Hybrid work configurations and short-term international assignments: Does willingness to accept international assignments increase?

Stijn Beldman (s2645238), s.beldman@student.utwente.nl

Faculty of Behavioural, Management and Social Sciences, University of Twente
Supervisors: Schweisfurth, T.G. & Proksch, D.E.

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ABSTRACT

Employee willingness to accept international assignments is a fundamental problem in any organization. Yet more and more assignments are carried out on an international scope. In addition, remote working is becoming extremely more popular due to recent developments like digitalization and the Covid-19 pandemic. Using a factorial survey experiment, we analyse the effect of applying hybrid work configurations to international assignments in the IT industry. The results show that employee willingness to accept international assignments is significantly higher when a hybrid work configuration is applied. Hence, indicating that willingness is higher when the time spent abroad is less. We argue that this is the case because hybrid work configurations affect two crucial factors that influence an individual's career decision-making process. The results suggest that the perceived family barriers an individual is experiencing might be lower and that an individual's personal agency might increase when a hybrid work configuration is applied. Interestingly, we also found that the effect of the geographical location of an international assignment differs for individuals of different ages. To conclude, by changing the setup of international assignments, this study challenges the current underlying principles of those assignments by highlighting the relevancy of the length of international assignments.

1 Introduction

The decision for an employee to accept an international assignment can be disruptive and significant. Yet globalization and digitalization have led to more organizations operating internationally. As a result, more projects are carried out on an international scope with an increased need for employees who are willing to work in a foreign country. Organizations continuously seek opportunities to increase employee willingness to accept international assignments (GMAC, 2019; PWC, 2020), and despite the impact of the pandemic in 2020, many organizations still regard the use of international assignments as critical for their overall business objectives (KPMG, 2020). Therefore, the main aim of this study is to advance the current understanding of employee willingness to accept international assignments.

In the literature, international assignments have dominated the agenda of international management and international human resource management (Collings et al., 2007). Many studies have covered motivations and factors influencing an employee's willingness to work in a foreign country. In general, it is noted that family plays an important role in an employee's decision to accept international assignments (Caligiuri et al., 1998; Dickmann et al., 2008). However, many aspects remain at a certain level of underexposure.

One of those aspects is remote working. During the past few years, remote working became more popular with an increasing number of organizations embracing it. This trend was boosted due to the Covid-19 pandemic and the concept of remote working is probably here to stay. As of April 2021, Microsoft Teams had over 145 million daily active users compared to 20 million in November 2019 (Statista, 2021). In addition, according to a survey conducted by the Boston Consultancy Group (2020), organizations are expecting that 40% of their employees will engage in remote working in the future (Kaufman et al., 2020). Furthermore, both organizations and employees tend to benefit from a hybrid work configuration. According to Choudhury et al. (2020), a transition from a work-from-home to a work-from-anywhere model resulted in a 4.4% increase in employee productivity. Moreover, by applying a hybrid work configuration absenteeism might reduce up to 40% and real-estate and resource costs might also be reduced (Kaufman, et al., 2020). However, despite the increased interest in hybrid work configurations, their effect on international assignments is not yet fully understood.

No previous studies have covered the topic of remote working concerning an employee's willingness to accept international assignments. By combining in-office working in the host country with remote working from the home country, an employee's willingness to work abroad might increase. For example, someone might not want to work abroad for a continuously long period, but they might want to work abroad for a short period and then work on the project remotely. A study by Konopaske & Werner (2005), showed that managers are more willing to accept short-term international assignments as opposed to long-term international assignments, building support for this reasoning.

Although a lot of research has been devoted to expatriation, less research has focused on alternative international assignments such as short-term-, commuter- and virtual assignments. Only a little research is found concerning virtual international assignments. According to Welch et al. (2003), virtual

international assignments are a feasible option. However, virtual assignments are very unlikely to replace traditional international assignments. Nevertheless, alternative assignments, like assignments including remote working, are becoming more prevalent (Meyskens et al., 2009). Hence, another aim of this study is to analyse the effect of hybrid work configurations on an employee's willingness to accept international assignments. Consequently, this paper will aim to answer the following research question: "What are the effects of hybrid work configurations on an employee's willingness to work abroad on short-term international assignments?"

Moreover, in the expatriation literature, the geographical location of an international assignment is often mentioned as an important factor (Aryee et al., 1996; Dickmann & Mills, 2010; Lowe et al., 1999). However, hybrid work configurations challenge the underlying principles of the effect of a project's geographical location by keeping the time spent abroad to a minimum. Hence, interesting results might come forward when the effect of a project's geographical location is simultaneously measured with the effect of hybrid work configurations. Therefore, the third aim of this research is the simultaneous inclusion of geographical location and hybrid work configurations as direct variables of willingness.

Furthermore, the current literature suggests that the perceived social pressure an individual is experiencing is substantially influencing an individual's decision to accept international assignments (Engle et al., 2015). It has long been known that managers influence employee behaviour through perceived social pressure. Some often mentioned examples include speaking up, implementing changes or employee productivity (Alfes et al., 2013; Leonard-Barton & Deschamps, 1988; Detert & Treviño, 2010). Yet previous studies have not examined the effects of the perceived social pressure someone is experiencing in terms of a manager's location. Thus, the fourth aim of this research is the inclusion of a manager's location as a direct variable of willingness to accept international assignments.

In sum, with alternative international assignments becoming more prevalent, it is important to understand why employees decide to engage in those assignments. Although recent studies have focused on many factors influencing someone's decision, no studies are found considering the role of hybrid work configurations. In this paper, we examine how hybrid work configurations shape an employee's willingness to accept international assignments, while simultaneously including other variables. Since hybrid work configurations change the setup of traditional international assignments, the current underlying principles of those assignments will be challenged.

This paper is structured as follows. In the next section, the theoretical background is discussed, and hypotheses are derived. The methodology section follows, in which the factorial survey experiment is briefly discussed and the process of data gathering, including the sample, is described. In addition, the data analysis method will be explained after which the results are presented. The results are presented twofold. First, the descriptive statistics are discussed to get an initial overview of the results, followed by an assessment of the hypotheses. The discussion section closes the paper by discussing theoretical and practical contributions as well as the limitations and suggestions for further/future research.

2 Theory

Working abroad has always been a highly researched topic and there is extensive literature on motives and factors influencing expatriation (Edward & Rothbard, 2000; Tung, 1988; Lazarova et al., 2010). There are a lot of different factors influencing an individual's decision to accept expatriate assignments. Research by Brett and Stroh (1995) showed an extensive list of factors affecting an individual's willingness to accept expatriate assignments including personal characteristics, spousal support, work-life balance, and ambition (Brett and Stroh, 1995, as cited in Dickmann et al., 2008). In addition, Aryee et al. (1996) indicated that culture also plays an important role in accepting international assignments. Managers are more likely to accept an international assignment in a culturally similar location than a dissimilar location (Aryee et al, 1996). However, expatriation is often focused on long term assignments or jobs while the focus of this research specifically covers short-term assignments. Hereby, a short-term assignment is defined as an international project with a duration of anywhere between 1 and 12 months.

Although there are a lot of similarities between expatriation and short-term assignments, there are also some substantial differences. As previously mentioned, managers are more likely to accept short-term international assignments as opposed to long-term assignments (Konopaske & Werner, 2005). Another key difference between expatriation and short-term assignments is that an employee's family typically does not accompany the employee abroad on a short-term assignment. This has both positive and negative effects. It may save costs and prevent family adjustment problems. However, it can cause severe family issues as it negatively impacts the employees' work-life balance (Tahvanainen et al., 2005).

The overall influential role of family has long been recognised with multiple papers drawing upon the family system-theory, role theory and organisational support theory (e.g., Konopaske et al., 2005; Shah et al., 2021; Fukuda & Chu 1994; Greenhaus & Beutell 1985), to explain the influence of expatriate families in the overall assignment process. According to a survey conducted by Brookfield (2012), family barriers are among the top reasons for employees to reject international assignments. This aligns with findings from studies by Tahvanainen et al. (2005) and Brewster et al. (2001), indicating that family separation is an influential barrier when it comes to accepting international assignments. Moreover, Starr and Currie (2009) found some more alternative insights into the influence of family in the overall assignment process. Their research stated that the desire to start a family or leave an extended family member behind influences an individual's willingness to accept short-term international assignments.

A theory that can be used to explain the influence of family barriers on an individual's career interests, is the social cognitive career theory (Lent et al., 1994). The social cognitive career theory attempts to understand the processes through which individuals make decisions, establish interests, and strive to achieve success. It focuses on personal cognitive variables and how they interact with environmental variables to shape their career choices (Lent et al, 1994). The theory proposes that an individual's career choices originate from two sources. Firstly, the theory suggests that personal cognitive variables, like self-efficacy and outcome expectancies, are critical to understanding why individuals do or do not engage in certain behaviour. This is

often referred to as personal agency (Lent et al, 2000). In this study, the career choice will be either to accept or reject an international assignment. Engaging in international assignments involves dealing with uncertainty and unfamiliar circumstances. Hence, according to the theory, individuals with a greater level of personal agency are more likely to expect that they can succeed and thus more likely to accept international assignments.

Secondly, the theory suggests that the perceived environmental barriers and support an individual is experiencing, are also critical in understanding career choices. In the social cognitive career theory, barriers are defined as events or conditions that influence and make an individual's career choices difficult. Barriers are always context-specific and can be anything. Some common barriers include personal, family, and financial barriers (Lent et al., 2000). Given the importance and relevancy of family in the decisions making process of international assignments, it is likely that family barriers are the main barriers an individual is experiencing when engaging in them. Consequently, it can be argued that individuals who perceive family barriers are less likely to accept international assignments.

Tharenou (2008) applied the social cognitive career theory to international assignments, to test why some individuals are more likely to accept international assignments than others. Using a longitudinal study, Tharenou tested how family barriers and personal agency shape an individual's willingness to accept international assignments. In line with expectations and the social cognitive career theory, personal agency positively predicted willingness to accept international assignments, while family barriers negatively predicted willingness to accept international assignments. Hence, individuals who experienced fewer family barriers and had greater personal agency were more likely to accept international assignments (Tharenou, 2008).

Drawing upon the social cognitive career theory, this paper investigates if hybrid work configurations positively affect an individual's willingness to accept international assignments. While there is a lot of literature researching different factors that might influence an individual's willingness to work board, no literature is found investigating the effect of hybrid work configurations. A hybrid work configuration combines remote and on-site work and allows employees to be more flexible. By applying hybrid work configurations to international assignments, the time spent abroad is kept to a minimum. Consequently, the underlying principles of international assignments are different. Instead of one continuously long period abroad, the assignment is split up into smaller individual periods abroad. Hence, possibly affecting both an individual's personal agency as well as the perceived family barriers an individual is experiencing.

Hybrid work configurations may increase willingness to accept international assignments because the perceived family barriers are expected to be less compared to traditional work configurations. When a family member accepts an international assignment, the family is forced to restructure, adapt, and develop. Consequently, it is likely that the perceived family barriers within the family rise. As a result, willingness to work abroad is expected to be substantially lower. However, by reducing the amount of time spent in a foreign country, by applying hybrid work configurations, the perceived family barriers both in and outside the family are likely to be substantially lower. Consequently, the family is more likely to expect that they can maintain a sense of equilibrium and thus it is expected that individuals will accept international assignments more often. Besides family barriers, the same is expected for personal agency. By applying a hybrid work configuration an employee will spend less time abroad and more time in his/her home country. Hence, it is likely that international assignments will be seen as less of a hurdle and self-efficacy/outcome expectancies might rise. Consequently, an individual is more likely to expect that they can succeed and thus more likely to accept an international assignment. In sum, by applying hybrid work configurations, the perceived family barriers are expected to be substantially lower, and an individual's personal agency is expected to be greater. Hence, positively impacting an individual's willingness to accept international assignments. Consequently, the following hypothesis is proposed:

H1: In hybrid work configurations, less time spent abroad increases employee willingness to accept international assignments.

Moreover, it is also expected that the geographical distance might have a significant impact on accepting an international assignment. Several studies show the impact of a project's location on the expatriation process. Aryee et al. (1996) indicate that managers are more likely to accept international assignments located in a culturally similar location and Dickmann and Mills (2010) showed that location characteristics play an important role in deciding whether to accept an assignment or not. In addition, a study by Lowe et al. (1999) showed that a project's location differently affects males and females. However, because hybrid work configurations are applied, the time spent abroad is kept to a minimum. Hence, the underlying principles of the effect of a project's location are challenged and some contradicting results might come forward because the geographical location might be less relevant.

Nonetheless, it is expected that if an international assignment is in a culturally similar location and/or is closely located to an individual's home country, the perceived family barriers within the family are expected to be substantially lower and an individual's level of personal agency is expected to be greater. Therefore, the geographical distance between someone's home and the host country is expected to positively affect someone's decision to accept international assignments when it is shorter. Consequently, the following hypothesis is proposed:

H2: Less distance between an employee's home and host country increases employee willingness to accept international assignments.

In addition, managerial influence is also an underexposed topic in the context of working abroad. No literature is found investigating the influence of managerial behaviour on an individual's willingness to accept international assignments. However, a study by Engle et al. (2015) found out that the perceived social pressure someone is experiencing is substantially influencing an individual's intention to accept international assignments. Therefore, it is expected that a manager's behaviour might affect an individual's decisions to accept international assignments due to perceived social pressure.

According to Ajzen (1991) an individual's intention to engage in a certain behaviour is determined by three independent aspects: attitude toward the behaviour, subjective norm, and perceived behavioural control. Firstly, the attitude toward the behaviour relates to how positive or negative an individual assesses engaging in certain behaviour. Secondly, the subjective norm relates to the perceived social pressure an individual is experiencing to engage or not to engage in the behaviour. Finally, the perceived behavioural control relates to the perceived level of difficulty to engage in the behaviour and influences behaviour directly. In general, the more positive the attitude toward the behaviour, the higher subjective norm, and the greater the perceived behavioural control, the stronger an individual's intention to engage in a certain behaviour should be (Ajzen, 1991).

Especially the subjective norm is interesting in this case. If a manager accepts an international assignment and agrees to work abroad, an employee might experience higher perceived social pressure to accept the assignment. Hence, a manager's allocation could affect an employee's decision to accept international assignments. Thus, the following hypothesis is proposed:

H3: Employee willingness to accept international assignments increases when a manager is stationed abroad.

As recommended by Spector and Brannick (2010), we will include some control variables to either prevent contamination or to test alternative explanations. With regard to contamination, we will control for an individual's previous international working experience. If an individual has previously worked on an international assignment his/her perception and opinion of those assignments might be significantly different as opposed to individuals who haven't worked on international assignments before.

Secondly, in terms of alternative outcomes, we will include control variables based on an individual's personal characteristics. Gender and age will be included since they are generally seen as important differentiators in accepting international assignments (Lowe et al., 1999). Moreover, it is expected that family barriers play an important role. Therefore, an individual's marital status and living situations will be included to see if any possible family barriers are present and if they significantly impact an individual's willingness.

3 Methodology

Research design

To answer the research question, a quantitative lab study will be conducted at the cloud infrastructure service (CIS) business unit of Capgemini. The goal is to analyse the effect of hybrid work configurations on an employee's willingness to accept international assignments. To do so, a factorial survey experiment (FSE) will be conducted. According to Auspurg and Hinz (2015), a factorial survey experiment implements a multi-dimensional experiment into a survey and combines the advantages of both an experiment and a survey. Moreover, a factorial survey experiment is a well-known method often used to study social beliefs and judgements (Wallander, 2009) and is well suited for general population samples because it has little risk of cognitive overload given that the guidelines are followed (Auspurg & Hinz, 2015). Several studies have used the same method (Protsch & Solga, 2017; Liebe et al., 2020; Abraham et al., 2013) to test similar willingness related social judgements with great success. However, it should be stated that a factorial survey experiment cannot be compared to field experiments where participants are unaware of their behaviour being analysed (Protsch & Solga, 2017).

The data will be collected using an online survey, in which respondents will be shown a short description of a fictitious international assignment profile and asked to rate them. So, instead of asking single-item abstract questions, different scenarios are presented to gain insight into a respondent's judgement. Short descriptions of international assignments will be presented in which dimensions are varied in their levels, as shown in Figure 1. These descriptions are also referred to as vignettes. The literature suggests that no more than ten vignettes should be presented to the respondents with a maximum of seven dimensions consisting of approximately two or three levels each (Auspurg & Hinz, 2015). In this study, the effect of three dimensions with either two or three levels each will be analysed. As a result, this study will follow a $3^1 2^2$ design, see Table 1, with the full factorial comprised of twelve (= 3 x 2 x 2) possible vignettes.

All respondents will be asked to rate each of the twelve randomly assigned vignettes (assignment profiles) by stating how likely it is that they will accept the international assignment. Because twelve vignettes are slightly more than the ten vignettes that are suggested by the literature there is a risk of less consistent results because the complexity increases (Auspurg & Hinz, 2015). In addition, it might also induce fatigue (Jasso, 2006). However, since our sample has a well-educated background and the vignettes are relatively small, this should propose no problem and the internal validity should not be affected by this. Furthermore, respondents can differentiate their responses on an 11-point rating scale ranging from -5 (not likely at all) to +5 (extremely likely). Although there is a risk of censoring responses, the literature recommends a rating scale because magnitude response scales also have many shortcomings, like many missing values and outliers. In addition, by using enough response categories censoring issues in a rating scale can be overcome (Auspurg & Hinz, 2015). In this study, the censoring issues will be kept to a minimum by using an 11-point rating scale, giving respondents enough response categories. Subsequently, at the end of the survey, respondents will be asked to answer some more general questions about their family life and who they are.

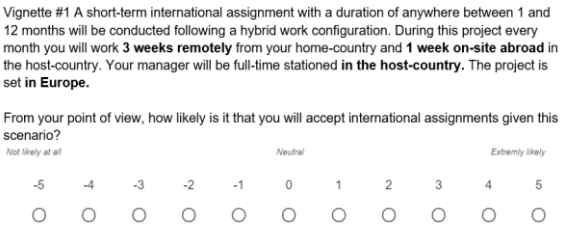

Figure 1 Vignette example

Selection & sample

The data will be collected at the cloud infrastructure service business unit of Capgemini Netherlands and Belgium. Capgemini is a multinational corporation with over 250.000 employees in over 50 countries across the whole world. Capgemini is a global leader in IT consultancy, digital transformations, and other IT services. Their core business activity is to partner up with other companies to transform and improve their business by using the power of technology (Capgemini, 2021). They support their clients by managing customer relationships, industrial assets and functional agility while providing essential technologies like cloud and artificial intelligence (Capgemini, 2020). Because the situation is predefined, convenience sampling will be used. According to Auspurg and Hinz (2015), convenience sampling is no problem in a factorial survey experiment if the vignettes are randomly assigned. In total, 138 employees took part in this study, including a mix of Dutch and Belgian participants. However, not all responses are complete. In total, 101 respondents evaluated all 12 vignettes.

The sample consists of every employee that can be assigned to an international project, which includes both managers and employees. The participants are all employed by Capgemini and most likely have a background in IT. Most of the participants are IT engineers, however, the sample also includes managers, consultants, and solution architects. Both men and women are included, and ages vary from young adult to elder. As stated by Hainmueller et al. (2015), by targeting the right population, a factorial survey experiment allows for experimental analysis of judgements and/or beliefs while having a relatively high external validity. However, it should be noted that there is a strong bias in the population since only the IT industry is targeted. Compared to other industries the IT industry already adopted remote working and thus results might differ significantly when other industries are assessed. Furthermore, the survey will be distributed via an e-mail which will include an anonymous link. The survey will start by stating an informed consent, informing all participants of their rights, the risks and benefits, the purpose of the study, the anonymity and voluntarily nature of the study. All respondents will remain anonymous and can withdraw at any certain moment. In addition, all obtained data will only be accessible and processable by the researcher and will be destroyed after the research is concluded.

Measurement

The respondents' ratings on the rating scale define the dependent variable of this research, namely an employee's willingness to accept international assignments. As previously discussed, respondents can differentiate their responses on an 11-point rating scale. Furthermore, factorial survey experiments have two types of independent variables. The first type of independent variable is constructed by the experimental setup of the survey, these are often referred to as vignettes variables (Auspurg & Hinz, 2015). In this study, the vignette variables are defined by the three dimensions resulting in the following three variables: hybrid work configuration, manager allocation, and geographical distance. The second type of independent variable is the respondents' characteristics as defined by the general question in the questionnaire (Auspurg & Hinz, 2015). In this study, those are gender, age, marital status, living situation, and previous international work experience & allocation.

To test the hypotheses and the impact of different hybrid work configurations on an employee's willingness to accept international assignments, the time spent abroad in a hybrid work configuration is varied across levels in the vignettes. This is done by using a monthly cycle in which different hybrid work configurations are specified. Moreover, to analyse the effect of perceived social pressure, the managers' allocation is defined. A manager will either be full-time stationed in the host country or full-time stationed in his/her home country. By doing so, it is possible to assess if a manager's location affects an individual's willingness to accept international assignments. Finally, the geographical location is also specified. The project will either be set in Europe or outside Europe. Resulting in clear and short vignettes which will be used to assess the hypotheses.

According to Auspurg and Hinz (2015), every factorial survey experiment should begin with an introduction containing a simple and clear explanatory note to increase the respondents' understanding of the vignettes and the survey setup. The explanatory note introduces the concepts and how the different scenarios are made up. In this study, the assignment duration is always the same and as mentioned before, the project location, manager allocation and hybrid work configuration are varied across levels in the different vignettes, as shown in table 1 below.

Table 1 Vignette dimensions and levels

Dimension	Level	Vignette text
Hybrid work configuration	1.	1 week in a host country, 3 weeks in someone's home country
	2.	2 weeks in a host country, 2 weeks in someone's home country
	3.	3 weeks in a host country, 1 week in someone's home country
Geographical location	1.	The project is located within Europe
	2.	The project is located outside Europe
Manager allocation	1.	Managers will be full-time stationed in the host country
	2.	Managers will be full-time stationed in their home-country

Data analyses

The standard data analysis technique that is used for factorial survey experiments is regression modelling. Since we are interested in testing hypotheses, regression modelling suits the purpose of this study well. However, when using regression modelling the dependent variable must be a metric variable. We expect the entire 11-point rating scale to be significantly used, making it possible to interpret the evaluations as a metric variable.

Furthermore, because each respondent evaluates more than one vignette the data structure can be defined as clustered or hierarchical in which the variance of the dependent variable can be split into two groups. The variance between respondent evaluations and the variance within respondent evaluations. Hereby, the aim of the data analysis should be to analyse the effects of both the vignette variables and the respondents' variables (Auspurg & Hinz, 2015). To gain an indication of the variance decomposition, the intraclass correlation coefficient can be calculated. The intraclass coefficient shows to what extent

the variance of the outcome reflects different participants evaluating the vignettes. A higher intraclass correlation indicates a stronger bias in the standard error when using simple OLS methods (Auspurg & Hinz, 2015). The intraclass correlation coefficient for our empty model is 66%, indicating a moderately high variability across evaluations. This suggests that willingness evaluations are rather heterogeneous among the participants.

Moreover, because each respondent evaluates more than one vignette the error terms might be correlated on the vignette variables. If this is not considered, the assumption of independent observations is violated and standard error terms of the coefficients may be biased (Auspurg & Hinz, 2015).

According to the literature, there are two methods to address the problem of the error term. If one is only interested in the effect of the vignette variables on the dependent variable, an OLS model with cluster-robust standard errors would be sufficient. If one also wants to take the respondent characteristics into the account, a multi-level regression model should be used (Auspurg & Hinz, 2015). In this study, we are interested in both the vignette variables and the respondent variables. Thus, both OLS models with cluster-robust standard errors will be used as well as multi-level regression models. In addition, bivariate statistics can be used because of the experimental setup of a factorial survey experiment. For example, a comparison of group means could already be sufficient to draw small conclusions given the context (Auspurg & Hinz, 2015).

Moreover, both random-effect and fixed-effect multi-level regression models will be analysed. According to Auspurg and Hinz (2015), there should be little differences between these models when only a small number of vignettes is used. However, when applied correctly, random effect models generally have higher statistical power than fixed-effect models (Auspurg & Hinz, 2015). Since factorial survey data fulfil the main prerequisites for random-effect models, the random effect models will be used to assess the hypotheses.

As suggested by the literature, the bivariate statistics will be analysed first to get an initial overview of the results and to draw small conclusions. Secondly, several initial regression models with only the vignette variables will be constructed and analysed. After which the respondent variables will be added in the second step. To conclude, theoretical interesting cross-level interactions will be analysed by performing an explorative analysis in Stata.

4 Results

In this chapter, the results of the factorial survey experiment will be discussed. Firstly, a descriptive overview of the results regarding the factorial survey experiment will be given. This is followed by several regression models, analysing the effects of hybrid work configurations on an employee's willingness to accept international assignments. Finally, the respondent characteristics will be considered.

Part 1 - Descriptive overview of vignette evaluations

Table 2 provides an overview of the descriptive statistics which is complemented by Figure 2 displaying the distribution of vignette evaluations. Participation in the questionnaire is average with 101 respondents who evaluated every vignette, resulting in over 1212 rated vignettes. As is shown in Figure 2, the entire 11-point rating scale is significantly used and Figures A1 – A3 (see appendix 1) show that participants took the survey seriously by differentiating their responses across the vignettes. Therefore, it is possible to interpret the willingness evaluation as a metric variable which is a prerequisite for generating regression models.

Furthermore, although there are a lot of negative responses, in general, the respondents' willingness to accept is slightly positive with a mean of 0.255. However, because we are addressing willingness to accept international assignments, it comes as no surprise that a substantial number of responses are negative, showing no intention to accept the respective international assignments. In fact, the descriptive statistics show that 16.3% of responses to the 11-point rating scale of willingness are -5, indicating absolute unwillingness to accept the respective international assignment. Moreover, 9 respondents filled in either -5 or -4 at every single vignette, showing no intention to accept international assignments at all.

Moreover, Figures A1 – A3 in Appendix 1 show some interesting differences in hybrid work configuration evaluations. By looking at the configuration-specific histograms and the respective means, insight is given into some meaningful results. The mean of the evaluations of vignettes with a hybrid work configuration of 1 week remote and 3 weeks abroad is -0.868, whereas the mean of evaluations of vignettes with a hybrid work configuration of 3 weeks remote and 1 week abroad is 1.616. Indicating that willingness evaluations are severely higher for vignettes where the amount of time spent abroad is less.

Table 2 Descriptive statistics

Descriptive	Value
N	1212
Mean	0.255
Standard deviation	3.516
Variance	12.364
Skewness	-0.2423
Kurtosis	1.604

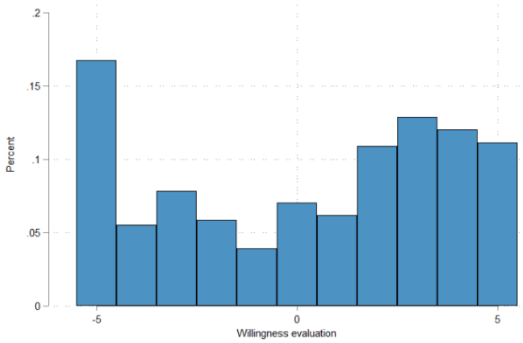

Figure 2 Histogram of willingness evaluations

Part 2 – Regression models

Table 3 shows the initial regression models after cleaning and sorting the data. An initial simple OLS regression (Table 3, Column 1) instantly shows some significant and positive results in line with the expectations. Hybrid work configuration has a positive sign and manager allocation and geographical location have a negative sign. However, as suggested by the literature, the error terms might be correlated because each respondent

evaluates more than one vignette. A quick test for heteroskedasticity proved significant, indicating that the standard errors are unreliable and that a cluster robust or multi-level method should be used.

The intraclass correlation coefficient (ICC) is calculated to gain an indication of the variance decomposition. As mentioned before, the intraclass correlation coefficient shows to what extent the variation in the outcome reflects different participants evaluating the vignettes (Auspurg & Hinz, 2015). The ICC for the random intercept model is 73%, suggesting high variability across the evaluations. This corresponds with the ICC of 66% for the empty model, indicating that participants' willingness evaluations are rather heterogeneous.

After constructing the cluster-robust standard error model (Table 3, Column 2), the standard errors for the vignette variables changed. Some grew slightly, others shrank. This is because the cluster-robust model takes the different pattern of heteroskedasticity into account (Auspurg & Hinz, 2015). However, the results did not change dramatically. The only noticeable change is the significance of the geographical location, which is suddenly highly significant. Moreover, the standard errors are even smaller when applying a random intercept- and fixed-effect model. However, in line with the literature, there are few differences between those two models.

Table 3 Initial regression models of willingness evaluations

	(1) OLS	(2) OLS cluster-robust std. error	(3) Random intercept
Vig: Hybrid work configuration	1.243***	1.243***	1.243***
	(0.118)	(0.144)	(0.061)
Vig: Geographical location	-0.368	-0.368***	-0.368***
	(0.193)	(0.091)	(0.100)
Vig: Manager allocation	-0.048	-0.048	-0.048
	(0.193)	(0.061)	(0.100)
Constant	-1.606***	-1.606***	-1.606***
	(0.483)	(0.443)	(0.381)
Number of vig. evaluations	1212	1212	1212
Number of respondents	101	101	101
R^2	0.0861	0.0861	0.0861
Std. Dev. u_j			2.888
Std. Dev. ε_{ij}			1.744
Intraclass correlation			0.733

NOTE: Standard errors in parentheses

**p < .05. ***p <.01.

Table 4 contains a cluster-robust standard error model as well as the multi-level regression models, however, this time it is modelled using dummy variables. By doing so deeper insight is gained into the effects of different hybrid work configurations and the desirable directions for manager allocation and geographical location can be analysed.

All the models in Table 4 are tested for possible/potential interaction effects between the main effects and are controlled for the respondent characteristics and order effects. None of the interactions effects of the vignette variables proved to be significant and the respondent characteristics did not change the significance levels of the vignette variables. In addition, the coefficients and significances remained the same after controlling for possible order effects. The only noticeable difference is the significance level of geographical location. After including the interaction effects, the effect of geographical location is no longer significant. However, since the interaction effects are insignificant, this will not be considered in the models in Table 4 but will be addressed later. Moreover, the cluster-robust model (column 1) is also tested using different clustering variables, but no noticeable differences are found.

Basically, all the models in Table 4 are suitable for testing the hypotheses. However, since the literature recommends using a random intercept model, the random intercept model (Table 4, Column 2) will be referred to when assessing the hypotheses. This model is adequate for testing the first hypothesis, for which we expected to observe greater willingness to accept international assignments if time spend abroad is less because of applying a hybrid work configuration in which employees partially work remotely.

The beta-coefficient of 0.886 ($p < .01$) for the hybrid work configuration of 2 weeks remote and 2 weeks abroad indicates that the vignettes with a hybrid work configuration of 2 weeks remote and 2 weeks abroad are evaluated, on average, as 0.886 points higher than the vignettes with other hybrid work configurations. However, this is of course compared to both the configuration with a lot of time spend abroad on-site as well as the configuration with a lot of time spend remotely. To get a better indication, the configuration of 3 weeks remote and 1 week abroad on-site should be taken into consideration.

The beta-coefficient of 2.485 ($p < .01$) for the hybrid work configuration of 3 weeks remote and 1 week abroad is even higher. Indicating that the vignettes with a hybrid work configuration of 3 weeks remote and 1 week abroad are evaluated, on average, as 2.485 points higher than the vignettes with other hybrid work configurations. On an 11-point rating scale this is highly significant and easily observable in the configuration-specific histograms (see appendix 1 Figures A1-A3). Hence, willingness to accept international assignments is more likely to be higher when time spend abroad is less and time spent remote is more. Thus, according to these results, the first hypothesis of hybrid work configurations should be accepted.

In the second hypothesis, we assumed that the geographical distance would positively affect willingness to accept international assignments when it is shorter. In the factorial survey experiment, the respective assignment is either set in Europe or outside Europe. Since the respondents are either from the Netherlands or Belgium, the geographical distance will be shorter when the project is set in Europe. The beta-coefficient of 0.368 ($p < .01$) for the geographical location in Europe (Table 3, Column 2) suggests that vignettes with a geographical location in Europe are evaluated, on average, as 0.368 higher than vignettes with a geographical location outside Europe. Indicating that willingness to accept international assignments is more likely to be higher when the project is set in Europe. Consequently, according to these results, the second hypothesis on geographical distance should also be accepted.

In the third hypothesis, we expected to observe that willingness to accept international assignments would be greater if the manager is stationed abroad instead of being stationed in the home country at the local office. The random intercept model (Table 3, Column 2) suggests that evaluations between vignettes where the manager is stationed abroad and where the manager is stationed in the home country almost did not differentiate. The insignificant beta-coefficient of -0.048 (p >.05) indicates that a manager's allocation does not significantly affect an employee's willingness to accept international assignments. Thus, according to these results, the third hypothesis on manager allocation should be rejected.

However, according to Auspurg and Hinz (2015), researchers should be aware of the hierarchical data structure, especially when smaller groups of respondents are present. In this study, smaller subgroups are present and thus the next step will be to determine if and how any subgroup difference affect the results.

Table 4 Regression models of willingness evaluations with dummy variables

	(1) OLS cluster-robust std. error	(2) Random intercept	(3) Fixed effect
Vig: 2 weeks remote, 2 weeks abroad on-site	0.886*** (0.149)	0.886*** (0.122)	0.886*** (0.122)
Vig: 3 weeks remote, 1 week abroad on-site	2.485*** (0.288)	2.485*** (0.122)	2.485*** (0.122)
Vig: Project is set in Europe	0.368*** (0.091)	0.368*** (0.099)	0.368*** (0.099)
Vig: Manager is stationed in host-country	-0.048 (0.061)	-0.048 (0.099)	-0.048 (0.099)
Constant	-1.029*** (0.344)	-1.029*** (0.308)	-1.029*** (0.112)
Number of vignettes evaluations	1212	1212	1212
Number of respondents	101	101	101
R^2	0.0884	0.0884	0.0884
Std. Dev. u_j		2.888	2.931
Std. Dev. ε_{ij}		1.736	1.736
Intraclass correlation		0.735	0.740

NOTE: Standard errors in parentheses

**p < .05. ***p <.01.

To analyse subgroup differences, two initial models with both the vignette variables as well as the respondent characteristics are created, see Appendix 2, Table A4. Both an OLS model with cluster-robust standard errors (Table A4, Column 1) and a random intercept model (Table A4, Column 2) are analysed. Again, only small differences in the standard errors are found between the models. Moreover, in line with previous models, the respondent characteristics did not noticeably affect the vignette variables. However, some respondent characteristics did seem to have a significant effect when modelled as main effects. The marital status "separated" is highly significant but is of no use since only 4 respondents indicated to be separated. Furthermore, the respondents' characteristic of having international experience is also significant, but upon further inspection seemed to not change the results and did not affect the vignette variables. What is interesting, however, is that most of the beta-coefficients of the elder age categories (34 +) are negative and significant compared to the reference category of young adults (25-34). Consequently, the focus will be on the respondent characteristic "age". Based upon these two regression models, interesting dummy variables are created:

Table 5 Dummy variable description

Dummy variable	Label
Resp: Gender - Female	Indicator of whether the respondent is female (0/1)
Resp: Age – Young adult (18-34)	Indicator of whether the respondent is between 18 and 34 years old (0/1)
Resp: Marital status – Single	Indicator of whether the respondent is single (0/1)
Resp: Living status – Living alone	Indicator of whether the respondent is living alone (0/1)
Resp: International experience - Yes	Indicator of whether the respondent has international working experience (0/1)

After including these dummy variables in the random intercept model (Table 6, Column 1), the main effects of the vignette variables did not change. However, as already indicated by the previous regression models, the respondents' age is highly significant when modelled as a main effect. As shown in column 1 of Table 6, the beta-coefficient of the dummy variable "*RESP: Age – Young adult (18- 34)"* is 2.418 (p < .01). This beta-coefficient indicates that willingness evaluations by the respondents with younger age categories (18-34) are an average of 2.418 points higher than the evaluations of respondents of elder age categories (34+).

Columns 2 and 3 of Table 6 display the beta-coefficients for the models of the two groups. Although the results look similar at first, there are some major differences. Interestingly, elder respondents (34+) evaluated the geographical location of an international assignment as more relevant than young respondents (18-34). The beta-coefficient of geographical location is more than triple for elder respondents and is significant whereas it is negative and insignificant in the model of young respondents. Another noticeable difference is the constant. The constants are severely different and is positive in the model of young respondents while it is negative in the model of elder respondents. An F-test (also known as Chow-test) proved the be significant, indicating that there are significant differences in evaluations of willingness between the two respective groups. These differences are also easily observable in the histogram (Figure 3) and coefficient plot (Figure 4) for the two respective groups.

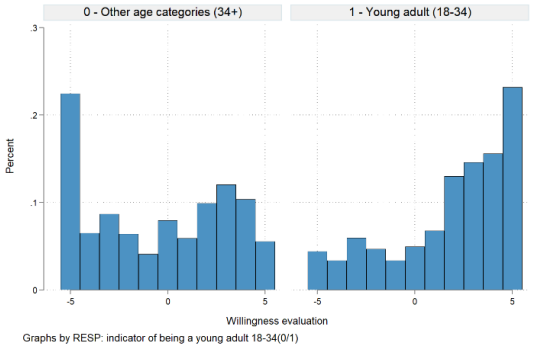

Figure 3 Willingness evaluations by respondent age

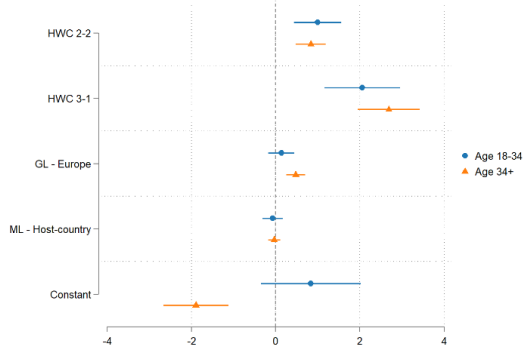

Figure 4 Coefficient plot by respondent age

Table 6 Regression models with respondent characteristics as dummy variables

	(1) RI with respondent dummies	(2) RI for young adult	(3) RI for other age categories
Vig: Hybrid work configuration 2 weeks remote, 2 weeks abroad on-site	0.886*** (0.122)	1,000*** (0.192)	0.833*** (0.154)
Vig: Hybrid work configuration 3 weeks remote, 1 week abroad on-site	2.485*** (0.122)	2.055*** (0.192)	2.685*** (0.154)
Vig: Geographical location Project is set in Europe	0.368*** (0.099)	0.135 (0.157)	0.476*** (0.126)
Vig: Manager allocation Manager is stationed in host-country	-0.048 (0.099)	-0.073 (0.157)	-0.036 (0.126)
RESP: Gender Female	0.259 (0.743)		
RESP: Age Young adult (18-34)	2.418*** (0.658)		
RESP: Marital status Single	1.043 (1.003)		
RESP: Living status Living alone	0.355 (1.040)		
RESP: International experience Yes	1.423** (0.599)		
Constant	-2.729*** (0.603)	0.836 (0.474)	-1.894*** (0.361)
Number of vignettes evaluations	1212	384	828
Number of respondents	101	32	69
R2	0.2342	0.0784	0.1089
Std. Dev. u_j	2.623	2.492	2.758
Std. Dev. ε_{ij}	1.736	1.534	1.812
Intraclass correlation	0.6953	0.7253	0.6986

NOTE: Standard errors in parentheses

**p < .05. ***p <.01.

The theoretical reasoning behind hybrid work configurations is mostly based upon family barriers and personal agency. The main respondent characteristics indicating if family barriers are present are someone's marital status and living situation. However, in the regression models, marital status and living situation do not play a role. To understand why, these variables were further analysed. First, a regression model was created without the vignette variables. However, both variables were still insignificant. Second, a model was created without the respondents' age. Interestingly, the respondents' marital status was suddenly highly significant. After also leaving the marital status out, the respondents' living situation suddenly became significant. Indicating that the respondents' characteristics of age, marital status and living situation might be correlated, which would be logical when thinking about it.

Since all the three variables are nominal, Cramér's V is used to check for possible correlations between the variables, see Appendix 3, Table A5 – A7. As it turns out, all three variables are correlated to each other. First, the respondents' age is moderately correlated with both marital status and living situations. This is easily observable in the stacked histogram of marital status and age, see Appendix 3, Figure A4. Second, the respondents' marital status is highly correlated with their living situation. Although 2 of the 3 correlations are only moderate, every correlation is highly significant ($p < .01$). Because all the three variables are correlated, there is likely a suppression effect. A respondent's marital status and living situation do play a role but it is hidden by their age. It does make sense and is partially confirmed by the R-squared. When marital status and living situation are added to the model, the R-squared raises, which is a characteristic of a suppression effect.

After taking all the models above into consideration, we can say with confidence that the first hypothesis of hybrid work configurations is accepted. In H1, we expected to observe a greater willingness to accept international assignments when time spend abroad is less because of applying hybrid work configurations. In all the analysed models, the effect of applying hybrid work configurations is highly significant and the respective willingness evaluations are significantly higher for vignettes where time spend abroad is less. Moreover, respondents' characteristics did not affect this result and no significant subgroup differences are found. Consequently, willingness to accept international assignments is more likely to be greater when applying a hybrid work configuration where time spend abroad is less.

Furthermore, another interesting observation is the effect of the geographical location of the respective international assignment. In H2, we expected to observe a greater willingness to accept international assignments when the geographical distance between an employee's home country and the host country is shorter. In most of the models above, the main effect of the geographical location is significant, indicating that the second hypothesis can be accepted. However, when taking subgroup differences into account, some interesting results came forward. For younger respondents (18-34) the effect of the geographical location is insignificant, as opposed to elder respondents (34+) where it is highly significant. Hence, indicating that the effect of the geographical location is moderated by an individual's age. Therefore, the second hypothesis can only be accepted partially.

To conclude, in H3 we expected to observe a greater willingness to accept international assignments when a manager will be stationed abroad as opposed to being stationed in the home country. However, the differences in vignette evaluations are extremely small and the effect of a manager's allocation proved to be insignificant in all the analysed models. Hence, we cannot accept the third hypothesis and must reject it.

In sum, we conducted an online factorial survey experiment with 101 professionals and asked them to rate 12 fictitious international assignments. The goal of this study is to investigate the effect of hybrid work configurations on an employee's willingness to accept international assignments. Using the social cognitive career theory, we argued that by applying a hybrid work configuration to international assignments, willingness to accept those assignments would be greater because perceived family barriers would be lower and an individual's expected personal agency greater. This is relevant because it combines extensive areas of research, international assignments, with a new research area, hybrid work configurations. This study contributes to the current understanding of international assignments by showing how hybrid work configurations affect an individual's willingness to accept short-term international assignments.

The statistical results suggest that the less time spend abroad, the more likely an individual is to accept international assignments. Using the social cognitive career theory, we argued that this is because hybrid work configurations affect 2 crucial factors influencing an individual's career choices. First, it lowers the perceived family barriers because the time spend abroad is less. The variables marital status and living situation are the main variables indicating if someone could be experiencing family barriers. Although no direct effects of marital status and living situation are found, further analysis showed that a suppressing effect is present. Marital status and living situation, which can be interpreted as family barriers, do play a role but are hidden by the respondents' age.

In line with the expectations, willingness evaluations are lower for elder respondents (34+) compared to younger respondents (18-34). The elder respondents are mostly married or in a registered partnership and living with family, suggesting that willingness is lower when family barriers are present. Interestingly, in both the model for young respondents as well as the model for elder respondents, the effect of hybrid work configurations is positive and highly significant despite the general differences in evaluations. Hence, willingness to accept international assignments is higher in both groups when a hybrid work configuration is applied. Indicating that the initial theoretical reasoning, that hybrid work configurations lower the perceived family barriers because time spend abroad is less, is correct. Consequently, it can be argued that the perceived family barriers an individual is experiencing might be lower or even mitigated when a hybrid work configuration is applied, resulting in a greater willingness to accept international assignments.

Second, it increases an individual's personal agency because there is less uncertainty when the time spent abroad is kept to a minimum. Although we did not test this directly, willingness evaluations are significantly higher when hybrid work configurations are applied even when family barriers are not present. Hence, indicating that self-efficacy/outcome expectancies might rise and that individuals are likely to expect

that they can succeed. Consequently, it can be argued that an individual's personal agency is expected to be higher when a hybrid work configuration is applied, resulting in a greater willingness to accept international assignments. However, it should be noted that this is not directly tested like in the case of family barriers. Therefore, this last finding should be considered with caution and will need further investigation.

5 Discussion

Theoretical contribution

The findings of this study contribute to the existing literature on willingness to accept international assignments in several ways. Primarily, they question the underlying principles of willingness to accept international assignments by highlighting the effect of the length of an international assignment. While the current literature does recognise the importance of the overall length of an international assignment (Konopaske & Werner, 2005), the results of this study suggest that the effect of other variables, like family barriers and personal agency, are likely to be affected by the time spent abroad. By lowering the time spent abroad because of applying hybrid work configurations, willingness to accept international assignments is higher because the perceived family barriers are likely to be lower and someone's personal agency is likely to be greater. Hence, enhancing the current understanding of theory on willingness to accept international assignments by introducing a new mechanism that had not been recognised previously, namely hybrid work configurations. In doing so, it provides theoretical insights into how hybrid work configurations shape an individual's willingness to accept international assignments.

Second, the findings of this study advance the current theoretical understanding of willingness to accept international assignments by showing how the effect of the geographical location of an assignment differently affects young and elder individuals. The current literature already suggested that the geographical location of an international assignment affects an individual's willingness to accept them (Aryee et al., 1996; Lowe et al., 1999; Dickmann et al., 2008; Dickmann & Mills, 2010). In this study, we found similar results, confirming the current literature. Interestingly, however, we found that this effect differs for individuals of different ages. The results show that young individuals (18-34 years old) are less affected by the geographical location of an international assignment as opposed to elder individuals (34 and older). Consequently, this study challenges the current literature because the effect of geographical location might be more complicated than is currently indicated.

Third, this study provides new theoretical insight into the perceived social pressure an individual is experiencing when deciding whether to accept international assignments. In particular, it focuses attention on the perceived social pressure an individual is experiencing through a manager's allocation. It thus moves beyond general perceived social pressure and specifically focuses on a manager's allocation. In doing so, it advances the current knowledge on the effect of the perceived social pressure an individual is experiencing while deciding whether to accept international assignments.

Practical contribution

There is a growing body of literature that recognises the relevancy and opportunities of hybrid work configurations. As stated at the beginning of this paper, hybrid work configurations are becoming more relevant, and more organizations are embracing them. Certain benefits, like increased employee productivity, can be achieved when engaging in them. Furthermore, due to the Covid-19 pandemic, online and remote working is stimulated to an enormous amount. Making a clear case for hybrid work configurations to be applied to international assignments. The statistical results of this study suggest that by applying hybrid work configurations to international assignments, employee willingness to accept them can be stimulated. Hence, making hybrid work configurations an extremely interesting and relevant opportunity for organisations to explore when struggling with low employee willingness to accept international assignments.

Moreover, all kinds of organizations can consider the results and insights of this study when creating new or adjusting existing policies for international assignments. Both organizations and employees benefit from hybrid work configurations and the statistical results indicate that employee willingness to accept international assignments increases. Consequently, hybrid work configurations are a viable option to consider when working on policies for international assignments. Furthermore, the other insights of this study are also relevant to consider. The results suggest that elder individuals are less likely to accept international assignments when the geographical distance to their home is greater and a manager's allocation mostly does not influence an individual's willingness to accept them. Consequently, organizations can take this into account when assigning individuals to international assignments.

Study limitations & future research

This study has several limitations and therefore the results should be interpreted with caution and further research should be done to shed more light on the effects of hybrid work configurations in an international context. The first limitation has to do with the hypothetical setup of this study. The respondents' willingness evaluations are hypothetical, and therefore their real-world behaviour might differ to some extent. This is also known as hypothetical bias, which is a common topic in the research world. As indicated by Murphy et al. (2015), most individuals overstate their evaluations in a hypothetical setting compared to their real-world behaviour, indicating that the results of this study might be slightly biased. Future research should focus on real-world behaviour to assess if willingness to accept international assignments is indeed greater when a hybrid work configuration is applied.

A second limitation of this study is the limited number of vignette dimensions and levels. Due to time limitations and survey size, only three dimensions with two or three levels are considered. However, as indicated by the existing literature, there are many more aspects influencing an individual's decision to accept international assignments, which are not accounted for in this study. Moreover, the aspects we did cover only had a small number of levels. For example, for the geographical location, we only differentiate between a project which is set in Europe and a project which is set outside of Europe. This is a rather rough difference that does not account for other location-specific aspects like language barriers, time zone differences etc. Future

research should include more variables and vignettes to analyse if any other aspects affect the results of this study. Moreover, we argued that hybrid work configurations increase employee willingness to accept international assignments because family barriers are perceived as lower, and someone's personal agency is likely to be greater since the time spent abroad is less. Future research should test this on a larger scale including more variables and explain if the effects are indeed caused due to lower perceived family barriers and greater personal agency.

The third limitation of this study is the sample. The sample size is moderate, and all the respondents are working in the same industry. Although the number of respondents is large enough to draw conclusions, some respondent groups are severely underrepresented. For example, of the 101 respondents, only 16 are female, making subgroup differences between gender almost impossible to analyse. Furthermore, all the respondents are from one company and since the situation is predefined convenience sampling is used. Although the sample does cover a wide range of personal characteristics, a strong bias is present. Only the IT industry is included. In the IT industry remotely working is already widely adopted and therefore affecting the results. The effects might be sincerely different for other industries like the consultancy industry. Future research should include a larger sample from preferably different industries.

Concluding remark

Despite these limitations, this study is able to show the significant effect of hybrid work configurations on an employee's willingness to accept international assignments. Consequently, answering the central research question of this paper; *"What is the effect of hybrid work configurations on an employee's willingness to work abroad on short-term international assignments?"*. The results show that hybrid work configurations have a positive effect on an employee's willingness when time spent abroad is less and time spend remotely is more.

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7 Appendix 1 – Configuration-specific histograms

Table A1 Descriptive statistics of willingness evaluations by hybrid work configuration

Willingness evaluation by HWC	N	Mean	Std. Dev.
1 week remote, 3 weeks on-site	404	-0.868	3.516
2 weeks remote, 2 weeks on-site	404	0.017	3.370
3 weeks remote, 1 week on-site	404	1.616	3.159

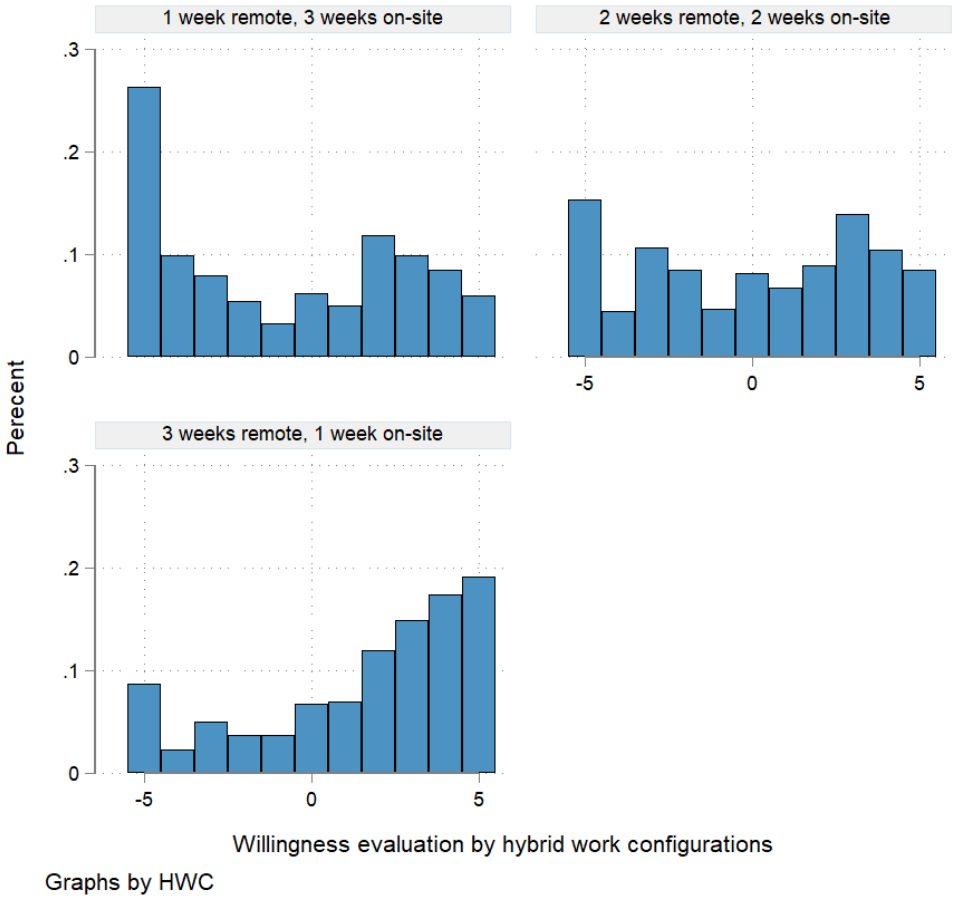

Figure A1 Willingness evaluations by hybrid work configuration

Table A2 Descriptive statistics of willingness evaluations by manager allocation

Willingness evaluation by ML	N	Mean	Std. Dev.
Manager stationed in home-country	606	0.278	3.516
Manager stationed in host-country	606	0.231	3.518

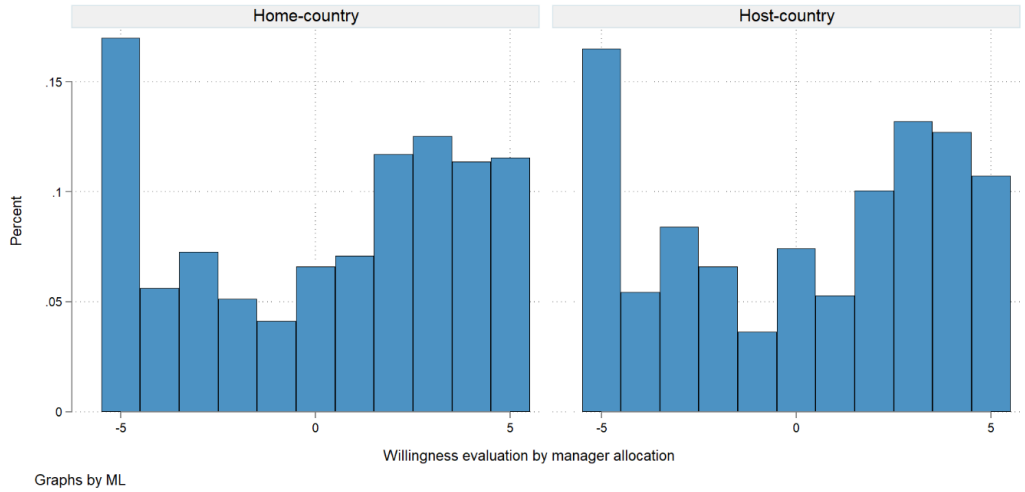

Figure A2 Willingness evaluations by manager allocation

Table A3 Willingness evaluations by geographical location

Willingness evaluation by GL	N	Mean	Std. Dev.
Project is set in Europe	606	0.439	3.477
Project is set outside Europe	606	0.071	3.548

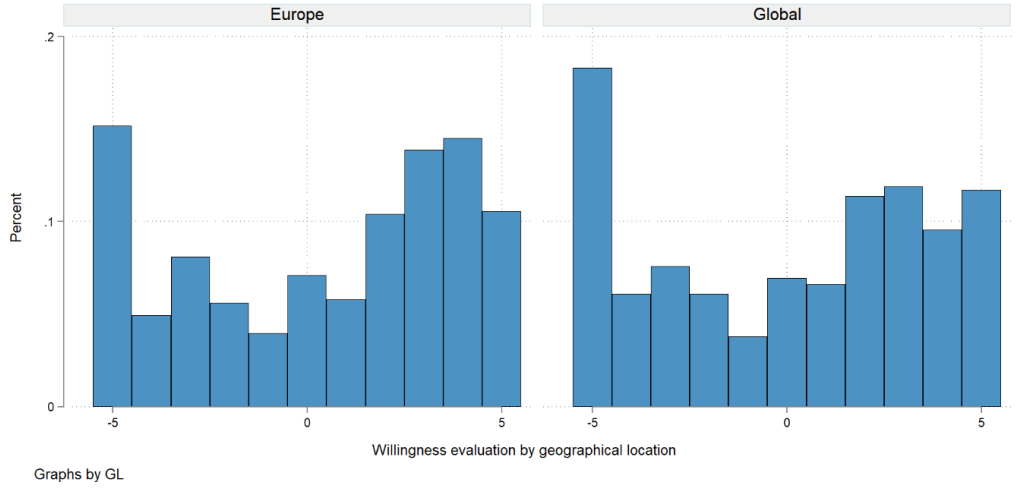

Figure A3 Willingness evaluations by geographical location

8 Appendix 2 – Initial analysis of respondent characteristics

Table A4 – Initial analysis of respondent characteristics

	(1) OLS with cluster-robust standard error	(2) Random intercept
Vig: Hybrid work configuration	0.836***	0.836***
2 weeks remote, 2 weeks abroad on-site	(0.165)	(0.130)
Vig: Hybrid work configuration	2.436***	2.436***
3 weeks remote, 1 week abroad on-site	(0.311)	(0.130)
Vig: Manager allocation	-0.076	-0.076
Manager stationed in host-country	(0.066)	(0.106)
Vig: Geographical location	0.294***	0.294***
Project is set in Europe	(0.093)	(0.106)
RESP: Gender	-0.709	-0.709
Male	(0.629)	(0.826)
RESP: Age	0.681	0.681
18-24	(1.256)	(2.980)
	-2.841***	-2.841***
35-44	(0.936)	(0.961)
	-2.369**	-2.369***
45-54	(0.911)	(0.859)
	-2.193**	-2.193**
55-64	(1.069)	(1.050)
	1.016	1.016
65-74	(0.826)	(2.077)
RESP: Marital Status	-1.528	-1.528
Married	(1.307)	(1.244)
	-1.725	-1.725
Reg. partnership	(1.265)	(1.241)
	-2.664**	-2.664**
Separated	(1.264)	(1.811)
RESP: Living status	0.321	0.321
With family	(1.261)	(1.238)
	0.225	0.225
With cohabitant/spouse	(1.185)	(1.320)
RESP: International experience	1.206	1.206
Not sure	(1.252)	(1.375)
	1.591**	1.591**
Yes	(0.668)	(0.751)
Constant	1.306	1.306
	(0.776)	(1.058)

9 Appendix 3 - Correlations between age and marital status and living situation

Table A5 Tabulation of respondents' age and respondents' marital status

	Resp: Marital status				
Resp: Age	Married	Registered	Separated	Single	Total
18 – 24	0	0	0	1	1
25 – 34	5	8	0	16	29
35 – 44	11	1	1	4	17
45 – 54	14	6	3	5	28
55 – 64	13	1	0	2	16
65 – 74	1	1	0	0	2
Total	44	17	4	28	93

Pearson chi2 (15) = 32.954 Pr = 0.005
Cramér's V = 0.3437

Table A6 Tabulation of respondents' age and respondents' living situation

	Resp: Living situation			
Resp: Age	Alone	with Family	with Spouse	Total
18 – 24	0	0	2	2
25 – 34	9	8	13	30
35 – 44	4	9	5	18
45 – 54	5	21	4	30
55 – 64	2	4	9	15
65 – 74	0	0	2	2
Total	20	42	35	97

Pearson chi2 (10) = 24.466 Pr = 0.006
Cramér's V = 0.3551

Table A7 Tabulation of respondents' marital status and respondents' living situation

	Resp: Living situation			
Resp: Marital status	Alone	with Family	with Spouse	Total
Married	0	24	19	43
Registered partnership	0	8	9	17
Separated	0	4	0	4
Single	19	5	4	28
Total	19	41	32	92

Pearson chi2 (6) = 59.391 Pr = 0.000
Cramér's V = 0.568

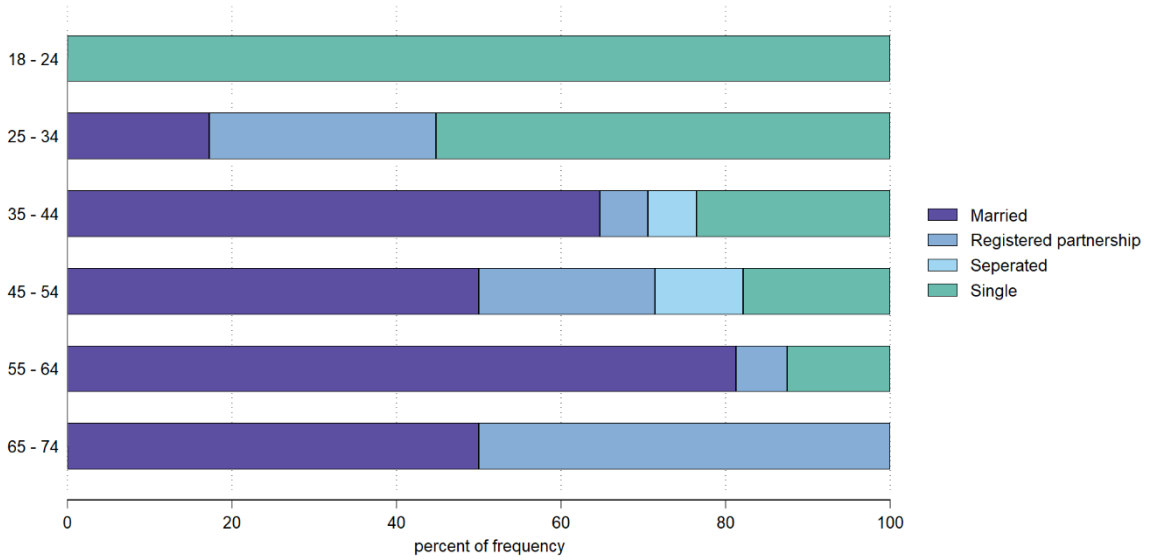

Figure A4 Histogram of respondents' marital status by respondents' age