APPENDIX A: CONFIDENTIALITY AGREEMENT LETTER

Dear Respondent,

As part of my Ph.D. thesis field study, I am undertaking a study with expatriate managers who are working in India for at least 12 months or above. The main idea of this investigation is to comprehend how work and family domains affects expatriate adjustment process and to what extent support from spouse and host country nationals facilitate the transition period.

In asking the questions, we are interested in your opinion – there are no correct or incorrect answers to these queries. Please keep in mind that you will be answering the questions about you and your work/family domain relationship. I shall remain grateful if you can share a few moments from your precious time and fill up the electronic survey form. Your contribution in the study is significant for the complete realization of the proposal, and we really appreciate your assistance! Needless to mention it will enrich the quality of the thesis work. Response form is divided into seven parts.

I promise you that thorough secrecy is guaranteed. All analysis will be distinguishable only by your initials, which we request that you provide at the start of the survey. Nobody at your company will ever have access to the answers you deliver. Everything will be kept in complete confidence, and only the main researcher will ever have access to them. This is the utmost critical part of the proposal and I deeply admire your support. Please read the guidelines cautiously, don’t leave any queries unanswered, and be as truthful and open as desired. If you have any inquiries, please email at vineet@iift.edu or call me at (+91) 987-3123-024.

Thank you very much for your help!

Vineet Gupta
Doctoral Candidate

website link inserted here
APPENDIX B: DATA COLLECTION INSTRUMENTS

Please rate the following statements on how well they describe you, in general, using the scale provided. We are trying to understand how you think about some of these characteristics to better understand emotional and cognition dispositions, so please try to be as accurate and honest as possible.

This section lists the scale items included in the proposed investigation. All items were rated on a 5-point Likert scale response format, with answers ranging between 1 = “Strongly Disagree” to 5 = “Strongly Agree.”

Scales for Predictor variable

Leader Member Exchange (Liden and Maslyn, 1998)

1. I like my supervisor very much as a person
2. My supervisor is the kind of person one would like to have as a friend
3. My supervisor is a lot of fun to work with
4. My supervisor defends my work actions to a superior, even without complete knowledge of the issue in question
5. My supervisor would come to my defence if I were ‘attacked’ by others
6. My supervisor would defend me to others in the organization if I made an honest mistake
7. I do work for my supervisor that goes beyond what is specified in my job description
8. I am willing to apply extra efforts, beyond those normally required, to meet my supervisor’s work goals
9. I do not mind working my hardest for my supervisor
10. I am impressed with my supervisor’s knowledge of his/her job
11. I respect my supervisor’s knowledge of and competence on the job
12. I admire my supervisor’s professional skills
Supervisor measure of LMX (Greguras and Ford, 2006)

1. I like my subordinate very much as a person
2. My subordinate is the kind of person one would like to have as a friend
3. My subordinate is a lot of fun to work with
4. My subordinate defends my decisions, even without complete knowledge of the issue in question
5. My subordinate would come to my defence if I were ‘attacked’ by others
6. My subordinate would defend me to others in the organization if I made an honest mistake
7. I provide support and resources for my subordinate that goes beyond what is specified in my job description
8. I am willing to apply extra efforts, beyond those normally required, to help my subordinate meet his or her work goals
9. I do not mind working my hardest for my subordinate
10. I am impressed with my subordinate’s knowledge of his/her job
11. I respect my subordinate’s knowledge of and competence on the job
12. I admire my subordinate’s professional skills

Spousal support (Caplan et al., 1975)

Please rate the extent to which you agree with the following statements with answers ranging between 1 = “Not at all” to 5 = “A great deal”

1. The spouse go out of his / her way to do things to make your work life easier for you
2. It is easier to talk with your spouse
3. The spouse could be relied on when things get tough at work
4. The spouse is willing to listen to your personal problems
Social tie characteristics (Johnson et al., 2003)

How many contacts do you have with Indian nationals with whom you interact at least once per month? (A contact has been defined as an individual, inside or outside the organization, who is important in helping the respondent achieve business and personal objectives) _______

Please list the initials of up to eight Indian persons with whom you interact at least once per month.

<table>
<thead>
<tr>
<th>Name</th>
<th>Initials</th>
<th>Depth of relationship</th>
<th>Breadth of relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Acquaintance</td>
<td>Good friend</td>
<td>Very close friend</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
</tbody>
</table>
Scales for Mediator and Outcome Variables

Work-life conflict (Carlson et al., 2000; Shih et al., 2010)

Please rate the extent to which you agree with the following statements about your work and family domains with answers ranging between 1 = “Strongly Disagree” to 5 = “Strongly Agree.”

1. My work keeps me from my family activities more than I would like
2. The time I must devote to my job keeps me from participating equally in household responsibilities and activities
3. I have to miss or change plans for family activities due to the amount of time I must spend on work responsibilities
4. The demands of my work interfere with my home and family life
5. The time I spend on family responsibilities often interfere with my work responsibilities
6. The time I spend with my family/friends often causes me to not spend time in activities at work that could be helpful to my career
7. I have to miss work activities due to amount of time I must spend on family responsibilities
8. My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime
9. When I get home from work I am often too physically tired to participate in family activities/ responsibilities
10. The stress from my job often makes me emotionally drained when I get home from work that it prevents me from contributing to my family
11. Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy
12. Due to stress at home, I am often preoccupied with family matters at work. Sometimes it is hard for me to do my job well
13. Because I am often stressed from family responsibilities, I have a hard time concentrating on my work
14. Tension and anxiety from my non-work life often extend into my job
15. The problem-solving approaches I use in my job are not effective in resolving problems at home
16. Behaviour that is effective and necessary for me at work would be counterproductive at home
17. The behaviours I perform that make me effective at work do not help me to be a better parent and spouse
18. In order for me to be as successful at home as I am at work, I must behave differently
19. The behaviours that work for me at home do not seem to be effective at work
20. Behaviour that is effective and necessary for me at home would be counterproductive at work
21. The problem solving behaviours that work for me at home does not seem to be as useful at work
22. The behaviours I use to respond to interpersonal problems at work perform better at home than at work

Satisfaction with Life (Diener et al., 1985)

Please rate the extent to which you agree with the following statements about your life with answers ranging between 1 = “Strongly Disagree” to 5 = “Strongly Agree.”

1. In most ways my life is close to my ideal
2. The conditions of my life are excellent
3. I am satisfied with my life
4. So far I have gotten the important things I want in life
5. If I could live my life over, I would change almost nothing
Cross-Cultural Adjustment (Black and Stephens, 1989)

Please rate the extent to which you feel you have adjusted for each of the following factors (1=Poor, 5=Excellent)

1. Living conditions in general
2. Housing conditions
3. Food
4. Shopping
5. Cost of living
6. Entertainment / recreation facilities and opportunities
7. Health care
8. Socializing with host nationals
9. Interacting with host nationals on a day-to-day basis
10. Interacting with host nationals outside of work
11. Speaking with host nationals
12. Specific job responsibilities
13. Performance standard and expectations
14. Supervisory responsibilities
APPENDIX C: DEMOGRAPHIC QUESTIONNAIRE

1) Nationality: ____________

2) Gender:  □ Male  □ Female

3) Age: _____ years

4) What languages are you proficient in (apart from English)?

□ Hindi  □ French  □ German  □ Italian  □ Spanish  □ Russian  □ other _____

5) Highest level of education:  □ Bachelors  □ Masters  □ Doctorate

□ Other Professional Qualification

6) How long you have been married (or living with Partner): _____ Months / _____ Years

7) Partner’s current employment status:  □ Currently unemployed

□ Full-time (working from home)  □ Full-time (working outside home)

□ Part-time (working from home)  □ Part-time (working outside home)

8) Do you have children:  □ Yes  □ No

   If yes, how many children do you have? _____

   If yes, what are the ages of all of your children? _____

   If yes, what are the ages of the children who live with you? _____

9) Designation: ____________ / Industry ____________
10) Position at work: □ Junior Management □ Middle Management
□ Senior Management □ others

11) Name of the company you work for (optional): _____

12) How many expatriates are working in your organization? _____

13) How long have you worked in the present organization: ____ Months / ____ Years

14) Since how long you are working in India? ____ Months / ____ Years

15) Approximate number of hours spent in work domain, per week: ______

16) Family’s total, combined annual income:

□ €10,001 - €40,000 □ €40,001 - €70,000 □ €70,001 - €100,000

□ €100,001 - €130,000 □ €130,001 - €160,000 □ over €160,001

17) Have you undergone any form of cross cultural training provided by your organization before or after you undertook this assignment? □ Yes □ No

18) And if so, please indicate on a scale of 1 to 7 (1=Very Unhelpful; 7=Very helpful) this training help you to adjust to your new job: ______