Variables Influencing Expatriate Learning and Organizational Learning
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EXECUTIVE SUMMARY

The increase of globalization has presented multinational corporations with the challenge to remain competitive in a diverse cultural environment. Organizational learning is one of the critical factors that help organizations maintain a competitive advantage in the global arena. One source of competitive advantage is the wealth of knowledge that expatriates provide from their international assignments. It is, therefore, crucial that an organization examine the factors that enhance expatriates’ learning and organizational learning. The present research identifies the moderating variables that influence the international assignment-expatriates’ learning relationship as well as the moderating variables that influence the relationship between expatriate’s learning and organizational learning. The present research identifies the conditions under which the expatriates’ learning and organizational learning can be maximized.

Keywords: Organizational learning, Expatriate learning, International assignment