
Exploring the Role of cultural values and expatriates' career outcomes in multinational companies in Ghana

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Abstract

The rising expansion of Western MNCs in the Sub-Saharan African Region has seen the development of expatriates and local employees becoming increasingly important to the human resource management of these MNCs. Thus, the study explores the role of cultural values and expatriates' career outcomes in Ghana. In this study, data were drawn from expatriates in Ghana to examine their career effects on cultural values. Using hierarchical multiple regression, results showed strong effects of host cultural values on expatriates work outcomes. The findings calls for global managers' awareness of the paradoxes inherent within host cultures if they need to improve their human capital in host subsidiaries.
