



Centre for Workforce Futures

in co-operation with the MQ Migration, Mobilities, Diversities Research Stream, Arts Faculty

SEMINAR SERIES

The Macro Factors Affecting Refugee Adjustment

Associate Professor Betina Szkudlarek

International Business Discipline, Sydney University & CWF Associate Member

16 April 2019

2:00–3:30 PM

LOCATION: Finance Decision Lab (4EaR 110), 4 Eastern Road, Macquarie University NSW 2109

ABSTRACT

Refugees have become a major socio-economic and political challenge in the 21st century. With more than 50 years of scholarship on global mobility, the field of International Business (IB) is well positioned to address this challenge. Yet, the field's almost exclusive focus on expatriates has trapped it in an over-reliance on assumptions and perspectives that are most applicable only to a sub-group of international workers, a subgroup that, to date, has failed to include refugees. The empirical path dependence resulting from such a narrow focus on expatriates has hindered IB scholarship in conceptualising and contributing to support the international adjustment of individuals beyond corporate

assignees. We propose that by heavy reliance on individual and organisational factors, the field of IB has underplayed the importance of macro (economic, social and institutional) factors in international adjustment. Our expansion of IB's focus to include an understanding of refugees allowed us to expand the field's overall conceptualisations of international adjustment to encompass various groups of migrants, including both expatriates and refugees. Using a refugee-lens has exposed taken-for-granted assumptions and generated new research insight that will allow IB to develop in new and important ways that will foster both rigorous research and have important practical implications.

ABOUT THE SPEAKER

Betina Szkudlarek is an Associate Professor in Management and the Program Director for the Master of Management at The University of Sydney Business School. Betina's core research interests lie at the intersection of cross-cultural management, international HRM, international business ethics, and, management of diversity. Her work has been published in top-tier international journals such as *Organization Studies*, *Human Resource Management*, *Journal of Business Ethics*, and *Academy of Management Learning and Education*. She currently holds a competitive

Social Science and Humanities Research Council of Canada Grant for a research project titled 'Integrating refugees in the workforce — the role of host country social support'. She is also the lead editor of the upcoming *SAGE Handbook of Contemporary Cross-Cultural Management*.

Beyond her academic commitments, Betina holds the post of a Strategic, Sustainability and Growth Consultant with the United National Alliance of Civilizations, where she works with the recipients of the UNAOC and BMW Intercultural Innovation Awards.

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