

Title	The influence of job demands and resources on repatriate career satisfaction: A relative deprivation perspective
Author	Hong Ren, Mark C. Bolino, Margaret A. Shaffer, Maria L. Kraimer
Source	Journal of World Business
Pub Date	2013
Keywords	Repatriation, Global career, Underemployment, Relative deprivation, Job Demands–Resources
Abstract	Drawing on Job Demands–Resources and relative deprivation theories, we develop a model of repatriate career satisfaction. We examine three job demands (psychological contract breach associated with pay, career derailment, and perceived underemployment) and suggest that each induces feelings of relative deprivation and thus is detrimental to repatriate career satisfaction. We further examine how two job resources, repatriates' perceptions of how valuable their international assignment is to their careers and their beliefs about how it is valued by their organizations, moderate the job demands–career satisfaction relationships. Using a sample of 84 repatriates, we found some support for our integrated framework.