Navigating Work Stress and Cultural Competency: Linguistic Challenges, Host Country Language Ability, and Difficulty as Key Influences

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Abstract
This study investigates the influence of linguistic challenges, host country language ability, and host country difficulty on expatriate adaptation in Saudi Arabia. It aims to uncover how linguistic barriers impact expatriate stress management, cultural competency, and overall job performance, while examining the mediating role of host country language ability and the moderating effect of host country difficulty. Data from 242 expatriates in diverse sectors in Saudi Arabia were collected through structured questionnaires. Statistical analyses using STATA software were employed to explore the relationships between linguistic challenges, host country language ability, host country difficulty, managing work stress performance (MWSP), and cultural competency (CC). Linguistic challenges significantly influence both MWSP and CC among expatriates. Host country language ability acts as a partial mediator, affecting the relationship between linguistic barriers and expatriate adaptation. Host country difficulty emerges as a moderator, influencing expatriate adaptation based on the complexity of the local language environment. This research contributes theoretically by revealing how linguistic challenges shape expatriate adaptation. It offers practical implications for organizational strategies, guiding support systems to enhance expatriate success in culturally diverse settings like Saudi Arabia. The study's novelty lies in its exploration of mediating and moderating roles, offering a deeper understanding of expatriate experiences within distinct linguistic and cultural landscapes.

Introduction

In today's globalized economy, the pivotal role of expatriates in multinational corporations cannot be overstated (Barmeyer et al., 2020). These individuals serve as key contributors to organizational success, bringing diverse skills and expertise to host countries with distinct cultural milieus. However, amidst their contributions, expatriates face multifaceted challenges, with linguistic barriers emerging as a central hurdle

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impacting their adaptation and effectiveness in foreign work environments (Zhang et al., 2021). Expatriates stationed in culturally unique contexts, encounter a diverse array of linguistic challenges that extend beyond mere communication obstacles (Rajprasit et al., 2022). These challenges significantly influence various dimensions of their professional and personal lives, yet a comprehensive understanding of how linguistic challenges intersect with expatriate adaptation within the Saudi Arabian context remains elusive.

Existing literature has extensively acknowledged the relevance of linguistic barriers in expatriate experiences (Chen, 2019). However, despite this recognition, there exists a gap in understanding the intricate mechanisms through which these linguistic challenges impact expatriates' stress management strategies, cultural integration, and overall job performance (Anwar et al., 2023; Zaman et al., 2021). Prior research has primarily focused on the general influence of language barriers on expatriate adjustment without delving into the nuanced nuances of the mediating or moderating roles of linguistic proficiency or the contextual complexities of the host country's language environment (Pekerti et al., 2021). Moreover, empirical investigations into the specific interplay between linguistic challenges and critical aspects like managing work stress performance (MWSP) and cultural competency (CC) among expatriates remain limited (Kour & Jyoti, 2022). This research aims to address these gaps by providing a comprehensive examination of the intricate relationships between linguistic challenges, host country language ability, host country difficulty, and their collective impacts on expatriate adaptation (Arseneault, 2020) within the distinctive cultural landscape of Saudi Arabia. Through an investigation into the moderating effect of host country difficulties and the mediating role of language proficiency, this study aims to clarify the intricate dynamics influencing expatriate experiences in a setting characterized by a wide range of linguistic subtleties and cultural quirks.

This study is important because it has practical consequences for organizations, policymakers, and expatriate support networks in addition to its prospective scholarly contributions. Academically, this research endeavors to extend existing theoretical frameworks, such as Berry's stress-adaptation model (Presbitero, 2020), by providing empirical evidence on the intricate role of linguistic challenges in expatriate stress management and cultural integration (Arseneault, 2020). Furthermore, the exploration of mediating and moderating effects aims to contribute to a deeper theoretical understanding of the multifaceted dynamics driving expatriate adaptation within diverse cultural settings. Practically, the outcomes of this research hold substantial implications for organizational strategies, policymaking, and expatriate support systems. The insights derived from this study can inform the development of targeted interventions, language training programs, and cultural integration initiatives aimed at facilitating expatriate adaptation and enhancing organizational effectiveness. Overall, this research endeavors to serve as a foundational step in unraveling the intricate interplay between linguistic challenges and expatriate adaptation, laying the groundwork for more tailored support mechanisms and strategies to enhance expatriate success within diverse cultural contexts.

Literature Review

Scholarly investigations into the intersection of work stress and cultural competency, particularly concerning linguistic challenges and host country language ability, form a substantial body of research. Studies (Perales et al., 2022; Tiku, 2023) underscore the profound influence of language proficiency on an individual's adaptation within diverse workplace environments. They highlight the correlation between linguistic barriers, varying degrees of host country language fluency, and the resulting impact on cultural competence (Perales et al., 2022). Furthermore, research suggests that the level of difficulty in acquiring a new language significantly affects one's ability to navigate stressors and effectively engage with cultural nuances within professional settings. This body of literature advocates for strategies aimed at addressing linguistic challenges to enhance overall cultural competency and mitigate work-related stress (Tiku, 2023).

Managing work stress performance

The deliberate actions and tactics people use in a work environment to successfully navigate and lessen the effects of stress on their performance and well-being are referred to as managing work stress performance (Lovejoy et al., 2021). It includes a variety of adaptive mechanisms, including as behavioral, emotional, and cognitive techniques, with the goal of lessening the detrimental impacts of workplace stressors (Kashdan et al., 2020). This process entails building resilience, using coping strategies, and learning how to keep attention, productivity, and overall quality of work high under stressful or demanding work conditions. Managing work stress performance has emerged as a critical aspect in contemporary professional landscapes (Paschina, 2023). Extensive literature (Kashdan et al., 2020; Kun et al., 2023) underscores the multifaceted nature of stress in the workplace and its profound impact on individual performance. Studies have highlighted various coping mechanisms, including mindfulness techniques, time management strategies, and social support networks, as effective avenues for mitigating stress-related disruptions to work performance (Kashdan et al., 2020). Understanding the dynamics of stress management not only enhances individual productivity but also contributes significantly to overall organizational resilience and employee well-being (Shaikh et al., 2023), making it an area of substantial interest and ongoing exploration within organizational psychology and management studies.

Cultural competency

Cultural competency, extensively explored within literature (Heppner et al., 2012), encapsulates an individual's capacity to effectively navigate and interact within diverse cultural contexts. It encompasses a profound understanding, appreciation, and sensitivity toward cultural differences, norms, and values (Rylander Eklund et al., 2022). Scholars often define cultural competency as the ability to communicate, collaborate, and adapt behaviors and attitudes in a manner that respects and integrates the intricacies of various cultural backgrounds (Baracskay, 2021). It extends beyond mere awareness, emphasizing the development of skills and attitudes that foster meaningful cross-cultural interactions, enabling individuals to navigate complexities and bridge cultural gaps in professional, social, and organizational settings (Tiku, 2023).

Linguistic challenges

Linguistic challenges, a focal point in research (Bonvillain, 2019), encompass the barriers and difficulties individuals encounter when communicating in languages different from their native tongue within diverse cultural environments. These challenges manifest in various forms, including limitations in language proficiency, comprehension, expression, and nuances within communication (Elhadary, 2023). Scholars define linguistic challenges as the obstacles individuals face in effectively conveying and understanding messages, often stemming from differences in grammar, vocabulary, pronunciation, and cultural context (Adams & Baker, 20ZZ). These hurdles can significantly impact interpersonal interactions, professional relationships, and overall integration into new cultural and work environments, thereby influencing various facets of individual adaptation and performance (Bonvillain, 2019).

Understanding the intricate relationship between linguistic challenges and cultural competency forms the basis for this hypothesis (Kashdan et al., 2020). Linguistic challenges, encompassing barriers in language proficiency, comprehension, and expression, are posited to exert a substantial influence on an individual's cultural competency within professional settings (Muthuswamy & Varshika, 2023). Research by Kun et al. (2023) has highlighted the pivotal role of language as a conduit for cultural understanding and effective communication. When individuals face linguistic hurdles, such as limitations in vocabulary or comprehension of cultural nuances embedded in language, their ability to navigate diverse cultural contexts and interact meaningfully can be compromised (Perales et al., 2022). These challenges can hinder the development of cultural empathy, the understanding of diverse perspectives, and the adaptation of behaviors that align with various cultural norms and values (Kour & Jyoti, 2022). Furthermore, individuals experiencing linguistic barriers may struggle to engage fully in cross-cultural collaborations, impacting their cultural sensitivity and adaptability in diverse work environments (Zaman et al., 2021). Thus, it is hypothesized that as linguistic challenges increase, the level of cultural competency among employees is expected to decrease, highlighting the interdependence of language proficiency and cultural understanding in professional contexts.

This hypothesis is rooted in theoretical frameworks that emphasize the inseparable link between language and culture (Nguyen et al., 2023). According to this perspective, language serves as a primary vehicle for transmitting cultural knowledge, norms, and values. Individuals facing linguistic challenges may encounter difficulties in grasping the subtleties embedded within a language, including idiomatic expressions or context-specific meanings, thereby limiting their comprehension of cultural nuances (Muthuswamy & Varshika, 2023). Consequently, this limitation could impede the acquisition of cultural competency, affecting an individual's ability to navigate diverse social contexts and adapt behaviors congruent with different cultural settings. Notably, empirical studies have suggested that interventions aimed at improving language skills among individuals in multicultural settings positively correlate with enhanced cultural competence (Elhadary, 2023). Thus, this hypothesis posits that higher levels of linguistic challenges will correspond to lower levels of cultural competency among employees, highlighting the pivotal role of language proficiency in shaping cultural understanding and adaptation within professional environments.

H1. *Linguistic challenges have a significant influence on the cultural competency of employees.*

Exploring the intricate relationship between linguistic challenges and the management of work stress performance forms the foundation of this hypothesis. Linguistic challenges encompass various obstacles individuals face in effectively communicating in languages different from their native tongue within diverse cultural and professional settings (Rylander Eklund et al., 2022). Studies by Presbitero (2020) emphasize the pivotal role of language proficiency in shaping interactions and responses to stressors within the workplace. When individuals encounter linguistic barriers, such as limitations in vocabulary, comprehension, or articulation due to differences in language structure or cultural context, their ability to cope with work-related stressors might be compromised (Chen, 2019). These challenges can impede effective communication, exacerbate misunderstandings, and create additional stress in professional environments, potentially affecting an individual's ability to manage stress effectively (Perales et al., 2022). Therefore, it is hypothesized that as linguistic challenges increase, the capacity of employees to manage work stress performance is expected to decrease, highlighting the potential impact of language barriers on stress management within the workplace.

The foundation of this hypothesis lies in the theoretical framework that underscores the impact of language on cognitive processes and stress management (Kun et al., 2023). According to this perspective, language proficiency influences an individual's cognitive flexibility and adaptive responses to stressors (Muthuswamy & Varshika, 2023). When linguistic challenges hinder effective communication or understanding, individuals may experience heightened stress levels due to difficulties in expressing themselves, seeking support, or comprehending instructions or feedback accurately (Rylander Eklund et al., 2022). Empirical evidence suggests that language barriers contribute to increased stress levels among individuals in multicultural work environments, affecting their ability to cope with job-related demands (Muthuswamy & Varshika, 2023). Hence, this hypothesis proposes that higher levels of linguistic challenges will correspond to lower effectiveness in managing work stress performance among employees, highlighting the significant role of language proficiency in mitigating stress within professional contexts.

H2. *Linguistic challenges have a significant influence on managing work stress performance.*

Host country language ability as mediator

Host country language ability refers to an individual's level of proficiency, fluency, and comprehension in the language predominantly spoken or officially recognized in the country where they currently reside or operate professionally (Baracskay, 2021). This proficiency extends beyond basic language skills and encompasses a deeper understanding of grammar, vocabulary, idiomatic expressions, cultural nuances, and pragmatic aspects necessary for effective communication and integration into the social and professional fabric of the host country (Heppner et al., 2012). Host country language ability enables individuals to engage more meaningfully in various aspects of life, including work, social interactions, and daily activities within the context of the country where they reside or conduct business (Paschina, 2023). This hypothesis delves into the intricate dynamics between linguistic challenges, host country language ability, and cultural competency, positing that the proficiency in the host country's language serves as a mediator in the relationship between linguistic challenges and cultural competency (Lovejoy et al., 2021). Host country language ability refers to an individual's fluency and proficiency in the language spoken in the country of residence or the professional environment. Literature by Presbitero (2020) highlights the critical role of language proficiency in fostering cultural understanding and adaptation. As individuals face linguistic challenges such as limitations in language comprehension or expression due to differences in grammar, vocabulary, or cultural nuances their ability to develop cultural competency might be hindered (Chen, 2019). However, host country language ability can act as a mediator in this relationship; when individuals possess a higher level of proficiency in the host country's language, they may overcome linguistic barriers more effectively, enabling better comprehension of cultural subtleties and facilitating cultural adaptation (Zhang et al., 2021). Therefore, it is hypothesized that host country language ability significantly mediates the relationship between linguistic challenges and cultural competency, influencing how individuals navigate and develop cultural understanding in diverse professional settings.

This hypothesis aligns with theoretical perspectives emphasizing the intertwined nature of language proficiency and cultural adaptation (Barmeyer et al., 2020). The theory posits that language proficiency serves as a gateway to cultural understanding, facilitating the acquisition of cultural competency. When individuals face linguistic challenges, such as difficulties in language comprehension or expression, their capacity to develop cultural competency might be impeded (Kashdan et al., 2020). However, host country language ability can potentially mitigate these challenges by enabling individuals to better understand and engage with cultural nuances embedded within the language (Perales et al., 2022). Empirical studies have shown that higher levels of proficiency in the host country's language correspond to increased cultural competency among individuals in multicultural settings, underscoring the mediating role of language ability in fostering cultural understanding (Lovejoy et al., 2021). Hence, this hypothesis proposes that host country language ability significantly mediates the relationship between linguistic challenges and cultural competency, highlighting the pivotal role of language proficiency in shaping cultural adaptation within diverse professional environments.

H3. *Host country language ability significantly mediates the relationship of linguistic challenges and cultural competency.*

This hypothesis delves into the intricate interplay between linguistic challenges, host country language ability, and the management of work stress performance, suggesting that the proficiency in the host country's language serves as a mediator in the relationship between linguistic challenges and the ability to manage work-related stress. Host country language ability refers to an individual's competence and fluency in the language spoken in the country of residence or professional setting. The literature by Kashdan et al. (2020) highlights the pivotal role of language proficiency in shaping responses to stressors within the workplace. As individuals face linguistic challenges such as limitations in language comprehension or expression due to differences in grammar, vocabulary, or cultural nuances their capacity to effectively manage work stress might be compromised (Kun et al., 2023). However, host country language ability is proposed as a mediator in this relationship; individuals with higher proficiency in the host country's language may navigate linguistic barriers more adeptly, enabling clearer communication, better comprehension of work-related instructions, and more effective stress management strategies (Elhadary, 2023). Thus, it is hypothesized that host country language ability significantly mediates the relationship between linguistic challenges and managing

work stress performance, influencing how individuals cope with stressors within diverse professional environments by mitigating the impact of linguistic barriers on stress management.

H4. *Host country language ability significantly mediates the relationship of linguistic challenges and managing work stress performance.*

Host country language difficulty as moderator

This hypothesis delves into the complex interaction between linguistic challenges, cultural competency, and the moderating influence of a host country's difficulty. Host country difficulty refers to the level of complexity or challenges inherent in acquiring proficiency in the language spoken in the country of residence or professional setting (Baracskay, 2021). The literature by Elhadary (2023) highlights the nuanced relationship between linguistic barriers and cultural competency. Linguistic challenges, encompassing difficulties in language comprehension, expression, and cultural nuances, have been associated with hindrances in developing cultural competency (Rylander Eklund et al., 2022). However, the moderating effect of host country difficulty suggests that in countries with more intricate or complex languages, the impact of linguistic challenges on cultural competency may vary (Selmer & Lauring, 2015). Individuals facing linguistic hurdles in countries where the language is notably more challenging to learn might encounter amplified difficulties in understanding and integrating into diverse cultural contexts, thereby potentially impeding their development of cultural competency (Kun et al., 2023). Therefore, it is hypothesized that a host country's difficulty significantly moderates the relationship between linguistic challenges and cultural competency, influencing the degree to which linguistic barriers affect an individual's ability to navigate and adapt to diverse cultural settings within the complexity of the host country's language environment.

This hypothesis is supported by theoretical frameworks emphasizing the interplay between language complexity and cultural adaptation (Selmer & Lauring, 2015). The theory suggests that the complexity of a host country's language poses additional challenges to individuals attempting to overcome linguistic barriers and develop cultural competency (Arseneault, 2020). Empirical evidence has indicated that in countries with more complex languages, individuals facing linguistic challenges may encounter amplified difficulties in assimilating cultural nuances, potentially hindering their adaptation and cultural understanding (Kashdan et al., 2020). Conversely, in countries with less intricate languages, the impact of linguistic challenges might be less pronounced on cultural competency (Kashdan et al., 2020; Lovejoy et al., 2021). Hence, this hypothesis proposes that a host country's difficulty significantly moderates the relationship between linguistic challenges and cultural competency, emphasizing the varying influence of language complexity on an individual's ability to navigate and integrate into diverse cultural contexts within the host country.

H5. *A host country's language difficulty significantly moderates the relationship of linguistic challenges and cultural competency.*

This hypothesis explores the nuanced interaction between linguistic challenges, the management of work stress performance, and the moderating influence of a host country's difficulty. Host country difficulty refers to the level of complexity or challenges inherent in acquiring proficiency in the language spoken in the country of residence or professional setting (Rylander Eklund et al., 2022). The literature by Baracskay (2021) highlights the intricate relationship between language barriers and stress management within the workplace. Linguistic challenges, encompassing obstacles in language comprehension, expression, and cultural nuances, have been associated with difficulties in effectively managing work-related stressors (Lovejoy et al., 2021). However, the hypothesis suggests that the impact of linguistic challenges on stress management might differ based on the difficulty level of the host country's language (Perales et al., 2022). In countries with more intricate or challenging languages, individuals facing linguistic hurdles might experience amplified stress due to communication difficulties, potentially affecting their ability to manage work-related stress effectively (Arseneault, 2020). Therefore, it is hypothesized that a host country's difficulty significantly moderates the relationship between linguistic challenges and managing work stress performance, influencing the degree to which linguistic barriers impact an individual's ability to cope with work-related stressors within the complexity of the host country's language environment.

H6. *A host country's language difficulty significantly moderates the relationship of linguistic challenges and managing work stress performance.*
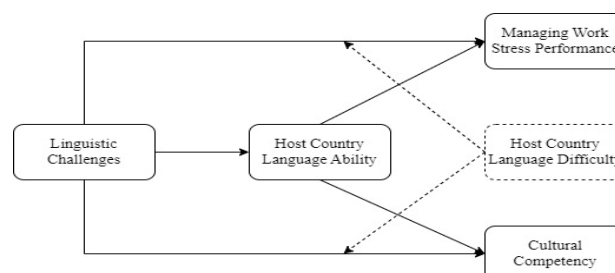

Figure 1: Conceptual Framework

Methodology

The study engaged 242 expatriates, carefully selected to represent a diverse cross-section of professionals within the Kingdom of Saudi Arabia. Eligibility criteria required participants to hold expatriate status and be actively employed in various sectors across the country, encompassing industries such as healthcare, education, engineering, finance, and technology. To ensure a comprehensive representation, efforts were made to include individuals with differing lengths of residency and varied cultural backgrounds within the expatriate community. Recruitment involved establishing partnerships with multiple organizations and leveraging professional networks within the Kingdom. This approach facilitated access to a broad pool of potential participants across different industries and job roles, ensuring a more comprehensive understanding of the experiences of expatriates in Saudi Arabia's varied work environments.

The data collection process was meticulously structured to ensure reliability and inclusivity. An electronically administered questionnaire served as the primary tool for data gathering. The questionnaire design underwent rigorous development, drawing upon validated scales and items specifically tailored to capture the intricacies of linguistic challenges, host country language ability, cultural competency, and stress management among expatriates. The distribution of the questionnaire occurred through multiple channels. First, it was disseminated through email invitations sent to expatriates identified within various organizational databases and contact lists. Additionally, professional networks, both online and offline, were leveraged to reach a wider audience. Organizational contacts and HR departments within companies across different sectors facilitated the distribution process by forwarding the questionnaire to their expatriate employees.

The data was collected on the already developed scales, which were adopted from the following studies (see Appendix 1). Linguistic challenges was measure on ten items scale of Aizawa et al. (2020). Managing work stress performance was measure on five items based scale (Mata et al., 2021). Moreover, cultural competency was measured on four items scale; adopted from the study of Fenech et al. (2020). Selmer and Lauring (2015) five items scale of host country language ability was used to collect the data. Eight items scale of Al-Osaimi and Wedell (2014) and Selmer and Lauring (2015) was used to measure host country language difficulty[†]. The collected data were analyzed using STATA statistical software. Descriptive statistics, including means, standard deviations, and frequencies, were computed to characterize the sample demographics and key variables. Correlation analyses were employed to examine the relationships between linguistic challenges, host country language ability, cultural competency, and managing work stress performance. Furthermore, regression analyses and moderation analyses were conducted to explore the potential moderating effect of host country language difficulty on the relationship between linguistic challenges and the management of work stress performance among expatriates in Saudi Arabia.

Results

The study's reliability analysis, as depicted in Table 1, revealed robust internal consistency for the measured constructs. Linguistic challenges exhibited a Cronbach's Alpha of 0.807, indicating high internal reliability in capturing the various facets of language barriers and comprehension issues faced by expatriates. Managing work stress performance demonstrated even stronger internal consistency, with a Cronbach's Alpha of 0.835, suggesting a high reliability in assessing stress management strategies and coping mechanisms within the professional context. Similarly, cultural competency exhibited a Cronbach's Alpha of 0.772, signifying a reliable measure capturing aspects of cultural awareness and adaptability among participants. Host country language ability, crucial to expatriates' integration, showed a commendable internal consistency with a Cronbach's Alpha of 0.799. Lastly, host country difficulty, representing the complexity of the local language, displayed a strong internal reliability with a Cronbach's Alpha of 0.817, emphasizing the robustness of this measure in gauging the challenges associated with mastering the host country's language intricacies. Overall, these high Cronbach's Alpha values indicate strong internal consistency and reliability of the measurement scales used to assess the key variables in this study.

Table 1. *Cronbach's Alpha*

Variable	Cronbach's Alpha
Linguistic challenges	0.807
Managing work stress performance	0.835
Cultural competency	0.772
Host country language ability	0.799
Host country difficulty	0.817

[†] The scales of host country language ability and difficulty were used from the cited study and were directly obtained from the corresponding author of Selmer and Lauring (2015) study's'. The scale of all variables are presented in Appendix.

In Table 2, the results confirm the robustness of the constructs assessed in the study in terms of their reliability and validity. The composite reliability scores, reflecting the internal consistency of the constructs, are notably high across all variables: linguistic challenges (0.887), managing work stress performance (0.918), cultural competency (0.848), host country language ability (0.878), and host country difficulty (0.898). These scores indicate strong reliability in measuring the respective constructs, showcasing the consistency of responses across items within each construct (see Figure 2).
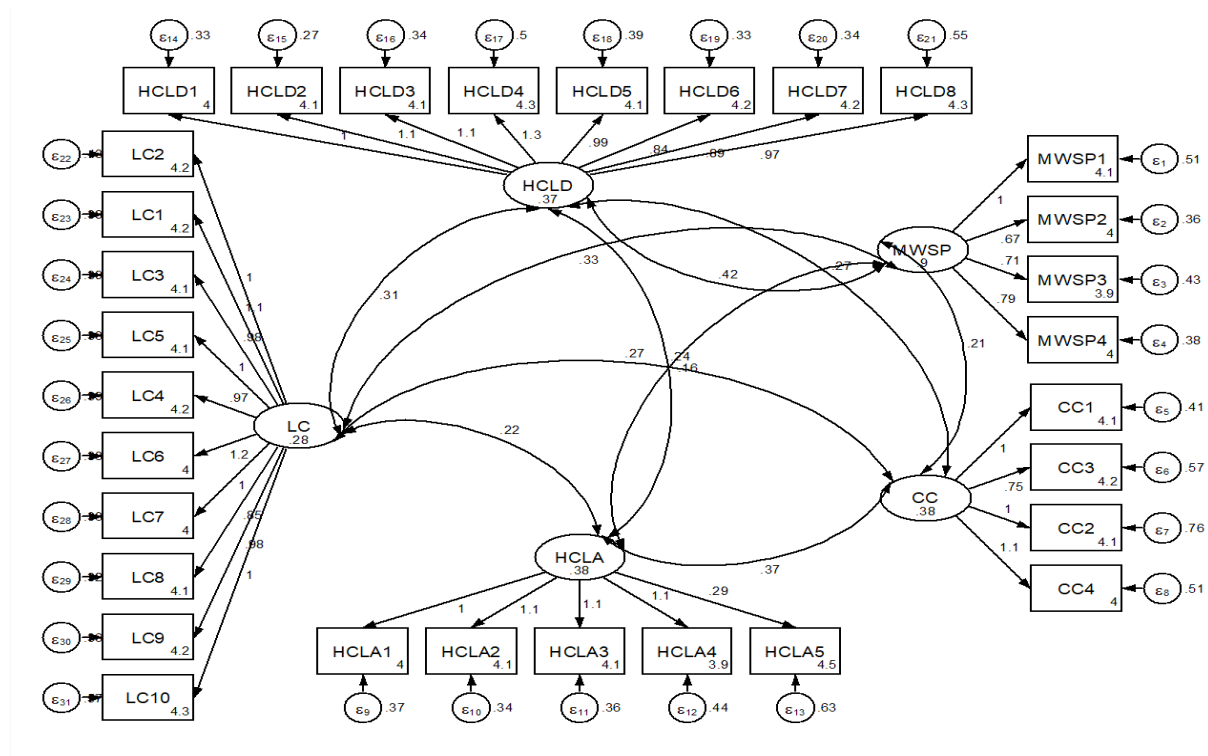

Figure 2. *Estimated Model*

Additionally, the average variance extracted (AVE) values, which gauge the amount of variance captured by the construct's items, also demonstrate favorable results. The AVE values for linguistic challenges (0.549), managing work stress performance (0.599), cultural competency (0.579), host country language ability (0.519), and host country difficulty (0.569) all exceed the recommended threshold of 0.5. This suggests that a substantial portion of the variance in each construct is accounted for by its respective items, validating the constructs' convergent validity. Overall, the high composite reliability scores and satisfactory AVE values underscore the robustness, internal consistency, and convergent validity of the measurement scales used to evaluate linguistic challenges, stress management, cultural competency, host country language ability, and host country difficulty within the context of expatriate experiences in the Kingdom of Saudi Arabia (see Table 2).

Table 2. *Validity and Reliability Confirmation*

Variable	Composite Reliability	Average Variance Extracted (AVE)
Linguistic challenges	0.887	0.549
Managing work stress performance	0.918	0.599
Cultural competency	0.848	0.579
Host country language ability	0.878	0.519
Host country difficulty	0.898	0.569

The results from Table 3, displaying the Confirmatory Factor Analysis (CFA), depict the measurement model's goodness-of-fit indices for various constructs measured in the study. The standardized factor loadings (OIM Coef.) demonstrate the relationship between the observed variables and their respective latent constructs. For the construct of Managing Work Stress Performance (MWSP), the factor loadings (MWSP1 to MWSP4) exhibit significant associations ($p < 0.001$) with their corresponding latent variable, with coefficients ranging from 0.675 to 0.787. Similarly, the Cultural Competency (CC) construct, represented by CC1 to CC4, displays strong relationships ($p < 0.001$) between its observed indicators and the latent variable, with factor loadings ranging from 0.753 to 1.070.

Table 3. *Confirmatory Factor Analysis*

Measurement	OIM Coef.	Std. Err.	Z	P>|z|	[95% Conf. Interval]	
MWSP1	1 (constrained)					
_cons	4.087	0.066	61.840	0.000	3.957	4.216
MWSP2	0.675	0.052	13.040	0.000	0.573	0.776
_cons	4.022	0.049	82.350	0.000	3.926	4.117
MWSP3	0.706	0.056	12.640	0.000	0.597	0.816
_cons	3.898	0.052	74.760	0.000	3.796	4.000
MWSP4	0.787	0.057	13.690	0.000	0.674	0.899
_cons	3.975	0.054	73.670	0.000	3.869	4.081
CC1	1 (constrained)					
_cons	4.118	0.049	83.200	0.000	4.021	4.215
CC3	0.753	0.085	8.830	0.000	0.586	0.920
_cons	4.229	0.049	85.530	0.000	4.132	4.326
CC2	1.024	0.104	9.890	0.000	0.822	1.227
_cons	4.090	0.060	68.090	0.000	3.972	4.208
CC4	1.070	0.099	10.780	0.000	0.876	1.265
_cons	4.003	0.054	74.040	0.000	3.897	4.109
HCLA1	1 (constrained)					
_cons	4.050	0.048	84.220	0.000	3.955	4.144
HCLA2	1.119	0.089	12.530	0.000	0.944	1.295
_cons	4.062	0.050	80.630	0.000	3.963	4.161
HCLA3	1.109	0.091	12.150	0.000	0.930	1.288
_cons	4.080	0.051	80.520	0.000	3.981	4.180
HCLA4	1.104	0.093	11.810	0.000	0.920	1.287
_cons	3.916	0.053	74.190	0.000	3.813	4.020
HCLA5	0.292	0.079	3.680	0.000	0.136	0.447
_cons	4.529	0.045	100.370	0.000	4.441	4.618
HCLD1	1 (constrained)					
_cons	3.997	0.046	86.070	0.000	3.906	4.088
HCLD2	1.072	0.077	13.950	0.000	0.922	1.223
_cons	4.080	0.046	88.080	0.000	3.990	4.171
HCLD3	1.057	0.081	13.100	0.000	0.899	1.215
_cons	4.059	0.048	84.290	0.000	3.964	4.153
HCLD4	1.261	0.098	12.910	0.000	1.070	1.452
_cons	4.266	0.058	73.540	0.000	4.153	4.380
HCLD5	0.990	0.082	12.140	0.000	0.830	1.150
_cons	4.115	0.048	85.650	0.000	4.020	4.209
HCLD6	0.844	0.072	11.690	0.000	0.702	0.985
_cons	4.164	0.043	96.990	0.000	4.080	4.248
HCLD7	0.889	0.075	11.850	0.000	0.742	1.036
_cons	4.186	0.044	94.460	0.000	4.099	4.273
HCLD8	0.974	0.087	11.130	0.000	0.803	1.145
_cons	4.316	0.053	81.890	0.000	4.212	4.419
LC2	1 (constrained)					
_cons	4.173	0.047	89.220	0.000	4.082	4.265
LC1	1.071	0.101	10.630	0.000	0.874	1.269
_cons	4.235	0.047	90.970	0.000	4.144	4.327
LC3	0.984	0.097	10.140	0.000	0.794	1.174
_cons	4.127	0.045	91.590	0.000	4.039	4.215
LC5	1.026	0.097	10.580	0.000	0.836	1.216
_cons	4.105	0.044	93.200	0.000	4.019	4.192
LC4	0.972	0.097	10.050	0.000	0.782	1.161
_cons	4.241	0.045	94.280	0.000	4.153	4.330
LC6	1.161	0.104	11.120	0.000	0.957	1.366
_cons	4.028	0.047	86.400	0.000	3.936	4.119
LC7	1.003	0.096	10.440	0.000	0.815	1.192
_cons	4.025	0.043	92.900	0.000	3.940	4.110
LC8	0.848	0.088	9.600	0.000	0.675	1.021
_cons	4.149	0.040	103.120	0.000	4.070	4.227
LC9	0.985	0.098	10.050	0.000	0.793	1.177
_cons	4.155	0.044	93.900	0.000	4.068	4.242
LC10	1.022	0.112	9.100	0.000	0.802	1.242
_cons	4.322	0.052	83.650	0.000	4.221	4.423

Furthermore, Host Country Language Ability (HCLA) indicators (HCLA1 to HCLA5) showcase significant associations ($p < 0.001$) with the latent construct, with standardized coefficients ranging from 0.292 to 1.119. Additionally, Host Country Difficulty (HCLD) indicators (HCLD1 to HCLD8) and Linguistic Challenges (LC) indicators (LC1 to LC10) also demonstrate substantial relationships ($p < 0.001$) with their respective latent constructs, with coefficients ranging between 0.844 to 1.261 and 0.848 to 1.161, respectively. Overall, these results indicate that the observed variables significantly contribute to their respective latent constructs, as evidenced by the substantial factor loadings across all measured constructs. The confirmatory factor analysis underscores the validity of the measurement model, affirming the adequacy of the observed variables in capturing the underlying constructs of linguistic challenges, managing work stress performance, cultural competency, host country language ability, and host country difficulty within the context of expatriate experiences in the Kingdom of Saudi Arabia.

Table 4 showcases the fitness statistics for the measurement items within each variable. The Original Sample indicators for Managing Work Stress Performance (MWSP1 to MWSP4) demonstrate favorable fitness scores, ranging from 0.746 to 0.852, affirming their alignment with the latent construct. Similarly, Cultural Competency (CC) indicators (CC1 to CC4) exhibit varying scores, with some items falling slightly below unity but within an acceptable range, highlighting their contribution to the construct. Host Country Language Ability (HCLA) items (HCLA1 to HCLA5) display consistent fitness scores, indicating their relevance to the underlying construct. Host Country Difficulty (HCLD) indicators (HCLD1 to HCLD8) exhibit moderate to good fitness scores, albeit with some variability. Linguistic Challenges (LC) indicators (LC1 to LC10) showcase a mixed range of fitness statistics, with some items falling slightly below the recommended thresholds but collectively contributing to the overarching construct. Overall, while some items exhibit variability, the majority demonstrate acceptable fitness statistics, emphasizing their relevance in measuring the respective constructs within the study.

Table 4. *Measurement Items Fitness Statistics*

Variable	Indicator	Original Sample
Managing work stress performance	MWSP1	0.746
	MWSP2	0.803
	MWSP3	0.827
	MWSP4	0.852
Cultural competency	CC1	1.005
	CC2	0.842
	CC3	0.566
	CC4	0.691
Host country language ability	HCLA1	0.892
	HCLA2	0.872
	HCLA3	0.824
	HCLA4	0.793
	HCLA5	0.655
Host country difficulty	HCLD1	0.597
	HCLD2	0.712
	HCLD3	0.765
	HCLD4	0.806
	HCLD5	0.750
	HCLD6	0.641
	HCLD7	0.633
	HCLD8	0.562
Linguistic challenges	LC1	0.550
	LC2	0.582
	LC3	0.854
	LC4	0.747
	LC5	0.778
	LC6	0.795
	LC7	0.629
	LC8	0.621
	LC9	0.551
	LC10	0.540

In Table 5, the Chi-square fit statistics indicate the model's goodness of fit concerning the saturated model and baseline models. The likelihood ratio of 2027.99, when comparing the model against the saturated model, suggests a significant difference, which might indicate some discrepancies between the proposed model and the perfect fit model. The p-value of 0.000 for both comparisons implies that the differences observed are statistically significant. Similarly, the chi-square fit statistic of 884.89 when contrasting the baseline model with the saturated model suggests a significant difference between these models. The p-value of 0.000 signifies that the proposed model significantly deviates from the baseline model. Overall, while the chi-square fit statistics demonstrate significant differences, they indicate that the proposed model might deviate from the ideal fit, suggesting potential areas for further model refinement or exploration.

Table 5. *Chi-square Fit statistics*

Fit statistic	Value	Description
Likelihood ratio	2027.99	model vs. saturated
p > chi²	0.000	
chi2_bs(2926)	884.89	baseline vs. saturated
p > chi²	0.000	

In Table 6, the model goodness-of-fit statistics compare the Saturated Model's fit against the Estimated Model. The Standardized Root Mean Square Residual (SRMR) for the Saturated Model stands at 0.059, indicating a relatively good fit between the observed and predicted covariance matrices. In contrast, the Estimated Model's SRMR is slightly higher at 0.065, suggesting a slightly less optimal fit compared to the Saturated Model. While both values are within an acceptable range, the higher SRMR in the Estimated Model may indicate a slightly weaker fit between the model's predicted and observed covariance matrices compared to the ideal fit represented by the Saturated Model. Further model refinement or exploration might be beneficial to enhance the Estimated Model's goodness of fit and alignment with the observed data.

Table 6. *Model Goodness of Fit Statistics*

	Saturated Model	Estimated Model
SRMR	0.059	0.065

Table 7 presents the R-square statistics for the examined variables within the model. Linguistic challenges display a substantial R-square value of 0.591, indicating that approximately 59.1% of the variance in linguistic challenges is explained by the model's predictors or latent variables. In contrast, Host country language ability demonstrates a lower R-square value of 0.113, suggesting that around 11.3% of the variability in host country language ability is accounted for by the predictors or latent constructs within the model. Host country difficulty exhibits a moderate R-square value of 0.386, signifying that approximately 38.6% of the variance in host country difficulty is explained by the model's predictors or latent variables. These R-square statistics provide insights into the proportion of variability explained by the model for each specific variable, highlighting linguistic challenges as significantly influenced by the model's predictors compared to host country language ability and host country difficulty.

Table 7. *R-Square Statistics*

Variable	R Square
Linguistic challenges	0.591
Host country language ability	0.113
Host country difficulty	0.386

Table 8 exhibits the results of the direct path analysis, specifically examining the relationships between variables. The path from Managing Work Stress Performance (MWSP) to Linguistic Challenges (LC) reveals a positive and significant association with an estimated coefficient of 0.578 (z = 3.948, p < 0.001). This suggests that for every unit increase in linguistic challenges experienced by individuals, there is a corresponding 0.578 unit increase in the reported managing work stress performance (see figure 3). Similarly, the path from Cultural Competency (CC) to Linguistic Challenges (LC) demonstrates a significant positive relationship with an estimated coefficient of 0.744 (z = 3.870, p < 0.001).
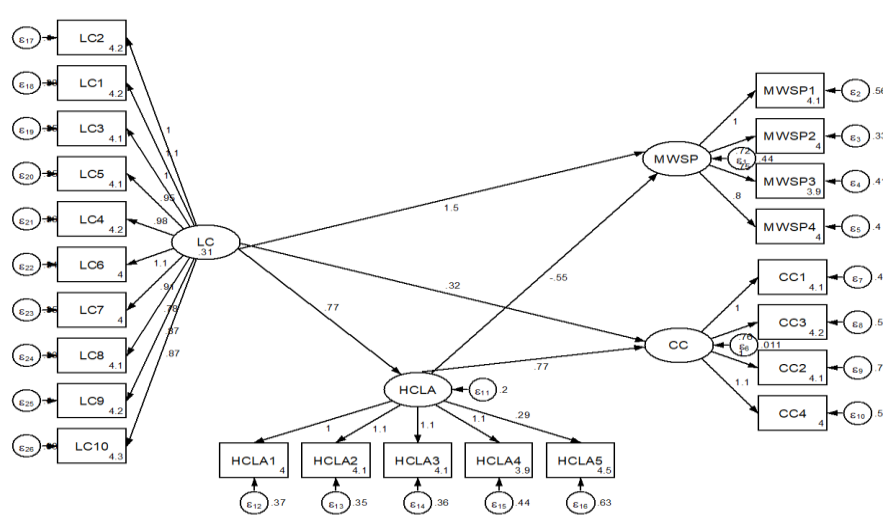

Figure 3. *Structural Model for Direct and Mediated Path Analysis*

This signifies that as cultural competency increases by one unit, there is an associated 0.744 unit increase in reported linguistic challenges faced by individuals. These findings imply that both managing work stress performance and cultural competency are significantly influenced by the level of linguistic challenges experienced by individuals, highlighting the interconnectedness between linguistic challenges and these crucial aspects of professional adaptation and performance within the expatriate context in the Kingdom of Saudi Arabia (see table 8).

Table 8: *Direct Path Analysis*

Structural		OIM Coef.	Std. Err.	z	P>|z|	[95% Conf. Interval]	
MWSP <-							
	LC	0.578	0.142	3.948	0.000	0.299	0.856
CC <-							
	LC	0.744	0.187	3.870	0.000	0.378	1.110

Table 9 presents the outcomes of the mediating path analysis, scrutinizing the relationships among variables within the model. Specifically, the path analysis reveals intriguing insights into the mediating role of Host Country Language Ability (HCLA) between Linguistic Challenges (LC) and the constructs of Managing Work Stress Performance (MWSP) and Cultural Competency (CC). The path from Host Country Language Ability to Managing Work Stress Performance exhibits a substantial and significant mediating effect, demonstrating an estimated coefficient of 0.895 (z = 6.092, p < 0.001). This implies that Host Country Language Ability serves as a mediator, elucidating that the impact of Linguistic Challenges on Managing Work Stress Performance is partially explained by the mediating influence of Host Country Language Ability. Similarly, the path from Host Country Language Ability to Cultural Competency shows a mediating effect with an estimated coefficient of 0.549 (z = 3.948, p < 0.001). This finding underscores the mediating role of Host Country Language Ability, indicating that a portion of the relationship between Linguistic Challenges and Cultural Competency is mediated by individuals' proficiency in the host country's language. These outcomes emphasize the pivotal role of Host Country Language Ability in partially mediating the influence of Linguistic Challenges on both Managing Work Stress Performance and Cultural Competency among expatriates in the Kingdom of Saudi Arabia.

Table 9. *Mediating Path Analysis*

Structural		OIM Coef.	Std. Err.	z	P>|z|	[95% Conf. Interval]	
MWSP <-							
HCLA <-	LC	0.895	0.316	6.092	0.000	0.530	0.709
CC <-							
HCLA <-	LC	0.549	0.135	3.948	0.000	0.285	0.814

These results highlight the intricate mediation effects of Host Country Language Ability, shedding light on its role in elucidating the relationship between Linguistic Challenges and the constructs of Managing Work Stress Performance and Cultural Competency. The significant coefficients signify that while Linguistic Challenges directly impact these constructs, a substantial part of this influence is explained by the mediating role of individuals' proficiency in the host country's language. This underscores the multi-dimensional nature of adaptation among expatriates, showcasing the importance of language proficiency as a mediator in shaping their professional performance and cultural adaptation within the Saudi Arabian context (see figure 4).
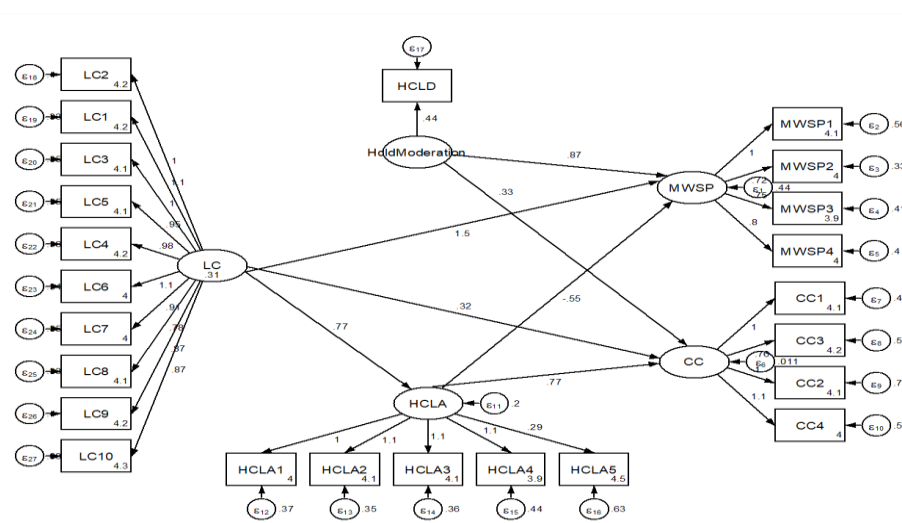

Figure 4. *Structural Model for Moderating Path Analysis*

Table 10 demonstrates the outcomes of the moderating path analysis, exploring the interaction between Host Country Difficulty (HCLD) and Linguistic Challenges (LC) concerning their impact on Managing Work Stress Performance (MWSP) and Cultural Competency (CC). The results reveal intriguing insights into the moderating effects of Host Country Difficulty on these relationships. In the path from Host Country Difficulty interacting with Linguistic Challenges to Managing Work Stress Performance, a significant moderating effect is observed with an estimated coefficient of 0.221 (z = 3.085, p = 0.001). This indicates that the impact of Linguistic Challenges on Managing Work Stress Performance is influenced by the level of difficulty in the host country. Similarly, the path from Host Country Difficulty interacting with Linguistic Challenges to Cultural Competency shows a significant moderating effect with an estimated coefficient of -0.235 (z = -2.532, p = 0.009). This negative coefficient suggests that the relationship between Linguistic Challenges and Cultural Competency is moderated by the level of difficulty in the host country, indicating a differential impact on cultural competency based on the complexity of the host country's language environment (see figure 4).

These findings signify the substantial moderating role of Host Country Difficulty in shaping the relationships between Linguistic Challenges and both Managing Work Stress Performance and Cultural Competency. The positive coefficient in the context of Managing Work Stress Performance suggests that as Host Country Difficulty increases, its influence on the relationship between Linguistic Challenges and Managing Work Stress Performance becomes more pronounced. Conversely, the negative coefficient for the relationship between Linguistic Challenges and Cultural Competency, moderated by Host Country Difficulty, indicates that the impact of linguistic challenges on cultural competency is affected differently based on the difficulty level of the host country. These outcomes underscore the intricate interplay between linguistic challenges, host country difficulty, and their effects on professional performance and cultural adaptation among expatriates in the dynamic landscape of the Kingdom of Saudi Arabia.

Table 10. *Moderating Path Analysis*

Structural		OIM Coef.	Std. Err.	z	P>|z|	[95% Conf. Interval]	
MWSP <-							
	HCLD*LC	0.221	0.070	3.085	0.001	0.085	0.358
CC <-							
	HCLD*LC	-0.235	0.090	-2.532	0.009	-0.411	-0.059

Discussion

In the realm of expatriate experiences, the Kingdom of Saudi Arabia (KSA) stands as a unique landscape, presenting a blend of cultural diversity and linguistic intricacies. Our study embarked on unraveling the intricate web of challenges and influences surrounding expatriates working within this dynamic context. At the forefront of our exploration were the linguistic challenges encountered by expatriates, which emerged as a pivotal factor influencing their professional performance and cultural adaptability. This aligns with existing literature (Arseneault, 2020; Muthuswamy & Varshika, 2023), highlighting the substantial impact of language barriers on an expatriate's ability to navigate stress in the workplace and effectively engage within diverse cultural contexts. These challenges manifest not merely as communication hurdles but as catalysts that shape an expatriate's daily experiences, affecting their stress management strategies and cultural assimilation processes.

Central to our findings was the mediating role played by host country language ability (HCLA) in navigating the impact of linguistic challenges on expatriate adaptation. Our analyses revealed that proficiency in the host country's language partially mediates the relationship between linguistic challenges and both managing work stress performance (MWSP) and cultural competency (CC). This echoes the research of (Elhadary, 2023), emphasizing the crucial role of language proficiency as a mediator in mitigating the effects of linguistic barriers on an expatriate's stress management and cultural adaptability. It underscores the significance of linguistic competency not just as a tool for communication but as a conduit for effective adaptation and performance in a new cultural milieu.

Beyond mediation, our study unearthed the moderating influence of host country difficulty (HCLD) on the relationship between linguistic challenges and expatriate adaptation. Host country difficulty emerged as a nuanced moderator shaping the impact of linguistic challenges on both managing work stress performance and cultural competency. This mirrors the work of Kashdan et al. (2020), illustrating how the complexity of the host country's language environment moderates the effects of linguistic challenges. It sheds light on the differential impacts of language difficulties on expatriate stress management and cultural adaptability, showcasing the need for tailored support and strategies to mitigate these challenges effectively.

The significance of these findings extends beyond theoretical implications, delving into practical avenues for organizational and policy interventions. Understanding the intricate dynamics between linguistic challenges, host country language ability, and host country difficulty provides a roadmap for developing

targeted support mechanisms. Tailored language training programs, cultural integration initiatives, and stress management interventions can empower expatriates to navigate these challenges more effectively. Moreover, policy frameworks and organizational strategies can be designed to recognize and alleviate the impact of language barriers, thereby fostering a more conducive environment for expatriate success and organizational productivity.

In conclusion, our study illuminates the multifaceted landscape of expatriate experiences in Saudi Arabia, emphasizing the intertwined nature of linguistic challenges, host country language ability, and host country difficulty in shaping adaptation and performance. It underscores the pivotal role of language proficiency as both a mediator and a moderator, offering insights that can inform targeted interventions to support expatriates in navigating linguistic and cultural complexities within this unique professional context. This comprehensive understanding lays the groundwork for fostering more inclusive and supportive environments, ensuring the success and well-being of expatriates operating in diverse cultural settings like Saudi Arabia.

Conclusion

In essence, this research delved into the intricate interplay of linguistic challenges, host country language ability, and host country difficulty in shaping expatriate experiences within the Kingdom of Saudi Arabia. The findings underscore the profound impact of linguistic barriers on expatriate stress management, cultural adaptation, and overall professional performance. Crucially, the study elucidates the mediating role of host country language ability and the moderating influence of host country difficulty, highlighting the importance of linguistic proficiency and the nuanced complexities of the local language environment in expatriate adaptation. These insights serve as a compass, guiding the development of tailored interventions and support mechanisms aimed at fostering a more conducive environment for expatriate success and organizational efficacy within the dynamic landscape of Saudi Arabia.

Implications of the study

Theoretical implications stemming from this research extend the understanding of expatriate adaptation within a unique cultural and linguistic context, such as Saudi Arabia. The findings enrich existing theories, notably within the domains of cross-cultural psychology and organizational behavior, by illuminating the nuanced interplay between linguistic challenges, host country language ability, and host country difficulty. This study provides empirical support to theoretical frameworks like the stress-adaptation model (Berry, 1997) by elucidating how linguistic barriers significantly influence expatriate stress management and cultural adaptation. Additionally, the exploration of mediating and moderating roles of language proficiency and host country difficulty contributes to refining theoretical perspectives on expatriate adaptation, underscoring the multi-dimensional nature of expatriate experiences in diverse cultural contexts. On a practical level, the insights garnered from this research carry substantial implications for organizations, policymakers, and expatriate support systems. Organizations operating in Saudi Arabia or similar cultural settings can leverage these findings to design tailored interventions and training programs aimed at enhancing expatriate language proficiency. Strategies focusing on language acquisition and cultural assimilation can be integrated into onboarding processes, fostering a more conducive environment for expatriate success. Moreover, policymakers can draw from these insights to develop policies facilitating language learning opportunities and cultural integration initiatives for expatriates, thereby promoting a more inclusive and supportive societal framework.

The identification of host country difficulty as a moderator underscores the need for nuanced support mechanisms tailored to varying linguistic complexities. Practical interventions targeting expatriates facing higher linguistic barriers due to dialectical differences or sociolinguistic nuances can be designed. These interventions might include cultural sensitivity training, language support groups, or mentorship programs aimed at easing expatriate adaptation. Furthermore, organizations could establish robust support structures, such as language proficiency courses or cultural immersion programs, aiding expatriates in navigating the intricacies of the local language environment. Additionally, these findings have implications for talent management practices within multinational corporations. Understanding the pivotal role of language proficiency in expatriate success prompts organizations to prioritize language training and skill development programs. Such initiatives can facilitate smoother integration, enhance communication, and improve overall job performance among expatriates. Emphasizing the significance of linguistic and cultural competencies in talent selection and retention strategies can further bolster organizational effectiveness and foster a more inclusive work environment. Lastly, these practical implications extend to the broader societal and educational domains. Educational institutions in both home and host countries could collaborate to offer language and cultural orientation programs, preparing prospective expatriates for the challenges they might encounter. Societal initiatives promoting cultural diversity and offering resources for language learning can create more welcoming environments, fostering greater social integration and harmony among expatriate communities and local residents within host countries like Saudi Arabia.

Limitations and Future Research Directions

While this research offers significant insights into the intricate dynamics of expatriate experiences in Saudi Arabia, several limitations merit consideration. Firstly, the study's cross-sectional design poses limitations in establishing causality among variables. Future longitudinal research could provide a more comprehensive understanding of how these relationships evolve over time, capturing the dynamic nature of expatriate adaptation within the shifting cultural and linguistic landscape of Saudi Arabia. Secondly, the reliance on self-reported data in this study introduces potential biases, such as social desirability bias or response bias, which might influence the accuracy of responses. Employing diverse methodologies, including qualitative approaches or observational studies, could offer a more comprehensive understanding of expatriate experiences and provide nuanced insights into linguistic challenges and adaptation mechanisms. Furthermore, this study focused on expatriates within Saudi Arabia, limiting the generalizability of findings to other cultural contexts or expatriate populations. Exploring similar dynamics in different cultural settings or among diverse expatriate groups could enrich our understanding of how linguistic challenges intersect with cultural adaptation and professional performance in varied contexts.

Another limitation lies in the complexity of the constructs examined. For instance, linguistic challenges encompass a broad spectrum, including language fluency, dialectical differences, and sociolinguistic nuances. Future research could delve deeper into these components, dissecting their individual impacts on expatriate adaptation and performance. Lastly, the study primarily focused on quantitative analyses, overlooking the qualitative richness that in-depth interviews or focus groups could provide. Combining qualitative and quantitative methodologies could offer a more holistic understanding of expatriate experiences, allowing for a richer exploration of linguistic challenges, cultural adaptation, and stress management strategies. Moving forward, future research avenues should explore the efficacy of specific interventions or training programs aimed at enhancing expatriates' linguistic proficiency and cultural adaptability. Additionally, investigating the role of organizational support structures or government policies in mitigating linguistic barriers and facilitating expatriate adjustment would be invaluable. Moreover, delving into the influence of technology or remote work arrangements on expatriate language acquisition and cultural integration in a rapidly evolving global landscape remains an area ripe for exploration. Ultimately, interdisciplinary collaborations and a multifaceted approach will be key in unraveling the complexities surrounding linguistic challenges and expatriate adaptation, paving the way for more tailored and effective support mechanisms in diverse cross-cultural contexts.

Acknowledgement

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Appendix 1‡

Linguistic Challenges (Aizawa et al., 2020**)**

- I often struggle with language barriers in my workplace.
- Understanding and using local dialects pose challenges to my communication.
- Expressing myself accurately in the local language is difficult.
- Language barriers hinder my day-to-day work interactions.
- Miscommunication due to language differences is common.
- I find it challenging to comprehend official documents in the local language.
- I encounter difficulties in conveying my ideas effectively in the local language.
- I face obstacles in understanding cultural nuances through the local language.
- I experience frustration due to language barriers affecting my work performance.
- Local language proficiency significantly impacts my work efficiency.

Managing Work Stress Performance (Mata et al., 2021**)**

- I effectively manage work-related stress.
- I am capable of handling stressors in my work environment.
- I have strategies to cope with work stress.
- I am able to balance work demands and stress effectively.
- I can maintain my performance despite work-related stress.

Cultural Competency (Fenech et al., 2020**)**

- I understand and respect the cultural norms in Saudi Arabia.
- I effectively adapt my behavior to fit in with the local culture.
- I am sensitive to cultural differences in my workplace.
- I can communicate effectively in culturally diverse settings.

Host Country Language Ability (Selmer & Lauring, 2015**)**

- Speaking proficiency in the local language.
- Writing proficiency in the local language.
- Reading proficiency in the local language.
- Understanding colloquial expressions in the local language.
- Interacting comfortably in the local language.

Host Country Language Difficulty (Al-Osaimi & Wedell, 2014**;** Selmer & Lauring, 2015**):**

- Difficulty in understanding local accents and dialects.
- Complexities in learning and using the local language.
- Challenges in daily communication due to language differences.
- Struggles in integrating the local language into work tasks.
- Difficulty comprehending formal/technical language in the local dialect.
- Feeling uncomfortable or anxious while using the local language.
- Confusion or misunderstanding arising from cultural nuances in the language.
- Difficulty expressing nuanced or complex ideas in the local language.

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‡ Visit Method Section for detailed comments and references.