

The Impact of Human Resources Management on the Job Security of Self-Initiated Expatriates after the Brexit

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Abstract : Recently, with BREXIT taking place, organizations and employees have been affected in the way of job and employment security. Career-oriented human resources management (HRM) practices are likely to facilitate self-initiated expatriates' adjustment to the host country. This was related to the career security (job security and employment security), which were missing in their home country and seemed to be important elements to adjust to the host country. The aim of this study is to assess whether the perception of career security by Frances self-initiated expatriates (SIEs) have changed in the wake of the referendum result. Quantitative research method will be used, and the data will be collected through electronic questionnaires. Data will be analyzed through Statistical Package for the Social Sciences (SPSS). The study variables will include an adjustment to the host country, HRM practices, employability, and job security. Predicted results consist that career-oriented HRM practices are positively related to the adjustment to the host country, employability, and job security. However, with Brexit, there might be a negative relationship between career-oriented HRM practices and job security.

Keywords : migration, self-initiated expatriates, Brexit, job security

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