motivation for migration may also vary according to gender.

Many studies have focused on the motivation of expatriates (Glassock and Fee, 2015; Mary and Brian A. Swanson, 2016)[9] and have provided a comprehensive roadmap for studying the nature of SIEs, especially female self-initiated expatriates. However, given the reality of global competition and the need for organizations to promote themselves to attract top talent (Glassock and Fee, 2015)[10], there is still a lack of attention on how to use this knowledge of incentives to help organizations hire or retain global female talent.

Few studies have specifically focused on female SIEs. Previous research has found that highly skilled male SIEs are often motivated by economic rewards and income, whereas women may be primarily motivated by personal reasons, such as an interest in travel and cultural experiences (Fitzgerald and How Walsh, 2008)[11]. This difference in motivation can result in women having less structured experience and a less direct connection between working abroad and career development or skill improvement (Harrison and Michailova, 2014; Tharenou, 2010; Thorn, 2009; Inkson, Thomas and Barry, 1999)[12].

Some studies have examined the impact of SIE experiences on women's personal development and values, including a shift towards a simpler lifestyle and a decreased emphasis on paid work (Myers, Inkson and Pringle, 2017)[13]. Other research has focused on the career development and job opportunities of female SIEs, highlighting limited career opportunities in China and greater career development opportunities when working internationally (Tharenou, 2010; Tlaiss and Al Waqfi, 2020)[14]. Single and childless women may also use SIE as a means to escape their current careers and find a different path (Wechtler, 2018)[15].

Thang (2002)[16] noted that women often use self-expatriation as a means to obtain career mobility, pursue higher living standards, experience cross-cultural encounters, and achieve self-discovery. However, they may also encounter challenges, including finding a fairer environment in the host country (Tharenou, 2010; Wechtler, 2018)[17]. Despite this, existing literature rarely provides detailed information on why women choose to self-expatriate.

In terms of career development and job opportunities, women SIEs may benefit more from international experience than men (Myers and Pringle, 2005)[18]. Female expatriates may also have different management styles from men (Linehan, 2005)[19], and encounter foreign cultural differences and unique challenges (Bader et al., 2018; Salamin and Davoine, 2015)[20].

Female expatriates often have a high level of interaction and work adjustment, and overall adjustment levels (Maria Bastida, 2018)[21]. This supports previous research indicating that female expatriates may be better at handling assignments than men (Vance and McNulty, 2014)[22]. These adjustments and interactions are particularly relevant to effective cross-cultural communication and professional motivation.

The purpose of this study is to investigate and explore two key issues related to female self-initiated expatriates:
1)The cross-cultural adaptation of women who have spontaneously migrated to China, and
2) The relationship between peer motivation, personal job performance, and job satisfaction of female self-initiated expatriates.

II. Material and Methods

This paper primarily employs content analysis, questionnaire surveys, and data analysis to investigate the research topic.

The content sample for this study consists of female self-initiated expatriates (SIEs) who are currently working in China, this paper explores the cross-cultural adaptability of female self-initiated expatriates working in China from the perspective of cross-cultural adaptation. To achieve this, the paper constructs a coding table based on the emerging themes of female SIEs, the motivations of female SIE to go abroad, and the factors that affect the work performance and job satisfaction of female independent expatriates. A number of secondary indicators have been set under each category to classify specific content and summarize the performance characteristics of the sample objects.

The sampling strategy used in this study aims to gain an in-depth understanding of specific populations (female SIEs) in specific locations (China).

Various distribution channels were utilized to collect empirical data from female self-initiated expatriates. The online questionnaire link was shared in various WeChat groups comprised of female foreigners living in China. The second channel for data collection was the forum for foreigners called Internations (www.internations.org), where personalized information was sent to foreign women currently living in China. The last channel was LinkedIn, where emails were sent to female employees and human resources departments of companies that recruit foreign employees. By clearly defining the requirements for participation in the survey, we ensured that the female participants were those who had taken the initiative to find work in China as SIEs.

Category construction and theoretical source:

In constructing the content analysis categories for this study, the focus is on the adaptability of female self-initiated expatriates, and the category construction is analyzed around the content dimension of adaptation. Secondly, the study takes the perspective of the current new environment as the basic condition for constructing the category dimensions, and examines adaptability from the unique perspective of gender differences. This requires extending and supplementing the conditions for cross-cultural adaptation, including motivation and external environment.

The reasons for new female SIEs to work in China, in terms of cross-cultural adaptation, are mainly related to their development status in their home country, economic level, cultural concepts, income level, security environment, female culture, career development prospects, and other factors. Additionally, cultural compatibility with China is also significant, including small details such as traditional culture, customs, language, entertainment, pace of life, and the degree of friendship and politeness shown by people. At the macro level, it involves living environment, language, cultural differences, economic prosperity differences, cultural attraction, transportation and infrastructure levels, etc. At the micro level, factors such as years of work experience, daily

work difficulty, scope of work responsibilities, interpersonal communication at work, salary and welfare benefits of the company, career development prospects and cultural training for the job, language skills, family status, personality, communication skills, age, dispatch time, and professional ability are all important considerations.

Drawing on emerging theories related to female SIEs, cross-cultural adaptation, and the unique characteristics of female's SIEs, including their motivations, cross-cultural adaptation, personal work performance, and job satisfaction, the basic information category was determined, and the questionnaire design table was finalized by referencing the research of scholars. To measure motivation, the Motivation Assessment Scale (MAS) will be used, consisting of 28 questions that are divided into four subscales. Each question has four answer options, and scores are calculated by adding the item scores in a specific subscale or function and calculating the average score of the subscale.

To measure job satisfaction, we used the Job Satisfaction Scale (JSS) developed by Spector (1997)[23].The scale measures employees' job satisfaction in human services, public and non-profit organizations. The original tool contains projects distributed in 9 aspects, with 4 options for each question. These nine aspects are salary, promotion, supervision, welfare, contingent rewards, operating procedures, colleagues, work nature and communication.

The overall questionnaire is divided into four first level indicators: motivation, cross-cultural adaptation, personal job performance and job satisfaction. The details of the questionnaire used in this study are provided in Table 1.

Table 1: Cross cultural adaptability survey of spontaneous female foreigners working in China

Primary indicators	Level II indicator problem A-1 B-2 C-3 D-4
Behavioral motivation	1. Why did you choose to spontaneously immigrate to China? And how easy was it to find a job? A、 Very difficult;B. Moderate difficulty;C. Slight difficulty;D. No difficulty 2. How does the living environment in China compare to your home country? A、 Inferior to the home country;B. Same as the home country;C. Slightly better than home country;D. Much better than home country 3. How has your salary changed since you came to China? A、 Inferior to the home country;B. Same as the home country;C. Slightly better than home country;D. Much better than home country 4. Has your promotion changed since you came to China? A、 Inferior to the home country;B. Same as the home country;C. Slightly better than home country;D. Much better than home country
Cross cultural adaptability	5. Have you experienced any changes to your current position, either personally or professionally? A. Inferior to the home country;B. Same as the home country;C. Slightly better than home country;D. Much better than home country 6. Would you say that according to your position and role in China, female SIEs will encounter obstacles or problems? There are many obstacles;B. Minor obstacle;C. No obstacles;D. Very easy 7. Do you find that Chinese organizations support women's SIE requirements in different aspects of life? A、 No support;B. A small amount of support;C. Moderate support D, great support 8. Do you think Chinese institutions think women are suitable for expatriates? A. Not suitable;B. Generally suitable; C. Medium fit;D. Perfect 9. According to your opinion, is the cultural environment of your country or the country where you worked different from that of China? A. Great difference;B. Medium difference;C. The difference is very small;D. No difference 10. Do you have any difficulty in making friends with Chinese classmates or colleagues? A、 Very difficult;B. Moderate difficulty;C. Slight difficulty;D. No difficulty 11. Have you adapted to the local climate? A. Completely unfit;B. Maladjustment;C. Basic adaptation;D. Very adaptable 12. Have you adapted to your living environment?(living conditions, traffic conditions, sanitary conditions, safety conditions)? A. Completely unfit;B. Maladjustment. Basic adaptation;D. Very adaptable 13. Have you adapted to the local social habits, such as behavior, language communication, dressing habits, etc.? A、 Completely unfit;B. Maladjustment;C. Basic adaptation;D. Very adaptable 14. To what extent do you feel that you have adapted to Chinese culture? A、 Completely unfit;B. Maladjustment;C. Basic adaptation;D. Very adaptable
Personal performance	15. Do you think that your current organization is helping you to achieve your career goals and integrate into the culture? A、 None at all;B. Minor help;C. Moderate help;D. Great help 16. Do you believe that your experience in China will be beneficial for your future career and personal development? A、 None at all;B. Minor help;C. Moderate help;D. Great help 17. Do you think that your current organization is giving you the opportunity to become a member of the company to express your values at work? A、 None at all;B. few opportunities;C. Medium opportunities;D. Many opportunities 18. How do you evaluate the performance of your current company?

A. No performance;B. Low performance;C. Medium performance;D. High performance
19. How is your relationship with your manager and colleagues?
A. No intersection;B. Low communication;C. Medium relationship;D. Good relationship

Job satisfaction	20. Are you satisfied with your current salary? A. Very dissatisfied;B. Dissatisfied; C. Satisfied; D. Extremely satisfied 21. Are you satisfied with your current job promotion opportunities? A. Very dissatisfied; B. Dissatisfied; C. Satisfied; D. Extremely satisfied 22. Do you feel satisfied with your current colleagues in leadership positions? A. Very dissatisfied; B. Dissatisfied; C. Satisfied; D. Extremely satisfied 23. Are you satisfied with your current work benefits? A. Very dissatisfied; B. Dissatisfied; C. Satisfied; D. Extremely satisfied 24. Are you satisfied with the current distribution of work benefits and compensation? A. Very dissatisfied; B. Dissatisfied; C. Satisfied; D. Extremely satisfied 25. Are you satisfied with the current work process? A. Very dissatisfied; B. Dissatisfied; C. Satisfied; D. Extremely satisfied 26. Do you feel satisfied with your current relationships with colleagues? A. Very dissatisfied; B. Dissatisfied; C. Satisfied; D. Extremely satisfied 27. Are you satisfied with the content and nature of your current work? A. Very dissatisfied; B. Dissatisfied; C. Satisfied; D. Extremely satisfied 28. Are you satisfied with your current work in the process of communication? A. Very dissatisfied; B. Dissatisfied; C. Satisfied; D. Extremely satisfied

III. Result

1.Data result analysis and reliability test:

The reliability of a questionnaire survey is an important indicator of research quality. In order to ensure the reliability of the analysis and minimize the impact of subjective judgment, measures were taken during the survey design and implementation.

A total of 200 questionnaires were sent out, and responses were collected for analysis. The questionnaire was self-administered and consisted of 28 questions. The study focused on four relevant variables: motivation, cross-cultural adaptation, personal job performance, and job satisfaction. from the 200 respondents, 159 were female and 41 were male.

2.Logit regression model

Once the data was collected, it was inputted into a computer system for cleaning, inspection, and coding. The Social Science Statistics Program (SPSS) was used to analyze the data, and various tests were conducted to interpret its meaning, including descriptive statistics, analysis of variance, and independent sample T-tests.

Descriptive statistics were used to explain the meaning of the raw data, including frequency and percentage tables, average standard deviation, skewness, and kurtosis.

In practical problems, if X is to predict Y, it is to use the observed values of X and Y, $(x_1 y_1),(x_2 y_2) \dots (x_n y_n)$ establish a regression function. This paper primarily focuses on linear regression analysis, so it is appropriate to use a linear function to describe the relationship between variables.

$$E(y \mid x) = a + bx$$

Let the dependent variable be y and k independent variables be X_0, X_1, X_2, $\dots$, X_k respectively, to describe how the dependent variable y depends on the independent variable X_0, X_1, X_2, $\dots$, X_k and error term the equation of is called multiple regression model.Its general form can be expressed as $Y = \alpha_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_k X + \varepsilon$, where α_0, β_1, β_2, $\dots$, β_i is the parameter of the model;ε is an error term.

Difference analysis:

Test and analysis results

	Gender (mean ± SD)		t姆	p姆
	male(n=41)	female(n=159)		
Cross cultural adaptation	2.673±0.405	2.942±0.455	-3.439	0.001***
job performance	3.190±0.593	3.472±0.524	-2.985	0.003**
Satisfaction	3.179±0.531	3.465±0.466	-3.399	0.001***

* p<0.05 ** p<0.01 *** p<0.001

Gender showed 0.01 level significance for cross-cultural adaptation (t=-3.439, p=0.001), and the specific comparison difference showed that the average value of male (2.67) would be slightly lower than the average value of female (2.94).

Gender is significantly lower than 0.01 level for job performance (t=-2.985, p=0.003), and the specific comparison difference shows that the average value of male (3.19) is slightly lower than the average value of female (3.47).

Gender showed a significant 0.01 level of satisfaction (t=-3.399, p=0.001), and the specific comparison difference showed that the average

value of male (3.18) would be slightly lower than the average value of female (3.46).

Analysis of 159 female SIE samples:
Correlation analysis:

		Relevance Satisfaction	job performance	Cross cultural adaptation
Satisfaction	correlation coefficient	1		
	P value			
Job performance	correlation coefficient	0.739***	1	
	P value	0		
Cross cultural adaptation	correlation coefficient	0.468***	0.662***	1
	P value	0	0	

* p<0.05 ** p<0.01 *** p<0.001

Correlation analysis refers to the process of describing and analyzing the nature and degree of correlation between two or more variables. The presence of an asterisk (*) in the upper right corner of the correlation coefficient indicates a relationship, whereas its absence suggests no relationship. A positive correlation between two variables is indicated by a correlation coefficient greater than 0, while a negative correlation is indicated by a coefficient less than 0.

The correlation coefficient between satisfaction and job performance is 0.739, and shows a significance of 0.01 level, which indicates that there is a significant positive correlation between satisfaction and job performance. The correlation coefficient between satisfaction and cross-cultural adaptation is 0.468, and shows a significance of 0.01 level, which indicates that there is a significant positive correlation between satisfaction and cross-cultural adaptation.

Regression analysis

			Model Summary	
Model	R	R side	Adjusted R	Error of standard estimate
1	0.654[a]	0.428	0.413	0.3488

a. Predictivevariables : (constant), motivation 4, motivation 1, motivation 2, motivation 3

			ANOVA[a]			
Model		Sum of squares	freedom	mean square	F	Significance
1	regression	13.993	4	3.498	28.759	0.000[b]
	residual	18.733	154	0.122		
	total	32.726	158			

a. Dependent variable: cross-cultural adaptation
b. Predictivevariables : (constant), motivation 4, motivation 1, motivation 2, motivation 3

		Coefficient[a]						
		Non-standardized coefficient		Standardization coefficient			Collinearity statistics	
Model		B	Standard error	Beta	t	Significance	tolerance	VIF
1	(Constant)	0.950	0.229		4.154	0.000		
	Motivation 1	0.436	0.053	0.516	8.226	0.000	0.947	1.057
	Motivation 2	0.161	0.033	0.305	4.864	0.000	0.944	1.059
	Motivation 3	0.015	0.036	0.026	0.409	0.683	0.943	1.060
	Motivation 4	0.011	0.043	0.016	0.247	0.805	0.939	1.064

a. Dependent variable: cross-cultural adaptation

The R square value of the model is 0.428, which means that motivation 1, motivation 2, motivation 3, and motivation 4 can explain 42.8% of the changes in cross-cultural adaptation. When conducting F-test on the model, we found that the model passed the F-test (F=28.759, p=0.000<0.05), which means that at least one of motivation 1, motivation 2, motivation 3, and motivation 4 will have an impact on cross-cultural adaptation,

The regression coefficient of motivation 1 is 0.436 (t=8.226, p=0.000<0.01), which means that motivation 1 will have a significant positive impact on cross-cultural adaptation.

The regression coefficient of motivation 2 is 0.161 (t=4.864, p=0.000<0.01), which means that motivation 2 will have a significant positive impact on cross-cultural adaptation.

The regression coefficient of motivation 3 is 0.015 (t=0.409, p=0.683>0.05), which means that motivation 3 does not necessarily affect cross-cultural adaptation.

The regression coefficient of motivation 4 is 0.011 (t=0.247, p=0.805>0.05), which means that motivation 4 does not necessarily affect cross-cultural adaptation.

Model Summary

Model	R	R side	Adjusted R	Error of standard estimate
1	0.731[a]	0.534	0.531	0.3585

a. Predictors: (constant), cross-cultural adaptation

ANOVA[a]

Model		Sum of squares	freedom	mean square	F	Significance
1	regression	23.120	1	23.120	179.848	0.000[b]
	residual	20.183	157	0.129		
	total	43.303	158			

a. Dependent variable: job performance
b. Predictors: (constant), cross-cultural adaptation

Coefficient[a]

Model		Non-standardized coefficient		Standardization coefficient	t	Significance
		B	Standard error	Beta		
1	(Constant)	0.999	0.187		5.357	0.000
	Cross cultural adaptation	0.841	0.063	0.731	13.411	0.000

a. Dependent variable: job performance

The R-squared value of the model is 0.534, which means that cross-cultural adaptation can explain 53.4% of the changes in job performance. The model passed the F test (F=179.848, p=0.000<0.05) when conducting the F test on the model, which means that cross-cultural adaptation must have an impact on job performance. The final specific analysis shows that:

The regression coefficient of cross-cultural adaptation is 0.841 (t=13.411, p=0.000<0.01), which means that cross-cultural adaptation will have a significant positive impact on job performance.

Model Summary

Model	R	R side	Adjusted R	Error of standard estimate
1	0.484[a]	0.235	0.230	0.4093

a. Predictors: (constant), cross-cultural adaptation

ANOVA[a]

Model		Sum of squares	freedom	mean square	F	Significance
1	regression	8.063	1	8.063	48.125	0.000[b]
	residual	26.304	157	0.168		
	total	34.367	158			

a. Dependent variable: satisfaction
b. Predictors: (constant), cross-cultural adaptation

		Coefficient[a]				
		Non-standardized coefficient		Standardization coefficient		
Model		B	Standard error	Beta	t	Significance
1	(Constant)	2.005	0.213		9.413	0.000
	Cross cultural adaptation	0.496	0.072	0.484	6.937	0.000

a. Dependent variable: satisfaction

The R-squared value of the model is 0.235, which means that cross-cultural adaptation can explain 23.5% of the changes in job satisfaction. The model passed the F test (F=48.125, p=0.000<0.05) when conducting the F test on the model, which means that cross-cultural adaptation must have an impact on satisfaction. The final specific analysis shows that:

The regression coefficient of cross-cultural adaptation is 0.496 (t=6.937, p=0.000<0.01), which means that cross-cultural adaptation will have a significant positive impact on job satisfaction.

IV.Discussion

The aim of this study is to investigate the cross-cultural adaptation of Female self-initiated expatriates in China, and to examine the relationship between their cross-cultural adaptation, motivation, personal job performance, and job satisfaction.

● **In general, there is a certain correlation between female SIE motivation and cross-cultural adaptation:**

The motivation of expatriates is diverse, and the motivation of female SIEs, a specific group, can be examined from three aspects: the need for survival, the need for interpersonal relationships, and the need for growth and development.

From the perspective of survival, independent female expatriates must quickly learn the local language and adjust to different food preferences in order to meet their basic needs.

With regards to interpersonal relationships, female SIEs with strong social needs or those who are accompanied by their families while abroad, are likely to enhance their cross-cultural adaptability automatically and spontaneously. Conversely, if their work nature or personal characteristics do not require them to maintain interpersonal relationships, their cross-cultural adaptability may be relatively slow.

From the perspective of personal growth and development, female SIEs who view expatriation as a means to experience diverse cultures and expand their international perspectives are likely to have a higher degree of cross-cultural adaptation.

● **Cross cultural adaptation will affect Female SIE's job performance and job satisfaction:**

Based on the relevant data introduced above, it can be concluded that the interaction terms calculated in the table are statistically significant. This suggests that cross-cultural adaptation positively affects the job performance and job satisfaction of female SIEs in self-entrepreneurship, and the stronger the cross-cultural adaptation, the better their job performance and job satisfaction will be.

● **Are female self-initiated foreigners more likely to overcome cross-cultural challenges?**

In today's knowledge economy, women's physiological differences from men have become less relevant, and the qualities of communication, tolerance, patience, perseverance, and sincerity displayed by female workers are increasingly valued in society.

A survey of the survival status of Chinese female entrepreneurs found that female SIEs have their own unique approach to problem-solving. They are able to overcome various cross-cultural challenges by applying their maternal characteristics and housekeeping skills, along with their superb social skills, high inclusiveness, and flexibility.

● **Whether women are suitable for expatriates:**

After verifying the data, we found that women are well-suited for expatriation, and in some cases, even more successful than men. Cultural sensitivity and adaptability are crucial abilities for expatriates. As discussed above, women tend to have strong cross-cultural adaptability and social skills, enabling them to establish interpersonal relationships in the host country more quickly and achieve expatriation goals more efficiently.

- **Personal and professional factors affect the employment considerations of female SIEs:**

  For instance, women's age can significantly impact their expatriate employment considerations. Younger women may be more inclined to pursue challenging and unstable job opportunities compared to middle-aged women. Additionally, female SIEs' choice of major can also affect their employment decisions, as they may be more inclined to engage in professional work.

- **There are many different types of cross-cultural phenomena:**

  Cross-cultural conflicts can significantly impact the employability and career management of female SIEs. These women may face considerable pressure related to culture, language, customs, eating habits, values, and education systems that differ from their home countries.

  For example, some professional qualifications and learning experiences held by female SIEs may not be recognized in China, which can weaken their competitiveness in the Chinese employment market. Moreover, during interviews, many female SIEs from developed countries have expressed concerns about China's highly competitive education system, which can make it challenging for them to ensure their children receive a quality education in China.

V.Conclusion

The main limitation of the current study is the small sample size, as the number of self-initiated expatriates employed in China is relatively large, and individual internal factors may vary greatly. Therefore, the questionnaire data collected from these participants may not be applicable to all female self-initiated expatriates working in China.

Despite this limitation, the study has yielded valuable findings. Through the analysis of data from foreign enterprises operating in China, it is evident that the career prospects for female self-initiated expatriates working in China are considerable. As a growing career option, female SIEs are increasingly able to actively overcome cultural barriers and pursue fulfilling career paths through cultural literacy or professional ability.

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