MANY PLACES TO CALL HOME: A TYPOLOGY OF JOB EMBEDDEDNESS AMONG INTERNATIONALLY RELOCATED WORKERS AND ITS RELATIONSHIP TO PERSONAL INITIATIVE, INTENT TO STAY IN THE HOST COUNTRY, AND INTENT TO STAY IN THE ORGANIZATION

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Abstract

In recent years, the literature on job embeddedness among internationally relocated workers (IRWs), i.e. diverse individuals who relocated and execute employment abroad, has devel- oped significantly. However, these studies have predominantly relied on a variable-centered approach, which has major short- comings that have led to inconsistent and potentially mislead- ing results. In this research, we employed a person-centered approach along with Latent Class Analysis (LCA) to discern various types of embedders among IRWs. We also delved into the relationships between these embedding types and the desire to remain in their current employer organizations and countries, and the influence of personal initiative on the emer- gence of these embedding types. Our data was gathered from a sample of 707 IRWs residing in Germany, France, and the United Kingdom. The findings from the LCA revealed the pres- ence of four distinct embedding types: 'home country-focused embedders', 'host country community-focused embedders', 'host country career-focused embedders', and 'transnational embedders'. Among them, 'transnational embedders' exhibited the strongest intent to stay in both host countries and organi- zations. Of the two groups embedded in the host country, those whose embeddedness was private life-oriented were more likely to stay than those whose embeddedness was work-focused. Personal initiative significantly predicted embed- ding types. On the basis of these findings, we derived implica- tions for theory, research, and practice.

Keywords

Job embeddedness; intent to stay; personal initiative; latent class analysis; internationally relocated employees

INTRODUCTION

A recent report shows that labor shortages pose a serious challenge in several countries (EURES, 2023). Internationally relocated workers (IRWs), referring to a diverse group of individuals who have relocated across borders and executed employment therein, have alleviated the sit- uations in several countries and sectors (EURES, 2023). Thus, an increas- ing number of host nations and organizations are interested in maintaining these workers. However, retaining them is an onerous task since IRWs are known for their highly distinctive mobility propensity (Andrijasevic & Sacchetto, 2016). It is for this reason that a comprehensive under- standing of IRWs' job embeddedness, which is central to their staying intent and behaviors (Chen et al., 2022; Lehtonen et al., 2022; Meuer et al., 2019), is essential to effectively manage their retention.

The embeddedness of IRWs, which refers to their connectedness with their organization, community, and career, possesses distinctive features that set it apart from that of native individuals. Notably, IRWs' embeddedness inherently involves a simultaneous connection with mul- tiple countries (referred to as transnationalism) and encompasses a broad range of domains, including the organization, community, and career, as outlined by

Linder (2016). Despite differences in factors such as the relocation mode (whether they were relocated by their employers or initiated the move themselves) and their intentions regarding perma- nence, IRWs encounter common challenges when it comes to negotiat-ing their embeddedness, as highlighted in studies by Carraher et al. (2008); Ryan and Mulholland (2014); and Shen and Kram (2011). The first challenge arises from the need to strike a balance between being embedded in multiple nations, with a particular focus on their host countries and their home countries. The second challenge, which arises due to their embedding in a new destination without pre-existing ties such as family, involves the delicate task of compromising between domains of their embeddedness within the host country. Given these intricate circumstances, IRWs are likely to adopt diverse strategies to structure their embeddedness, leading to the emergence of multiple embedding types (as depicted in Figure 1). Regrettably, the existing body of literature lacks a comprehensive exploration of these embed- ding types.

Extant research relies considerably on the variable-centered approach, which estimates averaged levels of embeddedness and assumes linear effects of such levels on retention across IRW population (cf. Meyer & Morin, 2016). Findings from this approach are inconsistent and poten- tially misleading. Examples of contradictory results include the effects of a single domain or country on retention.

While several studies have found that host community embeddedness significantly predicts the intention to stay among IRWs who relocated independently (Lehtonen et al., 2022; Tharenou & Caulfield, 2010),
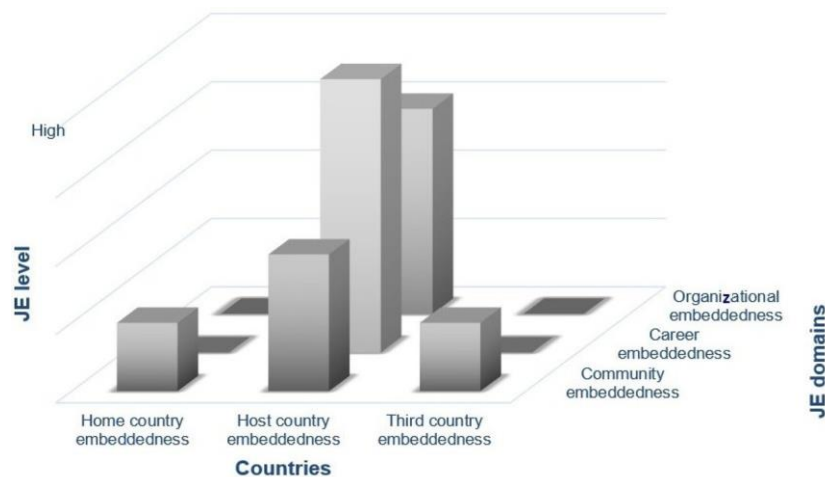

Figure 1. The ways that IRW construct embeddedness (embedding types), represented by the combination of their organizational-, community-, and career embeddedness levels in home-, host-, and third countries (exemplary pattern).

others have yielded non-significant results (Meuer et al., 2019). Similarly, when it comes to the impact of home country embeddedness on reten-tion among IRWs who initiated their own relocation, one study reported a negative relationship (Tharenou & Caulfield, 2010), while another study did not find the same effect (Lo et al., 2012). These inconsistencies in findings have yet to be adequately explained from a variable-centered perspective. However, from a person-centered viewpoint, it is plausible to argue that IRWs

with similar levels of host community embeddednessmay exhibit varying intentions to stay due to their different embedding types. Even when they share the same degree of host community embed- dedness, IRWs may differ in their levels of embeddedness in other domains. For instance, some individuals might prioritize their connec- tions to their home country or international career prospects over their ties to the local community, which can influence their intention to remain in their current jobs and host country (cf. Cao et al., 2014; Halvorsen et al., 2015). Considering this perspective, relying solely on variable-centered results might lead to inadequate practices. For example, organizations could overlook the importance of IRWs' embeddedness in their home country or their connections within host communities due to conflicting evidence. They might omit the interactive effects of embed- dedness in multiple domains and locations on retention, which are individualized. Thus, the person-centered approach is needed for both research and practical advantages (Lee et al., 2014). For instance, this approach light on how various domains and countries interact within individual IRWs, revealing the compensatory and additive effects at play. It highlights the non-linear and personalized impact of IRW embeddedness on their intention to stay, offering an additional layer of understanding to com- plement variable-centered findings (Hom et al., 2020; Lee et al., 2014; Reichin et al., 2020).

The person-centered approach is particularly valuable for investigating the determinants of embedding types that cannot be effectively examined through variable-centered research methods. These insights are highly relevant in the context of recruiting and selecting IRWs (Crowley-Henryet al., 2021; Froese et al., 2021). Personal initiative (PI), defined as a trait characterized by self-initiation, proactive problem-solving, and persistence in overcoming challenges to achieve goals (Frese & Fay, 2001), has been found to predict the levels of embeddedness in host countries among IRWs (Yunlu et al., 2018). Given that embedding oneself in multiple domains and locations necessitates the allocation of resources and con- siderable personal effort, particularly when simultaneously establishing connections in a distant home country and a new destination (Carraher et al., 2008; Froese et al., 2021), it is reasonable to expect that individuals with high levels of PI, who are inclined to tackle such complexities, are better equipped to navigate these challenges effectively (Frese et al., 2007). Consequently, it is likely that the strategies employed by IRWs to negotiate their embeddedness in multiple domains and nations are asso- ciated with their PI.

Building on this rationale, we employ a person-centered approach and ask the following questions: (1) Which different embedding types do IRWs exhibit? And (2) how are these embedding types related to their PI, intentto stay in the host country, and intent to stay in the host organization? The answers are essential for several reasons. First, existing research has revealed inconsistencies that suggest the existence of different embedding types among IRWs. These embedding types, in addition to the levels of embedding, can provide valuable explanations for retention within this population. This approach expands and refines the original concept in the context of IRWs. Second, the person-centered approach shifts the focus from analyzing variables representing embedding indicators (such as domains and countries) to examining individual IRWs as the unit of analysis. By doing so, it acknowledges and accommodates the inherent diversity in IRWs' embeddedness experiences, while also identifying rep- resentative embedding types within this population. This nuanced under- standing can facilitate the adoption of more accurate and tailored retention strategies. Lastly, exploring a heterogeneous IRW population offers a fresh and

comprehensive perspective on embedding types in the context of international relocation. It also provides additional insights that can help reconcile conflicting evidence pertaining to different sub- populations of IRWs. These findings are particularly valuable for organizations that frequently employ diverse subpopulations of IRWs rather than a homogeneous group (Kühlmann & Hutchings, 2010).

This paper thus provides significant contributions. Based on a sam-ple of 707 employed IRWs residing in Germany, France, and the United Kingdom, we identified embedding types. The identification of embed- ding types among IRWs and their relationships to retention comple- ments and partly explains inconsistencies in extant variable-centered results. It illustrates the optimal predictive effects of transnational and multi-domain embeddedness over embeddedness in a single domain ornation on retention among IRWs. These findings significantly challengeand extend the original concept, paving the ways for future person-centered research. Practically, recognizing the most productive embedding types is compelling since IRWs' embeddedness is generally more costly for organizations compared to that of the natives. Efforts aimed at enhancing embeddedness levels in specific domains and coun- tries may prove unproductive if the individual effects of these practicesare not fully recognized. This study, for instance, highlights the impor- tance of embedding in one's private life (i.e. community) as being more effective for IRWs' intention to stay compared to focusing solely on work-related embedding (i.e. career and organization). This unconven- tional approach can be highly effective for retaining this particular group of workers. Furthermore, the findings regarding the role of PI in shaping embedding types offer valuable insights for the development of selection criteria and the customization of support mechanisms based on individual differences. The paper is structured into five sections that unfold the study's con- tent. The subsequent section outlines the theoretical foundation and presents the hypotheses of the study. Following that, the methods section provides details on the sample, measurement instruments, and the latent class analysis (LCA) technique used. The results section pres- ents the empirical evidence and includes post-hoc analyses. The paperconcludes with a discussion of the implications of the findings for both theory and practice, along with a consideration of the study's limitations.

THEORETICAL BACKGROUND AND HYPOTHESES

Job embeddedness from conservation of resource (COR) perspective

Job embeddedness encompasses the combination of factors that retain employees within their employing organization (Mitchell et al., 2001). These factors are categorized into three dimensions: links, fit, and sacrifice, and they apply across the organization, community, and career domains (Mitchell et al., 2001; Ng & Feldman, 2007; Tharenou & Caulfield, 2010). 'Links' refer to the formal and informal connections employees establish with people and institutions like colleagues, friends, and family members (Mitchell et al., 2001). 'Fit' pertains to the perceived alignment between individuals and domain characteristics, which couldinclude an employee's career aspirations or their comfort with aspects like the climate in the host country (Mitchell et al., 2001; Tharenou & Caulfield, 2010). The 'sacrifice' dimension involves the anticipated losses associated with leaving interconnected domains, which could range from missed career opportunities to pension plans and personal safety (Mitchell et al., 2001). The first domain, 'organization', refers to

the work environment where factors such as team dynamics and union affiliations contribute to employee attachment (Mitchell et al., 2001). The 'community' domain involves non-work-related influences like familial responsibilities and ties to the local community (Mitchell et al., 2001). Lastly, the 'career' domain encompasses country-specific professional prospects, benefits, and net- works (Tharenou & Caulfield, 2010). Researchers in the field of embed- dedness have introduced Conservation of Resources (COR) theory as an auxiliary framework to explain the connection between job embedded- ness and work-related outcomes like employee retention (Chen et al., 2022; Kiazad et al., 2015; Wheeler et al., 2012). COR theory posits that individuals are driven to acquire, safeguard, and retain valuable resources – be they tangible or intangible – because these resources help them fulfill external demands, achieve their goals, or protect against resource loss (Hobfoll, 1989). Embeddedness, as defined by Wheeler et al. (2012), can be viewed as a cumulative resource. Individuals become embedded by leveraging fit and links as resources with instrumental value, as they aid in obtaining desired resources. Additionally, they become embedded through sacrifices, which have intrinsic value within a specific context, ultimately enhancing their connectedness to immediate domains(Halbesleben et al., 2014).

From the COR theory perspective, individuals are inclined to become embedded when opportunities arise to gain resources or when they wantto avoid resource losses (Kiazad et al., 2015). To achieve these goals, embedded individuals invest their instrumental resources to build addi- tional ones. Consequently, IRWs are likely to endeavor to embed them- selves in a new country by leveraging their existing resources. However, the value of these resources is contingent upon their suitability for thenew context and their ability to meet specific demands (Hobfoll, 2001). While resources derived from embedding are transferable across domains (Kiazad et al., 2015), this transferability can be particularly challengingin the international context, where there may not be a perfect fit (e.g. proficiency in Danish may be an asset in Denmark but not in Vietnam). Given that IRWs prefer to allocate their limited and valuable resources where their utility and purpose are evident (Hobfoll, 2001), the motiva-tion to invest in a new country may vary among individuals, as we will argue in the subsequent sections.

Job embeddedness in the international relocation context

As IRWs relocate across borders and execute their employment in the host country (Andresen et al., 2014) their embeddedness pertains to multiple countries (i.e. transnationalism) and inclusive domains (Froese et al., 2021; Linder, 2016; Lo et al., 2012). Transnationalism is a unique characteristic that applies to the IRW population and was omitted in the original concept (Linder, 2016).

Numerous studies have provided evidence of transnational embedded- ness among IRWs, demonstrating their connections in the form of fam- ily, friendships, and professional networks spanning across nations (Carraher et al., 2008; Froese et al., 2021). This transnational embedded- ness often involves preferences for maintaining ties to their home culture while integrating into the host society (Lo et al., 2012), as well as prac-tices such as sending remittances and investing in properties back in their home countries (Agyeman & Garcia, 2016). However, limited research has explored the impact of individual transnationalism on work-related outcomes. Some studies, such as those on dual-organization embeddedness among IRWs sent to work abroad (Carraher et al., 2008; Froese et al., 2021), have investigated the influence of mentoring in both home and host organizations (organizational links) on IRWs' organiza- tional behavior. These studies

revealed that having mentors in both home and host entities benefited IRWs in terms of corporate knowledge, per- formance, and promotability (Carraher et al., 2008). Similarly, Froese et al. (2021) demonstrated that IRWs' immersion in the host unit while abroad positively affected their integration into home entities upon repa- triation, and sustained communication with the host unit in the later phase facilitated knowledge sharing.

In the context of IRWs who initiate their own relocations, research has often focused on concurrent embeddedness in community or career domains across nations (Cao et al., 2014; Lo et al., 2012; Tharenou & Caulfield, 2010). However, the impact of transnational career or commu- nity embeddedness on IRWs' outcomes has received relatively less atten- tion. From a person-centered perspective, IRWs employ various strategies to become embedded in host country domains while maintaining their connections with their home nation. Some manage to enrich their com- munity and career embeddedness in both home and host nations (Agyeman & Garcia, 2016; Cao et al., 2014), while others prioritize their integration into the host society and may compromise their embedded- ness in their home community (Shen & Kram, 2011). The latter group may face increased competition for resources, such as time and personal effort, to establish and maintain embeddedness in two geographically distant locations. For instance, relationships with friends back home may wane over time as IRWs focus their efforts on building relationships in the host community (Ryan & Mulholland, 2014). Additionally, in the host country, the emphasis on embedding in specific domains or across all domains is likely to be a matter of personal choice. Some IRWs may transfer resources between the organization and the community to simul- taneously establish their embeddedness in each domain (Andresen, 2015; Andresen et al., 2021) while others may prioritize networks outside the organization over those within their employing organization (Shen & Kram, 2011).

In summary, existing literature suggests the presence of multiple ways in which IRWs become embedded, leading to the formulation of our first hypothesis:

Hypothesis 1: There are different embedding types in the IRW population.

Embedding types and intent to stay in the host country and organization

Current studies on transnational embeddedness have predominantly employed a variable-centered approach, focusing on, at most, two domains in both home and host countries. This approach has left the impact of transnational embeddedness encompassing multiple domains on the retention of IRWs unclear, given the intricate nature of their interactions and combinations.

From a Conservation of Resources (COR) theoretical perspective, job embeddedness is representative of the resources that employees amass across different domains and locations (Kiazad et al., 2015). Consequently, the likelihood that embedded workers will choose to stay is driven by their desire to safeguard these accumulated resources (Kiazad et al., 2015). The variable-centered approach primarily examines the levels of IRWs' resources within a single domain and/or location, explaining their retention as a means of resource protection (Kiazad et al., 2015).

Conversely, the person-centered approach provides insights into resource allocation, such as whether resources are predominantly accu- mulated in the home or host nation and whether they are focused on work or private life. Depending on the characteristics of this resource allocation, IRWs are likely to exhibit varying levels of willingness to remain in

their organization and country. For instance, using the variable-centered approach, one might conclude that IRWs deeply embed- ded in their employing organization are more likely to stay (Meuer et al.,2019; Ren et al., 2014). However, the person-centered approach could suggest that high levels of organizational embeddedness become less influential on retention when combined with lower levels of community embeddedness or limited career prospects in the host country (Halvorsen et al., 2015). Home community embeddedness has been associated with IRWs' decisions to leave the host country (Tharenou & Caulfield, 2010) or accept unsolicited job offers (Lo et al., 2012). However, IRWs with strong home community embeddedness, such as through remittances, may express a strong intent to stay as long as they equally or more actively invest in host community embeddedness, which could involve pension contributions or settling their families (Agyeman & Garcia, 2016).Consequently, multiple embedding types may play a crucial role in determining IRWs' intentions to stay, leading to the formulation of our next hypothesis:

Hypothesis 2: IRWs with distinct embedding types differ in terms of their inten- tion to stay in the host country and their intention to stay in the host organization.

Personal initiative and embedding types

Personal initiative (PI) is a behavioral trait characterized by a proac- tive and self-initiating approach, coupled with a persistent commit- ment to overcoming challenges to attain goals (Frese & Fay, 2001). Within the context of international relocation, PI plays a pivotal role as a means by which IRWs establish their embeddedness in the host country. Proactive IRWs, for instance, tend to invest significant time and effort in networking to navigate cultural barriers and achieve career success (referred to as host country career embeddedness) (Ryan & Mulholland, 2014). Their initiatives, including relationship building, contribute to their embeddedness within the host organization and community (Ren et al., 2014; Yunlu et al., 2018). These findings sug- gest that the proactivity and persistence encapsulated by PI often pro- mote IRWs' embeddedness in various domains within the new host country.

However, when examining the impact of PI on different embedding types, the dynamics may become more intricate. IRWs' embeddedness encompasses geographically distant locations and novel domains, intro- ducing additional complexities. It is well-established that individuals with high PI tend to exhibit a greater willingness and capacity to undertake complex tasks (Frese et al., 2007). Consequently, IRWs with high PI are more likely to succeed in simultaneously embedding themselves in mul- tiple locations and domains. Conversely, those with lower levels of PI may find it necessary to compromise their embeddedness in some domains or locations in order to focus on others. This leads us to our next hypothesis:

Hypothesis 3: PI predicts the embedding types of IRWs.

Since this study is the first attempt to employ a person-centered approach to discern embedding types among IRWs and subsequently explore their predictors and outcomes, the hypotheses put forth are pre- liminary in nature. Therefore, it would be unfeasible to outline specific hypotheses concerning the relationships between these types and the covariates.

METHODS

Data collection and sample

Between July and November 2020, data for this study were gathered from various sources, including Facebook groups, a consumer panel, and Prolific. The sample primarily comprised individuals residing in Germany, France, and the United Kingdom, as these countries have a substantial number of IRWs and face labor shortages that necessitate their presence (EURES, 2023; Eurostat, 2020). The recruitment of participants adhered to two main eligibility criteria: First, they were currently residing in a country other than the one where they spent the majority of their youth (referred to as their home country). Second, they were employed by organizations within their country of residence. IRWs who had relocated to the host country before turning 18 and those who were self-employed or working as freelancers were excluded from the study. These criteria ensured that participants had spent a considerable amount of time in their home country, allowing them to establish home country embedded- ness before relocating abroad. Specific conditions such as mode of relo- cation, educational background, or intent to stay permanently were not applied for sampling, as the study aimed to encompass the general IRW population rather than specific subpopulations within it.

The invitation link for participation was shared across these sources from July to November 2020 and was accessed by a total of 2,860 mem- bers. Out of these, 921 eligible participants provided informed consent, completed the online surveys, and received a small compensation of five British pounds, with the exception of Facebook group members who participated voluntarily without compensation. Notably, participants who received compensation and those who did not did not exhibit significant differences in terms of their intent to stay, job embeddedness, and PI. To ensure data quality, a thorough evaluation was conducted, considering factors like response time, consistency in responses, and the identifica-tion of outliers (Meade & Craig, 2012). This assessment resulted in the removal of 214 careless responses, leaving a final sample of 707 partici- pants and a response rate of 24.8%.

The composition of this sample (N = 707) was diverse, including 292 males (41.3%) and 415 females (58.7%), with ages ranging from 18 to 60 (average age = 34). Participants originated from a wide array of home countries (98 countries) and resided predominantly in the United Kingdom (62.5%), followed by Germany (25.6%) and France (11.9%). Marital status varied, with a substantial portion being married (43.4%) or in a partnership (33.1%), while 21.4% were single, and 2.1% were separated or divorced. The sample exhibited a relatively high level of education, with 8.2% having completed secondary school or lower, 10.6% holding post-secondary non-tertiary or short-cycle tertiary degrees, 38% possessing bachelor's degrees, 36.4% holding master's degrees, and 6.8% having attained doctoral degrees. On average, participants had lived in their host country for 6.8 years (standard deviation [SD] = 6.91) and had been employed by their host organizations for 4.2 years (SD = 4.52). Regarding the mode of relocation, 66 participants (9.1%) were sent abroad by their employers, while the remaining individuals initiated their relocation independently.

MEASURES

Host country embeddedness

Host country organization embeddedness was measured using a 6-item global scale developed by Crossley et al. (2007) and adapted by Ng and Feldman (2014). Sample items include 'I feel attached to this company' and 'It would be difficult for me to leave this company'. All items were rated on a Likert-scale ranging from 1 ('strongly disagree') to 5 ('strongly agree'). The scale obtained satisfactory reliability (Cronbach's $\alpha = 0.91$).

Host country career embeddedness was measured using an instrument originally developed by Tharenou and Caulfield (2010). This instrument comprises three items designed to identify sacrifices or losses in the event that participants were to leave their current country. A sample item reads 'The career and employment opportunities I have here'. These items were rated from 1 ('not at all') to 5 ('to a very great extent'). Additionally, host country career fit was measured by four items such as 'My profes- sional growth and development fits with what is happening in this coun- try' on a scale ranging from 1 ('strongly disagree') to 5 ('strongly agree'). Host country career link was calculated using tenure in the host country organization and types of employment contracts. The internal consis- tency of the scale was acceptable (Cronbach's $\alpha = 0.73$).

Host country community embeddedness was measured by the original scale developed by Mitchell et al. (2001) ($\alpha = 0.83$). Items were rated from
1 ('strongly disagree') to 5 ('strongly agree'). In order to measure host community links, we adapted scales developed by Mitchell et al. (2001) and Tharenou and Caulfield (2010) to fit the context of international relocation. Revised items, for example, included 'Do you and your part-ner currently live together in a country where you now live?' and 'How many children are living with you now?'

Home country embeddedness

Although home country embeddedness typically encompasses organiza- tional, community, and career aspects, it is essential to note that organi- zational and career embeddedness mainly pertain to a specific subset of IRWs. This subset comprises individuals sent abroad by their companies or those who had well-established careers in their home countries before relocating. It does not encompass those who moved primarily for educa- tional purposes or recent graduates. Consequently, among these diverse groups of IRWs, community embeddedness in their home country emerges as the most pertinent aspect. Therefore, we used community embeddedness as a substitute measure to gauge IRWs' home country embeddedness. To measure home country community embeddedness, we applied the original scale by Mitchell et al. (2001) and adapted by Loe et al. (2012), which consists of ten items ranging from 1 ('strongly dis- agree') to 5 ('strongly agree') (Cronbach's $\alpha = 0.83$). Sample items included 'People respect me a lot in my home country' and 'The weather in my home country is suitable for me'.

Intent to stay

We employed the 5- item scale developed by Price and Mueller (1986) (Cronbach's $\alpha = 0.88$) to measure intent to stay in the host organization. Responses were rated on a Likert-scale ranging from 1 ('strongly dis-agree') to 5 ('strongly agree'). Sample items included 'I plan to stay in this company as long as possible' and 'I would be reluctant to leave this company'. We adapted the mobility scale within the Employment Opportunity Index (Griffeth et al., 2005) to measure intent to stay in the host country. Akin to the approach in

job embeddedness theory, the mobility scale captures the likelihood that employees will move using factors forming their 'stuckness' in their place of residence, such as family responsibility (Griffeth et al., 2005). The scale entailed three items: 'I am unable to move to another country now even if a job came along', 'My spouse's career makes it very difficult for me to leave my current country', and 'There are factors in my personal life (e.g. school age children, relatives, etc.) which make it very difficult for me to leave my current country in the near future'. All items were rated from 1 ('strongly disagree') to 5 ('strongly agree') and obtained satisfactory internal consistency (Cronbach's $\alpha = 0.73$).

Personal initiative

We utilized a tool developed by Frese et al. (1997) to assess PI. This measurement instrument comprised seven items that respondents rated on a Likert scale, ranging from 1 ('hardly ever or never') to 5 ('very often or always'). An example item from the scale is as follows: 'I use opportunities quickly in order to attain my goals'. The instrument demon-strated the desired level of reliability (Cronbach's $\alpha = 0.84$).

Control variables

In our analysis, we incorporated controls for several variables, including the duration of an individual's stay in the host country (measured in years), the specific host countries, cultural distance, and the impact of the COVID-19 pandemic on the quality of life for IRWs. Previous empir- ical research has shown that both the duration of an IRW's stay in the host country and the degree of cultural difference play a role in influ- encing their embeddedness (Ren et al., 2014; Yunlu et al., 2018). We employed and adapted the 12-item scale developed by Demes and Geeraert (2014) (Cronbach's $\alpha = 0.84$) to measure perceived cultural dis- tance. The instruction was 'In your opinion, what is your preference between your home country and your current host country?' All items (e.g. 'Practicalities', 'Social norms') were rated from 1 ('totally prefer home country') to 5 ('totally prefer host country'), with the middle point of 3 indicating 'neutral'. Since national contexts may influence IRWs' embed- dedness, we controlled for host country by creating dummy variables for each country (Andresen et al., 2020; Peltokorpi & Froese, 2014; Stoermer et al., 2020). Lastly, data collection during the first wave of the COVID-19 pandemic may influence IRWs' reported embeddedness in their home and host countries. We controlled for this exogenous variable by adapt-ing the quality of life scale (Flanagan, 1982) (Cronbach's $\alpha = 0.91$). Participants rated the impact of the pandemic on 15 aspects (e.g. 'Close relationship with a husband/wife/a life partner'.) from 1 ('highly nega- tive') to 7 ('highly positive'), with a mid-point of 4 ('neither negative nor positive').

Data analysis

Our analyses were carried out using the three-step maximum likeli- hood (ML) procedure in Mplus, following the methodology outlined by Asparouhov and Muthén (2014) and Vermunt (2010). It is worth not- ing that prior research has underscored the robustness of the ML three-step procedure when dealing with models that encompass latent classes along with both covariates and distal outcomes, as demonstrated by Nylund-Gibson et al. (2019). The three-step procedure comprises the following stages: (1) In the initial step, we conducted a standard latent class analysis utilizing class indicators, namely home community embeddedness, host organization embeddedness, host community embeddedness, and host career embeddedness, along with fit indices. This

allowed us to identify the most appropriate solution for the latent class model. (2) Next, we created nominal variables representing the 'most likely class' or pseudo class memberships derived in step one (e.g. n = 1 means that participants most likely belong to class 1) for each and every participants. These nominal variables were then adjusted in Mplus using the latent class posterior distribution generated in step 1 to fix misclassification errors (Asparouhov & Muthén, 2014). (3) In the final step, we examined the associations between these error-corrected latent classes and auxiliary variables, which included covariates and dis- tal outcomes. Within this step, we employed a multinomial regression analysis to investigate the relationship between PI and the error-adjusted nominal variables representing the various embedding types (Nylund-Gibson et al., 2019). Control variables were introduced into the regression equation to account for potential confounding factors. Additionally, the Chi-square Wald test was utilized to assess the mean differences between these error-corrected latent classes concerning intent to stay in both the host organization and the host country (Liao, 2004).

RESULTS

Latent class analysis and embedding types

Table 1 provides a summary of the means, standard deviations, and cor- relations among variables in this study.

In Table 2, we present the fit indices for four different models: the two-class, three-class, four-class, and five-class models. We evaluated these models using several criteria, including Akaike's Information Criterion (AIC) (Akaike, 1987), Bayesian Information Criterion (BIC) (Schwarz, 1978), sample size adjusted BIC (SABIC) (Sclove, 1987), entropy values, the Lo-Mendell-Rubin likelihood ratio test (LMR-LRT),

Table 1. Means, standard deviations, and correlations of variables

	M	SD	Host organization embeddedness	Host community embeddedness	Host career embeddedness	Home community embeddedness	Intent to stay in host organization	Intent to stay in host country	Personal Initiative	Cultural distance	Time staying in host country
Host organization embeddedness	2.82	1.02									
Host community embeddedness	2.35	0.55	.36**								
Host career embeddedness	3.49	0.79	.37**	.29**							
Home community embeddedness	3.45	0.76	.07	−0.00	.01						
Intent to stay in host organization	3.24	1.10	.69**	.30**	.27**	.02					
Intent to stay in host country	2.65	1.13	.19**	.22**	.15**	.02	.12**				
Personal initiative	3.72	0.64	.23**	.28**	.28**	.20**	.19**	.10**			
Cultural distance	3.12	0.64	.25**	.37**	.17**	−0.48**	.16**	.11**	.06		
Time staying in host country	6.87	6.91	.18**	.21**	.41**	−0.06	.17**	.13**	.08*	.06	
Pandemic impact on quality of life	4.03	0.98	.22**	.30**	.15**	.06	.12**	.14**	.19**	.27**	.03

Notes: *p < 0.05; **p < 0.01.

Table 2. Fit indices of two-class, three-class, four-class, and five-class models note

Fit indices	1-class Model	2-class Model	3-class Model	4-class Model	5-class Model
BIC	6560.671	6387.927	6355.631	6363.042	6385.363
SABIC	6535.269	6346.649	6298.477	6290.011	6296.456
AIC	6524.183	6387.927	6273.533	6258.138	6257.654
Entropy values		0.716	0.632	0.700	0.724
LMR-LRT		p < 0.01	p < 0.05	p = 0.30	p = 0.43
BLRT		p < 0.0001	p < 0.0001	p < 0.0001	p = 0.50

Notes: AIC: Akaike's information criterion; BIC: Bayesian information criterion; SABIC: sample size adjusted BIC; LMR-LRT: Lo-Mendell-Rubin likelihood ratio test; BLRT: Bootstrap likelihood ratio test. The values in bold indicate the best fit of model based on respective fit indices.

Class indicators	Class 1 Host country community-focused embedders	Class 2 Home country community-focused embedders	Class 3 Host country career-focused embedders	Class 4 Transnational embedders
Host organization embeddedness	3.34	2.19–	3.53+	4.46++
Host career embeddedness	3.64	3.14–	5.49++	4.88+
Host community embeddedness	2.53+	2.09–	2.50	3.37++
Home community embeddedness	3.40	3.46+	3.02–	4.19++

Table 3. Estimate means of class indicators

Notes: ++= the highest mean among classes in respective indicator; += the second highest mean among classes in respective indicator; −= the lowest mean among classes in respective indicator; value with no symbol indicate the second lowest mean among classes in respective indicator.

And the Bootstrap likelihood ratio test (BLRT) to determine the best-fit model.

Our analysis revealed that the two-class model produced significant results for both LMR-LRT and BLRT, suggesting the presence of more than one distinct embedding type within the IRW population, thus sup-porting Hypothesis 1. Among the four models considered, the three-class model displayed favorable values in terms of BIC and LMR-LRT. However, the five-class model performed better according to AIC and entropy value. Notably, the four-class model exhibited the best-fit crite-ria when considering SABIC and BLRT. Additionally, it had comparable AIC and entropy values to the five-class model, thereby indicating that it represents the most suitable solution. The entropy value for the four-class model stood at 0.70, proving an acceptable level of distinction between latent classes (Clark & Muthén, 2009).

The four-class solution resulted in the following membership break-down: 307 individuals were assigned to class one (43%), 359 to class two (51%), 14 to class three (2%), and the remaining 27 members were placed in class four (4%). Classes three and four represented a relatively small portion of the IRW population. It is important to note that inter-preting these small-sized classes is crucial for understanding their retention (Geiser, 2011; O'Donnell et al., 2017). Classes three and four exhibited meaningful and distinct characteristics, which justified our decision to retain them for further analysis.

The estimated means of the indicators, as reported in Table 3, pro-vide insight into the interpretation of these latent classes. Each class reflects a unique way of structuring embeddedness across various domains and locations, representing a distinct embedding type.

The first class is characterized by relatively strong embeddedness in the host community (with the second-highest mean), while showing lower lev-els of enmeshment in the other

two host country domains (i.e. organiza-tion and career) as well as the home community (with the second-lowest mean). This class signifies a unique orientation towards the host country community, making them the 'host country community-focused embed- ders'. In contrast, individuals in the second class, known as the 'home country community-focused embedders', are primarily deeply embedded in their home community (as evidenced by the highest mean), while showing clear detachment from the host country across all three domains of orga- nization, community, and career (indicated by the lowest means). The third class exemplifies an embedding type primarily influenced by work life, characterized by notable host organization (second-highest mean) and host career embeddedness (highest mean). Members of this third class are notably disconnected from both their home and host communities, with the lowest and second-lowest means in these domains, respectively. Hence, we have labeled this embedding type as the 'host country career-focused embedders'. Lastly, the fourth class comprises IRWs who have effectively embedded themselves in both the host country (as reflected by the highest mean across organization and community domains, and the second-highest mean in careers) and their home community (second-highest mean). These individuals can be aptly described as 'transnational embedders'.

Relationships between embedding types and intent to stay in host country and organization

Table 4 and Figure 2 illustrate the mean differences in intent to stay in host country and organization between classes, i.e. embedding types.

'Transnational embedders' show the strongest tendency to stay in their organization compared to 'host country community-focused embedders' ($p < 0.001$), 'host country career-focused embedders' ($p < 0.001$), and 'home country community-focused embedders' ($p < 0.001$). Moreover, 'home coun- try community-focused embedders' are less likely to stay with their host employers than 'host country community-focused embedders' ($p < 0.001$). Furthermore, the latter group shows a stronger tendency to stay with their employing organization than the 'host country career-focused embedders'

Table 4. Mean differences as to intent to stay in host country and organization between embedding types.

Reference Class	Intent to stay in host organization			Intent to stay in host country		
	Host country community-focused embedders	Home country community-focused embedders	Host country career-focused embedders	Host country community-focused embedders	Home country community-focused embedders	Host country career-focused embedders
Home country community-focused embedders	.72***			.47***		
Host country career-focused embedders	.96*	.25		.29	−0.18	
Transnational embedders	−0.95***	−1.67***	−1.91***	−0.75*	−1.22***	−1.04**

Note: Mean differences were calculated by column class mean minus row class mean. *$p < 0.05$; **$p < 0.01$; ***$p < 0.001$.

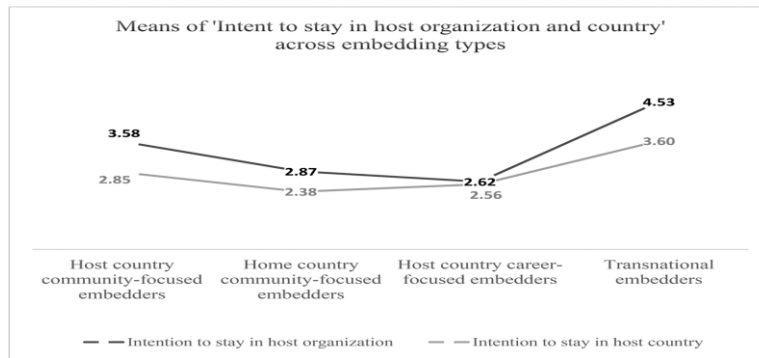**Figure 2. Means of intent to stay in the host country and organization across embeddingtypes. Note: Means were adjusted for misclassification error**

(p < 0.05). Lastly, 'home country community-focused embedders' are not significantly different from 'host country career-focused embedders' in terms of intent to stay in the host organization (p=0.46).

As to the intent to stay in the host country, 'transnational embedders' demonstrate the greatest likelihood of settling abroad compared to 'host country community-focused embedders' (p < 0.05), 'host country career-focused embedders' (p < 0.01), and those whose embeddedness was home community-focused (p < 0.001). When comparing 'host country community-focused embedders' and 'home country community-focused embedders', the former group is more likely to stay in their receiving nation (p < 0.001). IRWs who are primarily embedded in the host country career pathway do not differ significantly from 'host country community-focused embedders' with respect to their intent to stay in the host country, although the latter seems to express a stronger tendency to settle compared to the former group (p = 0.30). Lastly, there is no significant difference between 'host country career-focused embedders' and 'home country community-focused embedders' in terms of the intent to stay in the country of residence (p = 0.52). These results partially support our Hypothesis 2.

Relationships between personal initiative and embedding types

The results of the relationships between PI and the four embedding types are displayed in Table 5. As PI increases by one unit, the odds of IRWs becoming 'transnational embedders' increase by 7.59 times compared to

Table 5. Multinomial logistic regression results regarding the relationships between personal initiative and embedding types

Reference class	Home country community-focused embedders			Host country career-focused embedders			Transnational embedders		
	Logit	OR	CI 95%	Logit	OR	CI 95%	Logit	OR	CI 95%
Host country community-focused embedders	−1.15***	0.31	[0.22, 0.47]	−0.46	0.63	[0.27, 1.48]	2.03**	7.59	[2.23, 25.91]
Home country community-focused embedders				0.69	1.99	[0.86, 4.61]	3.17***	23.88	[6.54, 87.21]
Host country career-focused embedders							2.49**	12.03	[2.69, 53.87]

falling into the 'host country community-focused embedders' type (Odds Ratio [OR] = 7.59, 95% Confidence Interval [CI] (2.23, 25.91), p < 0.01), 23.88 times compared to 'home country community-focused embedders' (OR = 23.88, 95% CI (6.54, 87.21), p < 0.001), and 12.03 times comparedto 'host country career-focused embedders' (OR = 12.03, 95% CI (2.69, 53.87), p < 0.01). Similarly, one unit increase in PI leads to a 3.15 times greater likelihood of IRWs belonging to the 'host country community-focused' embedding type than to the 'home country community-focused' embedding type (OR = 3.15, 95% CI (2.13, 4.66), p < 0.001). However, the level of PI does not significantly predict the odds of becoming 'host country community-focused embedders' relative to 'host country career-focused embedders' (OR = 0.63, 95% CI (0.27, 1.48), p = 0.29), nor the odds of becoming 'home country community-focused embedders' versus 'host country career-focused embedders' (OR = 1.99, 95% CI (0.86, 4.61), p =. 11). These results par- tially support our Hypothesis 3.

Post-hoc analysis

In the post-hoc analysis, which is detailed in the Appendix A, we inves- tigated the prevalence of embedding types within various subgroups of IRWs. A significant portion of variable-centered research has tradition-ally focused on specific subsets of IRWs rather than the broader popu- lation. For instance, scholars have explored potential variations in embeddedness levels attributed to distinct relocation modes, as evidenced in studies by Biemann and Andresen (2010) and Meuer et al. (2019).

While some studies have posited that IRWs sent abroad by their employers tend to exhibit higher levels of organizational embeddedness compared to those who initiate their relocation independently (Biemann & Andresen, 2010), contrasting evidence has suggested that these two groups may actually manifest equivalent levels of organizational embed-dedness (Meuer et al., 2019). However, our findings indicate that the likelihood of belonging to any of the four identified embedding types was consistent between IRWs who relocated independently and those who were sent abroad by their employers.

Moreover, we also examined the potential influence of qualification levels (Cerdin & Selmer, 2014; McNulty & Brewster, 2017) on the prob- abilities of individuals belonging to specific embedding types. Our anal- ysis revealed that highly qualified and lower qualified IRWs displayed similar probabilities of falling into one of the four embedding types. Therefore, our classification of embedding types appears to be applicable to the general IRW population, irrespective of distinct relocation modes and varying qualification levels.

DISCUSSION

Our findings shed light on four distinct embedding types observed among IRWs, and their associations with PI and intent to stay. These results underscore the diversity in embedding orientations within our sample of workers. While the majority of IRWs tend to align more with either their home or host country communities, a subset exhibits concur-rent embeddedness in both their home and host nations, while a smaller group appears detached from both home and host communities but deeply immersed in the work domain within the host country.

Taking a person-centered perspective, our study further highlights the significant role of PI

in shaping how IRWs establish their embeddedness across multiple domains and nations. Specifically, individuals with higher levels of PI are more likely to fall into the category of 'transnational embedders' compared to those who primarily anchor themselves in either home or host country domains. Additionally, IRWs with elevated PI tend to prioritize their embedding efforts towards the host country commu- nity rather than their homeland community. Regarding intent to stay, 'transnational embedders' exhibit the highest likelihood of remaining both in the host country and with their current employer, followed by 'host country community-focused embedders'. Interestingly, IRWs belong-ing to the 'host country career-focused' and 'home country community-focused' embedding types display the lowest inclination to stay within the organization and host country, with no significant differ- ence between these two groups. It is worth noting that despite their emphasis on work domains, 'host country career-focused embedders' express less intent to stay within the organization compared to those whose host country embeddedness is primarily driven by their private life, namely 'home country community-focused embedders'.

Implications for theory and future research

Our study yields several noteworthy implications for the context of job embeddedness theory in the realm of international relocation. A partic- ularly striking finding is the exceptional commitment to staying of 'trans- national embedders' among IRWs, even when compared to those predominantly anchored in their host country. Drawing from the Conservation of Resources (COR) theory (Hobfoll, 1989, 2001), each embedding type clearly reflects distinct reservoirs of resources encom- passing the home community, as well as the host organization, career, and community domains.

For instance, the 'host country community-focused' embedding type predominantly relies on resources within the host community context, whereas resources available to 'host country career-focused embedders' are centered on host organizational and career domains. Conversely, 'home country community-focused embedders' seem to draw upon resources primarily from their home country. On the other hand, 'trans- national embedders' appear to amass their resources across borders, boasting the most affluent resource pool among all embedding types, which could explain their strong determination to stay in order to safe- guard these valuable assets.

This result aligns with Neoclassic Economic Theory (Sjaastad, 1962), suggesting that IRWs' mobility is motivated by the desire to maximize lifetime resources rather than focusing solely on resources in one specific location. In this light, our study potentially elucidates the conflicting claims regarding the influence of home country embeddedness on IRWs' retention (cf. Lo et al., 2012; Tharenou & Caulfield, 2010). We have demonstrated that, among the 'transnational embedders', a strong con- nection with the home country can facilitate IRWs' retention when cou- pled with deep ties to host country domains. Whereas literature has neglected the role IRWs' home community embeddedness, various resources existing in communities back home (e.g. family) provides cru- cial emotional support even for those who relocated with their partners (Agha-Alikhani, 2016). Conversely, a predominance of home country embeddedness without significant involvement in the local community can be detrimental to their intent to stay. Thus, we advocate for the incorporation of a person-centered approach in researching transnational embeddedness, especially in the community and career domains, and their associated outcomes.

Furthermore, it is pertinent to note that 'host country career-focused embedders' exhibit significantly lower intent to stay within the host orga- nization compared to 'host country community-focused embedders', anda similar (low) level of intent to stay as 'home country community-focused embedders'. This finding deviates from research on domestic populations (Jiang et al., 2012) but aligns with recent studies on IRWs (Lehtonenet al., 2022). The process of integrating into a foreign society is notably more challenging than in a domestic context, which could explain IRWs' heightened eagerness, compared to natives, to protect the intangible resource accumulation within the resident community.

Moreover, resources derived from the community, such as familiarity with the host country's way of life, are crucial for IRWs' overall function- ing, even in a work-related context (Andresen, 2015; Yunlu et al., 2018). Conversely, resources from the career context may have a relatively lower impact on non-work outcomes, such as mental health (Biswas et al., 2022). Consequently, when deciding whether to stay or leave, IRWs may place greater emphasis on their community embeddedness than on career-related resources. This insight could help elucidate the inconsistent findings regarding the effects of host community embeddedness on retention (Lehtonen et al., 2022; Meuer et al., 2019; Tharenou & Caulfield, 2010). At an equivalent level of host community embeddedness, IRWs whose overall embeddedness is predominantly driven by their career pathways abroad are less likely to stay than those who prioritize theirconnection to local communities. It would be intriguing to explore how embeddedness in multiple domains affects other organizational behaviors and overall outcomes among IRWs, making it a promising avenue forfuture research employing a person-centered approach and embed-ding types.

Subsequently, our study shed light on how the personality trait PI influenced the way in which IRWs navigated their job embeddedness across various domains and locations, with the most formidable chal- lenge being the attainment of transnational embeddedness. In the pursuit of transnational embeddedness, IRWs must surmount obstacles in both their home and host country domains. They need to adapt to and assim-ilate into new cultures, establish and sustain social networks despite social and cultural barriers, all while striving to achieve benefits such as career success, financial stability, social status, and security. This taskbecomes even more daunting when their personal investments span both their home and host countries. Scholars such as Shen and Kram (2011)and Carraher et al. (2008) have indicated that not many IRWs succeed in maintaining their transnational embeddedness, even those who were assigned abroad by their companies with a strong desire to do so. Geographical distance, lack of continuous communication, and emotional detachment inevitably pose obstacles to maintaining a connection with their homeland while embedding themselves abroad.

In such a context, individuals with high PI possess a valuable personal resource – their self-starting, proactive, and persistent approach – which aids them in acquiring resources in a new environment like the host country and further enhances their resource pool by maintaining their connections at home despite various setbacks. Conversely, those with lower levels of PI may be more hesitant to confront the constraints ofthe host country (e.g. cultural novelty, language barriers). They tend to stay within their 'comfort zone' and lean toward places with pre-existing resources, namely their home country.

These findings offer initial evidence regarding the role of personality in facilitating transnational embeddedness among IRWs. In light of these findings, we propose further research exploring personality antecedents of job embeddedness using a person-centered

approach. For instance, traits like cultural intelligence and positive affectivity might potentially facilitate the inclination to become 'host country community-focused embedders' and 'transnational embedders' (Stoermer et al., 2020; Stoermer et al., 2021). Additionally, the influence of PI on a particular embedding type may vary based on contextual characteristics, such as cultural fac-tors or the economic development of both the host and home countries. For example, in economically less developed, culturally less preferred, or hostile host countries, PI might assume greater importance for IRWs aiming to primarily immerse themselves in the host community or become 'transnational embedders'. In such cases, external conditions, such as hostility, may hinder the embedding process for foreign employ- ees (Jackson & Horwitz, 2018), compelling them to rely on their PI to immerse themselves in host country domains and achieve embeddedness across both home and host nations. Lastly, other personal factors (e.g. emotions) or contextual factors (e.g. political climate) may also play a role in the emergence of embedding types among IRWs.

Practical implications

The findings concerning the impact of PI on embedding types suggest that organizations should tailor their integration support and retention pro- grams for IRWs based on their individual levels of PI. IRWs with high PI require fewer external resources to become embedded in the host country community or to achieve transnational embeddedness. Conversely, those with lower levels of initiative and persistence may particularly benefit from external facilitators, such as organizational support and immigrant rights assistance, to attain the same objectives. As such, global mobility practi- tioners should consider assessing the PI of potential candidates before sending them on international assignments, especially in potentially unsta- ble destinations, such as those threatened by terrorism, characterized as hostile, or economically and socially less developed, or highly culturally distant host countries. For IRWs with low PI, intensive support is crucial to reinforce their embeddedness and retention. Employers can provide them with mentors in both their home and host entities and create oppor- tunities for IRWs to maintain connections with their colleagues in both locations (Fernando & Patriotta, 2020; Froese et al., 2021).

Given that host community embeddedness demonstrated a stronger association with IRWs' intent to stay, employers should prioritize the inte- gration of IRWs into the host society and their connections with local residents over a predominant focus on enmeshment in work domains. Integration programs can encompass cultural, language, and professional training (Fernando & Patriotta, 2020; Ren et al., 2014), as well as informal and formal social events that facilitate interactions between IRWs and both locals and other international workers (Halvorsen et al., 2015). Organizing cultural tours can also enhance acculturation among IRWs. At the national level, employers can collaborate with governments to advocate for legisla- tion that promotes a national diversity climate aimed at reducing discrim- ination between IRWs and native workers in the labor market (Fernando & Patriotta, 2020). Additionally, supporting immigration-friendly policies that facilitate family reunification and the integration of international workers can be beneficial (Humphries et al., 2009). Furthermore, transna- tional embeddedness should be a focal point in embedding support and retention programs. Several measures can facilitate IRWs' concurrent con- nections with their home country while abroad. Organizations can, for instance, recruit new hires through IRWs' existing home country networks (Crowley-Henry et al., 2021). They can also

permit IRWs to make busi- ness and personal trips to their home country as needed (Crowley-Henry et al., 2021). These practices may involve offering remote work options, flexible schedules, and time off during significant events in the home country, such as traditional New Year celebrations or Liberation Day. Moreover, organizations can address diversity and inclusion by creating positions for ethnic minorities and organizing events that allow IRWs to celebrate their original cultures or religions at work, such as cultural exchange events (Halvorsen et al., 2015) Lastly, organizations can encour- age transnational expression in everyday work, such as promoting IRWs' traditional clothing and languages.

LIMITATIONS AND RESEARCH IMPLICATIONS

Our study focused on the IRW population in three European countries, which may restrict the generalizability of our findings to samples in other regions. Previous research has indicated that IRWs may exhibit dif- ferent embedding types depending on whether they relocate to econom- ically and socially less developed destinations or equally or more developed host countries (Khoo et al., 2008). Future studies could explore the embedding types of IRWs in various continents, such as Asia, the Americas, and Africa. This effort should provide insights into potential variations in embedding types by considering macro-level factors.

Another limitation pertains to the representation of IRWs sent abroad by their employers in our sample, which accounted for about 9%. Since the detection of classes in latent class analysis relies on sample size (Marsh et al., 2009), an increased number of IRW participants sponsored by their companies could lead to a higher proportion of 'host country career-focused embedders' and a greater likelihood of identifying this class, as career-related motivations are prevalent in this subpopulation (Brewster et al., 2021). Future research seeking to replicate this study should strive for a more balanced sample to explore potential variations in the distribution of embedding types. In our study, we utilized home community embeddedness as a mea- sure of home country embeddedness. While this approach allowed us to examine embedding types within the largest group of IRWs, it limited our ability to provide insights into the role of home organizations and career in shaping embedding types. Research has suggested that concur- rent embeddedness in work domains (i.e. organization and career) in one's home country can significantly influence IRWs' intent to stay (Cao et al., 2014; Tharenou & Caulfield, 2010). Therefore, including home organization and career in our analysis would offer a more comprehen- sive understanding of embedding types in the context of international relocation. Finally, our study relied on cross-sectional data, which constrains our ability to establish causality from our findings. Consequently, further investigation is needed to explore the causal relationships between embedding types and intent to stay, as well as the influence of PI. Longitudinal data would be particularly valuable in this regard, allowing for a more in-depth examination of how embedding types develop over time and are influenced by temporal, contextual, and individual factors.

CONCLUSION

This study examined the various embedding types observed among IRWs and their associations with PI, the intent to stay in the host country, and the intent to stay in the organization. Through the utilization of a person-centered approach, we unearthed four

distinct embedding types that aptly represent the broader IRW population. These were classified as 'host country community-focused embedders', 'host country career-focused embedders', 'home country community-focused embedders', and 'trans-national embedders'. Notably, our findings revealed significant links between embedding type and the intentions to remain both in the host country and within the organization. Furthermore, PI emerged as a pre- dictive factor influencing the specific embedding type that IRWs wereinclined to adopt. In light of these results, we advocate for the incorpo- ration of a person-centered approach in future investigations of embed- dedness among IRWs. Additionally, we stress the importance of prioritizing transnational and host country community embeddedness when devising optimal embedding strategies.

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