

## Original Research Article

## Geopolitical Instability and Expatriate Management: Investigating Individual and Organizational Losses through HR Managers' Perspectives

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Received: 05.05.2026

Accepted: 29.06.2026

Published: 01.07.2026

**Journal homepage:**<https://www.easpublisher.com>**Quick Response Code**

**Abstract:** Geopolitical disruptions such as armed conflicts, political instability, economic sanctions, diplomatic tensions, and changing immigration policies have become increasingly common in the contemporary global business environment. These developments pose significant challenges for multinational organizations and their expatriate workforce. Expatriates are particularly vulnerable to geopolitical uncertainty because such events can affect their personal safety, psychological well-being, family stability, career progression, and assignment continuity. At the same time, organizations operating across borders face operational disruptions, increased costs, project delays, talent shortages, and difficulties in maintaining international business activities. This study examines the impact of geopolitical instability on expatriates by investigating both individual and organizational losses from the perspective of human resource professionals responsible for expatriate management. The study is guided by three objectives: to identify the major geopolitical factors affecting expatriates, to examine the individual losses experienced by expatriate employees, and to assess the business losses faced by organizations due to expatriate disruptions. A quantitative descriptive research design was employed, and primary data were collected from 20 HR managers involved in expatriation and global mobility functions within multinational organizations. The collected responses were analyzed using frequency and percentage-based techniques. The findings reveal that armed conflicts, visa restrictions, and political instability are the most influential geopolitical factors affecting expatriate assignments. Psychological stress, family disruption, and career uncertainty emerged as the most significant individual consequences, while project delays, increased relocation expenses, and talent shortages were identified as major organizational losses. The study highlights the strong relationship between expatriate well-being and organizational performance, demonstrating that geopolitical risks create multidimensional challenges for both employees and employers. The findings emphasize the importance of proactive risk management, employee support mechanisms, and strategic expatriate management practices to enhance organizational resilience and business continuity in an increasingly uncertain global environment.

**Keywords:** Geopolitical Instability, Expatriates, International Human Resource Management, Global Mobility, Organizational Losses, Employee Well-Being, Multinational Corporations.

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### INTRODUCTION

The contemporary business environment is increasingly shaped by geopolitical uncertainty, making international workforce management more complex than ever before. Geopolitical events such as armed conflicts, economic sanctions, diplomatic tensions, political instability, trade restrictions, and immigration policy changes have significant implications for multinational

corporations (MNCs) and their globally mobile employees (Caligiuri *et al.*, 2023). As organizations expand their operations across national borders, expatriates play a critical role in facilitating knowledge transfer, leadership development, global coordination, and market expansion. However, geopolitical disruptions can significantly affect the success of international assignments and the well-being of expatriate employees (Bader *et al.*, 2022).

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Recent global events have demonstrated the vulnerability of expatriates to geopolitical crises. Conflicts in different regions, changing visa regulations, economic sanctions, and political unrest have forced many organizations to reconsider their international staffing strategies. Expatriates working in affected regions often encounter safety concerns, psychological stress, family disruptions, career uncertainty, and unexpected relocation requirements (Andresen *et al.*, 2023). These challenges not only affect employees personally but also influence their job performance, commitment, and willingness to accept future international assignments. Consequently, international human resource management has become increasingly concerned with understanding the risks associated with geopolitical instability and developing effective strategies to mitigate its adverse effects (McNulty & Brewster, 2024).

From an organizational perspective, geopolitical disruptions can generate substantial business losses. Multinational corporations may experience project delays, increased relocation and security costs, talent shortages, operational interruptions, and reduced productivity when expatriate assignments are disrupted (Farndale *et al.*, 2022). In some cases, organizations are compelled to evacuate employees, suspend international projects, or redesign global mobility programs to respond to rapidly changing geopolitical conditions. Such disruptions can negatively affect organizational performance, competitiveness, and long-term strategic objectives (Collings *et al.*, 2023). Therefore, understanding the organizational consequences of geopolitical instability has become a strategic priority for global businesses.

The relationship between geopolitical risk and expatriate management has gained increasing attention in recent academic literature. Researchers have highlighted that geopolitical uncertainty influences expatriate adjustment, assignment effectiveness, employee well-being, and organizational resilience (Stoermer *et al.*, 2023). Studies have further emphasized the need for multinational organizations to integrate geopolitical risk assessment into their global mobility and talent management strategies (Dickmann *et al.*, 2024). Despite growing scholarly interest, empirical research examining

both individual and organizational losses arising from geopolitical instability remains limited, particularly from the perspective of HR managers directly involved in expatriate management decisions.

Human resource managers responsible for expatriation and global mobility functions possess valuable insights into the practical challenges associated with geopolitical disruptions. Their experiences enable organizations to identify emerging risks, develop support mechanisms for expatriates, and implement strategies that ensure business continuity during periods of uncertainty. Examining HR managers' perspectives can therefore provide a comprehensive understanding of how geopolitical events affect expatriates and organizations simultaneously (Shaffer *et al.*, 2023).

Against this background, the present study investigates the impact of geopolitical instability on expatriates by exploring both individual and organizational losses. The study specifically aims to identify the major geopolitical factors affecting expatriates, examine the individual losses experienced by expatriate employees, and assess the business losses encountered by organizations due to expatriate disruptions. Using responses collected from HR managers involved in expatriation and global mobility activities, the study contributes to the growing literature on international human resource management and geopolitical risk by providing contemporary evidence on the challenges facing expatriates and multinational organizations in an increasingly volatile global environment.

## LITERATURE REVIEW

The existing literature suggests that geopolitical instability has emerged as a critical factor influencing international human resource management and expatriate effectiveness. Recent studies have examined the effects of geopolitical risks on employee mobility, expatriate well-being, organizational resilience, global talent management, and business continuity. The following table summarizes key contributions from recent peer-reviewed studies relevant to the present research.

**Table 1: Review of Literature on Geopolitical Instability, Expatriates, and Organizational Outcomes**

| Author(s) & Year                 | Focus of Study   | Methodology        | Key Findings  |
|----------------------------------|--|--------------------|---|
| Caligiuri <i>et al.</i> , (2023) | Global workforce mobility under geopolitical uncertainty | Conceptual Study   | Geopolitical disruptions significantly influence expatriate deployment and international talent management decisions. |
| Andresen <i>et al.</i> , (2023)  | Expatriate experiences during geopolitical crises        | Survey-based Study | Political instability increases expatriate stress, insecurity, and assignment-related concerns.                       |
| Bader <i>et al.</i> , (2022)     | Risk management in expatriate assignments                | Empirical Research | Organizations must develop crisis preparedness mechanisms to protect expatriates in high-risk locations.              |

| Author(s) & Year                | Focus of Study                                  | Methodology         | Key Findings  |
|---------------------------------|---|---------------------|---|
| Dickmann <i>et al.</i> , (2024) | Global mobility and geopolitical risks          | Literature Review   | Geopolitical uncertainty has become a major determinant of international assignment success.    |
| McNulty and Brewster (2024)     | Contemporary expatriate management challenges   | Review Study        | Employee safety and well-being are increasingly important in expatriation strategies.           |
| Collings <i>et al.</i> , (2023) | International HRM in uncertain environments     | Conceptual Research | Geopolitical events influence workforce planning and organizational resilience.                 |
| Farndale <i>et al.</i> , (2022) | Global talent management during crises          | Empirical Study     | Talent shortages and relocation challenges increase during geopolitical disruptions.            |
| Stoermer <i>et al.</i> , (2023) | Expatriate adjustment and resilience            | Survey Research     | Psychological resilience positively affects expatriate adaptation in unstable regions.          |
| Shaffer <i>et al.</i> , (2023)  | Expatriate well-being and performance           | Quantitative Study  | Stress and uncertainty negatively affect expatriate performance outcomes.                       |
| Vaiman <i>et al.</i> , (2022)   | International talent management risks           | Review Article      | Organizations face increased costs and operational disruptions due to geopolitical uncertainty. |
| Cooke <i>et al.</i> , (2024)    | Geopolitics and international business          | Conceptual Study    | Geopolitical tensions reshape global workforce deployment strategies.                           |
| Reiche <i>et al.</i> , (2023)   | Employee mobility and global crises             | Empirical Study     | International assignments are vulnerable to political and regulatory changes.                   |
| Lazarova <i>et al.</i> , (2022) | Family-related expatriate challenges            | Survey Study        | Family concerns significantly affect assignment success and expatriate retention.               |
| Tarique <i>et al.</i> , (2024)  | Strategic global mobility management            | Review Research     | Risk assessment should be integrated into expatriation policies and planning.                   |
| Mäkelä <i>et al.</i> , (2023)   | Career implications of expatriation disruptions | Empirical Study     | Geopolitical crises create career uncertainty and reduced assignment satisfaction.              |
| Fee and McGrath-Champ (2022)    | Organizational responses to expatriate crises   | Case-based Study    | Effective crisis management reduces business losses and improves employee confidence.           |

### Research Gap

Although recent studies have examined geopolitical risk, expatriate well-being, and organizational resilience separately, limited empirical research has simultaneously investigated both individual losses experienced by expatriates and business losses incurred by organizations during geopolitical disruptions. Furthermore, few studies have explored these issues from the perspective of HR managers directly responsible for expatriation and global mobility decisions. The present study addresses this gap by examining the impact of geopolitical instability on expatriates and organizations through responses collected from HR managers involved in expatriate management.

### Research Objectives

1. To identify the major geopolitical factors affecting expatriate employees in multinational organizations.
2. To examine the individual losses experienced by expatriates as a result of geopolitical instability.
3. To assess the organizational and business losses arising from expatriate disruptions caused by geopolitical events.

## MATERIALS AND METHODS

The present study adopted a quantitative descriptive research design to examine the impact of geopolitical instability on expatriates and the associated

losses experienced by both employees and organizations. A descriptive approach was considered appropriate because the study aimed to obtain insights from professionals directly involved in expatriate management and to identify prevailing patterns related to geopolitical disruptions. The research focused on understanding how geopolitical events influence expatriate assignments, employee well-being, and organizational performance from the perspective of human resource managers responsible for global mobility and expatriation functions.

### Study Population and Sample

The target population comprised human resource professionals involved in expatriate management, international assignments, and global mobility programs within multinational organizations. These professionals were selected because of their direct involvement in planning, implementing, and monitoring expatriate assignments across different countries.

A purposive sampling technique was employed to select respondents with relevant knowledge and experience in expatriate management. A total of 20 HR managers participated in the study. The respondents represented organizations operating in sectors such as manufacturing, information technology, consulting, engineering, financial services, and international trade. All participants had prior experience in managing

expatriate assignments and dealing with challenges arising from geopolitical developments.

### Data Collection

Primary data were collected through a structured questionnaire specifically designed for the objectives of the study. The questionnaire consisted of close-ended questions addressing three major dimensions:

1. Geopolitical factors affecting expatriates.
2. Individual losses experienced by expatriate employees.
3. Organizational and business losses resulting from expatriate disruptions.

The questionnaire was distributed electronically to HR managers through professional networks and organizational contacts. Respondents were informed about the academic purpose of the study, and participation was voluntary. Confidentiality and anonymity were maintained throughout the data collection process to encourage unbiased responses.

### Measurement Variables

The study examined three categories of variables. The first category included geopolitical factors such as armed conflicts, political instability, visa restrictions, economic sanctions, and currency volatility. The second category focused on individual-level consequences including psychological stress, family disruption, career uncertainty, forced relocation, and income-related concerns. The third category assessed organizational outcomes such as project delays, increased relocation expenses, talent shortages, productivity decline, and contract-related losses. The variables were selected based on recent literature related to international human resource management, expatriate management, and geopolitical risk.

### Data Analysis Techniques

The collected responses were analyzed using Python codes. Frequency counts and percentage distributions were calculated to determine the prevalence of various geopolitical factors, individual losses, and business losses reported by HR managers. The results were presented using compatible visualizations to facilitate interpretation. Descriptive analysis was considered appropriate because the primary objective of the study was to identify trends and assess the relative significance of different impacts rather than establish causal relationships.

### Reliability and Validity

To ensure content validity, the questionnaire items were developed after reviewing recent studies on expatriate management, global mobility, and geopolitical risk. The instrument was evaluated by academic researchers and HR professionals familiar with international assignments to confirm the relevance and

clarity of the questions. Necessary modifications were incorporated before final data collection. Reliability was enhanced through the use of standardized questions and consistent data collection procedures. The questionnaire was designed to minimize ambiguity and ensure that respondents interpreted the questions in a similar manner.

### Ethical Considerations

The study adhered to accepted research ethics principles. Participation was voluntary, and respondents were informed about the purpose of the research before completing the questionnaire. No personal or organizational identifiers were collected, ensuring respondent anonymity and confidentiality. The information obtained was used solely for academic research purposes, and all responses were analyzed in aggregate form to protect participant privacy.

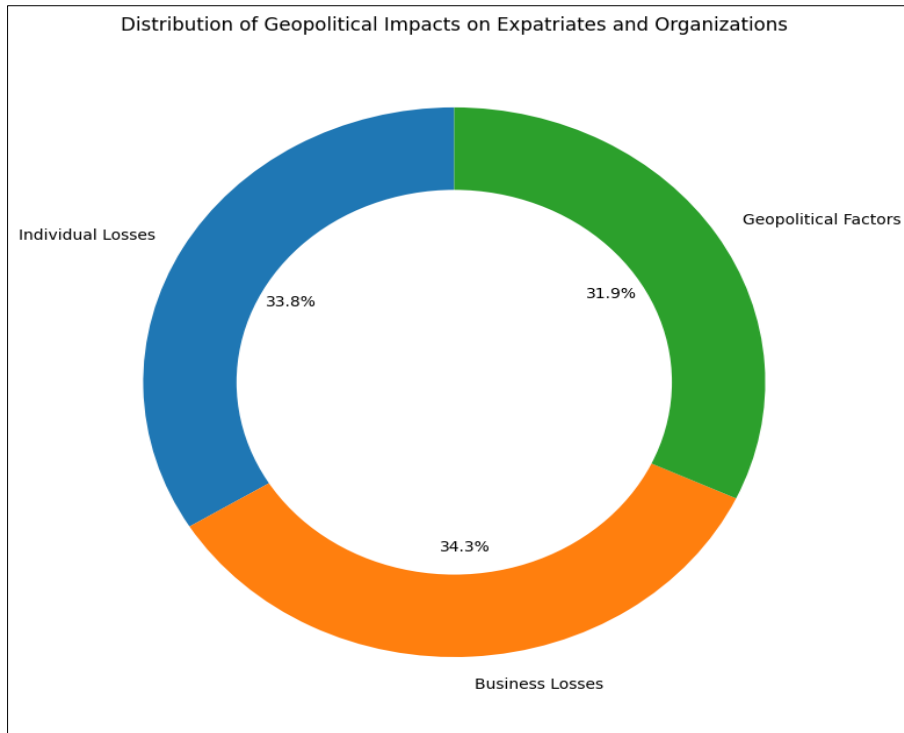
## RESULTS AND DISCUSSION

The present study examined the impact of geopolitical instability on expatriates and organizations through responses collected from 20 HR managers involved in expatriation and global mobility functions. The findings are presented according to the three research objectives: (1) identification of major geopolitical factors affecting expatriates, (2) examination of individual losses experienced by expatriates, and (3) assessment of organizational and business losses resulting from geopolitical disruptions.

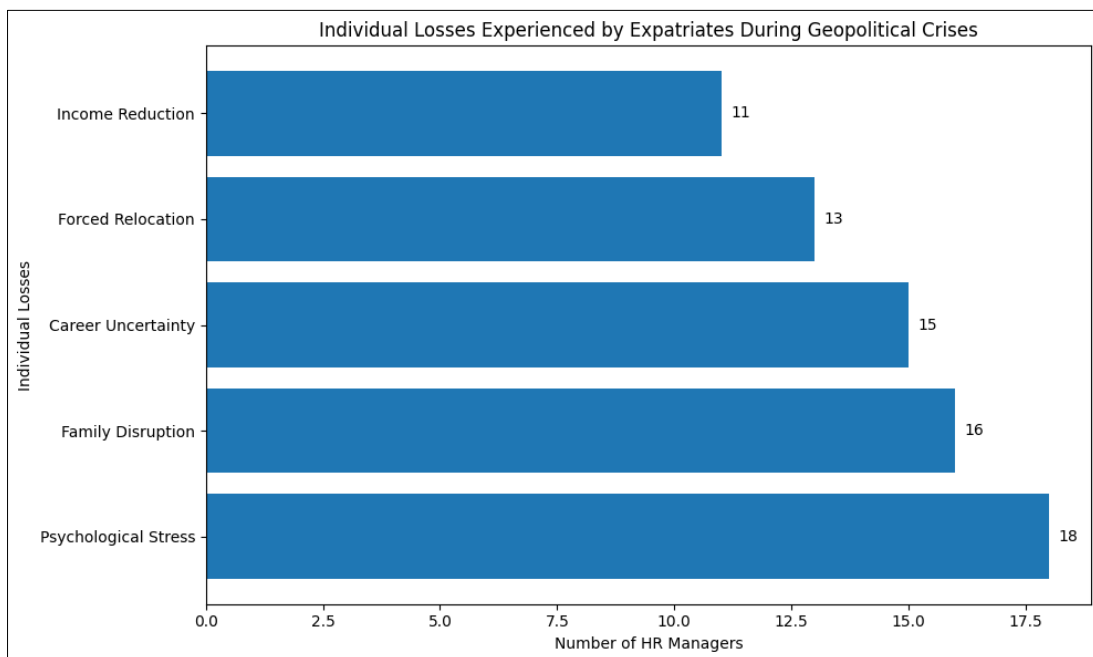
Presents the overall distribution of geopolitical impacts reported by HR managers. The findings indicate that business losses accounted for 34.3% (74 responses) of the total reported impacts, followed by individual losses at 33.8% (73 responses) and geopolitical risk factors at 31.9% (69 responses).

The near-equal distribution across the three categories suggests that geopolitical instability creates a multidimensional challenge affecting both employees and organizations. The results demonstrate that geopolitical crises are not merely external environmental events but have direct implications for employee welfare and organizational performance. HR managers emphasized that disruptions caused by political conflicts, sanctions, and regulatory restrictions simultaneously increase employee vulnerability and organizational risk exposure.

These findings support contemporary international human resource management literature, which argues that geopolitical uncertainty has become a strategic concern requiring integrated risk management and workforce planning. The results indicate that organizations can no longer treat expatriate safety and business continuity as separate issues because both dimensions are closely interconnected.



**Figure 1: Distribution of Geopolitical Impacts on Expatriates and Organizations**



**Figure 2: Individual Losses Experienced by Expatriates during Geopolitical Crises**

The analysis reveals that psychological stress was the most frequently reported individual consequence, identified by 18 HR managers (90%). This was followed by family disruption reported by 16 managers (80%), and career uncertainty reported by 15 managers (75%). Additionally, forced relocation was identified by 13 respondents (65%), while income reduction was reported by 11 respondents (55%).

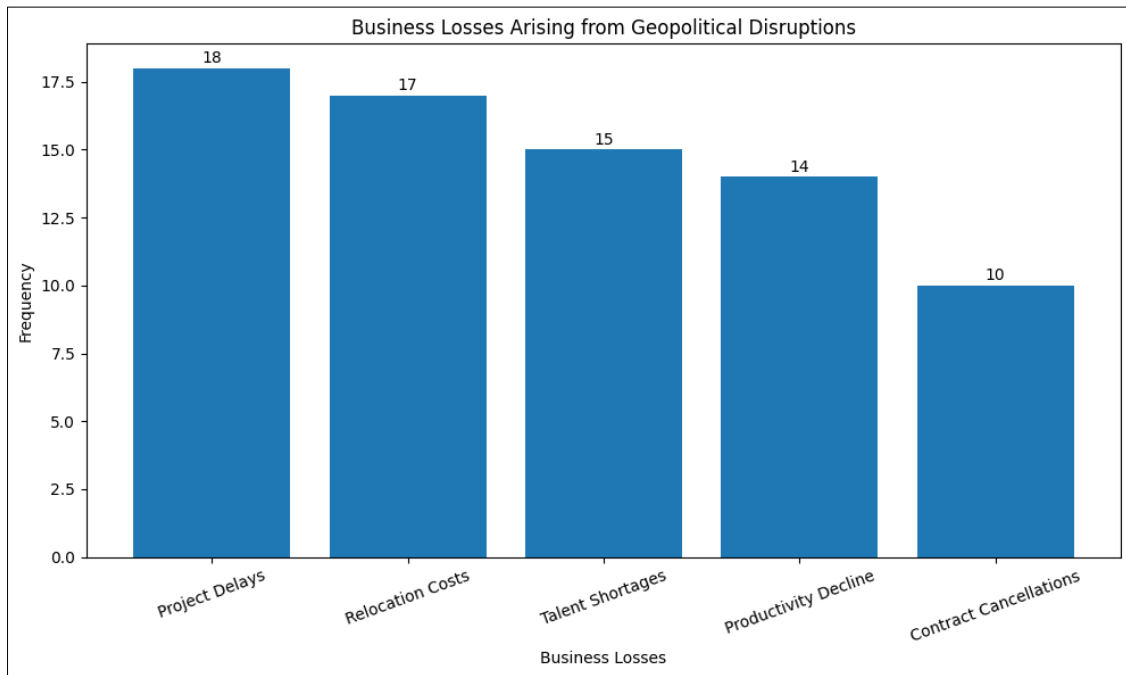
The predominance of psychological stress indicates that expatriates often face significant emotional

and mental pressures when operating in politically unstable environments. Uncertainty regarding personal safety, family welfare, and assignment continuity contributes to heightened anxiety levels. Family disruption emerged as another major concern because geopolitical crises frequently require emergency relocation, separation from family members, or unexpected changes in living arrangements.

Career uncertainty was also reported as a substantial challenge. HR managers indicated that

assignment interruptions and project cancellations often affect expatriates' professional development and long-term career planning. These findings suggest that geopolitical instability affects expatriates beyond

operational concerns, creating personal and professional consequences that may influence assignment success and employee retention.



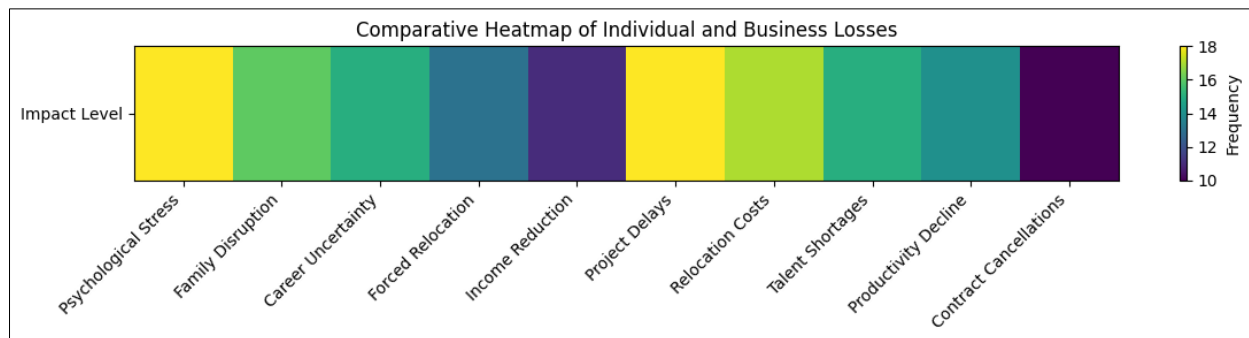
**Figure 3: Business Losses Arising from Geopolitical Disruptions of Expatriates**

Among organizational consequences, project delays emerged as the most significant loss, reported by 18 HR managers (90%). This was closely followed by increased relocation costs, reported by 17 managers (85%). Talent shortages were identified by 14 managers (70%), while productivity decline and contract cancellations were reported by 12 managers (60%) and 11 managers (55%), respectively.

The prevalence of project delays reflects the dependence of multinational organizations on expatriate expertise and leadership. When geopolitical events disrupt assignments, organizations frequently experience interruptions in project execution and decision-making

processes. Increased relocation costs represent another major challenge, as companies must often arrange emergency evacuations, alternative assignments, security measures, and additional logistical support.

Talent shortages further highlight the difficulties organizations face in replacing specialized expatriates within a short period. HR managers noted that geopolitical crises reduce employee willingness to accept assignments in high-risk regions, thereby limiting the availability of qualified international talent. These findings demonstrate that geopolitical instability can significantly affect organizational efficiency, operational continuity, and financial performance.



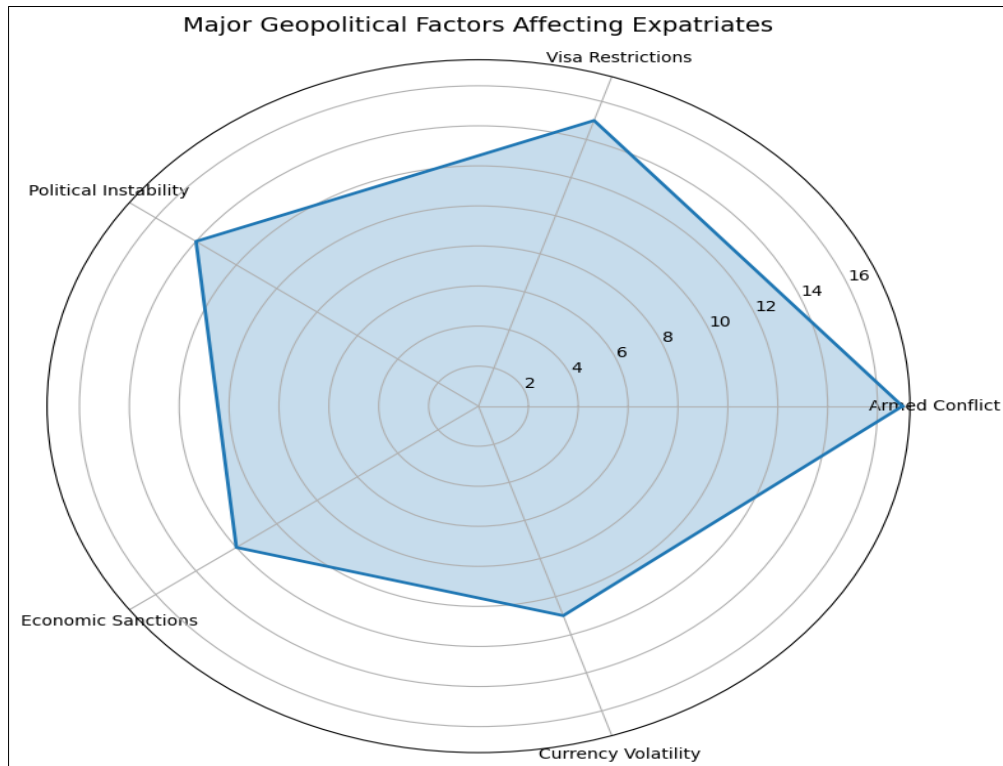
**Figure 4: Comparative Heatmap Visualization of Individual and Business Losses**

The heatmap demonstrates that psychological stress (18), family disruption (16), and career uncertainty (15) were the most prominent individual-level impacts.

On the organizational side, project delays (18), increased relocation costs (17), and talent shortages (15) recorded the highest frequencies.

The comparison reveals a notable pattern: the most severe organizational losses correspond with the most severe individual challenges. For example, heightened psychological stress and family disruption among expatriates can contribute to reduced assignment effectiveness, which in turn may lead to project delays and productivity losses. Similarly, career uncertainty may increase turnover intentions, resulting in talent shortages and increased recruitment costs.

This finding suggests that employee well-being and organizational performance are closely linked. Organizations that invest in expatriate support mechanisms, crisis communication, mental health assistance, and relocation planning are likely to reduce both human and financial losses during periods of geopolitical uncertainty.



**Figure 5: Major Geopolitical Factors Affecting Expatriates**

Radar chart illustrating the major geopolitical factors affecting expatriate employees, based on responses from 20 HR managers involved in expatriate management. The chart indicates that armed conflict is perceived as the most significant geopolitical challenge, with a frequency score of 17 (85%). This finding suggests that military conflicts, regional wars, and security threats have the greatest influence on expatriate assignments, often resulting in safety concerns, relocation requirements, and disruptions to international operations.

The second most influential factor is visa restrictions, reported by 15 respondents (75%). Changes in immigration regulations and travel policies can delay expatriate deployment and create uncertainty regarding assignment continuity. Political instability ranks third, with 14 responses (70%), indicating that governmental changes, civil unrest, and political uncertainty significantly affect expatriate confidence and workplace stability. Another factor which is economic sanctions received 12 responses (60%), reflecting concerns about restricted business activities, financial transactions, and

market access in affected countries. Currency volatility, reported by 11 respondents (55%), was identified as the least influential factor among those examined, although it still presents challenges related to compensation management and cost control.

It demonstrates that security-related factors have a stronger impact on expatriates than economic factors. The findings emphasize the need for multinational organizations to strengthen risk assessment, crisis preparedness, and global mobility strategies to effectively manage expatriate assignments in geopolitically volatile environments.

## DISCUSSION OF FINDINGS

The overall findings indicate that geopolitical instability has become a critical challenge for multinational organizations managing global workforces. HR managers consistently identified armed conflicts, political instability, visa restrictions, and regulatory changes as major factors disrupting expatriate assignments. The results demonstrate that expatriates

experience significant psychological, social, and career-related consequences, while organizations simultaneously face operational disruptions and increased costs.

A key contribution of this study is the identification of the interconnected nature of individual and organizational losses. The findings suggest that expatriate well-being directly influences business outcomes. Organizations that fail to address employee concerns during geopolitical crises may experience greater project delays, productivity declines, and talent shortages. Conversely, proactive support systems and effective risk management strategies can strengthen both employee resilience and organizational continuity.

The results further emphasize the strategic importance of integrating geopolitical risk assessment into expatriate management policies. HR managers play a crucial role in identifying emerging risks, supporting affected employees, and implementing contingency measures that protect organizational interests. In an increasingly volatile global environment, successful expatriate management requires a balance between employee welfare, operational efficiency, and long-term business resilience.

## **Theoretical and Practical Implications**

### **Theoretical Implications**

This study contributes to the growing body of knowledge in international human resource management (IHRM), expatriate management, and geopolitical risk research by providing empirical evidence on the multidimensional consequences of geopolitical instability. While previous studies have primarily focused either on expatriate adjustment and well-being or on organizational resilience, the present study integrates both perspectives and demonstrates the interconnected relationship between individual and organizational outcomes. By examining the views of HR managers directly involved in expatriation and global mobility functions, the study offers a more comprehensive understanding of how geopolitical events simultaneously affect employees and multinational organizations.

The findings extend existing expatriation theories by highlighting the importance of external geopolitical factors as determinants of expatriate success and assignment continuity. Traditional expatriate management research has often emphasized cultural adjustment, leadership competencies, and organizational support mechanisms. However, the present study suggests that geopolitical instability should be considered an equally important contextual variable influencing expatriate effectiveness, psychological well-being, and career development. The study therefore broadens the theoretical scope of expatriate management by incorporating geopolitical risk as a critical environmental factor.

Furthermore, the research contributes to risk management and organizational resilience literature by demonstrating that employee-related challenges and organizational losses are closely interconnected. The findings support the argument that expatriate well-being is not merely an individual concern but a strategic organizational issue that directly influences project execution, productivity, and business continuity. Consequently, the study provides a foundation for future theoretical models that integrate geopolitical risk, expatriate experiences, and organizational performance within a unified framework.

The study also contributes to stakeholder theory by illustrating how geopolitical crises affect multiple stakeholders simultaneously, including expatriates, their families, host-country operations, and multinational organizations. This broader perspective encourages future researchers to adopt integrated approaches when examining global workforce management in uncertain environments.

### **Practical Implications**

The findings offer several practical implications for multinational corporations, HR professionals, expatriate managers, and policymakers. First, organizations should incorporate geopolitical risk assessment into their global mobility and expatriation strategies. Before assigning employees to international locations, companies should evaluate political stability, security conditions, immigration regulations, and potential geopolitical threats to minimize assignment-related risks.

Second, the prominence of psychological stress and family disruption among expatriates highlights the need for comprehensive employee support systems. Organizations should provide mental health assistance, counselling services, crisis communication channels, and family support programs to help expatriates cope with uncertainty and maintain well-being during periods of geopolitical instability. Such initiatives can enhance employee resilience and improve assignment success rates.

Third, the findings indicate that project delays and increased relocation costs represent significant organizational challenges. To mitigate these risks, organizations should develop contingency plans, emergency evacuation procedures, alternative staffing arrangements, and remote work capabilities. Proactive planning can reduce operational disruptions and ensure business continuity during geopolitical crises.

Another important implication relates to talent management. HR managers should establish flexible expatriation policies that allow organizations to rapidly adapt to changing geopolitical conditions. Building a diversified global talent pool and developing local leadership capabilities can reduce dependence on a

limited number of expatriates and enhance organizational resilience.

Finally, policymakers and government agencies can benefit from the study by recognizing the impact of geopolitical uncertainty on international workforce mobility and global business operations. Policies that facilitate visa processing, employee protection, and cross-border workforce mobility during crises can support both expatriates and multinational organizations.

Overall, the study emphasizes that effective expatriate management in the contemporary global environment requires a proactive, risk-aware, and employee-centered approach. Organizations that integrate geopolitical risk management with expatriate support mechanisms are likely to achieve greater workforce stability, organizational resilience, and long-term competitive advantage.

## CONCLUSION

Geopolitical instability has emerged as a significant challenge for multinational organizations and their expatriate workforce. The increasing occurrence of armed conflicts, political unrest, economic sanctions, immigration restrictions, and diplomatic tensions has created a complex environment in which international assignments are exposed to considerable uncertainty and risk. This study examined the impact of geopolitical instability on expatriates by investigating both individual and organizational losses from the perspective of HR managers responsible for expatriation and global mobility functions.

The findings revealed that geopolitical factors such as armed conflicts, visa restrictions, and political instability substantially influence expatriate assignments and international workforce mobility. At the individual level, psychological stress, family disruption, and career uncertainty were identified as the most significant consequences experienced by expatriates during periods of geopolitical disruption. These findings indicate that geopolitical crises affect not only professional responsibilities but also the personal well-being and long-term career prospects of expatriate employees. From an organizational perspective, project delays, increased relocation costs, and talent shortages emerged as the most prominent business losses. Such challenges can adversely affect operational efficiency, organizational performance, and strategic business objectives.

A key contribution of this study is the demonstration that individual and organizational impacts are closely interconnected. The well-being, stability, and effectiveness of expatriates directly influence organizational continuity and business outcomes. Therefore, multinational organizations must adopt proactive strategies that integrate geopolitical risk assessment, employee support mechanisms, crisis

preparedness, and flexible global mobility policies. By strengthening expatriate support systems and enhancing organizational resilience, companies can better navigate geopolitical uncertainty and sustain international operations. Ultimately, effective management of geopolitical risks is essential for protecting both employees and organizational performance in an increasingly volatile global business environment.

**Funding:** This research received no specific grant from any funding agency in the public, commercial, or not-for-profit sectors. The study was conducted independently by the researchers.

**Conflict of Interest:** The authors declare that there are no conflicts of interest regarding the publication of this research. The authors have no financial, professional, or personal relationships that could have influenced the outcomes or interpretation of the study.

**Ethical Approval:** The study was conducted in accordance with accepted ethical standards for academic research. Participation in the survey was voluntary, and all respondents were informed about the purpose of the study prior to data collection. No personal or organizational identifiers were collected, ensuring participant anonymity and confidentiality.

**Use of Artificial Intelligence (AI) Tools:** Artificial intelligence (AI)-assisted tools were utilized solely for language refinement, grammar checking, and manuscript organization. All conceptualization, research design, data interpretation, analysis, and final manuscript preparation were undertaken by the authors. The authors take full responsibility for the accuracy, originality, and integrity of the content presented in this study.

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**Cite This Article:** Varad Rajan Bhanage, Tejas P. Sawant, Vijaykumar J. Khot, Srushti N. Kore (2026). Geopolitical Instability and Expatriate Management: Investigating Individual and Organizational Losses through HR Managers' Perspective. *East African Scholars J Econ Bus Manag*, 9(7), 137-146.

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