

Immigrant professionals are some of the biggest groups in organizations yet they have been largely ignored in organizational research

Important insights can be drawn for organizational processes by studying this marginalized group.

Who is an Immigrant Professional?

I define an 'Immigrant Professional' as a foreign born individual with at least an undergraduate degree, is a full time member of a profession and has been living in the U.S. for five or more years (on temporary visa, or maybe a permanent resident, or a naturalized citizen).

Immigrant Professionals: Capabilities & Strengths

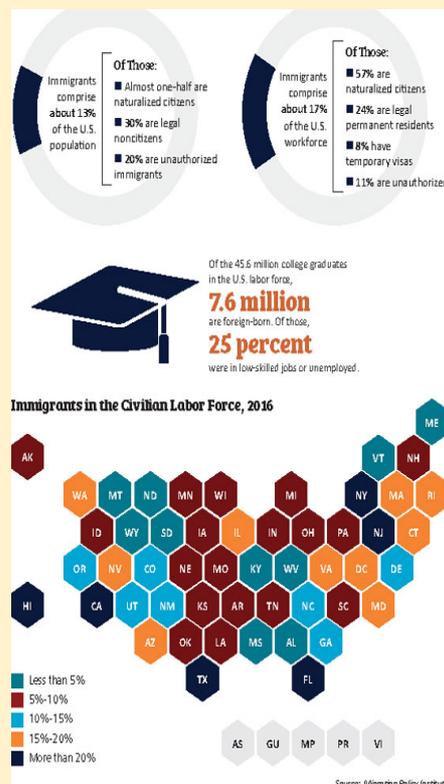
There is enough anecdotal evidence for how immigrants often overcome challenges and hardships to achieve the American Dream. However, there are have been any scientific investigations into studying the experiences of immigrant professionals. The purpose of our study is identify and understand the strength and capabilities of immigrant professional and how it help organizational processes such as citizenship behavior.

Methods

Exploratory study to find what strengths and capabilities immigrant professionals have.

Structured interviews focusing on the following questions. Some examples are:

- Background
- How would you define your experience in this country so far. Please talk about professional and personal lives.
- Can you talk about how immigrant experiences shaped you?



Initial findings

Results from five interviews show the five common themes from respondents:

- Determination
- Adaptability
- Perseverance
- Gratitude

Data collection had to be halted due to COVID-19.

Examples

I am really grateful for the life I have built in this country. I came with literally nothing.

I knew things were work out for us if we keep working hard no matter how bleak things looked at the time.

We adjusted to our circumstances.

I am really thankful for my family, my profession and success. I don't think I would have achieved this much in ...

Summary and Future Plans

It is clear that immigrant professionals have certain characteristics that set them apart from their non-immigrant counterparts. Specifically, these characteristics help us understand the following phenomenon:

- Organizational citizenship
- Employee Engagement
- Employee Empowerment