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Lucia Piscitello, Jonas Puck, Thomas Lindner

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For more information, please contact:

Prof. Jonas Puck
Welthandelsplatz 1
1020 Vienna, Austria

Pull Forces in Colombia for Portuguese Migrants: A Qualitative Study of Portuguese migrants and expatriates in Colombia

M. Elo¹, J. De Lima, S. Silva²

¹University of Southern Denmark, ²Catolica Porto Business School

We aim at studying the pull forces in Colombia that motivate the migration of Portuguese citizens, starting by analyzing the migratory course between the two countries in order to gauge the motivations and challenges for this path.

Migration is a topic of extreme importance today and an intrinsic part of the culture of many societies, particularly those with international/colonial ties. While there are migratory paths that cross the entire world, the present study focuses on the journey made from Portugal to Colombia. Therefore, a qualitative method of data analysis was used, using interviews with Portuguese migrants in Colombia and other secondary materials.

The results suggest that the main motivations for the exit of Portuguese from their country of origin are due to the lack of opportunities and low quality of life, mainly at the financial level. At the same time, it is possible to conclude that the great pull-factors in Colombia are precisely the growing volume of opportunities for professional development and for entrepreneurs, the economic benefits, as well as the Colombian environment and culture.

Female talent management and firm performance: Evidence from Russia

D. Khasieva¹, M. Latukha¹, S. Michailova², D. Ott², D. Kostyuk¹

¹Graduate School of Management, St. Petersburg, ²The University of Auckland Business School

This paper contributes to the vibrant scholarly conversation on talent management (TM) by focusing on female talent and practices related to their attraction, development, and retention. We develop a contextually embedded model to examine the impact of these TM practices on firm performance. We empirically test the model using original data from 100 multinational corporations operating in Russia and find an overall positive relationship between female TM and firm performance. We also find significant positive relationships between female talent attraction and firm performance and female talent development and firm performance, but no significant relationship between female talent retention and firm performance. We discuss the research and practical implications of these findings.