

The Interplay of Psychological Capital, Organisational Support, and Expatriate Well-Being in Driving Innovative Work Behaviour

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Abstract

Background: This research investigates the relationship between perceived organizational support and innovative work behaviour with expatriate well-being as a mediator and cross-cultural psychological capital as a moderator. Based on organizational support theory and conservation of resources theory, this study aims to determine how organizational support facilitates expatriate psychological health and innovativeness in a foreign context.

Methodology: To gather data, a structured questionnaire, and a quantitative method were employed and participants were collected from expatriates of various sectors.

Findings: The study shows that the level of perceived organizational support is positively associated with expatriate well-being and innovative work behaviour. Additionally, organizational support positively affects expatriate well-being, which further enhances the innovative work behaviour of expatriates meaning that well-being is an important pathway between organizational support and innovative behaviours among the expatriates. Furthermore, cross-cultural psychological capital amplifies the relationship between POS and expatriate well-being, highlighting the role of psychological capital in international assignments.

Implications: From a theoretical perspective, the study adds value to the literature by including psychological capital and well-being as moderating variables that help explain the effect of organizational support on innovation among expatriates. In terms of practical implications, it provides recommendations for organizations that aspire to improve innovation within their global employees by elucidating the importance of support structures and psychological processes.

Limitations and Future Directions: Some limitations of the study include having a cross-sectional study only, using self-reported data, and not having a diverse sample; future research should include longitudinal studies, diversified samples, and further investigation of mediating and moderating factors. This research contributes to the literature on expatriate management because it highlights how organizational support, well-being, and psychological capital act together to promote innovative work behaviour.

Introduction

Organizations are relying more on expatriates to manage their operations in the world which is becoming a global village even faster with the advancing technology. Expatriates act as bearers of knowledge, enablers of cross-border exchange, and drivers of organizational performance in global markets (Hsu et al., 2022). However, expatriates are challenged in various aspects, such as cultural adjustment (HU, 2024), work-related stress (Aroles et al. 2023), and the obligation to remain innovative in those conditions (Ustsiuhava & Zhang, 2023). The perception of organizational support has been highlighted as a factor that affects behaviour at the workplace, particularly IWB that are key for competitiveness. POS encompasses views that employees have on how much the organization appraises their work and concerns for their welfare. At the individual level, such support can alleviate the difficulties of expatriates and enhance their quality of life as well as create innovation in international settings. Even though POS has been shown to influence employee performance, previous research has not considered exactly how it affects the innovative work behaviours of expatriates (Wang et al., 2022). Moreover, the nature of the relationship between expatriate well-being as a potential mediating variable and the type and strength of cross-cultural PsyCap as a potential moderating element in this relationship is still unclear. This is especially true in organizational support for the well-being and accommodation of expatriates, people who normally encounter cultural and psychological barriers in their working environments. It is thus important to examine the multiplication roles of POS, expatriate well-being, and PsyCap in determining expatriates' IWB in cross-cultural work contexts.

While the link between POS and employee outcomes has been investigated widely in the literature, there is scanty literature on the effects of POS on EIWB, especially concerning expatriates (AlMazrouei, 2021). The majority of the research works are conducted using regular employee samples in domestic environments, and fewer studies capture the coping experiences of expatriates in international settings. Furthermore, Choirisa (2023) asserted that even though the well-being of expatriates has been suggested to influence work performance, literature has not explored how this variable can mediate between POS and EIWB. There is also limited research on the cross-cultural PsyCap, defined as hope, efficacy, resilience, and optimism executives need to work effectively across cultures – or Cross-Cultural PsyCap. These gaps in the literature confirm that there is a need to pursue research on how support structures in organizations can enhance expatriate innovative activities through

well-being increases and cross-cultural PsyCap improvement (Côté et al., 2021). Therefore, the main purpose of this research study is to establish the effect of perceived organizational support on innovative work behaviour of expatriates with well-being as the mediating variable and cross-cultural psychological capital as the moderating variable.

This research utilizes the Organizational Support Theory (OST), which states that people have attitudes about the extent to which they believe their organization appreciates their efforts, which, in turn, influences their behaviour. It is also grounded in the Conservation of Resources (COR) Theory which postulates that people's primary aim is to safeguard and improve on their resources including well-being and psychological capital especially when transitioning to expatriation (Blazi & Awolusi, 2020). All the variables used in the study contribute significantly to explaining innovative behaviour among expatriates. POS can enable expatriates to feel valued and supported in their organization or workplace thus increasing their commitment and creativity. The well-being of expatriates must be an important priority as expatriates will need to be mentally and physically healthy to work in another country, and this may impact their ability to do innovative work. PsyCap across cultures improves the capability of expatriates to work in other cultures, which is crucial to sustaining performance and creativity in the global context (Riaz and Zaidi, 2023). An awareness of how these factors might interrelate could provide useful insights to multinational corporations keen to get the best from their expatriates in the creative stakes.

The study of Pakistani expatriates is particularly important given the country's large population of expatriates. A significant number of Pakistani professionals are employed within the competitive global economy, especially in the Gulf countries, Europe, and North America (Shah et al., 2020). To the extent that organizational support, subjective well-being, and PsyCap predict innovative behaviour of expatriates, organizations should enhance support for this growing group to boost competitive performance in cross-cultural environments. However, this study may provide useful information for organizations sending expatriates from emerging nations like Pakistan given that cultural and psychological issues might be heightened in international working environments (Memon et al., 2024). The proposed research on Pakistani expatriates will help fill contextual research gaps that would otherwise limit the ability of organizations operating in the global environment to harness the capabilities of expatriates from emerging nations in the development of their organizational strategy.

Literature Review

Perceived Organizational Support (POS)

POS refers to the extent to which an employee perceives or feels that their organization values them, and that the organization is concerned about their welfare (Eisenberger et al., 1986). POS serves to establish positive perceptions towards employees and in return, experiences positive behavioural responses ranging from higher performance, employee loyalty, and creative work behaviour. According to Maan et al. (2020), POS is particularly important in the context of expatriates who may have other challenges such as showing how they manage cultural differences, adjusting to new behavioural expectations at the new organizational member, and managing the loneliness of not having familiar social support networks at the new location. The perceived level of social support can moderate these stressors by supplying the necessary resources for expatriates, which are both psychosocial and tangible, like coaching, development, and adaptable working hours. Consequently, this support can enhance the level of commitment as well as the level of engagement where perceptions of lack of support lead to a lack of active contribution of the expatriates towards organizational innovation (Côté et al., 2021). In the same respect, POS can act as a shield against feelings of social isolation that are rife in expatriate jobs but have been found to hamper employees' productivity.

Expatriate Well-Being

Expatriate health is the overall health of an individual who works in a foreign country, both physically, emotionally, and psychologically. This well-being is affected by such demanding factors as culture shock, language barrier, higher work stresses, and lack of social support of the familiar kind for the expatriates (Chen et al., 2023). Studies show that when psychological loss is experienced by an expatriate, it results in poor performance, decreased productivity, and low innovation. Ensuring that expatriates' well-being is therefore important so that they can perform at their optimum and also be able to do such things as innovating. According to Aliane et al. (2023), the well-being of expatriates is well protected with organizational support; especially in terms of resources such as counseling, training for culture to adapt to, and a mentor to turn to. Engagement has a positive relationship with well-being, productivity, high job satisfaction, and low turnover rate while the employee lacks enthusiasm for uncreative job activities. Those employees'

Innovative Work Behaviour (IWB)

Innovative work behaviour as defined by Shaik et al. (2020) is the set of activities that are implemented by employees and they aim at coming up with new ideas that will enhance the development of new products or services, as well as enhance the quality of existing products or services in an organization. IWB is vital for organizations to remain competitive, especially in industries in which change is rapid. In the case of expatriates, participating in IWB might have additional challenges associated with cultural orientation, adapting to new organizational practices, and language issues. Despite this reason, expatriates may be reluctant to contribute new ideas or make recommendations that might cause tension with managers because they are unsure how their ideas will be received by the national staff in the host country. On the other hand, when expatriates notice high levels of POS, they are likely to indulge in IWB as they anticipate their efforts to be supported by the organization (Almadana et al., 2022). In addition, the higher level of well-being means that the expatriates are not suffering from stress or anxiety and can devote more cognitive and affective resources to innovative and idea-generating processes.

Cross-Cultural Psychological Capital (PsyCap)

Cross-cultural psychological capital (PsyCap) consists of four key psychological capacities: These positive psychological resources include hope, self-efficacy, resilience, and optimism that enable expatriates to deal with the challenges of working in a foreign country (Giorgi et al., 2020). They are useful in a context defined by AlMazrouei (2022) as 'psychological assets', which could include various strengths and resources that are useful for the expatriates, in terms of dealing with difficulties that include the process of cultural adaption, work stress, and individual isolation, among others. PsyCap helps expatriates to better cope with changes in new cultural environments by overcoming adversity (resilience), one's capabilities to accomplish tasks (confidence), attitudes to the future (optimism), and belief in the possibilities for achieving personal goals (hope).

Theoretical Underpinning

The Organizational Support Theory and the Conservation of Resources Theory Organizational Support Theory (OST) developed by Eisenberger et al. (1986), is based on the concept of mutual exchange between the employee and the organization. OST identified that employees build perceptions of their organization's appreciation for them and their commitment to them (Eisenberger et al., 2015). Such beliefs are referred to as perceived organizational support (POS), and they play key roles in determining employees' attitudes as well as behaviour. In return for the positive perceptions of many employees of organizational support, these employees will attempt to reciprocate by doing the following; improving the quality of their job performance, increasing organizational commitment, and engaging in other organizational citizenship behaviours such as the IWB (Rasool et al., 2021). To the expatriates, endorsement from their organization is even more important as it can shelter them from the difficulties associated with a new culture and career (Eisenberger et al., 2020). When people feel that they are backed up they are in a better place to feel secure or have the disposition to search for what new in their positions meaning that more creativity and innovation can surface.

Conservation of Resources (COR) theory developed by Hobfoll (1989) can also be used as a theoretical lens that accounts for the impacts of organizational support for expatriates. As postulated by the COR theory individuals are constantly engaged in the process of building asset protection during anytime and especially in challenging environments, in an attempt of seeking sustenance (Bettini et al., 2020). Adjusting to a new country poses great challenges and stress for the expatriates, and therefore organizational support becomes a critical contingency that can assist them in managing their psychological and emotional capital. Similarly, COR theory asserts that people who have experienced resource acquisition, for example, support from the employer, are likely to dedicate the acquired resources towards future behaviour that has the potential of yielding additional resources such as innovative work (Ali et al., 2024). By so doing, the company can reduce some of the experienced stress and improve the overall well-being of the expatriate which will facilitate identified and innovative/creative work outcomes for the benefit of both the individual employee and the organization. In this study, OST and COR Theory offer important information about the process through which POS enhances expatriates' welfare and innovation. Whereas OST emphasizes the social interaction between employees and the organization, COR Theory has adopted resource management to deal with stress and improve performance (Choirisa, 2023). These theories taken together provide the framework for how expatriates' experience and productivity in global work environments are shaped by organizational support.

Conceptual Framework and Hypotheses Development

The conceptual framework of the current study is represented as below:

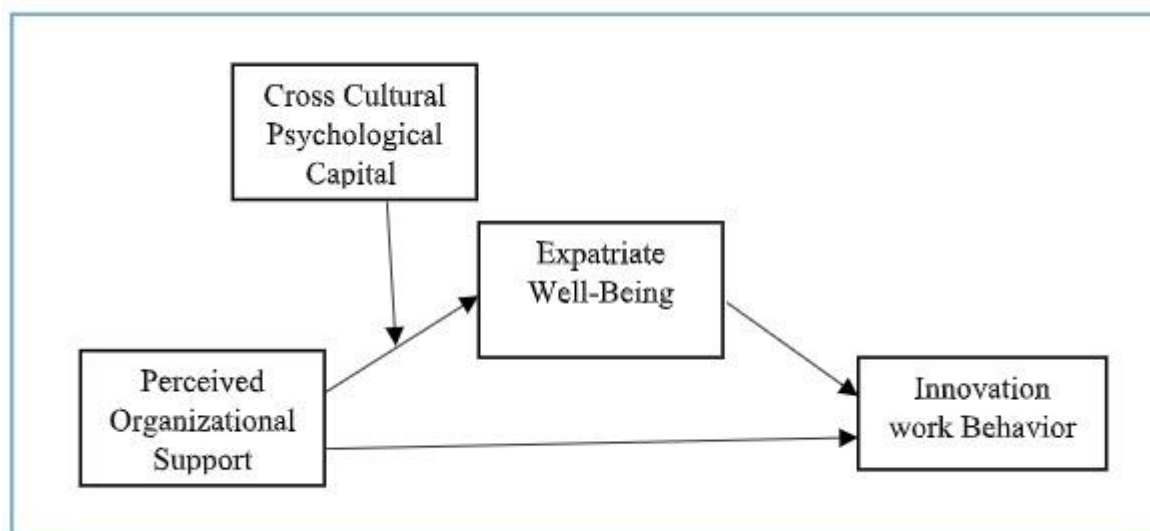


Figure 1: Conceptual Framework

Relationship Between POS and IWB, EWB

POS has a significant and positive correlation with IWB in multiple ways. The fundamental concept here is that there is a positive correlation between employees' perception of their organizational support and the extent to which they perform innovatively beyond their prescribed roles (Dabic et al., 2015). POS promotes an organizational psychological climate in which employees feel secure to innovate and produce ideas beyond their comfort zone with no repercussions. The organizational exchange between POS and IWB can be understood within the framework of OST which suggests that employees work in

tandem with their organization depending on the level of support that is perceived. Employees are willing to contribute effort to and engage in behaviours that are beneficial to the organization because organizations have invested in providing them with resources, feedback, and recognition (Davidescu et al., 2020). Research findings have shown that when employees are encouraged, they are more willing to solve problems, generate, and/or innovate. In the case of expatriates, this relationship can be distinctively stronger. It states that the factors that available expatriates go through includes; Shock in this they are unable to be creative fully because they may be going through culture shock or stress caused by the move or language barrier among other factors. AlMazrouei et al. (2023) established that expatriates who received high levels of organizational support engaged in innovative behaviours characterised by feelings of security that enable them to overcome the difficulties of a new working environment. In this way POS facilitates their requirements to meet the needs of expatriate employees, and allows them to focus on problem solving and creativity while minimizing stress.

However, not all the research works fully support the direct relationship between POS and IWB. Some researchers have argued that perhaps other contextual variables such as leadership behaviour and organizational culture could moderate this relationship. For example, Koon & Ho (2021) established in a study that only IWB has a positive organizational significance and this relation is stronger in organizations that embrace a creative culture in the workplace. This means that while POS may be effective in increasing IWB, it could also need a favorable culture to first facilitate the link between POS and its impact on IWB (Hussain et al., 2020). Other factors at the organizational and individual level, the support of leadership and the personal resources are also relevant to the innovation capabilities of expatriates. Based on all these considerations this study hypothesized that:

H1: Perceived Organizational Support has a positive relationship with Expatriate Innovative Work Behaviour

POS maintains a special association with stressed-out workers especially in situations of expatriate assignments. POS reduces the impact of job stress because it assists employees in acquiring appropriate resources and network structures to enable them to manage stress-constructed ways effectively (James, 2021). This is especially the case with expatriates who apart from organizational stressors receive pressures arising from acculturation stressors, language differences, and loneliness. The Conservation of Resources (COR) Theory is useful in explaining this relationship. In the context of COR theory, people try to set up a buffer and enhance resources as a reaction to stress. Where the expatriate exists, organizational support, social capital, and psychological capital help in promoting the well-being of the expatriate. POS can be useful, thus, to expatriates in terms of warding off what psychological energy such individuals may require to function in a new country (Hobfoll, 1989). Numerous researchers align with the argument that there is a positive link between POS and the influence over expatriate organizational health. For example Reiche et al. (2023) a study that showed that expatriates who could perceive high organizational support had superior physical and psychological health since they were able to adequately cope with the stress that accompanies working in another country. POS gives the expatriates concrete support (organizational, financial, and professional as well as career) that meets their basic needs in a stressful situation and also non-material (emotional) support they need to live a psychologically healthy life (Uppathampracha & Liu, 2022).

In addition, Akkan et al. (2023) state that POS has a greater impact on well-being amongst expatriates due to the high level of uncertainty and stress related to such assignments. This indicates that there is a positive relationship between perceived organizational support and the well-being of expatriates when they can cope with the pressures associated with cross-cultural adjustment (Arokiasamy, 2021). On the other hand, lack of organizational support may contribute to loss of self-identity, stress, or being burnt out, aspects that are not good for the well-being of the expatriate. However, the critics state that the role of POS in explaining expatriate well-being is limited and inadequate. For instance, Afsar et al. (2020) argue that although POS enhances expatriates' prosperity, the level to which expatriates perceive support from the host country's culture and social structures is also important. It implies that merely organizational support may not be sufficient; these expatriates require multiple supports in foreign environments. Based on all these arguments this study hypothesized that:

H2: Perceived Organizational Support has a positive relationship with Expatriate Well-Being

Recent research found that expatriate well-being is positively and significantly related to innovative work behaviour (Singh, 2022). Subsequently, well-being is positively associated with IWB since high levels of well-being are evident in employees who are dedicated, innovative, and willing to assume risks in their work – all characteristics that define IWB as described by Amabile et al., 2005. Well-being replenishes the mental states that employees need to apply in problem-solving and thinking innovatively. On the other hand, low well-being often results in stress and burnout, and such employees are less likely to think creatively yielding to the organization's demands. As such, well-being is salient in expatriates facilitating IWB because of the difficulties experienced by expatriates in readjusting to foreign workplaces (Reiche et al., 2023). According to Jaiswal & Tyagi (2020), expatriates with high subjective well-being are likely to innovate, because their energy and positive mood enable them to accommodate the demands of cross-cultural adjustment. By being well, the expatriates know how to overcome the challenges and channel their efforts towards organizational innovation. The correlation of well-being with IWB can be explained within COR Theory, suggesting that individuals with more resources (like well-being) are more likely to further invest in gainful resources, including innovative ones (Hobfoll, 1989). Employers are likely to experience higher innovative behaviours from expatriates who possess positive psychological characteristics such as creativity, challenging the existing organizational norms, and practicing innovation (Akkan et al., 2023). Despite the beneficial influence of well-being on IWB, researchers point out that these effects can be moderated by aspects like the type of work and the organizational climate. For instance, Tsegaye et al. (2020) showed that well-being has a positive relationship with innovation however the relationship is comparatively weaker within cultures that are not innovative promotion or settings where innovation is not expected from employees (Jaiswal & Tyagi, 2020). This points to the fact that the impact of expatriate well-being on IWB could be moderated by organizational and job characteristics.

H3: Expatriate Well Being has a positive relationship with Expatriate Innovative Work Behaviour Mediating Role of Expatriate Well-Being

In the case of expatriates, increased levels of organizational support have a positive effect on the well-being of the expatriates hence promoting engagement in innovative activities (Ali et al., 2021). These mediating roles are based on both OST and COR Theory whereby organizational support enables employees to acquire the essential resources that promote their well-being so that employees' well-being leads to engagement and subsequently the generation of innovations. Several studies evidenced that POS has positive effects on the well-being of the expatriate, therefore IWB. Lack of well-being could impair the positive influence of POS to innovation, because the expatriates may not have the welcoming psychological capital to perform the innovation tasks. Furthermore, other researchers like Peterson et al. (2011) have pointed out that well-being alone helps to mediate the relationship between POS and IWB but also to enhance the role of POS in innovative behaviour. When the expatriates in particular feel safe and are healthy happy people they will use the resources their company is putting in for them to engage in innovative work. On the other hand, when expatriates' well-being is poor chances of reaping from organizational support are slim because their aim may be more inclined on how to cope with stress and other issues in their new environment (Fan et al., 2020).

H4: EWB mediates the relationship between POS and EIWB Moderating Role PsyCap

Perceived organizational support, psychological capital, and expatriate well-being: examining the moderating effect of cross-cultural. PsyCap as hope, efficacy, resilience, and optimism moderates the POS impact on well-being by providing the Expatriates with the requisite Psychological capital to avail the organizational support in their possession to the optimum (Chen et al., 2023). As such cross-cultural POS helps expatriates with high PsyCap to gain organization and personal advantage by helping the persons gain resilience for dealing with cross-cultural stressors, since they have optimism to counter them and balance their well-being. This is where PsyCap comes in as a mediating factor, especially in expatriate settings, which are marked by major psychological and cultural adjustments. Jain (2022) revealed that expatriates high in PsyCap caught greater benefits from the organizational support for well-being due to their resilience and optimism to enhance with cross-cultural stressors (Johnson, 2022). On the other hand, respondents with low levels of PsyCap were not in a position to harness the effects of POS because they were equally disadvantaged by other cross-cultural factors. Besides, POS strengthens the positive impact of PsyCap on well-being, as the feeling of self-efficiency and optimism will make an expatriate thrive in a new environment, and work on himself. According to Blazi & Awolusi (2020), positive Psychological Capital has a positive correlation with progressive coping styles, and those with high PsyCap utilize the resources offered by the organization in a better way and retain more positive well-being.

H5: Cross-cultural Psychological Capital positively moderates between the POS and EWB Research Methodology

This section describes the research method used in the study examining the influence of POS on IWB of expatriates through the mediating effect of expatriate well-being and the moderating effect of PsyCap. The methodology section discusses the research philosophy, approach, design, method of data collection, method of data analysis, gap in the literature and ethical concerns.

Research Philosophy

The research philosophy defines the way knowledge is constructed, how the research is designed and conducted. Categorically, the two dominant research philosophies that can be adopted in this study were positivism and interpretivism. Positivism stems from the belief that the reality is real in the sense that the phenomena are real, not just constructed by people. This philosophy is derived from the natural science field where the realities are deemed quantitative and the information collected is gained by observing the physical world (Snyder, 2019). Positivism claims that research should employ an orderly approach to developing theories that can be tested and outcomes again similar populations. In this paradigm, the researcher becomes a judge in the study avoiding his/her bias to affect the results of the study. In this research, positivism was deemed the most suitable philosophy, as the study's objective was to investigate and quantify the relationships between clearly defined variables: organizational support, expatriate's psychological well-being, cross cultural psychological capital, and innovative work behaviour. Due to positivism these relationships could be easily examined, classified and had empirical, measurable data collected about them (Ørngreen & Levinsen, 2017). This approach was consistent with the generalizability of the findings to a larger population of expatriates as the main objective of the study. On the other hand, interpretivism has a completely different paradigm of its own. It assumes that reality is constructed socially and consequently human experiences, perceptions and actions in as far as reality is concerned (Collis & Hussey, 2014). In turning its focus to interpretivist human behaviours, methods that seek to understand the reasons for behaviours coupled with the contexts are used; interviews, observations, among others. Although this approach is blessed with contextual insights, it is more or less an exploration of the emic interpretations of events that people give (Davidavičienė, 2018). The reason that led to the choice of positivism is because the research was done quantitatively and the findings pertain to generalizable conclusion about work behaviours of expatriates. This match between the research paradigm and the research approach was appropriate because positivist methodology was aligned with the objective measurement of the variables and a direct statistical testing of the hypothesized relationships between perceived organizational support and expatriate psychological capital, well-being, and innovative behaviour.

Research Approach

In the analysis of research approaches, it is important to remember that they form the broad theoretical framework of how any scholar interacts with theory and data. In this study, the two dominant research methodologies to be discussed involved deductive and inductive reasoning. The deductive approach of research works in a ‘downward’ manner from a general theory collecting data for the purpose of developing hypothesis formulated by the theory in consideration. This approach requires formulation of hypotheses that can be gotten from literature, data collection, and analyzing the data to validate or non-validate the hypothesized concepts (Gupta & Gupta, 2022). Hypothesis testing is feasible in deductive reasoning as it entails the systematic examination of theories with a positive correlation to positivist research. Consequently, in this research the most suitable approach would be the deductive way. This study was grounded on prior theoretical frameworks such as perceived organizational support, expatriate and cross-cultural wellbeing, psychological capital, and innovative work behaviour. Consequently, hypotheses were developed in an endeavor to specify the roles of these variables to the research study. The deductive approach was useful in this regard as it offer a structured framework through which the researcher could assess these relationships and how actual quantitative data could be gathered to support or reject such hypotheses (Patel & Patel, 2019). This approach was adopted to avoid any confusion and or laxity in studying the research question focusing on the relationship between perceived organizational support and expatriates’ innovative work behaviour. On the other hand, the inductive approach is what might be referred to as a “ground up” approach where the researcher starts with the data and then forms theories depending on the outcome of findings from the data. This type of approach is common in the course of conducting the qualitative research because the researcher aims at discovering new phenomenon that is yet to be researched and coming up with new theories based on the research findings (Kapur, 2018). Though such type of research can provide more insight, the type of research was not inductive in nature since the actual purpose was not to develop new theories but to validate the existing ones. That is why the deductive approach was chosen because when using this method, it is possible to check hypotheses that existed concerning organizational support, well-being, and work behaviour to be tested in this hypothesis-deductive study.

Research Design

Research method outlines the general approach that was taken in the determination of the method of data collection, analysis and lastly interpretation. In this research, there are two types of research designs used in the study and the one selected was most appropriate. Quantitative research is characterized by depth of focus it has towards non numerical data such as interviews, focus groups or data derived from observations (Kapur, 2018). The use of this method is especially suitable for understanding the rich context of social phenomena and acquiring knowledge about people’s experiences and views. Interpretivism often employs qualitative research because in the approach the aim is to understand and uncover meanings and patterns of interactions in the communal world. However, since quantitative research focuses on numbers and the reliability of data while seeking to estimate how various pre-specified variables were connected, it was not suitable for this study owing to its qualitative research approach (Nayak & Singh, 2021). On the other hand, quantitative research entails gathering and analyzing numerical data with the aim of providing an hypothesis to provide figures, to look for trends and/or to generalize the findings to the population. It is commonly linked with positivism and the deductive approach. Quantitative research enables examination of the parameters regarding variables and their relationships and was critical to this study’s aim of exploring the direct relationships between perceived organizational support, expatriate well-being, cross-cultural psychological capital, and innovative work behaviour. As this study aims at testing a hypothesis, the level of variables and making conclusions that can be generalised, the quantitative research design was used (Mohajan, 2018). This design allowed for the accrual of information from a large number of respondents of which statistical analysis could be performed to determine the correlation of the variables under study in this research. The quantitative design of the study was structured making it possible to use a Google-generated questionnaire to collect data which assist in data collection from a large number of expatriates based around the globe. Another reason which lead to consideration of a quantitative design was the fact that a quantitative study entails the use of statistical software like; SPSS and AMOS amongst others. Such analyses comprised of correlation analysis, regression analysis, and Structural Equation Modeling (SEM), which the study adopted in order to put data into quantitative measures to test the formulated hypothesis and in response to the research questions advanced (Opoku et al., 2016). As such, the adopted design for the quantitative research was the most suitable for the fulfilment of the above objectives and aims of the study since it was precise and consistent in its ability to ascertain the perceived organisational support, well-being and work behaviour of expatriates.

Data Collection

The research used only primary data through a structured questionnaire generated through the Google platform. The questionnaire was designed to gather data on the key variables: organizational support, expatriate psychological capital, cross-cultural psychological capital, and innovative work behaviour. To enhance internal validity and reliability, the questionnaire used measured that have been adapted from prior research studies. POSS was assessed using the POSS scale developed by Eisenberger et al. (1986) while Expatriate Well-being was measured by items generated and adapted from ABC. Cross-Cultural Psychological Capital was assessed by the PsyCap questionnaire developed by ABC, whereas Innovative Work Behaviour was assessed by Scale. Responses were quantified using a 5-point Likert scale of 1, strongly disagree; 2, disagree; 3, neutral; 4, agree; 5, strongly agree; on the questionnaire items (Cooper & Schindler, 2014). This was due to the structured features of the questionnaire which made it easy to administer and analyze the response. Due to the participants being working across the world, the Google Form made it easier to participate in the study by the participants.

Data Analysis

Respondents' information gathered from the administered questionnaire was analyzed by employing the SPSS and AMOS statistical tools. Several key analyses were conducted to address the research questions: The demographic data of the respondents and their perception towards each item were analyzed using descriptive statistics (Dźwigol & Dźwigol-Barosz, 2018). Pearson correlation analysis was used to determine the vocational orientation of perceived organizational support, expatriate well-being, cross-cultural psychological capital, and innovative work behaviour. This enabled an understanding of the strength as well as direction of these relationships. Cronbach's alpha was applied in order to conduct a reliability test since the scales included in the questioner were what defines the reliability of the questioner. Convergent validity was used to assess whether the created questionnaire assesses the intended constructs correctly. The hypothesis testing was performed with the help of Structural Equation Modeling (SEM) in AMOS to examine the direct and indirect associations of the variables (Al Kilani & Kobziev, 2016). The structural model examined the mediating effect of expatriate well-being and moderation role of cross-cultural psychological capital in details which helped in analyzing the hypotheses. These analyses enabled the proposed relationships to be tested with a highest level of rigour and offered credible answers to the research questions.

Ethical Considerations

The issue of ethical considerations was important throughout the research process in that the rights of the participants were highly considered. The rights of the participants included ensuring that all the participants were informed on the intent of the study, the purpose of the participant in the study and the fact that they were under no obligation to partake in the study if they so wished not to (Verma et al., 2024). All participants also had the opportunity to withdraw from the study at any particular time without any repercussions. To ensure the confidentiality of the respondents, no identification details were obtained or shared in the responses. Information collected in the study were also kept secure in order to minimize chances of theft. The study made sure that any harm or discomfort towards the participants was avoided while conducting the research data collection. The questionnaire given to the participants aimed at minimizing physical or psychological intrusiveness and carry no risk of affecting the participant's emotional wellbeing. The participants were informed, understood and apprehensive about the set research objectives, research method, and implications. All data collected were used for the research only, thus being honest and upfront (Clark et al., 2021). Such ethical practices made it possible for the study to be conducted in a responsible and sensitive manner to the subjects involved.

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. This section contains subtopics such as Population and sample description, Screening and cleaning of data, and Statistics like correlation, regression, and reliability analysis. The statistical analysis was performed using SPSS 26 and AMOS 28 with bootstrapping applied for the mediation and moderation analyses. The measures applied in the study included Confirmatory Factor Analysis (CFA) to verify the construct validity of the measurement model, and Structural Equation Modeling (SEM) to evaluate these hypothesized relationships.

Cleaning and Screening of Data

It is important to perform data screening and data cleaning in order to guarantee the quality of the dataset for then analysis. Out of 740 distributed questionnaires 500 were filled and returned with response rate of 67.56% and after data elimination 470 were considered usable. In addition, responses with significant amount of missing data and data inconsistencies have been removed to minimize any systematic biases that may be contained in the results. Outliers in single variable were detected by box plots while outliers in more than one variable were detected by Mahalanobis d-squared. Outliers were less than 1% and therefore they were included in the analysis. The normality of the data was tested using skewness and kurtosis, which have indicated acceptable levels.

Strategy of Quantitative Data Analysis

Quantitative analysis was carried out mainly using the Statistical Package for Social Sciences (SPSS) 26 and the analysis of moment structures (AMOS) 28. To establish the variables relationship, correlation analyses and descriptive statistics were done using SPSS. It was shown that construct reliability and validity were established from the results of CFA (Veal, 2017). This procedure was used with factor loadings set at an optimum level and fit-indices (GFI, AGFI, RMSEA) to perform modifications, where necessary. Mediation and moderation were investigated using bootstrapping and interaction graphs of the model to identify the structural associations present.

Preliminary Analysis

The demographical analysis given in the preliminary section provides gender and age of the respondents, level of education, and working experience of the respondents. In the sample, female comprised 50.6% of the study population while male represented 49.4%. Most participants were aged between 31 and 40 years (40.6%) and possessed a master's degree (46.8%). A larger proportion of most expatriates, 37% of the sample, had 6-10 years of experience. Preliminary analyses included descriptive statistics, correlation, multicollinearity, reliability, and validity analyses to ensure the data was suitable for further analysis.

Table 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

Data Normality**Table 2: Data skewness, mean and kurtosis**

Variables	Mean	St. Deviation	Skewness	Kurtosis
Perceived Organizational Support	3.7266	.58904	-.704	.270
Expatriate Well Being	3.6167	.76329	-.833	.252
Psychological Capital	3.8303	.61609	-.771	.422
Innovative Work Behaviour	3.6652	.60936	-.818	.398

The normal distribution of the data is shown in the table above. In 1979, Bulmer created a rule of thumb for calculating skewness, stating that the value must fall between +1 and -1. According to Mac Gillivray and Balandan, who established the kurtosis' scale, its value fell between +3 and -3. In the table above, all skewness values fall between +1 and -1, and all kurtosis values fall between +3 and -3. We can therefore draw the conclusion that the data in the above table is normally distributed and has the potential for further analysis.

4.3 Correlation Analysis**TABLE 3: CORELATION ANALYSIS**

Items	1	2	3	4
Perceived Organizational Support	1			
Expatriate Well Being	.597**	1		
Psychological Capital	.733**	.384**	1	
Innovative Work Behaviour	.506**	.243**	.537**	1

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

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

The correlation matrix's value should fall between 0 and 1, and significance should be between p.001 and p.005. The relationship between the independent and dependent variables is extremely strong, as indicated by the value 1. Additionally, a value of 0 denotes a lack of correlation between the variables. The aforementioned table demonstrates that, at a 1% level of significance, all the variables are highly significant correlated.

CFA:

Using the CFA factor structure is established and validated in this research. It evident that th data collected is consistent with the model assumed in the current research as hypothesized in the earlier study or theory by others (Yang et al., 2021). CFA was used in this study on two levels: first at the scale level and secondly integrated as a whole as the Measurement Model all together. On the other hand, Structural equation modelling was conducted using Analysis of moment structures (AMOS) 28.

It is appropriate before proceed further that the fit indexes on which model acceptance criterias are established should be elaborated.

Reliability and Validity Analysis

Table 4: Reliability Analysis

Variable	Cronbach alpha	No of items
Perceived Organizational Support	0.808	12
Expatriate Well Being	0.815	06
Psychological Capital	0.854	12
Innovative Work Behaviour	0.786	09
Overall reliability	0.875	33

The reliability of the instrument and the items used in the questionnaire must be verified through reliability analysis. Testing is required before using various tests because it is simple to exclude items that cause disruption. The general rule of thumb for evaluating the instrument's reliability and Cronbach's alpha is that values of 0.7 and above are good, values of 0.8 and above are better, and values of 0.9 and above are best. Each item's Cronbach's value is displayed separately in the above table, and all the variables have values above 0.7, which is considered to be a good result by general consensus. The instrument's overall reliability is better than 0.7, which is the best.

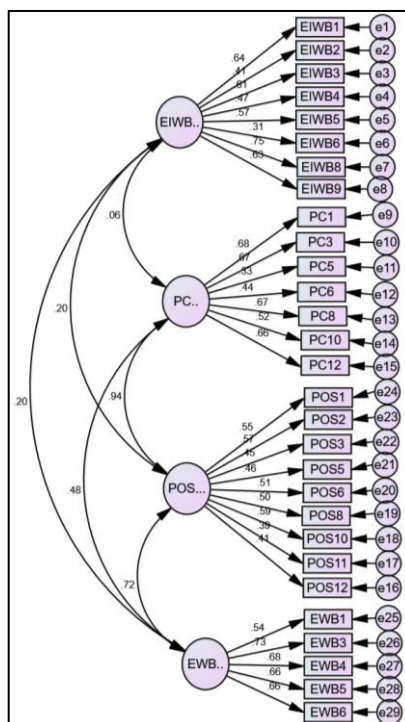
Common Method Bias (CMB)

CMB usually emerges in studies conducted in the behavioural sciences because of the use of survey instruments, thereby causing measurement errors. According to Zhonglin (2020), one major difficulty of behavioural variables is that they are mostly indirectly measured and may introduce measurement errors. According to Podsakoff et al. (2024), CMB was a conceptualization of the gap between actual and observed values, and errors were divided into chance and systematic, given by the measurement method (Jordan & Troth, 2020; Kyriazos, 2018).

In this study, CMB was measured by using the single-factor test of Harman. The test provided the variance from one factor equalling 22.753 % which seems to be less than the 50 % and therefore there are no CMB problems.

Structural Equational Modelling

One of the most well established models usually applied within the current research framework is the Structural Equation Model (SEM) by using AMOS Version 28. SEM, a statistical method for analyzing hierarchical relationships, comprises two components: The process is done using two models: The Structural Regression Model (SRM) and the Measurement Model (MM). In this study, SEM analyzed the inter-connection between different variables such as POS, EWB, PC, and EIWB.



Fit Indices

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

TABLE 6: Fitness Summarys

The use of a structural equation model (SEM) to visualize data and assumptions allows for the analysis of relationships. It aids in the analysis of inferential factors and is used for both primary and confirmative models. Regression, factor analysis, and path analysis are also included. Simply put, it is a combination of factor analysis and multiple regression analysis (CFA). In this study, the AMOS 26 model and measurement are tested. CFA (Confirmative Factor Analysis) is used in this study, and AMOS was used to create 26 figures, one for each individual factor. The creation of a model with great suitability comes after the CFA is made. There are a few considerations because the CFI value, which indicates the model's fitness, must range from 0 to 1. The CFI value in this model is 1.00, demonstrating that it fits the data well (Hu & Bentler, 1999). Hu and Bentler (1999) went on to say that RMSEA values under 0.08 indicate that a model is fit for purpose, and those under 0.06 indicate that the model is suitable. The fact that this model's RMSEA value is 0.07 indicates that it has an acceptable fit. The model fitness benefits from the GFI and AGFI values being higher than 0.90. In this model the value of GFI is 0.999 and AGFI is 0.989, it shows that model is fit (Hu & Bentler, 1999).

Hypotheses Testing

In this study path analysis is used for hypothesis testing. The variables of the path model direct relationship were tested through level significance at $p < 0.05$ and the estimate values. To check the indirect effect bootstrapping is used in the path model.

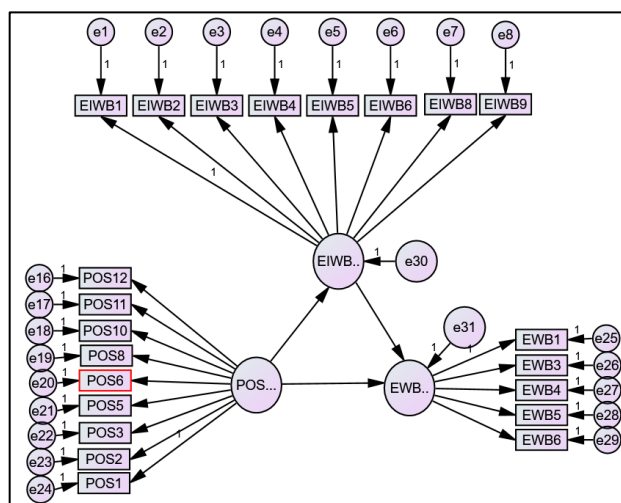
Estimate				S.E.	C.R.	P	Hypothesis	
EIWB	<---	POS	0.523	0.041	12.696	***	H1	Accepted
EIWB	<---	EWB	0.194	0.036	5.418	***	H2	Accepted

Mediation Analysis

EWB serves as a mediator between POS (IV) and EIWB, performing the EWB mediating effect (DV). The finding that EWB mediates the relationship between POS (IV) and EIWB is explained by the table's results (DV). Table shows that the values for the direct beta value between the POS (IV) and EIWB (DV) without the use of a mediator are $\beta = 0.650$ and $p = 0.001$. The values are $\beta = 0.330$ and $p = 0.001$ when calculating the direct effect of the POS (IV) on EIWB (DV) in the presence of a mediator. The values of the indirect effect, which is a subsequent step that involves calculating the POS (IV) indirect effect on EIWB (DV) via a mediator (EWB), are $\beta = 0.345$ and $p = 0.001$

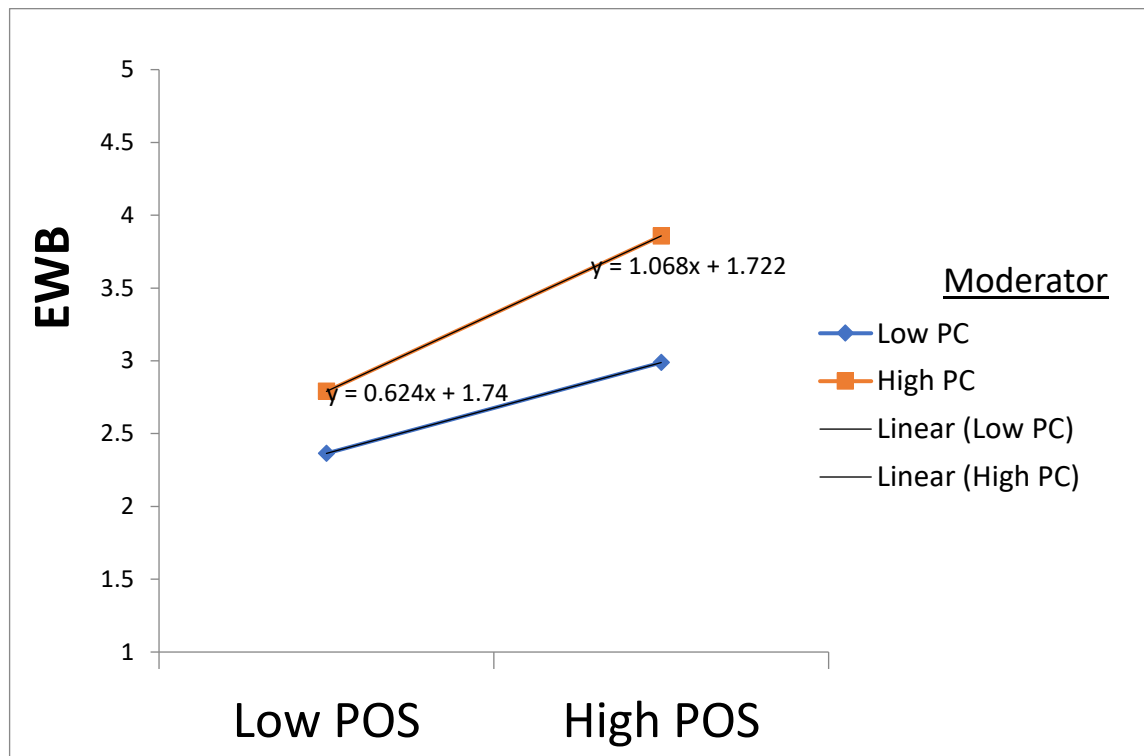
Table: Interpretation for Med.

Hypothesis	D β W/O Med.	D β with Med.	I β	Med. Type
POS→EIWB→EWB	$\beta = 0.650$ $p = 0.000$	$\beta = 0.330$ $p = 0.001$	$\beta = 0.345$ $p = 0.001$	Partial Mediation

**Figure: Path POS→EWB→EIWB**

Moderation

The graph illustrates how POS (IV) and PC have a moderating effect on each other (DV). The linear regression in SPSS yields the unstandardized regression coefficients (i.e., B) of all variables. The first variable, IV (POS), has a $B_1 = 0.423$ ($p = 0.002$) unstandardized regression coefficient. The unstandardized regression coefficients value for the second variable, the moderator (PC), is $B_2 = 0.324$ ($p = 0.000$). The interaction between POS (IV), EWB (DV), and PC moderator is the third variable, and its unstandardized regression coefficients value is $B_3 = 0.111$ ($p = .000$). The findings demonstrate that PC strengthens the favorable correlation between POS (IV) and EWB (DV). Therefore, as shown by positive slopes, the relationship between POS (IV) and EWB (DV) is significant and positive at both high and low PC.



Discussion

In this section, the author presents the demographic profile of the participants, the results of the analysis as well as the implications of the findings in detailing the links between POS, expatriate well-being, cross-cultural Psychological capital (PsyCap) and Innovative working behaviour (IWB). Hypotheses investigated in the study are discussed in relation to theoretical backgrounds and empirical findings.

Discussion of Major Findings

These results of the data analysis provided supporting evidence regarding POS which has a significant correlation with expatriate EIWB. This relationship serves to support the Organizational Support Theory, according to which employees who view their organization as one which provides them substantial support will likely engage in behaviours that are favourable to the organization as observed by (Eisenberger et al., 1986). However, POS has more impact in the context of expatriates. International students particularly expatriates, experience the following challenges some of which includes; Cultural adjustment and lack of social support. POS makes people feel safe and valued, and makes them more inclined towards being innovative at the workplace. This is in agreement with prior studies showing that organizational support increases the willingness of employees to come up with ideas. For example, high POS has positive association with job satisfaction, commitment and proactive organizational behaviour. In dynamic and diverse cultural environment such as the one that expatriate employees are exposed to organizational support reduces the risk and uncertainties associated with innovation. By providing support at the workplace, organizations can increase expatriates' readiness to generate and enact new ideas, which is imperative for sustaining competitive advantage in the global market. The interaction in this study means that organisations must ensure they offer adequate support to expatriates not only for the sake of the improved health of the workers but also to encourage innovative output.

This study also looked at the relationship between perceived organisational support (POS) and expatriate wellbeing and found a positive relationship. This notwithstanding is consistent with Conservation of Resources Theory which has it that the support provided to an employee has a capacity to be used to counteract stress and resource loss (Hobfoll, 1989). Many expatriates experience pressure resulting from contest cultural factors, work pressure, and loss of social support system. These stressors can be reduced through POS as it offers encouragement, resources and reward, which improves the well being of expatriates. It has been proven that POS leads to improved health status, lower level of stress and high job satisfaction. To the expatriates for whom working environments are complex and unfamiliar, the perception of organizational support can be a decisive factor influencing their mental, emotional and physical conditions. POS helps to reduce the inverse of the above effects and thus

improves the quality working even health of expatriates. This has underscored the need strategic implementation of support structures for improving wellbeing of expatriate, consequently improving performance and satisfaction.

The study findings showed that there was significant correlation between expatriate's psychological capital and innovative work behaviour (IWB). This relationship means that those expatriates who have a better well-being are likely to perform innovation related behaviours. This study finding evidence aligns with the existing research done on employee well-being and performance. Company satisfaction embraces the physical, emotion, and mental well-being factors that determine the expatriate's creativity. Self-actualisation in this study is defined by the levels of self-portfolio, well-being and a good health which is indicative of the motivation and ability of the expatriates to engage in innovation activities. Positive well-being likewise affects the cognitive performance, volunteering, and stressful work environments and all of these aspects lead to higher innovation. This positive relationship between wellbeing and IWB means that firms should invest more in ensuring that expatriate's health is protected. This might include the provision of psychological support, encouraging work-life segmentation, and community acculturation support. By increasing well-being, organizations can increase their expatriates' ability to innovate, which is key for operating within and succeeding within global markets.

The findings also validated the proposed moderated mediation model which highlighted that perceived organisational support is positively related with IWB and this relationship is fully mediated by expatriate well-being. This mediation effect shows that firstly how organizational support, affects innovative behaviour of the expatriates indirectly through the mediation of their well-being. Following COR Theory, it is argued that support acts as resources that employees build up and can preserve to help them cope with pressure and stress in their work environment. These resources, in turn, allow employees to be more creative during their work – engage in innovative behaviours. The mediation effect pointed out in the study works to show that while POS protects the well-being of these expatriates, their Innovative work behaviour stands outweighed. Based on this research, there is a strong call to shift attention to the welfare of the expatriate personnel as a way of boosting innovation. It implies that although direct support is indispensable, organizational support of expatriates' welfare produces a better climate with which to innovate. Support efforts should therefore consider well-being as an important concept and use it in boosting innovative contributions in organizations.

The research established that cross- cultural psychological capital PsyCap mediates the link between POS and expatriate well-being. This moderation effect pointed out that positive psychological resources also play an important role of mediating the relationship between organisational support and the expatriates' well-being. PsyCap associated with hope, efficacy, resilience and optimism prepares the expatriates well and assists him or her to overcome the challenges associated with working in a different country. If expatriates have high levels of PsyCap they will be able to draw from organizational support affordances in coping with stress and improving their welfare. This moderation effect indicates that as important as POS may be, the well-being of these expatriates will be boosted by their positive psychology profiles. This study's result supports the call for expanding PsyCap among expatriates. To enhance the results of organizational support for the well-being of expatriates it is recommended that organizations should also target the enhancement of psychological resources as a means of support. With increased PsyCap, organizations can assist expatriates in dealing with cultural issues and have improved psychological well-being and performance

Implications of the Study

This paper fills the research gap by presenting the twin studies concerning the links between perceived organizational support for expatriates (POS), expatriate well-being, cross-cultural PsyCap, and IWB. The implication of these findings relates to both the theory and application of ALM. They are explained here in greater detail as to their implications in relation to each of the dimensions described above.

Theoretical Implications

The study strengthens and enlarges the Organizational Support Theory (OST) by proving that the POS does not only serve as direct antecedent on expatriates' innovative work behaviour, but also as an indirect antecedent by way of expatriate well-being. This finding extends the theoretical knowledge of sustainability of OST by identifying well-being as the intermediate process through which organisational support mediates the improvement in innovative behaviours. Therefore, it expands upon the direct support requirement concretely, arguing that its impact depends on the employees' well-being and thus brings sophistication into the notion of the theory used in the cross-cultural contexts. The present findings of the study enrich the Conservation of Resources (COR) Theory unravelling how and through which mediating role POS assists expatriate to obtain and maintain sources of wellbeing for innovative work behaviour. This extension of COR Theory emphasise organisational support as another resource through which organisational members cope with stress in an effort to protect and enhance their well-being and engage in behaviours that are beneficial to the organisation by developing and implementing new ideas. This supports the contention that resources should be conserved to improve expatriates' innovativeness when working in difficult overseas tasks. The study further advances the cross-cultural psychological capital (PsyCap) theory by providing evidence of moderation effect of psychological capital on the association between POS and expatriate well-being. The research emphasizes that hope, efficacy, resilience, and optimism which are components of PsyCap play a huge role in determining how expatriates capitalise organisational support for their psychological well-being. This knowledge contributes to the development of theory of PsyCap and shows how this construct influences the Organizational Support in intercultural context. It emphasises the necessity of including psychological assets in theoretical frameworks that focus on adjustive and performative outcomes of expatriates. The research contributes to the theories of innovation by demonstrating the moderating role of well-being as a variable. This integration enhances the understanding of the extent to which well-being moderates the relationship between organisational support and innovation, enriching theory on innovation by underlining aspects of health and emotion that

contribute to ideas production and creative behaviours among employees. It implies that innovative work behaviour is not analysable independently of the health of the organisation's workers as a key explanatory variable.

Practical Implications

Based on this study, there is need to strengthen the organizational support initiatives aimed at expatriates. The management should ensure that an elaborate support structure, in terms of personal adjustment, training, and mobility, as well as accommodation, is provided in order to meet the needs of the expatriates. By doing so, organizations can enhance expatriates' well-being and increase efforts in engaging in more innovative WB. That practical actions may include; having a mentorship programs, frequent meetings, and offering assistances that would enable the expatriates to manage on their new environment well. Since well-being has a positive association with the Innovative Work Behaviour, organizations should ensure the expatriates' life is made better in the hope that their productivity will benefit from it. This is highlighted by such measures as urging one to get help if he must take a leave of absence due to depression and encouragement of employees to have healthy work-life balance. Several favourable outcomes of the expatriate's measures include improved job satisfaction, decreased stress, and increased level of innovativeness. It might be useful for organizations to design wellness programs, provide counselling services, and establish supportive communities for the adjustment of expatriate personnel. In doing so, this study seeks to contribute to the understanding of the moderating effect of cross cultural PsyCap in enhancing the relation between POS and well-being of employees. Organizations should ensure the cultivation of PsyCap among expatriates through education that enhances hope, efficacy, resilience as well as optimism. It may include sessions of strengthening the resilience of people, raising cultural competence, or working on the improvement of psychological skills. The present study has shown that by building up PsyCap in the organisation, it would be possible to strengthen the support structures and to increase expatriate's capability of handling cross-cultural issues. It is recommended that organisations should establish fully fledged support structures that address both organisational support and PsyCap boosting. This includes developing of programs that are not only utilitarian in helping the expatriate, but also assists in building up of psychological capital in the expatriate. Such programs may include organizational cultural training, stress management programs for the expatriates and possibly expatriate buddy system where the expatriates can engage in an exchange forum and share their experiences and ways, they handle problems they encounter. Although these are entirely different domains, Leiba asserts that by meeting both the practical and psychological needs of expatriates, organizations can build an organizational environment that boosts expatriates' psychological well-being and products' innovative capability.

The results imply that the requirements of the expatriates can also differ depending on their situation and identity. It is properly understood that organizations need to develop support strategies to some extent according to different requirements of expatriates. This includes identifying the issues that the expatriates of every cultural diversity may encounter and offering relevant help to solve the problems. More precisely, shading and personalizing support interventions can help optimize organizational development and increase expatriates' the satisfaction and productivity. Last but not least; organizations should monitor the impact and success of the various support programs and make necessary changes as per the feedback and results received. This encompasses evaluation of the effectiveness of support programs for expatriates and their subsequent productivity including their innovative capabilities and making necessary adjustments where necessary. Ongoing assessment also ensures that support activities are still on the right track to support the needs of expatriates and encourage their uptake of innovative practices for engagement.

Conclusion, Limitations and Future Directions

This study aims to present significant insights concerning the connections between perceived organizational support (POS), expatriate welfare, cross-cultural psychological capital (PsyCap), and innovative work behaviour (IWB). The findings highlight several key insights such as the study found that perceived organizational support significantly influenced expatriate innovative work behaviour and thereby supporting the argument that organization innovation support is essential in generating expatriate innovative behaviour. Furthermore, the study revealed that POS had a positive effect on expatriate wellbeing; this means that organisational support enhances the health and wellbeing of expatriates. Perceived organizational support was reported to have a positive relationship with innovative work behaviour and expatriate well-being was revealed as a mediator. This implies that, the post-rigid support enhancements on innovative behaviour have elements of expatriates' welfare. This mediation implies that in order for organisations to pursue superior performance in innovative capability, the wellbeing of expatriates must be refocused on. The cross- cultural PsyCap was subsequently demonstrated to enhance the link between POS and expatriate well-being. This supports the concept of psychological capital, whereby hope, efficacy, resilience, and optimism foster high levels of organizational support to positively impact the well-being of expatriates and, therefore, advocate for the importance of psychological resources in expatriate adjustment and performance. Consequently, this work advances the theoretical knowledge of organisational support and its effects on expatriate returns providing applied significance for organisations interested in enhancing performance of the expatriate groups through appropriate support and well-being interventions.

Limitation

The research methods used in the study are cross-sectional, which collect information at one time point. However, this design reduces the capacity to pinpoint causality and analyse the trends that emerge over time—a drawback when studying the developmental change in perceptions of organizational support, expatriate well-being, and innovative work behaviour. There is also a limitation of generalizing the results to other organizations, or to another region of the world depending on the focus of research on expatriates. Some factors may affect expatriates in accordance with industries, the type of country they are in, or organizational culture, which are not well investigated in this study. It is crucial to note that the study uses self-reported

measures to establish perceived organizational support, well-being, and innovative work behaviour, and there are drawbacks with using these measures as they may involve social desirability and self-perception bias. The research mostly focused on expatriates within one country or zone. It may not address all the ways that different expatriates can be managed, faced with various difficulties in different contexts.

Future Directions

To overcome the weakness of cross-sectional research design in the present study, future research can employ longitudinal research designs, which would enable the assessment of changes in POS, expatriate well-being, and creativity in the course of time. This approach would offer a better perspective of the cause effect relationships and the temporal performance of these variables. Future studies should include participants from a variety of industries, from different countries, and from various organizational types to increase the externality of results. Future research could compare the findings of the present study with that of other cultural and organizational settings in a cross cultural study whereby the experiences of expatriates in Centaur limited could be compared with that of expatriates in other organizations across cultures. Use of other sources of data and different measurements and assessments, for example, supervisor's evaluation or employees' results in their work could help supplement self-reported data and enhance understanding of expatriates' innovative performance and well-being. Subsequent research can explore other factors include moderators and mediators that are expatriate adjustment attitudes, cultural intelligence and job characteristics. If such factors were explored, then, it is possible to obtain a better understanding of the dynamic interaction between organisational support, well-being and innovative work behaviour. Studies exploring possible approaches to improving expatriate conditions and psychological assets could be valuable to organizations. The assessment of these interventions would assist in designing programs that enhance the efficiency as well as adjustment of expatriates.

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