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# Questionnaire

The Psychological Contract in the Context of International Assignments

**Project leader and contact information:**



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**Dear respondent,**

Thank you for taking the time to complete this questionnaire.

This survey is part of a comprehensive research project on the challenges of expatriation at the Ludwig-Maximilians-University München, Germany, dealing with expectations and experiences of assignees during international assignments. Your input is crucial to our research and will be treated strictly confidential and for academic purpose only.

Regarding the questions, there is no right or wrong answer. It is just about your assessment of your respective situation.

We estimate that it will take you approximately 15 minutes to complete this survey. After this initial survey, given your consent, we will contact you again in 1 and 2 weeks and ask some follow-up questions. The follow-up surveys will be much shorter (approx. 5 min).

In order to thank you for your valuable time we want to offer you an executive summary of the study results and provide you with an individual report of your cultural intelligence score. All required information are provided at the end of the questionnaire.

We would appreciate your response in the next two weeks.

If you have any questions concerning the survey or our research, you are welcome to contact us (schuster@bwl.lmu.de) at any time.

Thank you very much for your participation in this study!  
Your research team

If you would like to obtain more information about the processing of your personal data, please click [here](#)

I agree to the processing of my data in accordance with the GDPR/DSGVO and the information provided herein for this and the following surveys.

[I don't want to participate](#)



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**Demographics about the context of the International assignment:**

**Have you worked for the same company prior to the current international assignment?**

- Yes, I worked for the same company.
- No, I worked for a different company.

**When have you started your assignment?  
(07/2017, 08/2018)**

(MM/YYYY)

**How long do you intend to stay on your international assignment (e.g. when will you repatriate)?  
(07/2018, 11/2019)**

(MM/YYYY)

**Who was the initiator of the current international assignment?**

- I was asked by my organization to work abroad (Initiated by the organization).
- I have initiated the expatriation myself (Self-initiated).
- I have embarked on the expatriation entirely on my own, without the support of my home country organization (Self-initiated).

**Please indicate which one of the following four categories describes the purpose of your international assignment best:**

- Technical assignment:** "to do a technical job and return to a domestic position."
- Functional assignment:** "to do a specific job and return to a domestic position. Developing my cross-cultural skills was not a stated goal of my assignment."
- Developmental assignment:** "to develop global competencies. This assignment was part of a long-term career plan with the company."
- Strategic assignment:** "to work on an executive level position. I was both filling a key position and developing global competencies as a part of my long-term career plan with the company."

**Please indicate from which country you have been assigned (e.g. the country you worked prior to your current international assignment) by choosing the corresponding country from the drop-down list.**

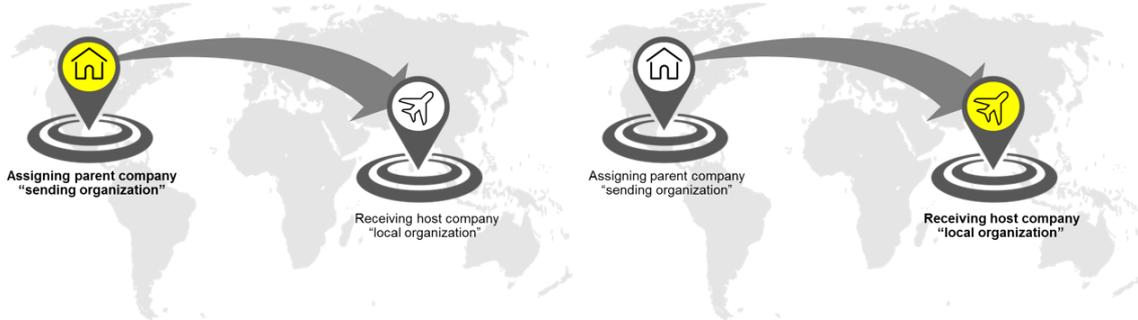
Country prior to assignment

**Please indicate the country of your current international assignment by choosing the corresponding country from the drop-down list.**

Country of your assignment

We would like to know more about your relationship with the assigning parent company (e.g. the organizational unit for which you worked prior to your current assignment) and the receiving host company (e.g. the organizational unit, in which you are currently working). In this survey, we will refer to the assigning parent company as "sending organization" and use the term "local organization" in order to refer to the receiving host company.

In the following, we will present you with some statements which we would like you to evaluate two times, once in terms of your "sending organization" and once in terms of your "local organization". Therefore, we will show you the set of items twice. Please try to answer each statement only as indicated either specifically regarding your sending or specifically regarding your local organization.



### Obligations of Employing Organizations

This construct measures unwritten understandings and informal obligations between an employer and its employees regarding their mutual expectations

Please indicate how well, overall, your sending [local] organization has fulfilled the promised obligations that they owed you?			
	Not an obligation	Fulfillment 1 = not at all; 5 = to a very great extent	Importance 1 = no importance; 5 = high importance
Attractive Salary (pay increase to maintain standards of living, fair pay for the responsibilities, etc.)	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>
Pay for performance	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>
Benefits and allowances (housing, automobile, home travel, hardship, etc.)	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>
Freedom to do the job well	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>
Safe work environment	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>
Respectful treatment	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>
Good work-private balance	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>
Participation in decision making	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>
Support to learn new skills	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>
Training and development (cultural, language, job-related trainings, etc.)	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>
Career management (development, support, plan, etc.)	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>
Family support program (cultural training, language training, spousal employment assistance, childcare, etc.)	<input type="checkbox"/>	<i>Please select</i>	<i>Please select</i>



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Please indicate how well, overall, your sending *[local]* organization has fulfilled the promised obligations that they owed you?

very poorly fulfilled						very well fulfilled
<input type="checkbox"/>						

When was the last time you perceived that your sending *[local]* organization has not fulfilled one of its obligations?

today	yesterday	last week	less than a month ago	last year	longer ago	do not know
<input type="checkbox"/>						

With which actor or entity do you associate these obligations and their fulfillment the most?

The organization itself    
  HR Department    
  Direct supervisor(s)    
  Senior executives    
  Others:

**Emotional Response to Obligations**

This constructs measures the employees' feelings of disappointment (ranging from minor frustration to betrayal) arising from their belief that their organization has broken its work-related obligations.

We would like to know more about your feelings towards the sending *[local]* organization. Please consider whether you agree or disagree with the following statements:

	Strongly disagree				Strongly agree	Prefer not to answer
I feel a great deal of anger towards the sending <i>[local]</i> organization.	<input type="checkbox"/>					
I feel betrayed by my sending <i>[local]</i> organization.	<input type="checkbox"/>					
I feel that the sending <i>[local]</i> organization has violated the contract between us.	<input type="checkbox"/>					
I feel extremely frustrated by how I have been treated by the sending <i>[local]</i> organization.	<input type="checkbox"/>					

**Turnover Intention**

This construct measures an employee's intention to voluntarily change job or company.

Please assess how much you agree with the following statements

	Strongly disagree				Strongly agree
I think a lot of leaving the current international assignment.	<input type="checkbox"/>				
I am actively searching for an alternative to the current international assignment.	<input type="checkbox"/>				
As soon as possible, I will leave the current international assignment.	<input type="checkbox"/>				
I think a lot of leaving my employer.	<input type="checkbox"/>				
I am actively searching for an alternative to my current employer.	<input type="checkbox"/>				



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### Displacement of emotions

This construct measures the reaction of employees to direct their emotions to a party not responsible for an unfulfilled promise or expectation.

Please indicate indicating how frequently these statements were true for you since the last time you perceived that obligations you expected from your sending [local] organization were not fulfilled.					
	Almost never true				Almost always true
When I felt that I had been treated unfairly by my sending [local] organization I blamed my local [sending] organization for this.	<input type="checkbox"/>				
When I got upset with the sending [local] organization during the assignment I took it out on the local [sending] organization.	<input type="checkbox"/>				
When I felt treated poorly by my sending [local] organization I directed my aggression towards the local [sending] organization.	<input type="checkbox"/>				
When things did not go the way I planned with the sending [local] organization during my international assignment, I took out my frustration on the local [sending] organization.	<input type="checkbox"/>				
When I was angry with the sending [local] organization I took it out on my local [sending] organization.	<input type="checkbox"/>				

### Commitment

This construct measures the tendency to be committed to the company based on emotional attachment (e.g. pride, care, and inspiration).

The following statements relate to your attitude towards the sending [local] organization. Please rate them on a scale from "Strongly disagree" to "Strongly agree":					
	Strongly disagree				Strongly agree
I am 'emotionally attached' to the sending [local] organization.	<input type="checkbox"/>				
I view the problems of the sending [local] organization as my own.	<input type="checkbox"/>				
I really care about the sending [local] organization.	<input type="checkbox"/>				

### Communication with Sending Organization

This construct measures the frequency of communication between expatriate and the sending organization.

Please indicate how much you agree with the following statements:					
	Strongly disagree				Strongly agree
I frequently communicate with the sending organization.	<input type="checkbox"/>				
There is a mutual exchange of information between me and the sending organization	<input type="checkbox"/>				
The sending organization has an open ear for all aspects of my international assignment.	<input type="checkbox"/>				



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### Idiosyncratic deals

This construct measures customized employment arrangements that employees negotiate with their employer.

During your international assignment, to what extent have you asked for and successfully negotiated for individualized/customized...					
	Not at all				To a great extent
...on-the-job activities.	<input type="checkbox"/>				
...training opportunities.	<input type="checkbox"/>				
...special opportunities for skill development.	<input type="checkbox"/>				
...career development.	<input type="checkbox"/>				
...work schedule.	<input type="checkbox"/>				
...flexibility in starting and ending the workday.	<input type="checkbox"/>				
...home travels and work arrangements at the sending organization.	<input type="checkbox"/>				
...expatriate allowances (housing, childcare, healthcare).	<input type="checkbox"/>				

### Coping Strategies

This construct measures psychological patterns that individuals use to manage thoughts, feelings, and actions encountered.

Please check each statement and how accurately each statement described your behavior after you experienced a situation in which obligations have not been fulfilled by either the local or the sending organization.					
	Not at all accurate				Very accurate
I made an effort to be more participatory and understanding.	<input type="checkbox"/>				
I tried to make offer of amends to my organization.	<input type="checkbox"/>				
I let go of the negative feelings I had against my organization.	<input type="checkbox"/>				
I let go of my hurt and pain.	<input type="checkbox"/>				
I tried to do damage to my organization.	<input type="checkbox"/>				
I got even with my organization.	<input type="checkbox"/>				



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### Career Prospects

This construct measures where expatriates see themselves after they finished their international assignment.

Please indicate how much you agree with the following statement concerning your future work career after your current assignment:					
<i>After I finish my international assignment, ...</i>	Strongly disagree				Strongly agree
... I continue the job (that I had prior to this assignment) at my sending organization.	<input type="checkbox"/>				
... I seek a new job at my sending organization.	<input type="checkbox"/>				
... I seek a job here at the local organization.	<input type="checkbox"/>				
... I seek a job with a different employer.	<input type="checkbox"/>				

### Reasons for accepting the international assignment

This construct measures reasons for accepting the international assignment in the first place

Please indicate how much you agree with the following statement concerning your future work career after your current assignment:					
<i>The primary motive for having accepted the assignment was/were ...</i>	Strongly disagree				Strongly agree
...monetary considerations	<input type="checkbox"/>				
...to develop my career	<input type="checkbox"/>				
...to enjoy a new culture (adventure seeking)	<input type="checkbox"/>				
...family considerations	<input type="checkbox"/>				
...to comply with the normal career plan	<input type="checkbox"/>				
other:	<input type="checkbox"/>				

### Organizational citizenship behavior

This construct measures the voluntary engagement within an organization or company that is not part of an expatriates' contractual tasks.

How often have you done each of the following things during your international assignment?					
	Strongly disagree				Strongly agree
I defended my sending organization when employees at the local organization criticize it.	<input type="checkbox"/>				
I defended my sending organization when outsiders criticize it.	<input type="checkbox"/>				
I said good things about the sending organization in front of others.	<input type="checkbox"/>				
I volunteered for extra work assignments at my sending organization.	<input type="checkbox"/>				



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### Performance Proficiency

This construct measures to what extent expatriates demonstrate the required level of performance during their international assignment.

Please assess how much you agree with the following statements:					
	Strongly disagree				Strongly agree
I have not yet learned 'the ropes' of my current job.	<input type="checkbox"/>				
I have learned how to successfully perform my current job in an efficient manner.	<input type="checkbox"/>				
I have mastered the required tasks of my current job.	<input type="checkbox"/>				
I have not fully developed the appropriate skills and abilities to successfully perform my current job.	<input type="checkbox"/>				
I understand what all the duties of my current job entail.	<input type="checkbox"/>				

### Subjective health Status

This construct is the self-reported evaluation of one's overall health status.

Assume that your personal physical health at its best has a value of 10 points. With how many points would you rate your current physical health?										
Worst possible physical health status									Best possible physical health status	Prefer not to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assume that your personal mental health at its best has a value of 10 points. With how many points would you rate your current mental health?										
Worst possible mental health status									Best possible mental health status	Prefer not to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Assignment Satisfaction

This construct measures the expatriates' contentedness with their assignment, whether or not they like it or individual aspects or facets of it.

Please assess how much you agree with the following statements about your satisfaction with your current international assignment:					
	Strongly disagree				Strongly agree
I am satisfied with my international assignment.	<input type="checkbox"/>				
I would take the same international assignment again.	<input type="checkbox"/>				
I would recommend this international assignment to a friend.	<input type="checkbox"/>				
This international assignment measures up to my expectations.	<input type="checkbox"/>				
My overall satisfaction with the present assignment is excellent.	<input type="checkbox"/>				



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### Cultural Intelligence

This construct measures the expatriates' capability to relate and work effectively across cultures.

Below are 10 statements about one's experience when interacting with people from other cultures. Please indicate to what extent each of the following statements describes you:					
	Not at all				Extremely well
I know the ways in which cultures around the world are different.	<input type="checkbox"/>				
I can give examples of cultural differences from my personal experience, reading, and so on.	<input type="checkbox"/>				
I enjoy talking with people from different cultures.	<input type="checkbox"/>				
I have the ability to accurately understand the feelings of people from other cultures.	<input type="checkbox"/>				
I sometimes try to understand people from another culture by imagining how something looks from their perspective.	<input type="checkbox"/>				
I can change my behavior to suit different cultural situations and people.	<input type="checkbox"/>				
I accept delays without becoming upset when in different cultural situations and with culturally different people.	<input type="checkbox"/>				
I am aware of the cultural knowledge I use when interacting with someone from another culture.	<input type="checkbox"/>				
I think a lot about the influence that culture has on my behavior and that of others who are culturally different.	<input type="checkbox"/>				
I am aware that I need to plan my course of action when in different cultural situations and with culturally different people.	<input type="checkbox"/>				

### Relationship Quality with Supervisor

This construct measures the general quality of the exchange relationship between a supervisor and a subordinate.

We are interested in your relationship with your supervisor. Please indicate the extent to which the following statements are true:					
	Not at all				Extremely well
My supervisor encourages local and foreign team members to take initiative.	<input type="checkbox"/>				
My supervisor asks for the input of local and foreign team members.	<input type="checkbox"/>				
My supervisor does value the opinion of local and foreign team members equally.	<input type="checkbox"/>				
I usually know where I stand with my supervisor.	<input type="checkbox"/>				
I usually know how satisfied my supervisor is with me.	<input type="checkbox"/>				
My supervisor understands my problems and needs.	<input type="checkbox"/>				
My supervisor recognizes my potential.	<input type="checkbox"/>				



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**Please indicate the nationality of your direct supervisor by choosing the corresponding country from the drop-down list:**

**Please indicate the gender of your direct supervisor:**

- Female     Male     prefer not to say

**How long has the direct supervisor been your supervisor?**  
(e.g.0.5, 1.5, 5, etc.)

**Is the direct supervisor located in the sending organization or the local organization?**

- My direct supervisor is located in the sending organization.  
 My direct supervisor is located in the local organization.  
 Other (e.g. third-country, etc.): \_\_\_\_\_

**Demographics of the assignee:**

**On this last page, we would like to ask you about some demographic aspects for statistical purposes. All information will be treated strictly confidential.**

**Please indicate your year of birth:**  
(e.g. 1975)

**Irrespective of your actual age, how old do you feel?**  
(in years)

**Please indicate your gender:**

- Female     Male     prefer not to say

**Please indicate your nationality by choosing the corresponding country from the drop-down list:**

**Please indicate your personal status:**

- Single     Living in a committed relationship  
 Married     Do not want to disclose

**Is your family (spouse/partner, children) accompanying you?**

- No.     Yes, my partner is accompanying me.  
 Yes, my partner and children are accompanying me.

**Please indicate your position held during your current assignment:**

- Top management (Vice Presidents, Directors)     Senior management  
 Middle management     Junior management  
 Non-managerial position (Office or technician-type of duties)



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**How many years have you spent on international assignments in total?**

(e.g.0.5, 1.5, 5, etc.)

**How many employees work in the local organization (receiving subsidiary) you have been assigned to?**

Please indicate:

	Not very important				Of critical importance
For achieving the strategic goals of the entire organization, the local organization to which I was assigned is...	<input type="checkbox"/>				

**Please indicate:**

- My current international assignment is in the company's headquarters/head office.
- My current international assignment is in one of the company's subsidiaries/branch offices.

**Which of the following statements describes your current international assignment best?**

- Expat/Home-based/International (formal contract with the sending organization - employment, pay and conditions of the sending organization apply)
- Local (formal contract with the local organization - employment, pay, and conditions of the foreign subsidiary apply)
- Local+ (formal contract with the receiving local organization - employment, pay, and conditions of the local organization plus additional allowances)

**How many years have you been working for your company in total?**