



Department of Business and Management

Course of Business Organization and Human Resources

Self-initiate Expatriation:
a Focus on Italian and Portuguese students

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Abstract

The purpose of this work project is to analyze the phenomenon of self-initiated expatriation (SIE) through its link to the Protean Career and Career Capital theories, focusing in particular on Italian and Portuguese students attending a Master in the business area. The main research questions are to understand the reasons driving the intention to expatriate, after the conclusion of the academic path, using three main categories (*Adventure Motivation*, *Work Characteristic Motivation* and *Instrumental Motivation*) and the intention to repatriate. A sample of Italian and Portuguese students was obtained. Italians show a higher intention to expatriate relative to Portuguese; nevertheless, no other significant differences were found among the two populations, because of the similar cultural background and economic situation. Additionally, several heterogeneities were observed considering other clusters defined by Gender, Teaching Language of the Master and Past International Experiences, across the two nationalities. Furthermore, possible future researches and practical implications were discussed.

Keywords : Self-initiated Expatriation, Italians, Portuguese, Skilled Graduates, Career Capital, International Career, Protean Career

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