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**TOPIC : Expatriate Adjustment, Job Satisfaction and Organisational Commitment: A Study of Antecedents and Consequences of Expatriate Adjustment**

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**KEYWORDS:** Expatriate adjustment in India, Cross- cultural adjustment, Expatriates in India, Antecedents and consequences of expatriate adjustment

### **FINDINGS**

This study proposed a conceptual model which aims at examining the various antecedents of expatriate and their impact on the three facets of expatriate adjustment; general, work and interaction adjustment. The study takes into account the relationships between expatriate adjustment and job satisfaction as well as organizational commitment as the two outcomes of adjustment.

An extensive literature review on expatriation and expatriate adjustment, job satisfaction and organizational commitment was carried out. A cross- sectional research design was adopted to test the conceptual model. A survey was conducted online, and in a few cases in person, among expats working in various MNCs across Delhi, Mumbai, Bangalore and Kolkata. The survey was conducted through a questionnaire using snowball sampling technique. Data collection was a mammoth task because of unavailability of any database regarding the number, location or organizations of expatriates. A total of 317 valid responses were put to quantitative statistical analysis. Hypotheses pertaining to the conceptual model were tested using two tools, IBM SPSS and IBM AMOS.

Findings after the analysis revealed that the identified antecedents of expatriate adjustment are all significantly related to one or more facets of expatriate adjustment. All the three facets of adjustment, (general, work and interaction adjustment) have a significant positive impact on job satisfaction and organizational commitment.

The key contribution of this study is the formulation of a robust model that explains the expatriate adjustment, job satisfaction and organizational commitment among expatriates working in India on overseas assignments. Another contribution is the extensive literature review that enables academicians to build further on expatriate research in India. For organizations invested in sending expatriates to India, important factors that govern successful completion of assignments have been highlighted. This gives them a direction regarding what aspects to focus on while deploying human resource to India.