

Table 1. Sample comparison and ANOVA.

	<i>Combined sample</i>	<i>Expatriates</i>	<i>Repatriates</i>	<i>Domestic employees</i>	
	% (<i>n</i> = 365)	% (<i>n</i> = 96)	% (<i>n</i> = 82)	% (<i>n</i> = 187)	<i>F</i>
Male	63.3	75.0	67.1	55.6	5.578**
Non-minority	85.5	80.9	86.7	87.2	1.006
Age	37.1	36.0	36.3	37.9	3.181*
Graduate degree	37.2	39.4	28.1	40.1	1.906
Business unit #1	10.4	12.5	13.4	8.0	1.192
Business unit #2	72.6	68.8	76.9	72.7	0.724
Business unit #3	17.0	18.8	9.8	19.3	1.971
Manager	36.2	39.6	19.5	41.7	6.593**
Senior manager	29.0	22.9	43.9	25.7	5.924**
Director	11.5	12.5	17.1	8.6	2.100
Partner	23.3	25.0	19.5	24.1	0.435

Table 2. Correlations.

	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.
1. Expatriate																		
2. Repatriate	-0.30																	
3. Domestic employees	-0.62	-0.56																
4. Total 2004 compensation	-0.02	-0.07	0.07															
5. Number of promotions 2004-2005	0.04	-0.04	0.00	-0.44														
6. Recruiting contacts in the last year	-0.18	0.01	0.15	-0.17	0.20													
7. Perceived employment opportunities	0.06	0.19	-0.20	-0.05	0.18	0.19												
8. Anticipated compensation growth	0.06	0.23	-0.24	-0.31	0.34	0.12	0.26											
9. Male	0.15	0.04	-0.17	0.06	0.03	-0.03	0.07	0.02										
10. Non-minority	-0.08	0.01	0.06	0.07	0.04	0.00	-0.15	-0.01	0.03									
11. Age	-0.13	-0.08	0.18	0.59	-0.63	-0.26	-0.25	-0.40	-0.03	-0.08								
12. Graduate degree	0.00	-0.11	0.09	-0.02	0.03	-0.04	-0.19	-0.08	-0.09	-0.06	0.15							
13. Business unit #1	0.00	0.06	-0.05	0.08	-0.09	-0.11	-0.09	-0.15	-0.01	-0.02	0.13	0.22						
14. Business unit #2	-0.02	0.04	-0.02	-0.11	0.13	0.23	0.15	0.20	0.06	-0.03	-0.27	-0.15	-0.54					
15. Business unit #3	0.04	-0.06	0.02	0.08	0.01	-0.12	0.00	-0.04	-0.05	0.11	0.10	0.05	-0.12	-0.59				
16. Manager	0.03	-0.16	0.10	-0.42	0.32	0.15	-0.07	-0.07	-0.06	0.05	-0.45	0.05	0.05	-0.05	0.05			
17. Senior manager	-0.06	0.17	-0.09	-0.21	-0.02	0.06	0.09	0.26	-0.02	-0.01	-0.08	-0.07	-0.09	0.24	-0.16	-0.49		
18. Director	0.03	0.09	-0.10	-0.07	-0.09	-0.10	0.02	-0.01	0.06	-0.14	0.17	0.09	-0.02	-0.22	0.12	-0.28	-0.23	
19. Partner	0.00	-0.08	0.06	0.78	-0.28	-0.16	-0.03	-0.19	0.05	0.06	0.48	-0.06	0.06	-0.04	0.03	-0.41	-0.34	-0.19

Note: Values greater than .10 are significant at $p < .05$. Values greater than .13 are significant at $p < .01$.

Table 3. Regression results for actual experiences.

	<i>Current compensation</i>		<i>Promotions (2002–2005)</i>		<i>Recruiting contacts</i>	
	<i>Step 1</i>	<i>Step 2</i>	<i>Step 1</i>	<i>Step 2</i>	<i>Step 1</i>	<i>Step 2</i>
	B	B	B	B	B	B
Male	.017	.012	.018	.030	–.043	.017
Minority	.032	.034	–.032	–.035	–.004	–.034
Age	.297***	.306***	–.648***	–.673***	–.207**	–.290***
Graduate degree	–.030	–.027	.129**	.123**	.039	.046
Business unit #1	.030	.023	–.078	–.062	.041	.051
Business unit #2	.002	.001	–.056	–.054	.249***	.232***
Senior manager	.195***	.186***	–.049	–.027	.012	.025
Director	.186***	.176***	–.032	–.007	–.023	.011
Partner	.777***	.771***	.031	.046	–.098	–.061
Expatriate		.025		–.068		–.361***
Repatriate		.039		–.100*		–.094
R ² (adjusted R ²)	.820 (.815)	.821 (.815)	.392 (.375)	.401 (.381)	.157 (.134)	.266 (.242)
R ² change		.001 N.S.		.009 N.S.		.110***
F	171.15***	140.52	24.24***	20.50***	6.93***	11.01***
N	348	348	348	348	345	345

Note: *p < .05; **p < .01; ***p < .001.

Regression results for Hypotheses 2 and 4 regarding perceived career opportunities are

Biemann und Braakmann (2013):

Table 1. Descriptive statistics, full set of covariates.

<i>Variable</i>	<i>Mean</i>	<i>SD</i>
Current monthly income (€)	3787.38	1465.78
Log current income	8.15	0.49
Satisfaction with career-related factors	3.29	0.80
Satisfaction with income	3.29	1.13
Expatriate (1 = yes)	0.05	0.22
Repatriate (1 = yes)	0.12	0.33
Male (1 = yes)	0.64	0.48
Has partner (1 = yes)	0.49	0.50
Married (1 = yes)	0.16	0.37
Has children (1 = yes)	0.10	0.30
At least one parent has higher secondary schooling (1 = yes)	0.36	0.48
At least one parent has completed college or higher (1 = yes)	0.29	0.46
Very good secondary school leaving degree (1 = yes)	0.15	0.35
Good secondary school leaving degree (1 = yes)	0.52	0.50
Completed vocational training (1 = yes)	0.39	0.49
Obtained additional qualifications while studying (1 = yes)	0.43	0.50
Worked in area of studies while studying (1 = yes)	0.68	0.47
Other work experience during studies (1 = yes)	0.25	0.43
University leaving grade (1 = best, 4 = worst)	2.02	0.64
Duration of studies (in half-year <i>Semestern</i>)	11.30	2.72
Age at degree (years)	27.49	2.75
Doctoral degree (1 = yes)	0.02	0.13
MBA (1 = yes)	0.06	0.23
Monthly income in first job (Euro)	2008.95	946.90
Worked in civil service in first job (1 = yes)	0.35	0.48
Plant > 1000 employees (1 = yes)	0.26	0.44
Plant > 500–1000 employees (1 = yes)	0.09	0.29
Plant > 20–100 (1 = yes)	0.21	0.41
Plant > 5–20 (1 = yes)	0.18	0.39
Plant < 5 employees (1 = yes)	0.06	0.25
Observations	3251	

Table 2. Correlation matrix of important study variables.

<i>Variable</i>	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
(1) Current monthly income (€)	–														
(2) Log current income	0.93	–													
(3) Career satisfaction	0.38	0.36	–												
(4) Expatriate ^a	0.09	0.08	0.09	–											
(5) Repatriate ^a	0.16	0.13	0.06	–0.08	–										
(6) Male ^a	0.33	0.34	0.08	0.01	0.09	–									
(7) Has partner ^a	–0.01	–0.01	–0.00	0.00	0.01	–0.11	–								
(8) Married ^a	–0.04	–0.05	0.00	–0.03	–0.06	0.03	–0.43	–							
(9) Has children ^a	–0.05	–0.06	–0.02	–0.04	–0.06	0.04	–0.18	0.50	–						
(10) Very good high school degree ^a	0.00	–0.01	0.06	0.05	0.03	–0.03	0.00	–0.01	–0.01	–					
(11) Good high school degree ^a	0.03	0.03	0.05	0.00	0.02	–0.04	–0.02	–0.06	–0.07	–0.36	–				
(12) Finished vocational training ^a	–0.03	–0.02	–0.03	–0.08	–0.05	0.01	–0.01	0.09	0.11	–0.14	–0.06	–			
(13) Doctoral degree ^a	0.02	0.01	–0.04	0.00	0.02	–0.02	–0.02	0.03	0.03	0.02	0.02	–0.07	–		
(14) MBA ^a	–0.06	–0.07	–0.04	0.01	0.00	–0.03	0.01	–0.02	–0.00	–0.01	–0.03	–0.00	–0.03	–	
(15) Final university grade	–0.04	–0.04	–0.04	–0.07	–0.02	–0.03	–0.01	0.00	–0.00	–0.18	–0.04	0.07	0.02	0.08	–
(16) Monthly income in first job	0.41	0.40	0.15	0.01	0.07	0.24	–0.02	0.04	–0.03	–0.08	0.05	0.14	–0.09	–0.05	–0.08

Note: Sample size = 3251; $p < 0.05$ for $|r| \geq 0.04$; $p < 0.001$ for $|r| \geq 0.05$.^aDichotomous variable (1 = yes).

Table 3. Estimation results, parameters of interest.

	Male sample			Female sample		
	Monthly income	Log (monthly income)	Career satisfaction	Monthly income	Log (monthly income)	Career satisfaction
<i>OLS results</i>						
Expatriate (1 = yes)	424.4890 (154.0323)***	0.0885 (0.0439)**	0.2688 (0.0836)***	704.9426 (236.3852)***	0.2203 (0.0670)***	0.1483 (0.1111)
Repatriate (1 = yes)	253.2075 (76.0760)***	0.0560 (0.0225)**	0.0895 (0.0500)*	456.8004 (161.1060)***	0.1390 (0.0555)**	-0.0303 (0.0966)
Observations	2073	2073	2073	1178	1178	1178
<i>Matching results</i>						
Expatriate vs. domestic	437.4765 (136.1535)***	0.0874 (0.0401)**	0.2861 (0.0804)***	709.8054 (201.6662)***	0.2350 (0.0729)***	0.2808 (0.1160)**
Treated observations	98	98	94	48	48	48
Untreated observations	1164	1164	1164	490	490	490
Repatriate vs. domestic	519.0594 (84.3021)***	0.1176 (0.0249)***	0.1698 (0.0494)***	667.0423 (148.4981)***	0.2177 (0.0596)***	0.0939 (0.0884)
Treated observations	286	286	286	92	92	92
Untreated observations	1510	1510	1510	791	791	791

Notes: OLS results: coefficients, robust standard errors in parentheses. Matching-results: average treatment effect on the treated, analytical standard errors in parentheses. Matching is radius matching based on the propensity score using a 0.05 caliper. Matching observations are only those observations that are on common support and that are used for the calculation of the ATT. The set of covariates used for regression and the calculation of the propensity score include marital status, children, grade of the school leaving degree, dummies for vocational training, work experience during studies of MBA and doctoral degrees, 33 dummies for the field of study, the grade of the university leaving degree, the age at degree, the duration of studies, a dummy for having worked in civil service in the first job, the plant size of the first employer, 38 dummies for the industry of the first employer, 44 dummies for the work area of the first job, 15 dummies for the occupational position in the first job and income in the first job. *Significance on the 10% level. **Significance on the 5% level. ***Significance on the 1% level.