

**INTERNATIONAL EMPLOYEES' ADJUSTMENT RESEARCH:  
RETROSPECTIVE OVERVIEW USING BIBLIOMETRIC ANALYSIS**

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**Abstract**

The main purpose of this study is to review articles related to international employee (IE) adjustment published in scientific journals in the field of management during 1990-2021. We used bibliometric and content analysis methods to analyze articles in the Management category of the Web of Science database. The study covers several topics: 1) a broad bibliometric analysis of 1024 articles to overview the number of articles published on the subject; 2) citation analysis and analysis of the most cited articles of 658 articles; 3) content analysis of abstracts of 330 articles published in the most cited journals to analyze the themes covered and to determine research gaps. The results revealed that factors related to assigned expatriates' adjustment are the most researched area in the management field, leaving adjustment of other types of international employees under-researched. The study suggests that, although there are a wide variety of topics in the scientific literature related to the adjustment of international employees, the field of human resource management (HRM) would benefit from further and deeper research on each of them. This study complements the HRM research field by showing research concentration areas and gaps to further future research.

**Keywords:** *expatriate adjustment; migrant adjustment; literature review; bibliometric analysis; content analysis; Web of Science*