

# From Support to Balance: Understanding Expatriates' Work-life Balance through Perceived Organizational Support (POS)- A Systematic Literature Review and Future Research Agenda

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## Abstract

Perceived Organizational Support (POS) and Work-Life Balance (WLB) are crucial factors influencing employee performance, satisfaction, and overall well-being. In the context of today's interconnected global economy, the growth of multinational corporations has resulted in an increased demand for expatriate assignments, which present distinct professional and personal challenges. Expatriates frequently navigate intricate cultural, social, and organizational landscapes while balancing the demands of their work and family lives. This systematic literature review seeks to investigate the effects of POS on the WLB of expatriates, focusing on a significant yet under-explored area within international human resource management. The review consolidates empirical findings from research published in management, psychology, and cross-cultural studies to comprehend how organizational support mechanisms—such as flexible policies, communication practices, mentoring, and family assistance—impact expatriates' capacity to achieve balance between their work and personal lives. The results underscore that customized and culturally attuned organizational support markedly improves expatriates' emotional well-being, job satisfaction, and long-term loyalty to the organization. Furthermore, the review highlights critical research deficiencies, especially concerning the emotional and psychological aspects of expatriate adjustment, the effects of host-country cultures, and the requirements of accompanying family members. It stresses the necessity of comprehensive support systems that extend beyond mere structural or logistical aid, incorporating emotional, social, and familial support to promote sustainable expatriate success. Enhancing such support not only reduces turnover intentions and adjustment-related stress but also boosts global organizational performance, productivity, and reputation in managing diverse international talent.

**Keywords:** Expatriates, Female expatriates', Multinational companies, Perceived Organizational Support (POS), Systematic literature review, Work Life balance (WLB).

## Introduction

Perceived organizational support (POS) is defined as the employees' perceptions of the organization's support for them and their work, especially during stressful missions in foreign countries. That is why it has been understood that POS at a high level can enhance expatriates' commitment, job satisfaction, and morale (1). The balance between one's personal and professional obligations is referred to as "work life balance" (WLB). Achieving WLB might be challenging, particularly for expatriates because of their longer workdays and the need to perform well in new settings. Furthermore, any imbalances in their work life can have serious repercussions that include increased turnover, job dissatisfaction, and burnout. It has been found that when there is a work-life imbalance, expatriates are less satisfied with their jobs and are more inclined to look for work elsewhere (2).

A study found that Western expatriates working in the United Arab Emirates, which has a more collectivist culture than many Western settings, face challenges with work-life boundaries. Local cultural and social norms affect how work and non-work roles are managed. Expatriates often need to relax the clear work-life boundaries they established in their home (individualistic) cultures to fit in with the host country, where social and work obligations are more connected. The research showed that expatriates experience conflicts and enrichment in both directions: work affects personal life and personal life affects work, depending on their cultural adjustment (3). Work-life balance (WLB) is an important factor that affects expatriate well-being, performance, and success in their assignments. Work-life balance (WLB) is an important factor that affects expatriat

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well-being, performance, and success in their assignments. WLB in expatriation is shaped by the norms of the host country, the support systems available, and the individual situations of expatriates. These factors impact their well-being, adjustment, and the success of their assignments. Cultural adaptation and norms in the host country play a big role in how expatriates handle the boundaries between work and personal life. Support from organizations, families, and community networks help expatriates deal with work-life conflict and cultural stress (4). These studies indicate that work-life balance (WLB) and perceived organizational support (POS) have a significant impact on the happiness and job satisfaction of expatriates. A healthy WLB leads expatriates to perceive their organizations as more supportive, thereby enhancing their well-being and satisfaction. Additionally, organizational support mechanisms, such as flexible working hours, contribute to better coping and balance, thereby strengthening the reciprocal relationship between WLB and POS in influencing expatriate retention and performance.

POS has been associated with expatriate stress reduction, which improves WLB directly. Employees are less likely to experience work-related stress that interferes with their personal lives when they feel supported. Work to family conflict is eased by the availability of family support, which is influenced by organizational support policies (5). Those who had a high level of OS perception are willing to seek assistance from their employers in balancing work and personal life (6). Also, better WLB by POS results in increased retention rates of the expatriates and increased job performance rates. A favorable working culture/policy gives the foreign employee the ability to balance their family responsibilities, and organizational responsibilities (7-9).

Research has also highlighted the importance of understanding the sectoral differences in the WLB experiences of expatriates. For example, a study conducted in the petroleum industry found that employees across different organizational levels and with different family structures were concerned with achieving a better balance between work, family obligations, leisure, and socializing (10).

The main objective of this systematic literature review is to explore the relationship between Perceived Organizational Support and Work-life balance of expatriate workers. The paper aims to identify articles on work-life balance and

perceived organizational support that can be reviewed and analyzed to explore how organizations can effectively support the re-establishment of balance for expatriates between work and life domains.

This research aims to investigate the degree to which different types of perceived organizational support impact expatriates' work-life balance, and how this connection subsequently influences their job satisfaction and readiness to complete the assignment. Furthermore, it delves into how particular organizational support mechanisms, especially family support and cross-cultural training, play a role in improving expatriate performance. Additionally, the study examines gender disparities in both the perception of and the effect of organizational support on expatriates' work-life balance.

As there is a continued growth of multinational organizations and even a sharp rise in the number of expatriate positions, there is a general lack of literature exploring what influences expatriate satisfaction. More importantly, there is an absence of systematic knowledge about the conceptual relationship between POS and the WLB of expatriates in the lenses of evolving work context and global mobility programs. The lack of knowledge in these facets then limits the support organizations supply to their expatriates and their relative families, which in turn presents itself as a potential problem for employee health, productivity, and staff turnover in international operations.

In today's increasingly globalized and interconnected business environment, organizations frequently deploy employees across borders to manage international operations, foster cross-cultural collaboration, and leverage global talent. Expatriates, however, often face unique challenges such as cultural adjustment, separation from support networks, increased job demands, and difficulties in managing personal and professional responsibilities in a foreign environment. These challenges can significantly impact their work-life balance (WLB), overall well-being, and job performance.

Perceived organizational support (POS) is defined as employees' belief that their organization values their contributions and cares about their well-being—has emerged as a crucial organizational resource that can mitigate stressors and enhance

employees' work experiences. While a growing body of literature has explored the relationship between POS and various work-related outcomes, the specific interplay between POS and WLB among expatriates remains underexplored and fragmented.

This study is timely and significant for several reasons. First, it addresses a critical gap by synthesizing existing research to understand how POS influences the WLB of expatriates. Second, given the strategic importance of expatriates to multinational corporations (MNC's), gaining insights into factors that support their well-being is essential for improving expatriate retention, performance, and organizational commitment. Third, by conducting a systematic literature review, this study aims to consolidate findings, identify inconsistencies, and provide a coherent framework for understanding the POS-WLB relationship in expatriate contexts.

Furthermore, this study sets a foundation for future research by highlighting theoretical, methodological, and contextual gaps in current literature. It proposes a future research agenda to guide scholars in deepening our understanding of how organizational support mechanisms can be tailored to the unique needs of expatriates across diverse cultural and organizational settings. In sum, this study contributes to the expatriate management literature by clarifying the role of perceived organizational support in enhancing expatriates' work-life balance and by offering evidence-based recommendations for both researchers and international HR practitioners.

This literature review has brought attention to the critical role that perceived organizational support plays in influencing expatriates' work-life balance. The literature review for the same is presented in the following themes.

### **Relationship between POS and WLB**

The present study focusing on the WLB and POS relationship is essential as globalization is bringing about an era when more people are oriented towards an expatriate lifestyle. What's more interesting is that performance outcomes and job satisfaction are positively correlated with a healthy WLB. According to a study an employee's satisfaction towards job is influenced by his/her perception towards his/her job (11). Similar findings came from a similar study where the researcher found that when employees see that

their employer cares for them, they are willing to handle work and family challenges because they believe their employer supports them (12).

Studies have shown a significant positive correlation between POS and WLB among expatriates. A study among Egyptian nurses found out that high levels of POS result in better WLB. Therefore, there is need for the organization to advocate for policies such as flexible working hours and reward systems to boost employee satisfaction (13). A study found that when organizations show they truly care about their employees, by supporting them and respecting their need for balance between work and personal life, employees report feeling happier at work. This supportive environment can encourage expatriates to stay, reduce stress, and help prevent workaholism and burnout. By showing genuine support, organizations make a positive difference in both employees' work lives and their lives outside of work (14). A study indicated that expatriates need to effectively manage both their personal and professional lives, as an imbalance between the two can increase work-related stress and lead to burnout (15). POS is also intended to minimize the negative effects of work stressors on the expatriate's well-being. Burnout among employees is strongly related to low organizational support. Maintaining a healthy lifestyle and avoiding illness at work is important for all employees. The main purpose of the organization is the quality of the working life of the employees (16). The work can continue due to the satisfaction of the employees, which contributes to the stability and reliability of the organization (17).

### **Cultural Differences in Expatriation**

An example of how cultural differences in working environments might play an important role is how POS and different organizational and interpersonal contexts during overseas assignments influence the expatriate's adjustment, and performance.

Perceived social support from different sources contributes to expatriates' performance on the job and adjustment. Efficient organizational practices that promote cultural integration, including social networks and mentorship programs, can also aid an expatriate in balancing work with personal responsibilities (18). A recent study found that how people view work-life balance (WLB) can vary a lot depending on their culture and where

they live. This means that companies working in different regions should tailor their approaches to better support employees' WLB needs. According to this study, it is not enough that the organization has implemented work-life balance policies; the culture within the organization also needs to be supportive, and the employees need to feel comfortable using these policies without fear of reprisal or negative evaluation. The culture within the organization is also influenced by the behavior and actions of the manager. When the manager promotes work-life balance, the organization's work-life balance initiatives are more likely to be successful. When the culture within the organization does not support work-life balance, the employees may not make use of the policies that are in place. The study also indicates that the culture within the organization, as well as the culture within society, also influences work-life balance. The study implies that culture acts as a mediator between work-life balance policies and the well-being of the employees. The study also pointed out that we still don't know enough about how WLB impacts organizations and employees over time, or how technology is changing the way we balance work and life. More research is needed in these areas (19). Another study has pointed out that the inclusion of cultural intelligence is imperative for cross-cultural training programs so that expatriates can adjust better. With these specialized training programs, organizations can help their personnel to culturally meet the requirements and perform the role during their assignments abroad more successfully (20).

Although the collection of research on the subject is developing, there continue to be several considerable gaps in the body of knowledge on expatriate cultural integration and adjustment. By addressing these shortcomings such as depth beyond contextual factors, individual tolerance of change and psychological well-being, we can improve organizational processes that support expatriate experiences and our understanding of them. To gain a comprehensive view it also makes sense to consider the spouses and children of the expats as well, since their experiences greatly influence the expat's adaptation overall.

### **Role of Family Support in Expatriation**

A significant influence on an expatriate experience may come from the individual family dynamics and varying levels of organizational support. Family

members could complicate or ease the adjustment for expatriates by their own adaptation to a new environment and resources offered by the organization. Organizational support to the family, in the form of cultural training, social integration programs, and relocation assistance, have helped the expatriates in their work-life balance and helps them in improving their overall satisfaction and performance (21).

Although the relevance of family issues in expatriates' assignments is well recognized, there are only limited studies about organizational support provided to family members - especially children - during the relocation process. It has been observed that most research in the field targets expatriates themselves rather than families (22-24).

A study has reported that a lack of organizational support may trigger stress for both expatriates and families during the relocation process (25). Marital and family problems are usually cited as the primary reasons for expatriate failure; hence organizations are supposed to offer all-rounded support (26).

Still, there are a few key issues that are left open to the question of how much an expatriate's spouse and children do need perceived organizational support to help them adjust and what their perceptions play in the overall transition of expatriates. Supportive organizational responses to family needs play an undeniably significant role in promoting an optimal expatriate experience.

### **Quality of Life in Expatriation**

International assignments are effective only if the relationship between expatriates' quality of life and their perception of organizational support is well understood. Prioritizing caring behaviors can have a strong positive effect on expatriates' general well-being, satisfaction, and transition. Research shows a strong connection between life satisfaction and job adjustment. The support provided by the organizations plays a key role in the expatriate's adjustment to the roles and responsibilities that result in a better quality of life (27). The quality at work is critical for expatriates. Comprehending employees' perspectives on quality-of-work-life policies can yield significant insights into their well-being, especially concerning their awareness and understanding of these policies (28). A research study revealed that work-life balance encompasses employees'

perceptions, beliefs, and expectations regarding their work, highlighting the significance of how these experiences are interpreted, managed, and recognized within the organization (29).

The caliber of interactions between supervisors and subordinates, along with the psychological acceptance of expatriates by local employees, serves as significant motivators and enablers of expatriate success. Inadequate acceptance from local colleagues, supervisors, and subordinates diminishes the effectiveness of work of expatriates, whereas the management style plays a crucial role in shaping supervisor-subordinate relationships. Enhanced organizational support allows expatriates to engage with local individuals more effectively, particularly in environments with low social costs (30, 31). POS plays a crucial role in different work settings by managing the connection between work-life balance and job satisfaction (32).

Support from the organization is an important factor in improving the quality of life of expatriates during their assignments abroad. When organizations can offer adequate support, it becomes easier for expatriates to adapt to their new work environment and enjoy greater job satisfaction. In addition to this, it also helps expatriates to perform their duties more effectively in their new surroundings. Experiencing the culture and making new connections in the host country also helps to improve the quality of life (33). Adequate perceived organizational support boosts expatriates' readiness to undertake international assignments and improves their quality of life, job adaptation, and cultural assimilation. Supportive measures enhance access to vital services, cultivate satisfaction, and reinforce retention, allowing organizations to implement soft support strategies that encourage effective realization and enduring commitment of expatriates in foreign nations. (34). Despite providing insights into POS and the quality of work-life, certain limitations still restrict the existing body of knowledge. Many studies neglect the qualitative aspects of work quality and perceived organizational support by taking quantitative measures, such as employee satisfaction level and turnover rates. In this regard, there could be ambiguity in the understanding of the actual life experiences of employees and complex factors that lead to their satisfaction.

Furthermore, family dynamics in adjusting to expatriate life and quality of life are often ignored. Cultural differences, along with individual human factors like coping, resilience, and self-regulation, significantly impact perceived organizational support and the quality of work life; however, these aspects are often insufficiently explored in current research.

### **Psychological Contracts in Expatriation**

Recruitment practices and the availability of both initial and ongoing support play a very important role in influencing the psychological contracts of expatriates. A study examines the affective and normative aspects of these contracts, focusing on the role of perceived organizational justice, individual absorptive capacity, and expatriate adjustment. At the same time, the study points out the limitations of cross-sectional designs in studying the effects of national management norms, support in assignments, and cultural differences, and recommends a longitudinal design to better explore the development of psychological contracts of expatriates and the role of cross-cultural differences in this process (35).

Psychological contracts are influenced by cultural variances, meaning that results from one environment may not be relevant to expatriates in different settings. This is particularly crucial for low-skilled expatriates in sectors such as construction, cleaning, or caregiving, who frequently encounter low wages, unstable working conditions, and reliance on agencies. The prevalence of short-term contracts and limited negotiating power exerts pressure to earn quickly, heightening the risk of exploitation. Employers are obligated to tackle these negative circumstances to guarantee fair treatment and satisfaction. Furthermore, organizations ought to consider the primary aspirations of expatriates and the wider contextual elements that affect retention. In regions heavily reliant on expatriates, such as the UAE, global labor demands necessitate employers work to diminish inequalities and establish a more just and equitable work environment (36). Considering communication inequality in different global contexts, which is particularly true for those with low-level prestige firm connections across countries, further research on the status of ordinary non-elite expatriates should be undertaken.

### **Expatriate gender**

POS is significant in determining how women expatriates interpret their new environments. Companies that offer strong support can make the switch to a different culture less daunting and break through gender biases. Pre-deployment training, mentorship programs, and policies promoting a balance of work-life are some of the supports they receive, which can lead to greater job satisfaction and overall adjustment to the host country (37). However, female expatriates still face enormous challenges despite these advantages. These stereotypes can prevent women from advancing in their careers, causing them to feel undervalued and isolated from others. Studies have shown that women are more likely to experience cultural restrictions and biases than men (38). While the focus on POS is important, exploring additional factors that shape the experiences of female expatriates such as norms about gender, cultural dimensions, and family dynamics. That is the way that they are, this has a huge impact on how they buy and how happy they will be. For e.g., women often weigh whether to accept expatriate posts against family demands and choose not to go with a partner to further their career aspirations (39). Moreover, structural biases within organizations that view prospective ex-patriates through male eyes may exacerbate the under-representation of women in international assignments (40). Until these structural issues are addressed, no one will work in an equitable environment. It is also crucial to highlight the diverse experiences of female expatriates from various industries and cultural backgrounds to enhance our understanding of intersectionality in their roles.

### **Organizational Strategies to Enhance POS for Expatriates**

POS is positively related to the expatriates' desire to complete their assignments (41). The said research shows that the employees with a higher level of POS have an easier time in cross-cultural integration, and this in turn renders them more likely to satisfactorily fulfill their expatriate assignments. As a result, the employer should establish a proper work environment in which expatriates are satisfied.

Arranging for pre-assignment visits, which can be arranged through Global007 while enabling expatriates to become familiar with the host

country helps alleviate fears over housing, health care and education. This forward-thinking approach enhances missions' readiness abroad. Perhaps developing social networks that connect foreigners abroad to community resources can alleviate loneliness. Projects in local communities promote integration through cultural and social events.

The relationship between expatriates and senior management through mentorship significantly boosts perceived organizational support, facilitating adaptation, commitment, and productivity. Structured mentorship initiatives, which involve host-country nationals as both mentors and mentees, can enhance cultural comprehension, knowledge exchange, and overall organizational effectiveness by utilizing their distinct perspectives on local contexts and the adaptation of expatriates (42).

Technology facilitates immediate communication between expatriates and their home offices, thereby reinforcing support, relationships, and access to assistance. Digital tools like instant messaging, video conferencing, and collaborative software mitigate feelings of isolation, promote social integration, enhance performance, satisfaction, and cultural adaptation. This underscores the necessity for organizations to formalize training in digital communication and incorporate these tools into their expatriate support frameworks (43).

Research concerning expatriates indicates that optimal HR practices such as career counseling, support from the home country, and strategic planning facilitate adaptation and enhance performance. This is reinforced by a framework of social support enablers: health and psychological assistance, work-life balance, career opportunities, and support from nationals of the host country. When these elements are effectively implemented, they significantly improve the adjustment and effectiveness of expatriates. (44). One example of such programs is preparation before departure, including training in cross-cultural skills, and time (45, 46). Organizations often provide generous relocation incentives. Such financial incentives such as housing, education reimbursement, and travel and transfer allowances, allow expatriates to maintain their standard of living. Such support promotes psychological legitimization of the new

environment and contributes to better adjustment, communication comfort, and long-term adaptation (47).

Additionally, companies need to convince expatriates that posting abroad would help them improve professionally because they use these assignments to develop a worldwide talent pool. Hence, to reassure expatriates of their position within the organization and free them up to concentrate solely on their work and new life in the country, repatriation planning is crucial. To aid in the expat's adjustment, additional support could be helpful, such as having a corporate mentor in both the home office and the subsidiary (48). Moreover, the degree to which expatriates and their families adapt to the new cultural setting significantly influences their attitudes, behaviors, and overall adjustment (49, 50). Therefore, it is imperative for the organization to provide

comprehensive family-oriented support services, including assistance in finding quality educational institutions for children, cross-cultural training, and employment assistance for spouses. A variety of support networks will ease the adjustment process for expatriates and positively affect their work-life balance. (51-53). The prospective research landscape for perceived organizational support and organizational strategies for expatriates is brimming with opportunities. Future studies could also investigate sector-specific strategies for enhancing POS among expatriates in various industries, such as technology, healthcare, or education.

The following Table 1 summarizes all the references. Authors have been listed along with country, title of study, journal, year of publication, key findings, and research methods.

**Table 1: References Summary**

Country	Study Title	Journal	Year	Findings	Methods	Reference
Malaysia	Work-life Balance Among Expatriates	Trends in Undergraduate Research	2019	Negative impact on work-family balance was found to be significant for expatriates compared to those working in their home countries	Qualitative study	(6)
Egypt	Perceived Organizational Support and Work-Life Balance among Nurses	Zagazig Nursing Journal	2024	POS plays a critical role in shaping the WLB of nurses, emphasizing the need for healthcare organizations to foster supportive environments.	Quantitative Method	(13)
Multiple	Determinants of intercultural adjustment among expatriate spouses	International Journal of Intercultural Relations	2003	Organizational support, such as orientation programmes, cultural training, and informational resources, was positively related to spouse adjustment outcomes, thus emphasizing the value of formal organizational support to trailing family members.	Quantitative Method	(53)
Vietnam	The Uncharted Territory: Plotting the Relationships between Perceived Organizational Support, Work Engagement and Expatriate Retention in Vietnam	Journal of Asia-Pacific Business	2021	Organizational support impacts work engagement and expatriate retention	Quantitative Method	(7)
Indonesia	Effect of Quality Work of Life (QWL) and Work-Life Balance on Job Satisfaction through Employee Engagement as intervening Variables	The International Journal of Social Sciences World	2021	QWL and WLB has a significant effect on job satisfaction and employee engagement	Survey Method.	(28)
India	The relationship between quality of work life and work life balance mediating role of job	Journal of Advances in Management Research	2021	Quality of work life impacts work-life balance, mediated by job factors	Structural equation modeling	(29)

	stress, job satisfaction and job commitment: evidence from India					
China, South Africa, Qatar	Do expatriates adjust better when they seek advice from host country nationals? Role of perceived social costs and organizational support in advice-seeking	Journal of International Management	2024	POS mitigated the negative effects of high perceived social costs	Multi-wave survey	(31)
Saudi Arabia	Work-Life Balance and Job Satisfaction in the Era of Saudi Arabia's New Lifestyle: A Study on Expatriate Retention	Rev Econ Finance.	2023	Work-life balance influences expatriate retention	Not specified	(2)
Indonesia	Feeling like a million miles away from home? well-being at work of expatriates in the resources sector in Indonesia	German Journal of Human Resource Management	2021	Factors affecting expatriate well-being in resource industries	Qualitative study	(15)
Multiple (25 host countries)	Institutional discrimination of women and workplace harassment of female expatriates: Evidence from 25 host countries	Journal of Global Mobility	2018	Female expatriates face discrimination and harassment	Multi-country survey	(38)
Pakistan	The impact of organizational practices on formation and development of psychological contract: expatriates' perception-based view	International Journal of Emerging Markets	2023	POS had a direct positive association with psychological contract development	Quantitative Method	(35)
USA	Toward a Comprehensive Model of International Adjustment	Academy of Management Review	1991	Integration of multiple theoretical perspectives on expatriate adjustment	Literature review	(45)
France, UK	The Theory of Met Expectations Applied to Expatriate Adjustment	International Journal of Human Resource Management	2001	Role of cross-cultural training in expatriate adjustment	Questionnaires	(46)
USA	Testing a theoretical model for examining the relationship between family adjustment and expatriates' work adjustment	Journal of Applied Psychology	1998	Family adjustment impacts expatriate work adjustment	Theoretical model testing	(22)
Malaysia	Exploring perceived organizational support and resilience as antecedents of expatriates' work and non-work spheres amid the covid-19 pandemic	International Journal of Business and Society	2022	Organizational support and resilience impact expatriate adjustment during COVID-19	Survey methodology	(1)
Cross-Country / Multiple	Managing global talent: Solving the spousal adjustment problem	The International Journal of Human Resource Management	2011	Importance of spousal adjustment in expatriate success	Qualitative study	(26)
Vietnam	Perceived Organizational Support and Its Impact on Employee's Intention to Stay	Data in Brief	2024	POS directly affected Intention to Stay,	Dataset analysis	(14)

Multiple	Expatriates' families: A systematic literature review and research agenda.	Hum Resour Manage Rev.	2021	Family plays a critical role in expatriates' cross-cultural adjustment, affecting psychological comfort, sociocultural adaptation, and overall assignment success.	Systematic Literature Review	(50)
South Africa	Work-life balance: A study in the petroleum industry	SA Journal of Human Resource Management	2003	Work-life balance in the petroleum industry	Qualitative study	(10)
Cross-Country / Multiple	Expatriate family adjustment: An overview of empirical evidence on challenges and resources	Frontiers in Psychology	2018	Overview of challenges and resources in expatriate family adjustment	Literature review	(33)
Cross-Country / Multiple	Expatriate Adjustment and Commitment: The Role of Host-unit Treatment	International Journal of Human Resource Management	1999	Host-unit treatment impacts expatriate adjustment and commitment	Hierarchical regression analyses	(48)
China	The impact of expatriates' cross-cultural adjustment on work stress and job involvement in the high-tech industry	Frontiers in Psychology	2019	Cross-cultural adjustment was significantly associated with lower work stress:	Quantitative study.	(4)
Cross-Country / Multiple	Expatriate managers and the psychological contract	Journal of Applied Psychology	1994	Psychological contract impacts expatriate experience	Quantitative Method	(47)
UAE	Low-status expatriates in the United Arab Emirates: a psychological contract perspective	The International Journal of Human Resource Management	2023	Psychological contract perspective on low-status expatriates	Quantitative Method	(36)
General	Managing Expatriate Stress	Delhi Business Review	2007	Strategies for managing expatriate stress	Review	(30)
India	Cross-Cultural Training and Adjustment through the Lens of Cultural Intelligence and Type of Expatriates	Employee Relations: The International Journal	2022	Impact of cultural intelligence on expatriate adjustment	Quantitative Method	(20)
Germany	Home alone and often unprepared – intercultural communication training for expatriated partners in German MNCs	International Journal of Human Resource Management	2008	Lack of intercultural training for expatriate partners	Survey and interviews	(24)
Europe	Selection, training, and development for female international executives	Career Development International	2001	Challenges for female international executives	Qualitative study	(40)
Cross-Country / Multiple	Expatriate Preparation: A Critical Analysis of 25 Years of Cross-Cultural Training Research	Human Resource Development Review	2006	Analysis of cross-cultural training research	Literature review	(25)
China	Influence of Perceived Organizational Support on the Work-Life Quality of Employees	Procedia of Multidisciplinary Research	2023	POS impacts work-life quality	Quantitative Method	(17)
Pakistan	Perceived organizational support and job satisfaction: a moderated mediation model of proactive personality and psychological empowerment	Future Business Journal	2020	POS influences job satisfaction	Moderated mediation model	(16)

Global	Quality of Living City Ranking 2023	Mercer Report	2023	POS is paramount for enhancing expatriate experiences, fostering job satisfaction, and reducing turnover intentions.	City ranking	(34)
Thailand	Strategic Implementation of Social Support for Expatriate Management in Thailand's Hospitality Sector	Sustainability	2024	Social support, career counseling, and in-country HR programs are found to enhance expatriates' cultural adjustment, job satisfaction, and performance considerably.	Mixed-method approach	(44)
Indonesia	Unraveling the Interaction of Work Environment, Work-Life Balance, Perceived Organizational Support, and Career Anxiety among Female Workers	Journal La Sociale	2024	POS was found to have a positive impact on WLB for female employees.	Causal approach	(32)
Multiple	Impact of Work-Life Balance Management on Expatriates' Career	Prof. Vlasdas Gronskas International Scientific Conference	2021	Work-life balance management impacts expatriate careers	Literature review	(21)
Multiple	Work-life balance: A literature review	The Strategic Journal of Business & Change Management SAGE Open	2020	Overview of work-life balance literature	Literature review	(19)
Taiwan	The effects of expatriate's personality and cross-cultural competence on social capital, cross-cultural adjustment, and performance	SAGE Open	2022	Personality and competence impact expatriate performance	Conceptual Model and Construct Measurement	(18)
Africa & Middle East	Constraining and contributing factors of an expatriate assignment life cycle	SA Journal of Human Resource Management	2023	Factors affecting expatriate assignment lifecycle	Qualitative study	(27)
Finland	Expatriation and careers: perspectives of expatriates and spouses	Career Development International	2000	Perspectives on expatriation and careers	Empirical evidence	(23)
China	Expatriate family adjustment: how organizational support on international assignments matters.	Journal of International Management	2021	Organizational support influences adjustment of expatriates, their spouses, and accompanying children	Quantitative methods	(51)
Cross-Country / Multiple	Expatriates' Psychological Withdrawal from International Assignments	Personnel Psychology	1998	Factors influencing expatriate withdrawal	Model	(49)
Cross-Country / Multiple	Women's participation in organizationally assigned expatriation	The International Journal of Human Resource Management	2018	Assignment type affects women's expatriation	Model	(39)
UAE	Role of intraorganizational social capital and perceived organizational support on expatriate job performance	Industrial and Commercial Training	2024	Social capital and POS impact expatriate performance	Empirical evidence	(8)
South Africa	The effects of perceived organizational support on expatriate adjustment,	International Journal of Cross-Cultural Management	2021	POS affects expatriate outcomes	Quantitative survey	(9)

	assignment completion and job satisfaction					
UAE	Work-life balance (WLB) challenges of Western self-initiated women expatriates in the UAE	Cross Cultural & Strategic Management	2023	Expatriates in a collectivist host culture like the UAE experience porous work-life boundaries, requiring adaptation of work and personal roles.	Qualitative research	(3)
Cross-Country / Multiple	Broadening international mentoring: contexts and dynamics of expatriate and HCN intercultural mentoring	Journal of Global Mobility	2022	Importance of intercultural mentoring for expatriates	Qualitative study	(42)
Netherland	The relationship between perceived organizational support (POS), cross-cultural adjustment, and the intention to complete assignments of expatriates	Thesis	2017	Higher perceived organizational support improves cross-cultural adjustment which leads to successful completion of assignments	Quantitative Research	(41)
China	Digitalization and expatriate cross-cultural adjustment: the role of mobile apps".	Journal of Global Mobility	2024	Mobile apps are central to expatriate cross-cultural adjustment	Exploratory/Interviews	(43)
Germany	Measuring job satisfaction of midwives: A scoping review	PLoS ONE	2022	Overview of job satisfaction measurement for midwives	Scoping review	(11)
South Africa	The preparation, training and support requirements of expatriate trailing spouses	South African Journal of Economic and Management Sciences	2019	Trailing Spouses have identified a strong need for preparation, cultural orientation, and practical support prior to and during international assignments; without this, their experiences have been negative.	Mixed Methods	(52)
Multiple	Development and Validation of a Multidimensional Measure of Family Supportive Supervisor Behaviors (FSSB)	Journal of Management	2009	FSSB was significantly related to lower work-family conflict,	Mixed	(12)
India	Family-friendly policies, supervisor support and job satisfaction: mediating effect of work-family conflict	Vilakshan - XIMB Journal of Management	2023	Work-family conflict mediates the relationship between policies and job satisfaction	Survey Method.	(5)
Saudi Arabia	Sacrifices from relocation to a foreign land: Multifaceted challenges experienced by self-initiated expatriate female nurses during cross-cultural adjustment	Current Psychology	2023	Support systems and organizational backing are critical in facilitating adaptation.	Qualitative Method	(37)

## Methodology

This study is a Systematic Literature Review that explores POS and WLB among expatriates and pinpoints possible future research avenues. The methodology adheres to a structured framework comprising several key stages. The review encompasses literature published between 1986

and November 2024, considering the seminal research on POS (54).

### Search Strategy

**Keywords and databases:** The keywords utilized in the search strategy combined primary and secondary keywords as follows:

**Primary:** expatriate/expatriation, perceived organizational support, work-life balance, quality of work life.

**Secondary:** female expatriate, international assignment, cross-cultural training, flexible work arrangement, family support, children.

These were subject to systematic combination and searching in Business Source Complete (EBSCO host) and other relevant digital libraries, with a focus on high-impact factor journals covering the social sciences, Business Management, Arts and Humanities, and Psychology.

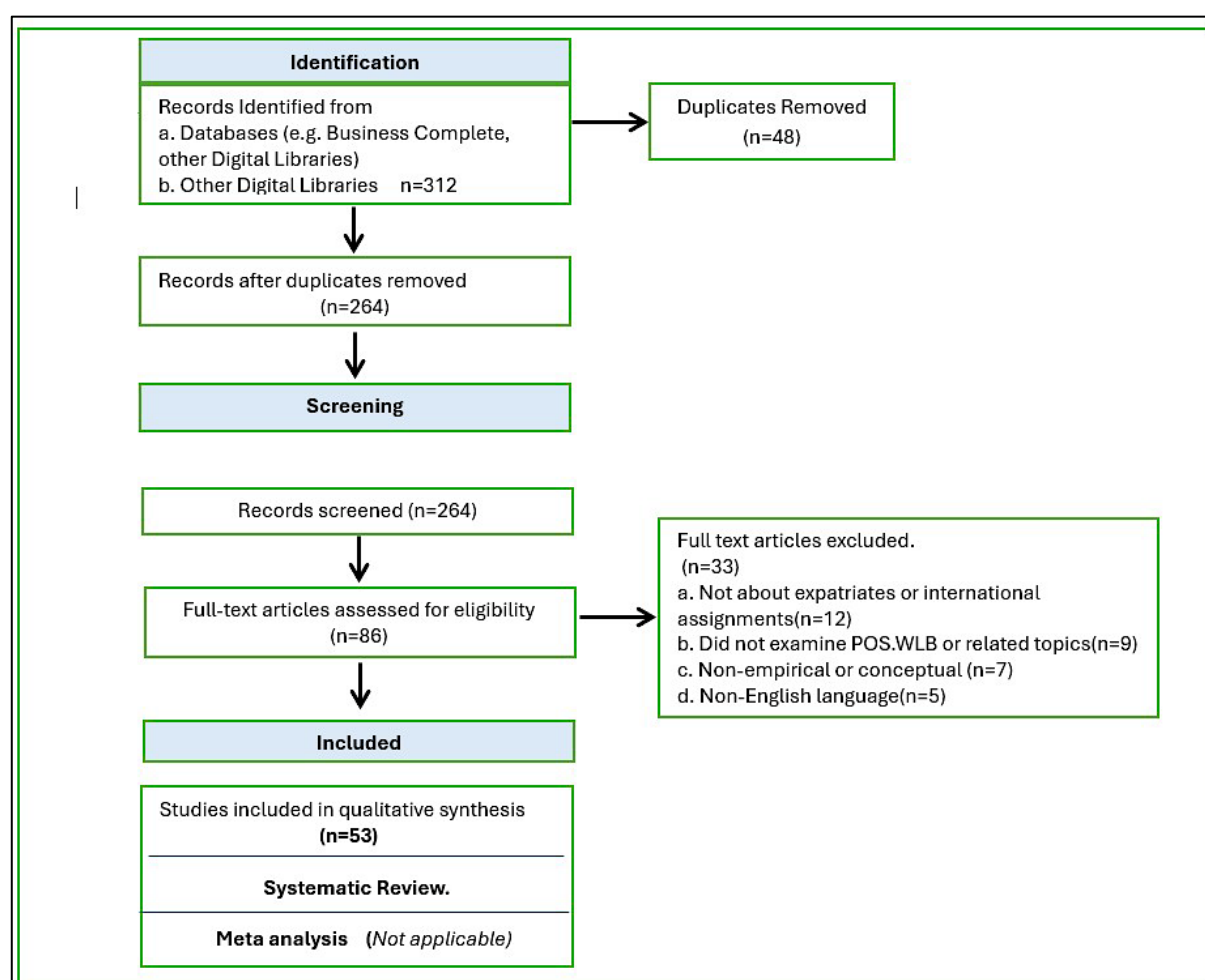
### Inclusion Criteria

Only peer-reviewed studies and those published in a high-impact factor journal were considered. Research Published between 1986 and November 2024 were considered.

Topic of interest: Expatriates, international assignments, or global mobility.

Reviewing POS, WLB, or related concepts, such as mentoring, family support, and cross-cultural training.

Empirical studies: quantitative, qualitative, or mixed-methods, literature reviews, and meta-analyses. Only English language articles were considered.



**Figure 1:** PRISMA 2020 Flow Diagram of Study Selection for POS and WLB among Expatriates

### Exclusion Criteria

Non-peer-reviewed papers, conference proceedings, unpublished works, non-English language, non-empirical focus Publications before the year 1986 or after November 2024.

The identified studies were subject to critical and objective analysis. The reviews included screening titles and abstracts for relevance; Full-text review

of potentially eligible studies; Data extraction of key information such as study design, sample characteristics, and key findings; Synthesis of findings to identify themes and patterns.

The final sample consisted of 53 studies published between 1986 and November 2024 after applying the inclusion and exclusion criteria and focusing on

studies related to POS and WLB of expatriates. This guarantees thorough coverage of the literature to lay a solid basis for a thorough analysis of the body of knowledge already available about POS and WLB of expatriates as well as the identification of research gaps.

The PRISMA 2020 flow diagram, as shown in Figure 1, illustrates the systematic process used to select studies for the review on perceived organizational support (POS) and work-life balance (WLB) among expatriates. Initially, 312 records were identified from databases and digital libraries, of which 48 duplicates were removed, leaving 264 records for title and abstract screening. After screening, 178 records were excluded, and 86 full-text articles were assessed for eligibility. Of these, 33 articles were excluded for reasons such as irrelevance, non-empirical focus, or non-English language. Finally, 53 studies were included in the systematic review, providing a comprehensive synthesis of existing literature and identifying research gaps

## Results

After reviewing the literature, it became clear that a high level of Perceived Organizational Support (POS) significantly improves expatriates work-life balance (WLB) and their overall quality of life. This support is paramount for dealing with the challenges of international assignments, which often lead to greater job satisfaction and productivity. Expatriates who reported high levels of POS also noted better quality of life metrics, including satisfaction in both personal and professional areas. Improved POS helps reduce stress and increases psychological well-being, which are important for expatriates facing the difficulties of relocation and cultural adjustment.

The findings show that POS significantly impacts expatriates' adaptation and job performance in foreign environments. Expatriates who reported higher levels of support from their organizations experienced smoother transitions and performed better in adjusting to different cultural contexts.

Support directed toward family members was positively linked to expatriate success. Initiatives focused on families, such as social integration programs, relocation help, and cultural training, helped improve family adjustment and overall satisfaction among expatriates. Specifically, programs like spouse employment assistance and

support for children's education correlate strongly with higher family adjustment scores. Families using these services reported greater satisfaction and lower stress levels than those who did not.

The results also emphasize how cultural intelligence and POS work together in mentoring programs. Expatriates who took part in cultural intelligence training showed a noticeable increase in adaptability and cultural awareness, which positively affected their interactions at work. Additionally, mentoring relationships significantly boosted cultural intelligence, with mentored expatriates showing greater resilience to cultural shock.

Structured support networks, including peer groups and social clubs, were shown to reduce feelings of isolation. Expatriates involved in these networks reported much lower levels of perceived isolation, which helped improve their social integration and overall adjustment.

Digital communication tools played a significant role in fostering social interactions and tackling challenges related to distance. Using digital platforms for communication and socializing was critical for keeping social ties, especially during tough transitional periods.

Gender-specific experiences, particularly for female expatriates, reveal unique challenges in work-life balance and cultural adjustment. Understanding these experiences is key to shaping effective support mechanisms. Female expatriates encounter distinct challenges concerning work-life balance, including societal expectations and barriers to professional advancement.

In conclusion, the findings consistently show that POS is a crucial factor in expatriates' work-life balance, psychological well-being, adjustment, and overall success in assignments. High levels of POS not only boost job satisfaction and productivity but also enhance quality of life by reducing stress and easing cultural adaptation. Family-oriented initiatives, mentoring programs, cultural intelligence training, structured social networks, and digital communication tools all strengthen expatriates' integration and resilience. Recognizing the unique challenges faced by female expatriates underscores the need for customized and inclusive support strategies. Overall, effective organizational support systems that consider professional, personal, and family dimensions are

vital for maximizing expatriate effectiveness and ensuring successful international assignments.

## Discussion

The extensive body of POS and its impact on expatriates' WLB have greatly helped us improve our understanding of international assignments.

The current study highlights perceived organizational support (POS) as a key factor in expatriates' work-life balance (WLB), psychological well-being, and overall quality of life. Consistent with previous research, the findings show that when expatriates see their organization as supportive, they experience a better balance between work and personal life, greater satisfaction, and lower stress levels. This supports evidence that POS is positively linked to WLB and job satisfaction while being negatively linked to strain and burnout in both domestic and international situations (55, 56).

The results also confirm that POS plays a significant role in expatriates' cultural adaptation and job performance in host country settings. Earlier studies have indicated that social and organizational support ease cultural adjustment, lower the chances of assignment failure, and enhance performance (57). The current findings support this by indicating that expatriates who feel stronger organizational backing experience smoother transitions and better adaptation to new cultures, leading to improved job performance. This aligns with social exchange theory, where expatriates respond to perceived support with increased commitment and effort. Moreover, this study broadens the perspective by showing that POS matters not just at work but also at the intersection of work, family, and general life. This suggests that organizations should view POS as a resource that spans multiple areas for expatriates rather than just focusing on the workplace.

A key contribution of this study is its thorough analysis of family-directed support. The findings reveal that initiatives like relocation assistance, social integration programs, cultural training for family members, spouse employment support, and help with children's education are linked positively to family adjustment and satisfaction. This supports earlier research that describes expatriation as a "family affair," where family adjustment closely ties to expatriate adjustment and performance (58). However, by pinpointing

spouse employment assistance and support for children's education as particularly impactful, this study adds detail to previous research that often-treated family support as a broad concept. These results indicate that targeted, specific family support—rather than generic benefits—can significantly lower family stress and boost overall expatriate success.

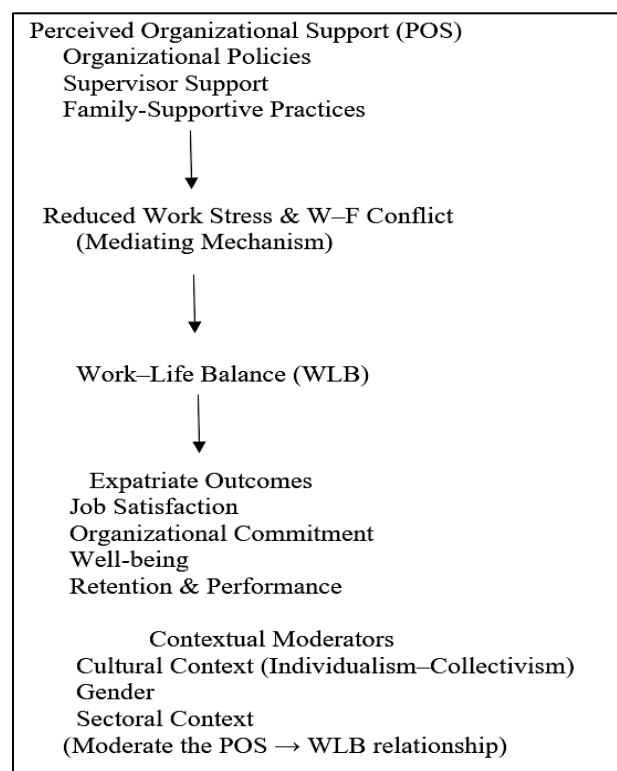
The study also emphasizes how cultural intelligence (CQ), mentoring, and structured support networks function as ways in which POS affects outcomes. In line with past evidence, expatriates who took part in CQ training and mentoring relationships showed greater adaptability, cultural awareness, and resilience to culture shock (59). This reflects findings that CQ and social support positively affect cross-cultural adjustment and job performance. By placing mentoring programs and CQ development within a wider POS framework, the study suggests that these interventions serve both as tools for skill development and as clear signs of organizational care. In addition, the findings stress the value of organized peer networks, social clubs, and digital communication tools in reducing feelings of isolation and promoting social integration. This expands the traditional understanding of POS to include technology-enabled and community-based forms of support. (60)

Finally, the insights regarding gender-specific experiences show that female expatriates encounter unique challenges in WLB and cultural adjustment, which aligns with research highlighting gender-related barriers and societal expectations in international roles (61). This study emphasizes the need for inclusive, gender-sensitive support strategies that combine strong POS with tailored mentoring, flexible WLB policies, and consideration of host country gender norms. Overall, the results both support and enrich previous research by framing POS as a comprehensive, multi-faceted system that brings together professional, personal, and family areas, thereby enhancing expatriate effectiveness, adjustment, and well-being.

The findings led to the development of a conceptual model as shown in Figure 2. This conceptual model integrates organizational support, work-life balance, and expatriate outcomes within a multidisciplinary framework. It emphasizes stress reduction as the primary

mechanism through which organizational support enhances work–life balance, while acknowledging the role of cultural and contextual factors. The model relates to organizational support theory, which sees perceived organizational support (POS) as employees' belief that the organization values their contributions and cares about their well-being. This belief leads to improved self-worth, positive emotions, job satisfaction, commitment, and overall well-being. It explains why improvements driven by POS in expatriates' work-life balance and reduced stress lead to better

satisfaction, well-being, retention, and performance. Hofstede's cultural dimensions, especially individualism and collectivism, suggest that the link between POS and work-life balance varies by cultural context. Additionally, gender research shows that women and men manage work-life boundaries differently, indicating that gender plays a moderating role. Work-family border theory also suggests that sector norms, such as hours, flexibility, and overwork, affect how well work-life practices work, highlighting the sector context as another moderating factor. (55).



**Figure 2:** Conceptual Model of Perceived Organizational Support and Work-life Balance Pointing Out Limitations in Research and Areas for Future Research

Figure 3 identifies key research gaps and outlines future research directions in expatriate studies. For showing linkages between elements, solid lines have been used. Figure 3 shows important gaps in current research on expatriates. These include a lack of focus on cultural differences, family and children's experiences, emotional health, gender issues, digital work settings, workplace ethics, and methodological problems. Many studies do not use culturally sensitive approaches, provide limited information on

families and mental health, and offer little empirical evidence on gender differences and the effects of digital work. To fill these gaps, future research should use long-term designs, increase cultural analysis, investigate family support systems, focus on emotional well-being, and investigate gender-specific challenges. This would improve understanding of expatriate experiences and help organizations create better support systems.



**Figure 3:** Research Gaps and Future Research Needs in Expatriate Studies

To summarize, the analysis conducted earlier has led to the creation of Table 2 below, which encapsulates my key observations. Additionally, it focuses on the major unanswered questions and identifies the research gaps that have been acknowledged in the current body of literature. Table 2 presents significant insights derived from the current body of literature regarding Perceived Organizational Support (POS) and the experiences of expatriates, alongside several unresolved inquiries that necessitate additional investigation. The insights indicate that POS is crucial for enhancing expatriates' work-life balance, adaptation, social integration, and job performance, while also impacting the welfare of

their families. Nevertheless, Table 2 uncovers various deficiencies, such as a limited comprehension of culturally attuned support strategies, challenges specific to gender, digital support frameworks, and services aimed at emotional well-being. The unresolved inquiries underscore the necessity for forthcoming research to examine practical organizational strategies, support systems centered on families, longitudinal shifts in POS requirements, and culturally responsive methodologies. By addressing these deficiencies, organizations can develop more effective support systems that improve expatriates' overall success and well-being during their international assignments.

**Table 2:** Observations and Unanswered Questions

Observations	Unanswered Questions
POS significantly influences expatriates' WLB and quality of life.	How can organizations design POS initiatives that specifically improve WLB for expatriates?
POS is crucial in helping expatriates adjust and perform effectively in international assignments.	What are practical, culturally sensitive methods for enhancing POS across diverse cultural contexts?
Organizational support is essential in facilitating family adjustment, which impacts expatriate success.	How can organizations better support expatriates' family members, especially spouses and children?
Existing research emphasizes the role of cultural intelligence and POS in mentoring programs for expatriates.	How can organizations tailor mentoring programs to different cultural backgrounds and specific individual needs?
POS benefits expatriates by aiding social integration and mitigating feelings of isolation.	What specific support initiatives can enhance social integration for expatriates and their families?

Family dynamics, including social integration programs, relocation assistance, and cultural training, aid adjustment.

Gender-specific experiences of expatriates, especially for female expatriates, affect WLB and cultural adaptation.

Digital communication tools play a role in fostering expatriate social interaction and addressing distance-related issues.

There is a focus on structural POS elements, such as financial benefits, over emotional support like mental health services.

Empirical evidence on POS's impact on expatriates' families, especially children, is limited.

Existing literature lacks actionable recommendations for implementing POS across different regions and sectors.

Longitudinal research is limited in understanding how POS and expatriate psychological contracts evolve over time.

The literature recognizes cultural factors but often lacks depth on how these affect expatriate POS needs.

POS strategies like mentorship, social media, and pre-assignment visits are noted, but gaps remain in affective support.

Organizational support is noted to aid in expatriates' career transitions and adaptation to new cultures.

How does POS affect family members' mental health and overall well-being?

What unique POS strategies could support female expatriates and address gender-specific challenges?

What additional digital tools or communication practices can strengthen POS and support remote expatriates?

How can organizations integrate emotional support, like mental health resources, into their POS offerings for expatriates?

What are the long-term effects of expatriate assignments on children's development and adjustment, and how can POS address this?

What specific, actionable steps can organizations take to enhance POS effectively in multinational settings?

How do expatriates' needs for POS change throughout different phases of international assignments?

How do different cultural contexts influence expatriates' perceptions of POS, and how should organizations adapt accordingly?

What are effective ways to integrate affective support, such as social and emotional bonding, into POS strategies for expatriates?

How can POS better address career-related challenges unique to expatriates, like skill transferability and career continuity?

## Conclusion

The research underlines the important contribution of POS to the improvement of the WLB and overall quality of life for expatriates. In fact, such support is crucial for successfully dealing with the peculiar challenges at hand, which, in turn, boosts job satisfaction and productivity. Despite this broad conceptualization of support, our understanding of the factors influencing emotional well-being among expatriates has lacuna regarding how cultural contexts affect the experience and perceptions of support. Emotional needs often get left unmet for expatriates and their families, at times leading them into isolations, even heightened levels of stress. To fill in the gaps, an approach by organizations in integrating both structural and emotional support is called for. The strategy will range from very pragmatic resources, such as relocation services, to creating an emotionally enabling environment through mentoring and peer networks. Moreover, there is a need to give recommendations that are customized to consider the cultural diversity of the subject. For instance, cultural competency training for managers and HR staff will contribute to inclusive policies targeting the needs of expatriates. Conclusion Improving expatriate experiences will require an all-rounded approach that encompasses emotional and structural support; this means for the benefit of an expatriate and an organization in the global market.

## Managerial Implications

Organizations that handle expatriates must, therefore, take supportive measures to increase satisfaction and reduce the desertion rate. They could be flexible work arrangements, recognition programs, supportive organizational culture,

elimination of work stressors, enhancement in perceived organizational support, reduction of burnout and workaholism, development of individual needs, and regular assessments. The flexible work arrangement assists the expatriates in balancing their work and life more properly and helps in reducing stress. Employee well-being emphasizes the needs of expatriates regarding professional obligations and personal needs. It is worth noting that managers have the responsibility of being concerned with long working hours and intensive workloads of expatriates and take measures to reduce such issues. Both the expatriates and the organization can benefit by a continuous improvement in the support provided. Monitoring continuously for signs of burnout and workaholism will also help the expatriates maintain work-life balance. Sometimes providing individual-specific support, considering cultural differences and family dynamics, may prove to be the key to resolve challenges.

## Future Scope of Research

Future studies on expatriates are likely to focus on the key areas presented in Table 3, potentially generating meaningful findings.

In the future, research on the long-term impact of work-life balance on organizational outcomes and individual welfare may reveal how continued work-life balance could improve productivity or reduce burnout among expatriates. Future research could also find how emerging technologies influence the interactions between working life and personal life of expatriates and may further uncover how digital resources assist

and complicate the balance between professional work and personal life when living abroad.

Future research might thus attempt to fully understand expatriate adjustment from familial, contextual, and individual perspectives, out of which support structures could be elaborated for organizations more effectively. Moreover, such research in the future may also discern an optimum type and level of organizational support available to expatriate families, giving rise to more pertinent and effective support programs. Future research might analyze the qualitative features of QWL and POS to find out what makes the difference in the satisfaction and performance of expatriates. Research could also be conducted to explore how cultural differences influence expectations and norms about POS and QWL, enabling organizations to tailor their supporting mechanisms to fit with the cultural context.

Other studies can also research and explore how psychological contracts change from the pre-departure stage to repatriation and may, therefore, recommend more adaptive and responsive approaches in organizational support. Further research may also go a step further to provide an in-depth understanding of female expatriates across diverse industries and cultural environments that might show intersectional challenges and opportunities. Finally, future research might investigate the impact of different

digital communication tools on, and mentoring programs with the inclusion of local nationals to build close bonds between expatriates and their host environment.

The following Table 3 summarizes the anticipated future directions, expected outcomes, and possible contributions of each research domain within expatriate studies. Table 3 presents the prospective research avenues in expatriate studies, underscoring significant areas that can enhance the comprehension of expatriates' work-life balance, adaptation, and organizational support. It delineates several important domains, such as the long-term implications of work-life balance, the influence of emerging technologies, and the formulation of comprehensive adaptation models that consider individual, family, and contextual factors. Furthermore, the table stresses the necessity to investigate organizational support for expatriate families, cultural variances in support expectations, and the progression of psychological contracts during expatriate assignments. It also brings attention to research concerning female expatriates and the efficacy of digital communication and mentorship initiatives. In summary, these domains can yield significant insights for organizations aiming to create more effective, culturally attuned, and inclusive support systems for expatriates and their families.

**Table 3:** Future directions, Expected outcomes and Possible contributions

Research Area	Description	Potential Insights
Long-term Effects of Work-Life Balance	Examines the impact of sustained work-life balance on expatriate well-being and organizational performance	Could uncover links between work-life balance, productivity, and burnout reduction
Impact of Emerging Technologies	Investigates the role of digital tools in expatriates' work-life interactions	May reveal how technology can both support and complicate work-life balance abroad
Comprehensive Adaptation Models	Integrates familial, contextual, and individual factors in expatriate adaptation models	Aims to develop effective support frameworks that enhance expatriate adjustment and success
Optimal Organizational Support for Expatriate Families	Identifies the types and levels of support needed for expatriate families	Leads to more focused and impactful support initiatives for families of expatriates
Qualitative Dimensions of Quality of Work Life and Perceived Organizational Support	Highlights subtle factors affecting expatriate satisfaction and performance	Could identify nuanced elements of expatriate well-being influenced by organizational support
Cultural Variances in Support Expectations	Explores how cultural differences affect norms around support and work-life quality	Enables organizations to customize support strategies based on cultural context
Evolution of Psychological Contracts	Examine changes in expectations from pre-departure to repatriation	Informs more adaptable and responsive support for expatriates over time
Experiences of Female Expatriates	Investigates challenges and opportunities specific to female expatriates across industries and cultures	Provides insights into intersectional issues affecting female expatriates' experiences
Effectiveness of Digital Communication and Mentorship Programs	Assesses tools and mentorship involving local nationals to foster connections in host environments	May improve expatriate integration and connection with local communities

## Abbreviations

HCNs: Host country nationals, MNC's: Multinational corporations, POS: Perceived organizational support, QWL: Quality of work life, WLB: Work-Life Balance.

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## Author Contributions

Seema Khurshid Qureshi: conceptualization, methodology, software, formal analysis, data curation, writing – original draft preparation, writing – review & editing, supervision, project administration.

## Conflict of Interest

The authors declare no conflict of interest.

## Data availability

The data will be made available on request.

## Declaration of Artificial Intelligence

### (AI) Assistance

None.

## Ethics approval

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