

# A Study on Flex patriates Behaviour in International Assignments Among Information Technology Sector Employees

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## Abstract

There are certain changes that are observed in the global workforce. It was seen that Flexpatriate's behaviour is one of the modern trends in the workforce. Therefore, the study has aimed towards analysing Flexpatriates behaviour in International assignments among Information Technology Sector Employees. The term Flexpatriates is relatively new thus people are not familiar with the term. Hence, secondary data was considered for the empirical analysis. In addition, a qualitative method of analysis was employed in order to deliver reliable results. It was observed that there are certain behavioural traits associated with the Flexpatriates. For instance, it was noted that globalization is a major factor that prompts such behaviour in employees. In addition, it was noted that the quality of work for international assignments is impacted by Flexpatriate's behaviour of employees. The prime reason for that was contemplated to be the work-life balance of such Flexpatriates behaviour. Moreover, it was noted that skills and adaptability for information technology employees are some of the major criteria of such employees that impact the quality of international assignments.

**Keywords:** *Flexpatriates behaviour, International assignments, Global IT employees, Adaptability of Flexpatriates employee, benefits of Flexpatriates behaviour.*

## 1. Introduction

Flexpatriates is considered a modern world word that describes an employee who lives and works from another country. However, such an employee works for a firm or business that is situated in a different country. The term Flexpatriates gained popularity in the initial years of the 21st century in order to describe the growing number of workers who were traveling abroad but weren't relocating permanently [1]. The term has gained popularity over time and along with that international assignments are managed with such employees. Therefore, the study has focused on Flexpatriates behaviour in International assignments among Information Technology Sector Employees [2]. Moreover, different factors related to Flexpatriate's behaviour are discussed in the study. There are certain factors associated with the management of global assignments [3]. Therefore, elements of the global assignment are coherently discussed in the study.

Figure 1 of the empirical analysis is associated with the factors of global assignments management. In order to analyse flexpatriates behaviour in International assignments among Information Technology Sector Employees it is essential to analyse such factors [4]. It can be contemplated that having cooperation among different factors is essential for the stability of a global project [5]. Thus, the study has further discussed relevant challenges and their possible solutions in the study.



**Fig 1:** Factors associated with global assignments  
(Source: Influenced by 5)

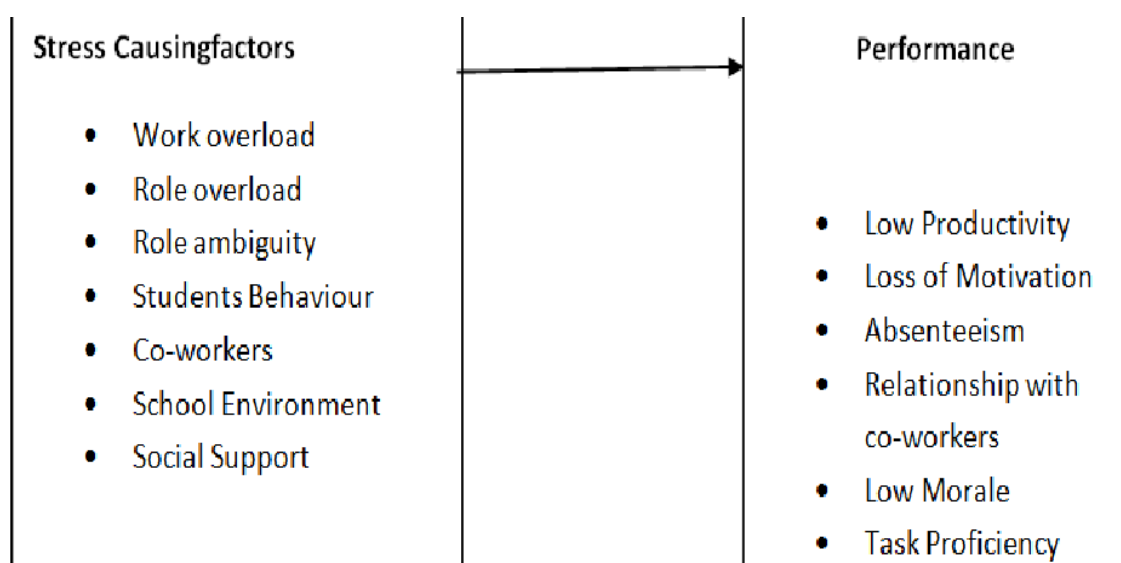
## 2. Objective

- To discuss the factors related to Flexpatriate's behaviour
- To identify the elements associated with international assignments
- To analyse the impact of Flexpatriates employees in the IT sector
- To evaluate the benefits of Flexpatriates employees for international assignments

## 3. Literature/Background survey

### 3.1 Importance of flexpatriates behaviour for countering poly contextual environments

Globalization has presented new challenges along the way. Further during the time of COVID remote working facilities were streamlined [6]. Moreover, skills and talents were more valued than in contemporary educational backgrounds. Thus, in the situation of globalization companies are required to compete globally and penetrate new markets [7]. However, there were certain challenges that hindered the process, especially in times of economic crisis and significant unemployment issues of global project management. Moreover, these factors contribute to hiring issues such as attracting localized talent and developing a culturally sophisticated workforce [8]. Additionally, globally savvy business leaders were facing issues with the requirement of diversification of skills.

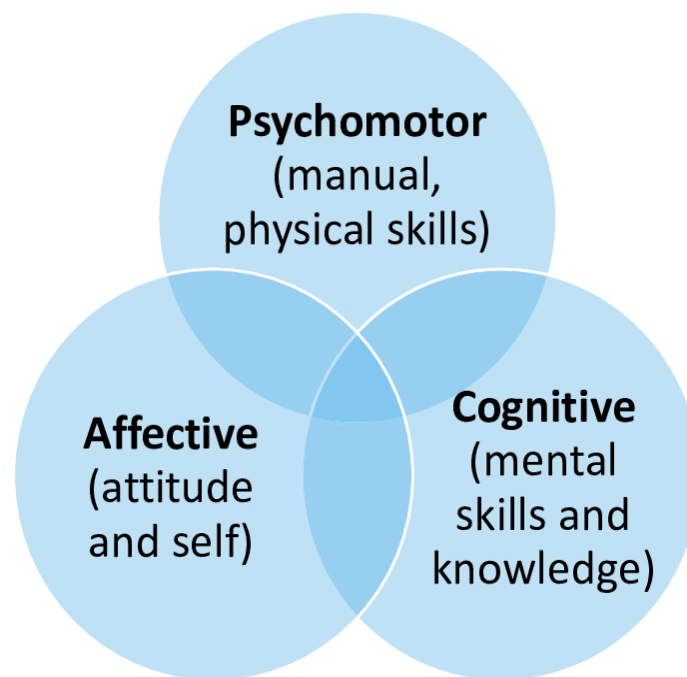


**Fig 2:** Factors that impact Productivity  
(Source: Influenced by 10)

In the above image, all the factors related to the factors that impact the phenomenon are presented. It can be seen that factors such as workload and role ambiguity can be a major contributor to the performance of an employee [9]. Further, such factors can lead to low morale of the employee and impact the performance. Therefore, in order to address these personnel issues, and to increase productivity Flexpatriate's behaviour in International assignments can be beneficial. Furthermore, an increasing range of alternate overseas assignments is being employed in addition to traditional long-term expatriation [10]. Moreover, such factors could be used to describe people who are extremely adaptive and versatile when it comes to operating in a variety of cross-cultural or international environments. Therefore, it can be contemplated that such a productive impact on the business can improve the business in different manners. People who can concurrently traverse several cultural, social, or professional contexts are said to be in "poly-contextual environments" [11]. Hence it can be understood that flexpatriates behaviour plays a crucial role in countering polycontextual environments in a business. Additionally, skilled employment can be beneficial for the improvement of the corporate culture.

### 3.2 Factors of flexpatriates behaviour:

At the time of analyzing past literature, it was noted that there are certain factors associated with the flexpatriates behaviour. Moreover, such behaviour was related to different skills and realizations of the employees. Such as cultural sensitivity is one of the major factors for such behaviour of employees. Flexpatriates frequently have a keener understanding of subtle cultural distinctions [12]. Moreover, the relation with cognitive behaviour is strongly associated with the improvement of the global assignment management process. In these scenarios, employees are adapted to changing their actions and communication patterns to be considerate and efficient in a variety of cultural contexts [13].



**Fig 3:** Features of flexpatriates behaviour  
(Source: Influenced by 14)

Another cognitive ability that was found to be an important factor for the employee is related to linguistics. Moreover, a multilingualistic skill is found to be a profound skill that has a direct impact on the productivity of the international assignment's manager. Moreover, Language proficiency is a vital asset for working in polycontextual contexts [14]. Additionally, linguistic ability is found to be a skill that many flexpatriates may possess. Such skills were found to impact the team's collaboration with other team members on an international project. Moreover, the ability to speak in the local tongue of various situations is beneficial for IT firms across the globe [15]. Additionally, such skills aid in promoting better connections and understanding for

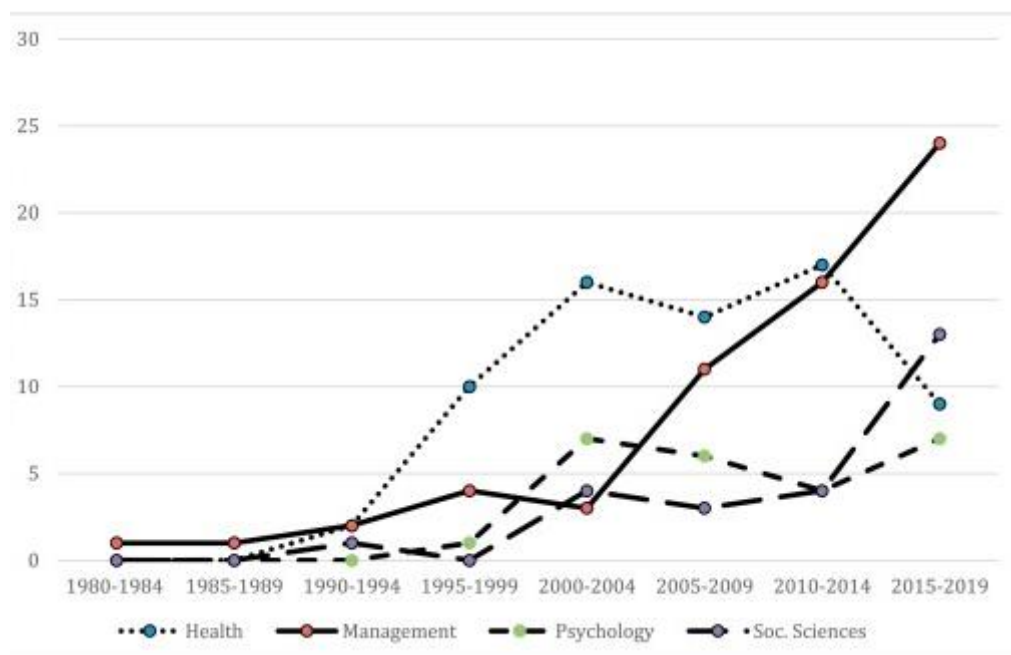
the flexpatriates as well. At the same time, the proficiency of the work depends on the understanding hence such cognitive, affective, and physio skills aid in the overall development of the project.

#### 4. Methodology

An empirical analysis's methodology examines the variables that helped shape the analysis. As a result, a secondary mode of information gathering was selected. Additionally, all of the data was gathered from secondary sources like earlier publications, and research papers were analysed and closely observed [16]. Secondary data collection assists in gathering trustworthy data, allowing for the formulation of trustworthy results. At the same time, the concept of Flexpatriates is thus most of the people are not familiar with the concept. In the early years of the twenty-first century [17]. The term "Flexpatriates" became popular to characterize the rising number of employees who were going overseas but weren't migrating permanently [18]. Therefore, considering a primary method of analysis in such a scenario can impact the reliability of the final result. Moreover, it was noted that with the rise in usage of the phrase over time, these workers are now used to manage multinational tasks. Thus, for analysing such a modern and diverse topic in a short span of time secondary data was considered. Furthermore, a qualitative approach to analysis was used to examine the secondary data [19]. It is necessary to examine sociocultural aspects of cognitive learning for the Flexpatriate's behaviour. Additionally, comprehending the factual information in a coherent manner was the demand of the study [20]. Thus, for the analysis of Flexpatriate's behaviour in global assignment management for IT firms secondary qualitative procedures were employed in order to support the development of trustworthy connections that are rooted in a globalised corporate world [21].

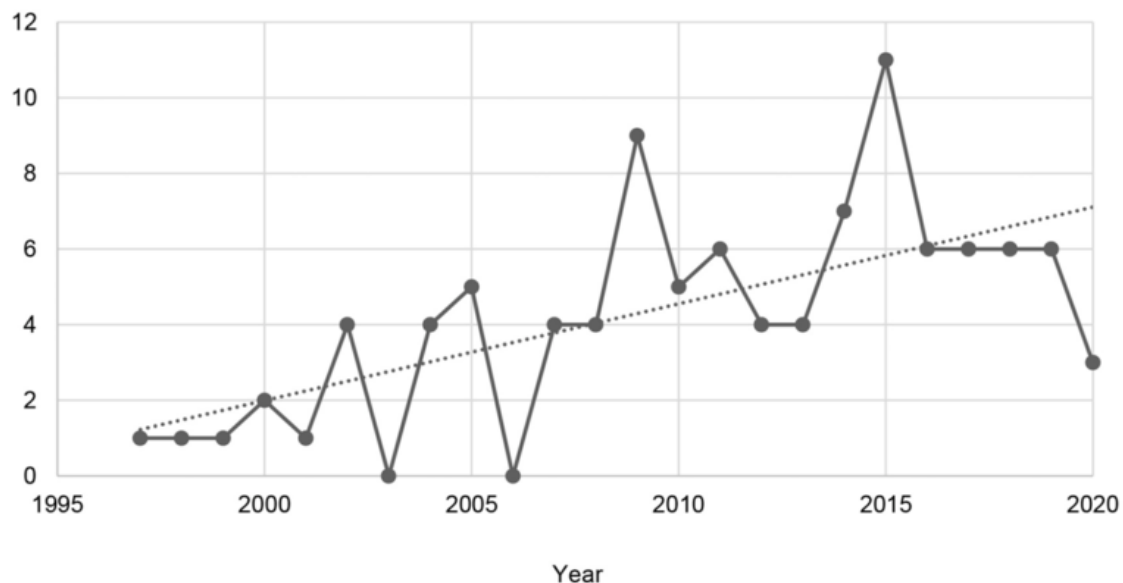
#### 5. Results/Findings

It was noted that the lifestyle factor that provokes Flexpatriate's behaviour is related to different elements. For instance, work-life balance is a major factor in such a lifestyle. From the analysis of different past articles, it was noted that, even though Flexpatriate employees are always moving, work-life balance is on their prime priority list [22]. Moreover, personal growth and mental health boat are in balance in such a lifestyle. Therefore, with such balance a decreased stress level was noticed [23]. They look for methods to mesh their passion for adventure and cultural discovery with their professional objectives. Thus, employers of IT firms are shifting their paradigm to such a workforce as the quality of work is vividly impacted by their stress-free attitude [24].



**Fig 4: Factors for employee development**  
(Source: Influenced by 24)

From the graph Adobe it can be seen that firms are focusing on the factors that aid in the work-life balance of the employees. Moreover, it can be contemplated that factors such as management have seen spiking growth over time. Hence in such a scenario, a Flexpatriate employee can be beneficial for the firms [25]. It was observed that there is a constant growth in the Flexpatriate employee and globalization can be the reason for that. It was noted that for flexpatriates, establishing a globalized network is a major skill. The network can be of friends and professional contacts which is considered crucial for the integration of international assignments [26]. They cherish friendships with individuals from other cultures, which frequently results in a vibrant social life. In addition to the generalization and popularisation of the Internet, the number of flexpatriate employees is on the rise [27].



**Fig 5:** Growth of flexpatriate employees over the years  
(Source: Influenced by)

The above figure is related to the growth of flexpatriate employees over the years. It can be seen that from the initiation phases, there are constant drops and spikes in the numbers of such employees [28]. It was observed that flexpatriates have a high level of adaptability and can easily become used to a new environment. Therefore, such factors can be a major cause of the popularity of flexpatriate behaviour in international project management [28]. Additionally, it was concluded that globalization have provoked such behaviours among the employees thus it can be stated that flexpatriate behaviour for international assignments is evolving as one of the trends for IT employee.

## 6. Discussion

The term "Flexpatriates" refers to people who are extremely adaptive to the environment and can be flexible when it is required. Moreover, such traits are seen when it comes to relocating and working in various foreign or cross-cultural environments. Thus, cultural sensitivity is found to be one of the major factors for international assignment of IT employees [29]. It was noted that flexpatriates put a lot of emphasis on cultural sensitivity. In addition, they are open to change and uncertainty in their job. Furthermore, in such a lifestyle employee are committed to living fulfilled lives despite frequently relocating or adjusting to new situations [30]. In order to contemplate the factors secondary data was considered and qualitative research was done. Thus, a tangible result is formulated for the study.

## 7. Conclusion

Thus, a detailed analysis related to Flexpatriate's behaviour for intonation assignment in IT ferns is conducted in the study. It can be concluded that Flexpatriates have been found to be highly adaptable and capable

of quickly acclimating to different environments. Additionally, globalization has a major impact on the incorporation of Flexpatriate's behaviour for international assessments. Additionally, it was noted in such behaviour a quality work-life balance can be maintained. Thus, a better stress-free lifestyle and work quality improve drastically.

## 8. Future Research

The study's discussion of Flexpatriate's behaviour of employees associated with international assignments of IT firms. The work might thus serve as the foundation for other, Flexpatriate's related research where a lack of data was noticed. Furthermore, the production of findings for such aspects was based on trustworthy data sources, and the outcomes are concrete. As a result, at the time of contemplation of Flexpatriate's behaviour and implementing the same real life, the research findings can be applied.

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