

## Impact of Expatriates Well-being on Innovative Work Behavior with Mediating Role of Expatriate Engagement

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*This research examines the influence of expatriate wellbeing on innovative work behavior with specific reference to the moderating effects of expatriate engagement. The study further evaluates the negative impact of human capital flight due to skilled workers' migration and the positive impact of remittances on Pakistan's current account. Essentially, the study seeks to help elucidate how the innovation of expatriates can be fully utilised and the impact of emigration on the socio-economic subsystems of the originating societies with reference to Pakistani expatriates. In this regard, a quantitative research method was adopted, and questions were generated by Google to administer questionnaires from 470 Pakistani expatriates working in Western countries. The study applied descriptive analysis, correlation, reliability, Validity as well as hypothesis testing using SPSS and AMOS. Expatriate shows that well-being has a positive and significant relationship with innovative work behavior and expatriate engagement has a mediating role on the relationship. For the expatriates to be innovative, high well-being and engagement were suggested to be vital. The study therefore underscores the need to intervene and support expatriates for them to have a positive impact on innovation in organizations that host them. Such revelations are invaluable in designing interventions geared towards SDG 8 (decent work and economic growth), and SDG 10 (reducing inequality) bearing in mind brain drain. The study lacks generalization due to its sample which was restricted to Pakistani expatriates living in Western countries and the use of cross-sectional design. Another limitation involves self-reporting and the elimination of potential other influences, which could be cultural, as well. Subsequent studies should involve expatriates from different nations, use cross-sectional designs, and consider other factors such as organizational support and cultural dissimilarity to provide comprehensive knowledge of expatriates' nuanced dynamics of innovation.*

## 1. Introduction

The expatriates are a significant segment of the global human capital workforce and contribute along with their skills, experience and ideas (Kim, 2024). Therefore, they play a major role in inventions and economic growth stimulating organizational creativity, problem solving and flexibility. Yet, the success of expatriates depends upon various factors specifically the condition of the expatriates involving multidimensional aspects like physical, mental and social health of expatriates (Choudhury, 2022). Furthermore, the level and quality of interaction they have with their host organization help them to better engage at the work place and in host environments, which eventually benefit the organizations (Vasconcelos & Miao, 2024).

Overseas Pakistani play a very important role in the economic situation of their country and remit around 30% of the current account balance of Pakistan (Rizvi et al., 2019). Money flows from these businesses mean that the companies can brace for difficult economic times as, in line with SDG 8, promote decent work and economic growth (Kreinin & Aigner, 2022). However, the country and its labour force are also experiencing the negative impact of brain drain coupled with an increased number of highly skilled and semi-skilled workers migrating to other countries in the last two years. This has been due to the contraction of economic infrastructure occasioned by political instability, budget deficits, and scant representation of employment facilities. Although these expatriates stabilize the economic status through remittances, the future of Pakistan has lost its innovative power, which hinders the accomplishment of the SDG 10; a goal aimed at reducing inequalities within and among countries (Georgiadou et al., 2024).

The well being of the expatriate is a key determinant of performance and productivity in terms of the contribution expatriates can make to both the host and home country concerning innovation (Biswas et al., 2022). Even where issues of culture shock, workplace assimilation, and personal stress in the new assignment affect expatriates, research has revealed that high levels of organisational engagement enable the expatriates to leverage their well-being in creating organizational innovation (Ward et al., 2020). It is upon this aspect that it becomes important for nations such as Pakistan to engage in trying to understand how they can tap into the expatriate talent as well as in equal measure deal with the ramifications of brain drain.

Economic crises have affected Pakistan in a way that a large number of skilled human capital has migrated in search of better jobs. This migration has brought money into the country in the form of remittances which make up about 30% of the current account, but at the same time strongly reduced the innovative combat worth of the domestic employees (Nawaz et al., 2022). A loss of potential high-skilled professionals, often described as a brain drain has limited the development prospects of the country and prevented the sustenance of competitive industries.

Even as a significant amount of work commits to identifying the essential contributions and requirements of expatriate employees for economic and organizational success, surprisingly little is known about how their levels of well-being might impact their willingness and ability to initiate IWB. Global employees experience different issues like culture shock, job pressure, and loneliness that cause negative impacts on the health of the expatriates (Hack-Polay & Mahmoud, 2021). Moreover, their interaction with the host organizations—this factor

is instrumental in translating well-being into innovation—has not been a focus of earlier research. To enhance the expatriate's contribution and minimize the loss due to brain drain for Pakistan, the organization needs to understand the relationship between well-being, engagement, and innovative behaviour.

To fill this gap in the literature, this study examines the impact of expatriate well-being on innovative work behaviour, with expatriate engagement as the mediator. Through this analysis, the research garners an understanding of how expatriates can enhance their innovation performance in host countries while at the same time having an informal impact on the home country. Subsequently, the current study is aligned with Sustainable Development Goal (SDG) 8 which is on decent work and economic growth, and also on SDG10 on inequality generated by migration. Unlike many other scholarly work, the focus on Pakistan provides a useful and timely insight into how remittances can be advantageous economically but at the same time how brain drain presents its problems, along with suggested strategies for governments and agencies.

## **2. Literature Review**

### **2.1 Underpinning Theory: Conservation of Resources (COR) Theory**

This research is anchored on the Conservation of Resources (COR) theory developed by Hobfoll (1989). According to COR theory, people tend to pursue as well as maintain and safeguard certain resources throughout their lifetime which may be physical, psychological as well as social. Stress is seen when a person or a group of people perceive a loss of resources, a loss in the resources they already possess, or an inability to acquire adequate resources (Khattak & Jahanze, 2023). There are always already, particularly in the context of expatriates, issues of cultural fit, dealing with organizational environments and life context in a new country (Wu & Lee, 2020). When discussing the research subject, it is possible to define expatriate well-being simply as a variable that impacts their participation and further creative performance. Where expatriate well-being and engagement are ingrained into pushing organizational innovation, aligned to the COR theory (Rothschadl, 2023).

### **2.2 Expatriate Well-Being**

Expatriate well-being is a complex concept that in this study is defined as comprising physical, psychological and social dimensions (Chen et al., 2023). It measures one's general wellness, and the quality of his/her life, given the contingency of living and working in another country. Stressors that affect the expatriate include cultural tension, employee assimilation, and working alone thus, have a major effect on his/her quality of life (Aliane et al., 2023). Research shows that expatriates with high levels of well-being are likely to be more productive, and better placed to deliver on their roles by being more resilient. It is also important to report that well-being is not a matter of personal satisfaction only, but also of one's behavioural ability to innovate in the given workplace for expatriates.

### **2.3 Expatriate Engagement**

Expatriate engagement could be defined as a level of feeling and work commitment that expatriates show to their organizations that transplanted them. It is a state of high level of energy and commitment with a clear feeling of doing something important in working. Akkan

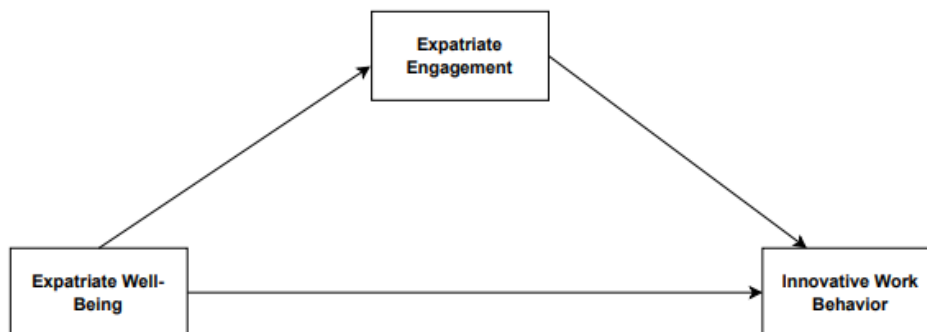
et al. (2023) defined engagement as the mechanism through which person allocate their mental, emotional, and physical resources in their roles. In a way that shows expatriates' engagement is dependent on their psychological state, their perceived organisational support and the extent to which they can successfully manage the cultural transition. This means that with expatriate engagement there will be increased initiative taking and actualisation, collaboration and organisational effectiveness (Al Wali et al., 2022). Endurance has an important position between well-being and performance results and it is an intermediary for explaining the innovative contributions of expatriates.

## 2.4 Innovative Work Behaviour

Innovative work behaviour is intentional behaviour that involves the creation of new ideas, practices, goods or services in the workplace (Janssen et al., 2011). This behaviour involves three stages: The three stages in the new product development process are, idea generation, idea promotion and idea realization. Innovatively, expatriates make the best candidates for the development of such ideas because they originate from and have worked in cross-cultural environments (Shaik et al., 2020). However, how far they can generate such ideas depends on a few things like; health, motivation and backing from their organizations. The concept of innovative work behaviour relates to the outputs of intra-individual and intra-organizational processes as they impact competitiveness and growth within dynamic world markets (Almadana et al., 2022).

## 2.5 Conceptual Framework and Hypothesis Development

Figure No 1: Conceptual Framework



## 2.6 Relationship Between Expatriate Well-Being and Innovative Work Behavior

It is argued that the well-being of expatriates is central to building innovative work behaviour (Ali et al., 2021). Well-being refers to the quality of life that people embrace, and since fulfilment, people think out of the box and contribute to the development of new ideas that may help organizations to grow, it is an important concept that needs to be embraced by organizations. Usmanova et al. (2023) showed that psychological well-being improves with increases in cognitive flexibility that is important when developing new ideas. Employees with lower stress levels and higher satisfaction will also manage the challenges of the organizational

environment and produce behaviours supportive of innovation (AlMazrouei, 2021). However, when well-being is at risk, the assignment can hinder their productivity and may result in reduced innovation input as they tangibly underperform. Based on all these considerations this study hypothesized that:

***H1: Expatriate Well-Being has a significant impact on Innovative Work Behavior***

## **2.7 Relationship Between Expatriate Well-Being and Expatriate Engagement**

A few studies have also noted that the state of affairs of expatriates has significant impacts on their level of interactions with the host organizations. As revealed by Fan et al. (2020) well-being is used as a contextual and upstream antecedent that boosts employees' resources and that in turn promotes their work-related energy. Those expatriates who reported higher levels of physical and psychological well-being commit themselves more to their roles, have better quality interactions with co-workers and display organizational commitment (Blazi & Awolusi, 2020). On the other hand, low levels of well-being are associated with negative work attitudes, such as work withdrawal and burnout as well as decreased productivity. Based on the connection between well-being and engagement, organisational support work structures like the wellness program and companies' cultural training are significant to the success of expatriates (van Bakel et al., 2024). In line with all these considerations, this study hypothesized that:

***H2: Expatriate Well-Being has a significant impact on Expatriate Engagement***

## **2.8 Relationship Between Expatriate Engagement and Innovative Work Behavior**

Scholars have evident that expatriate engagement directly impacts the level of innovative work behaviour which the expatriate brings to the organisation (Reiche et al., 2023). Committed employees are enthusiastic, will participate in activities within the organization or look for opportunities to contribute their ideas and are also tenacious, all traits valued where one would like to foster creativity. According to Almadana et al. (2022) research it emerges that engaged persons are inclined to act more autonomously, work more collaboratively, and persist when it comes to the implementation of new ideas. Concerning expatriates, engagement works as an incentive that helps one to harness his or her different experiences and provide them to the organization as a competitive advantage (Arain et al., 2020). Therefore, this study hypothesized that:

***H3: Expatriate Engagement has a significant impact on Innovative Work Behavior***

## **2.9 Mediating Role of Expatriate Engagement Between Expatriate Well-Being and Innovative Work Behavior**

Through the structural model, this study has found that expatriate engagement has a direct impact on innovative work behavior and mediates how well-being translates into innovative work behaviour among expatriates (Al Wali et al., 2022). Well-being, as COR theory suggests, ensures that expatriates have the requisite resources to manage adversity at the workplace and achieve meaningful interactions with jobs. Engagement, in turn, helps to use the mentioned resources to create and then put into practice new ideas. Tsegaye et al. (2020) empirical study show that engaged people can more effectively implement positive outcomes,

including innovation impacting their work settings (AlMazrouei et al., 2023). The mediation effect demonstrated for expatriates underlines, therefore, the need for creating conditions that support not only the welfare but also the productivity of the employee, or, in this case, the expatriate.

***H4: Expatriate Engagement mediates the relationship between Expatriate Well-Being and Innovative Work Behavior***

### **3. Research Methodology**

The methodology section provides a general framework for the study of the relationship between expatriate well-being and innovative work behaviour with expatriate engagement as a mediator. The various components of the methodology include research philosophy, research approach, research design, sampling techniques, data collection method and data analysis which are consistent with the objective of the study to get a better understanding of the expatriates from the perspective of economic adversities and innovation in Pakistan.

#### **3.1 Research Philosophy**

Positivism and Interpretivism are two research philosophies that are common in conducting, analyzing and interpreting research including positivism and interpretivism. Interpretivism intends to comprehend the actions and perceptions of people in relevant environments. According to those Interpretivists who engage in researching on the existence of a theory it is possible for them to deny that there is an ‘correct’ or ‘truthful’ way of describing environments. Interpretivism mainly employs quantitative data and seeks to prove that the researcher has an appreciation of clients’ perspectives (Snyder, 2019). The approach is made relevant through using predictions of roles or identities, and phenomena, where heterogeneity rather than homogeneity is more comprehensible. That is why in this study, positivism serves as the chosen research philosophy. The reason for taking positivism is that this research wants to develop a hypothesis on the relationship between expatriate the state of affairs, commitment and creative work behavior. Since the study is to test the proposed relationships, it requires quantitative data that can be measured and compared in order to calculate means and standard deviations amongst others (Collis & Hussey, 2014).

#### **3.2 Research Approach**

The research approach copiously outlines the manner in which data is employed to either build knowledge or to validate or reject the existing theories. Often, it is used in two main forms and these include deductive and inductive approach. The deductive approach involves development of a theoretical proposition that is afterwards examined with the data collected and analyzed (Davidavičienė, 2018). On the other end, there is inductive reasoning which finds data and use the information to make guess or formulate a hunch based on the patterns available. Creswell and Poht (2017) describe it especially being used in qualitative research when the goal is to generate hypotheses from the collected material, Flick, (2015) .

Hence, for this research, a deductive research method is applied since the study aims at testing hypotheses that stem from theories dating previous theories like the Conservation of Resources (COR) theory. Conducted deductively this framework allows for a systematic cross-

sectional examination of the association of expatriate strains, motivation, and innovative work behaviour.

### **3.3 Research Design**

Research design is known as the way or procedures by which data are to be gathered and analyzed and is classified under two types; qualitative and quantitative. Quantitative research is aimed at providing numerical data about the occurrence of identified phenomena or actions in specific populations, while qualitative research looks at meanings and experiences of events, processes, or events by distinct people or groups (Verma et al., 2024). It is mostly employed for gaining an understanding of such behaviours, feelings, or intentions. Quantitative data is usually countable data collection while qualitative data is non-numeric and comprises interviews, focus groups, or ethnographic research. Qualitative research, in contrast, is concerned with the measurement of variables using numbers (Patel & Patel, 2019). Therefore, the study adopts the quantitative research approach for the study. This is because this study aims at quantifying data which has been used to statistically support relationships hypothesized between expatriate well-being, engagement as well as innovative work behaviour. This is consistent with the study's goal of utilizing a structured questionnaire and statistical analysis to identify and quantify the impact and mediating role of engagement.

### **3.4 Sampling Technique and Sample**

Sampling is the act of choosing a small number of people from a large group to get information that will help explain events in the larger group (Kapur, 2018). This study uses snowballing sampling along with convenience sampling. When the researcher is interested in reaching Certain groups of people especially those who are difficult to access in terms of the population, then this technique comes in handy (Al Kilani & Kobziev, 2016). The convenience Sampling approach identifies subjects who are easily reachable to the researcher following the completion of the research study. Though the method appears less random and can cause bias the technique is employed only in explorative studies or where there is a limitation in accessing a particular population.

Consequently, and due to the nature of the research, the available sampling method has been the convenience one, because the Pakistani expatriates operate in Western nations. 470 Pakistani expatriates made up the sample and they include all accessible and willing to participate in the study researcher's population. Convenience sampling is adopted because expatriates are many in Western countries and the research necessitates data collection from a specific group.

### **3.5 Data Collection**

Data collection is the process of purposefully acquiring information that is useful in the accomplishment of the research goals. In this study, primary data has been gathered with the help of the closed structured questionnaire generated through Online Google survey. This questionnaire has been qualified to establish the response of expatriates towards the questionnaire focusing on well-being, engagement, and innovative work behaviour. The application of structured questionnaires is most effective for the conversion of numeric data from a large pool, enhancing the validity and reliability of the result. 1-5 point Likert scale

questions have been used in the questionnaire to determine expatriates' level of well-being, engagement, and innovative behaviour at work.

### **3.6 Data Analysis**

The data collected has been analyzed by the Statistical Package for the Social Sciences (SPSS 26) and the Analysis of Moment Structures (AMOS 28) for carrying out certain tests. In the current study, Descriptive Statistics has been applied to outline the features of the sample and measures in a simple manner, using data. Pearson correlation Analysis has been used to look at the Coefficient of determination between set variables which include expatriate well-being, expatriate engagement, and Innovative work behaviour. In this study, Reliability and Validity testing techniques has been employed to check on the reliability and validity of the measures. Structural Equation Modeling (SEM) in AMOS 28 has been used to conduct Hypothesis Testing to determine causal relationships and the mediating role of expatriate engagement between well-being and innovative work behaviour. The practicality of SPSS and AMOS provides the functionality of statistical analysis and it guarantees that the hypothesis of the study is tested strongly and objectively (Igwenagu, 2016).

### **3.7 Literature Gap**

This research seeks to fill the existing literature void on the subject of expatriates' well being and innovative work behaviour mediated by expatriate engagement. Although there is quite a volume of literature on expatriate well-being and expatriate engagement respectively the relationship between the two and the impact on expatriate performance, especially innovation performance cannot be well understood because of the lack of research done in this area (Radford, 2024). This gap is particularly significant where expatriates are engaged and have a rich input in the earnings through remittance and other economic stimulations such as organization innovation, however is greatly missing in Pakistan. This research advances the literature on these neglected concerns, especially regarding expatriates in Western countries.

### **3.8 Ethical Consideration**

This research respects the rights of participants as well as the ethical measures of research to produce ethical research. All participants were informed about the research to take their consent to participate in the study, to warrant their understanding of the rationale for the study, and their freedom to opt-out at any given stage in the study. Participants included made ensure to not be identifiable and all the data collected has been kept confidential. The study also promotes respecting the data as information collected in the course of the research will not be used for any purpose apart from research and the research has not in any way contained any personal details. The research adhered to all ethical standards that are required from the various authorities in the conduct of the research and ethical clearance shall be sought (Clark et al., 2021).

## **4. Data Analysis**

Data analysis gives a comprehensive analysis of the findings of the study and tests the analytical model yielded for Pakistani expatriates living and working in western countries. The statistical analysis was performed using SPSS 26 and AMOS 28 with bootstrapping applied for the mediation analyses. Descriptive analyses were performed, via the Statistical Package for



Social Sciences (IBM, SPSS version 26) and AMOS 28. In order to confirm the variables relationship correlation analyses and descriptive statistics were run on SPSS. CFA results indicated construct reliability and validity for constructs were derived from the analysis as noted by (Veal, 2017). This procedure was applied with factor loadings fixed at the recommended level of 0.5, while fit-indices (GFI, AGFI, RMSEA) were used for making modifications as deemed necessary. Using bootstrapping and the interaction graphs of the model, mediation was examined to assess the structural relationships involved.

#### 4.1 Cleaning and Screening of Data

Data screening and data cleaning are essential steps that ensure that the dataset to be used in analysis is good. Of the total 740 distributed questionnaires 490 were filled up and returned the response rate of 89.9% after which 20 responses were eliminated making the total usable responses 470. Besides, since data has been collected through google generated questionnaire, there were no missing values as the option of 'required' kept on. Outliers in one variable were identified using the box plot technique while those in more than one variable were identified using Mahalanobis d-squared. Less than 1% of outliers were detected, hence they were not excluded. In normality tests skewness and kurtosis were checked and the results obtained were good enough.

#### 4.2 Preliminary Analysis

The demographical analysis described in the preliminary section of the present work includes gender and age of the respondents, their level of education, and working experience. In the sample, female was 50.6% and male was 49.4% of the study population of the study. The largest proportion of the participants were within 31 to 40 years (40.6%) followed by Gender with a master's degree level (46.8%). Although the largest percentage of most expatriates, 37% of the sample, had 6-10 years of experience. The basic screening tests conducted as part of the data preparation included descriptive statistics, correlation, multicollinearity, reliability and validation tests as to whether the data could be used for further analysis.

**Table No 1: Demography of the Study**

|           |            |     |       |
|-----------|------------|-----|-------|
|           | 20-30 year | 79  | 16.8  |
| Age       | 31-40 year | 191 | 40.6  |
|           | 41-50 year | 125 | 26.6  |
|           | 51-60 year | 45  | 9.6   |
|           | above 60   | 30  | 6.4   |
|           | Total      | 470 | 100.0 |
|           | Female     | 238 | 50.6  |
| Gender    | Male       | 232 | 49.4  |
|           | Total      | 470 | 100.0 |
|           | B.A        | 63  | 13.4  |
|           | Masters    | 220 | 46.8  |
| Education | Mphil      | 126 | 26.8  |
|           | Ph.D       | 31  | 6.6   |

|            |            |     |       |
|------------|------------|-----|-------|
|            | Others     | 30  | 6.4   |
|            | Total      | 470 | 100.0 |
|            | 1-5 year   | 95  | 20.2  |
|            | 6-10 year  | 174 | 37.0  |
| Experience | 11-15 year | 94  | 20.0  |
|            | 16-20 year | 77  | 16.4  |
|            | Above      | 30  | 6.4   |
|            | Total      | 470 | 100.0 |

### 4.3 Data Normality

**Table No 2: Data Skewness, Mean and Kurtosis**

| Sr.# | Items | Mean   | Std. Deviation | Skewness | Kurtosis |
|------|-------|--------|----------------|----------|----------|
| 1    | EWB1  | 3.6851 | 1.00042        | -.864    | .343     |
| 2    | EWB2  | 3.6170 | 1.16913        | -.947    | .088     |
| 3    | EWB3  | 3.7043 | .93258         | -.884    | .519     |
| 4    | EWB4  | 3.6106 | 1.07476        | -.698    | -.152    |
| 5    | EWB5  | 3.6681 | 1.02237        | -.863    | .255     |
| 6    | EWB6  | 3.4149 | 1.13492        | -.531    | -.582    |
| 7    | EWE1  | 3.7106 | 1.05362        | -.763    | -.025    |
| 8    | EWE2  | 3.6447 | .95714         | -.703    | .282     |
| 9    | EWE3  | 3.7511 | .91409         | -.900    | .772     |
| 10   | EWE4  | 3.7638 | 1.02712        | -.653    | -.237    |
| 11   | EWE5  | 3.6383 | .93557         | -.791    | .477     |
| 12   | EWE6  | 3.6936 | .93713         | -.635    | -.015    |
| 13   | EWE7  | 3.6809 | 1.15359        | -1.045   | .319     |
| 14   | EWE8  | 3.7043 | 1.13473        | -1.036   | .378     |
| 15   | EWE9  | 3.5468 | 1.23943        | -.863    | -.280    |
| 16   | EIWB1 | 3.7511 | 1.38055        | -1.006   | -.283    |
| 17   | EIWB2 | 4.0404 | 1.03276        | -1.002   | .199     |
| 18   | EIWB3 | 4.0149 | .97177         | -1.024   | .876     |
| 19   | EIWB4 | 3.8936 | 1.04553        | -1.090   | .746     |
| 20   | EIWB5 | 3.9319 | 1.06487        | -1.077   | .759     |
| 21   | EIWB6 | 4.0596 | 1.03904        | -1.047   | .479     |
| 22   | EIWB7 | 3.7809 | 1.15386        | -.710    | -.408    |
| 23   | EIWB8 | 3.8830 | 1.11068        | -1.080   | .418     |
| 24   | EIWB9 | 3.8681 | .95062         | -.691    | -.160    |

From the distribution of data in the table above it can be observed that the data followed the normal distribution. Although in 1979, Bulmer pointed out a rule of thumb for determining the skewness that ranges between + 1 and - 1. Mac Gillivray and Balandan, the designers of the kurtosis' scale mentioned that a kurtosis which had a plus +3 and - 3 was reasonably acceptable depending on the sort of sample distribution. In the table above, all of the skewness

measures range from 1 to -1, while kurtosis measures range from 3 to -3. It is therefore possible for us to conclude that data in the above table is normally distributed and has the capacity to be subjected to further data analysis.

#### 4.4 Correlation Analysis

**Table No 3: Correlation Analysis**

| Items                                      | EWB     | EWE     | EIWB |
|--|---------|---------|------|
| <b>Expatriate Well-Being</b>               | 1       |         |      |
| <b>Expatriate Work Engagement</b>          | 0.608** | 1       |      |
| <b>Expatriate Innovative Work Behavior</b> | 0.243** | 0.405** | 1    |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

In the case of using the correlation matrix, the value of it should be between 0 and 1 and the significance should be between  $p < 0.01$  and  $p < 0.05$ . The value of 1 reflects the fact that there is an extremely strong affiliation between the independent and dependent variables. Besides, it is important to note that if the coefficient equal 0 it means that the variables in question do not have any relation with each other. The aforementioned table proves that all the variables are significantly positively correlated with each other at a 1% level of significance or  $p < 0.01$ .

#### 4.5 Confirmatory Factor Analysis

In this research, the factor structure of the CFA is recognized and employed in quantitative analysis. As found out in the current research, the data collected fits the assumption of the current model used a s hypothesized in the earlier study or theory by others (Yang et al., 2021). CFA was used in this study on two levels: first, at scale level and second, at the construct level where the composite sets up the Measurement Model all together. On the other hand, the Structural equation modelling was analyzed using Analysis of moment structures (AMOS) 28. That is why it is appropriate before proceed further that the fit indexes on which model acceptance criterias are determined should be described.

#### 4.6 Reliability and Validity Analysis

**Table No 4: Reliability and Validity Analysis**

| Variables                           | Items       | Estimate               | C.R   | Cronbach Alpha | AVE   |
|-------------------------------------|-------------|------------------------|-------|----------------|-------|
| Expatriate Well-Being               | EWB1-EWB6   | Min.0.794<br>Max.0.809 | 0.620 | 0.815          | 0.790 |
| Expatriate Work Engagement          | EWE1-EWE9   | Min.0.753<br>Max.0.809 | 0.690 | 0.803          | 0.800 |
| Expatriate Innovative Work Behavior | EIWB1-EIWB9 | Min.0.757<br>Max.0.787 | 0.715 | 0.786          | 0.810 |



Before the data is collected through the developed questionnaire, the reliability of the instrument and the items should undergo reliability analysis. Before using various tests, there is a necessity to test them because it is easy to disallow the elements that create disturbance. According to the rule of thumb of the measure of instrument reliability and Chronbach alpha ranging from 0.7 – 0.9/ 0.7 – 0.8/ 0.7 – 0.9 respectively. The Cronbach’s value for each item is presented in the above table as well and all kinds of the variables have values higher than 0.7, which from the general criterion can be termed to be good. The results suggest that the instrument overall has a reliability coefficient greater than 0.7 which is the best.

**4.7 Common Method Bias (CMB)**

CMB normally arises in research that is carried out in the behavioral sciences because of the use of survey instruments which leads to measurement errors. One of the challenges of behavioral variables as stated by Zhonglin (2020) is that most of them are measured indirectly and the process can cause measurement errors. As Podsakoff et al. (2024) have noted CMB was a notion formalising the difference between actual and observed values, and errors were classified as either chance or systematic depending on the measurement procedure (Jordan & Troth, 2020; Kyriazos, 2018).

In this study, CMB was operated by employing single-factor test of Harman. The test offered a variance from one factor equal to 22.753 % which is less than 50 % indicating the absence of CMB problems.

**4.8 Structural Equational Modelling**

The Structural Equation Model (SEM) using AMOS Version 28 is one of the most well-known models that is frequently used in today's academic context. Two models are used in the process: the Measurement Model (MM) and the Structural Regression Model (SRM). SEM was used in this work to examine the relationships between several variables, including EWB, EE, and EIWB.

**4.9 Fit Indices**

**Table No 5: Model Fit Indices for Structural Equation Modelling**

| GFI   | AGFI  | RMR   | CMIN/DF | RMSEA | NFI   | PCLOSE |
|-------|-------|-------|---------|-------|-------|--------|
| 0.902 | 0.900 | 0.111 | 2.555   | 0.058 | 0.903 | 0.000  |

**Table No 6: Fitness Summary**

| Model   | Hypothesized | Thresholds  |
|---------|--------------|-------------|
| CMIN/DF | 2.950        | < 3         |
| RMR     | 0.055        | Closer to 0 |
| GFI     | 0.920        | ≥ 0.9       |
| AGFI    | 0.910        | ≥0.8        |
| CFI     | 0.902        | ≥0.9        |
| RMSEA   | 0.056        | <0.08       |



Structural equation modeling (SEM) is a tool which permits visualizing the data and assumptions, and relationships analysis. It helps in the analysis of inferential factors and it is applied in the main model and auxiliary model. They also encompass regression, factor analysis, and path analysis. In simple terms, it is a blend of factor analysis and multiple regression analysis (CFA). In this study, both the AMOS 28 model and measurement are used and investigated. CFA (Confirmative Factor Analysis) is applied to the present research, and for modelling 26 figures, one for each solitary factor, AMOS was utilized. After the CFA is made, the development of a highly suitable model is devised. There are a few constraints because the value of CFI, which stands for the comparative fit index that shows how well the model fits the sample data, must be between 0 and 1.

The CFI value in this model is 1.00, which shows the model has good fitness in the current research (Hu & Bentler, 1999). They also added that a RMSEA score of less than 0.08 suggests that a model is good enough, while a score below 0.06 suggests that is appropriate. Indeed verification of the assumption put forward in this model revealed that the RMSEA actual value is 0.07, therefore implying acceptable fitness. The model fitness improves by GFI and AGFI being greater than 0.90. In this model, we get a GFI is 0.999 and an AGFI is 0.989 which indicates the model fits the criteria of (Hu and Bentler,1999).

**4.10 Hypotheses Testing**

**Table No 7: Direct Path Results**

| Estimate |      |     | S.E.  | C.R.  | P     | Hypothesis |    |          |
|----------|------|-----|-------|-------|-------|------------|----|----------|
| EIWB     | <--- | EWB | 0.194 | 0.036 | 5.418 | ***        | H1 | Accepted |
| EWE      | <--- | EWB | 0.518 | 0.031 | 16.58 | ***        | H2 | Accepted |
| EIWB     | <--- | EWE | 0.712 | 0.418 | 16.10 | ***        | H3 | Accepted |

In the present research, path analysis is used for hypothesis testing purposes. To test the direct relationship of the variables of the path model, an analysis was done of the level of significance at p<0.05 and estimate values were obtained. To mediate the indirect effect, bootstrapping is utilized in developing the path model.

**4.11 Mediation Analysis**

EWE serves as a mediator between EWB (IV) and EIWB (DV). The finding that EWE mediates the relationship between EWB (IV) and EIWB (DV) is explained by the table's results.

**Table No 8: Interpretation of Mediation**

| Hypothesis  | Dβ W/O Med. | Dβ with Med. | Iβ       | Med. Type         | Hypothesis Result |
|-------------|-------------|--------------|----------|-------------------|-------------------|
| EWB→EE→EIWB | 0.482***    | 0.193        | 0.312*** | Partial Mediation | H4: Accepted      |

#### 4.12 Discussion

The purpose of this research was to assess the paths that exist between expatriate well-being, engagement and innovative work behaviour with expatriate engagement as the mediator. The four hypotheses of this study were posited and the findings confirmed the hypothesized positive correlations along the aforesaid paths,

The data analysis results validate the first hypothesis stating that expatriate well-being has a positive effect on innovative work behaviour and the findings align with this hypothesis. Those expatriates who said they were in a better psychological and physical health state were more creative, more ingenious in problem-solving, and more apt to bring unique tricks into their organization. This is summarized by prior research that has suggested that psychological well-being plays a major factor in the generation of the thought processes that are associated with cognitive flexibility and creativity (De Spiegelaere et al., 2014).

The rationale for this finding is in the notion that well-being offers expatriates the psychological capital essential for performing optimally in stressful professional settings. When expatriates have good health both in terms of psychological and physical health, they give their best effort, think outside the box as well and come up with aesthetic solutions. On the other hand, low well-being hinders stress, burnout, and disengagement of an individual's innovative capacities. This gives credence to the notion that expatriates' work-related well-being is a prerequisite for innovative activities in organizations.

The second hypothesis result as per data analysis through AMOS explored in the study was that expatriate well-being has a direct positive relationship with expatriate engagement. These results also support this hypothesis, indicating that expatriates who had higher levels of well-being were more work-engaged and more organisationally committed. These expatriates were more energetic, enthusiastic and involved, to the extent that their attachment to tasks and the organisation was more pronounced than that of their counterparts. The source of this result can be explained by the Conservation of Resources (COR) theory based on which well-being is considered as a key resource that helps employees to stay productive at work. Higher well-being improves the ability of expatriates to cope with Work-Related demands, stress, and other factors hence fully committing themselves to their duties. This also affirms Bakker and Demerouti's (2008) argument that well-being is a key antecedent of engagement. Regarding expatriate managers, well-being increases their capacity to adjust to the new environment, build relationships with other workers and submerge themselves in the host country's organizational culture.

The third hypothesis sought to establish the correlation between expatriate engagement and innovative work behaviour. The analysis results of the study fully validates the hypothesis that expatriate engagement has a positive influence on innovative work behaviour. Innovativeness, where the expatriate is willing to come up with new ideas, is best captured by the following: self-initiated behaviour, suggestion of new ideas, and working with peers as shown in the following results. The justification for this proposition is based on the arguments by Hakanen et al. (2008) that individuals with engagement are likely to be proactive, persistent and resilient-a crucial ingredient in innovation. In the case of expatriates, engagement enables

organizations to leverage different cultural perspectives and experiences to create a knowledge effect.

Knowledge workers, to whom engaged expatriates are compared, are highly intrinsically motivated to deal with the challenges successfully and to offer creative solutions to their organizations. This research finding stresses the significance of the involvement of expatriates as a way of enhancing organisational innovation.

The fourth hypothesis targeted the mediating relationship between expatriate engagement and expatriate well-being and innovative work behaviour. The findings of this hypothesis testing initiative provide a positive outcome which supports this hypothesis regarding the mediating role of expatriate engagement in this relationship. In other words, this means the well-being of the expatriate promotes engagement which results in increased Innovative work behavior. The rationale for this mediation effect is that the resources that arise from expatriate well-being are necessary for engagement and, subsequently, the use of engagement in creating innovative solutions.

The COR theory opines that because people with higher levels of well-being can engage the resources that can be used to handle stress and challenges to become more useful in the performance of their work, this accounts for why people with higher levels of well-being are more performant at their work as postured by Schaufeli and Bakker (2004). Through this engagement, well-being is then done in a manner that enables innovative actions and creative contributions. The mediation effect indicates that cultivating expatriate well-being is not enough because it is necessary to engage the staff to help improve organizational innovation as much as possible.

## **5. Conclusion**

### **5.1 Conclusion, Limitations and Future Directions**

Focusing on expatriate's well-being and engagement this paper also underscores the imperative of creative work behaviour amongst Pakistani expatriates in developed countries. Accordingly, the expatriate's well-being was found to affect innovative work behaviour positively and through the mediating variable of engagement. Such findings can help advance knowledge on how expatriates may help organisations as well as foster organisational innovation and economic improvement in host countries besides benefiting the home country, Pakistan. This implies that with the huge number of remittances that people providing expertise get from their home countries, there are wider economic and development implications when expatriate well-being and engagement are enhanced, hence the need for organisations to support expatriates in their working roles.

### **5.2 Limitations and Future Directions**

There are some limitations in the study. It emphasizes Pakistan expatriates in the developed countries of the West, which will somewhat confine the generality of the study findings to expatriates in general and those in the developing world in particular. Thirdly the research is cross-sectional and this only gives a snapshot at a particular time hence the study cannot favourably determine trends over extended periods. Self-reported data may also be

inaccurate and create other concerning biases, for instance, Social Desirability bias. In addition, some other variables such as culture and organizational factors were excluded and could have an impact on the specified relations. Future Directions Additional future research could increase the sample size of surveyed expatriates; the current study comprises respondents from only one country; therefore, the generalizability of the results might be limited. Longitudinal research could further investigate the sustained impact of well-being and engagement on the innovative work behaviour of expatriates. Moreover, the understanding of other antecedents, for example, culture, and support systems in the organization, can offer better insight into the determinants of expatriate success and innovation. This would provide a better understanding of how organisations can enhance expatriates' experience and get the most out of them.

### **5.3 Implications of the Study**

#### **5.3.1 Theoretical Implications**

In light of the current research, there is a substantial advancement of knowledge about the relationships between the well-being status, organizational commitment and innovative work behaviour of expatriates particularly Pakistani expatriates working in Western countries. These results help to corroborate the knowledge regarding the importance of expatriate well-being concerning the stimulation of innovative work behaviour, extending the literature on the relationship between well-being, creativity, and problem-solving in global contexts (Mumtaz & Nadeem, 2023). The relationship between well-being and engagement also provides evidence for the COR theory with well-being as a resource for enhancing engagement and resulting productivity. In this regard, this study contributes to research by stressing engagement as a mediator, indicating that while well-being could be sufficient for generating innovation, engagement is required for such a goal to be achieved. This can offer a new theoretical framework for following up on the precise relationships between well-being, engagement, and innovation in international work contexts (Bizri & Hamieh, 2020).

#### **5.3.2 Practical Implications**

The managerial implications of the study are useful for multinational organizations and policymakers, especially in countries such as Pakistan that receive generous foreign exchange through expatriate remittances (Dash, 2023). The research evidence implies that organizations should attend to expatriate welfare; and provide mental and physical health support programs as these will promote the innovation and productivity of expatriates. Since expatriates contribute over about 30% of Pakistan's remittance, enhancing well-being importantly benefits the host organizations, in addition to benefiting Pakistan's economy.

Furthermore, a rise in the participation of expatriates is critical to the enhancement of innovation. It especially means that management should pay attention to engaging people at work through appreciation, training, and teaming (Karadag, 2024). This way expatriates can be of positive productive value to both the host countries as well as Pakistan. Lastly, the mediating role of engagement in utilising well-being to drive innovation highlights the significance of organisations integrating well-being and engagement approaches to foster expatriate contribution for the advantage of expatriates, as well as nations of origin and host country.



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