

Entrepreneurs of Globalization Work, Mobility and Wellbeing in Global Organisations

Relocation for a job or employer is one of the most significant ways in which employment influences a person's life, family and social networks. By establishing ties between nations – personally and professionally – employees create increasingly *transnational social worlds*. This British Academy funded study examines what is distinctive about these global professionals in three sectors: multinational corporations, international NGOs and UN agencies. It analyses the qualities, practices and strategies developed by employees in order to facilitate their transnational working lives.

By comparing the experiences of workers in different organisations, cities and countries, this research will provide a fascinating insight into emergent patterns of globalization and work. It results will equip global organisations to evaluate their policies and practices in relation to employee mobility and inform recommendations about how to support effective global working. Since wellbeing at work is shaped by individual values and aspirations as well as organisational settings, the work histories, mobility and motivations of 'global entrepreneurs' are analysed in tandem with organisational policies and practices in order to explore the interconnections between them. How different organisations foster a unity of purpose and practice across geographically dispersed sites is a critical question here, because employees' identities, wellbeing and life choices are informed by organisational approaches to transnationalism.

Methods and Questions

My research will address these themes – using an online survey, interviews and fieldwork in MNCs, NGOs and UN agencies – with a focus on the following research questions:

- What personal and professional qualities do transnational employees in different sectors require?
- What makes a good international workplace and what enhances employees' wellbeing and job satisfaction?
- How do different global organisations create unity and support employees across sites, countries and regions?

Contact

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