

Factors Related to Readjustment to Daily Life in General:

Repatriates of Japanese Multinational Enterprises

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This study explores issues arising from cross-cultural transitions, focusing on Japanese multinational enterprises (MNEs) and readjustment to daily life in general after international assignments. Employee readjustment to the home country needs to study from two perspectives: work and private life. However, most studies of repatriates focus on the work aspect, and few focus on the aspect of private life. Using structural equation modeling based on the questionnaire data, this study empirically examines nine variables that may possibly affect readjustment to daily life in general after returning to Japan. In this process, this study deals with “readjustment to daily life in general” from a viewpoint outside the organization. Structural equation models examined the relationships among the variables and a path identified direct and indirect relationships. Results found that length of overseas assignment, length of time after return from assignment, gaps between life expectations and reality, and family problems had significant, direct relationships to readjustment to daily life in general. Age, repatriation guidance, desire to return home, length of time to prepare to return, and frequency of home visits were indirectly related. Based on these findings, this paper suggests emphasizing management practices that provide assistance and support to repatriates and their families in their readjustment to daily life, along with the importance of readjustment to the organization.