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Formal and informal institutions and the expatriation assignment: The case of Japanese subsidiaries in Latin America

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Highlights

- MNEs should look carefully at the institutional indicators of the host country, mainly when investing in Latin America.
- It is not necessarily true that a high or low level of institutional factors respectively decreases or increases the allocation of expatriation to that country. MNEs need to distinguish types of institutional aspects.
- Expatriate assignment additionally relates to institutional aspects, yet it is conditional upon the subsidiary size and the general manager of the subsidiary.

Abstract

Firm internationalization processes involve not only their purposes, host country selection, entry mode strategy, and entry timing, but also the expatriation. Countries differ in their institutional aspects and need to be considered at the forefront of expatriation decisions, particularly in

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