# Table of Contents

List of Tables .................................................................................................................. XVII
List of Figures .................................................................................................................. XIX
List of Abbreviations ....................................................................................................... XXI
List of Symbols ............................................................................................................... XXV
Abstract (English version) ............................................................................................... XXVII
Résumé (Version française) ............................................................................................... XXVIII
Zusammenfassung (deutsche Version) .............................................................................. XXIX

## 1. Introduction ................................................................................................................. 1
   1.1 The Problematic of Repatriation in a Franco-German Context ................................. 1
   1.2 Research Objectives from a Theoretical and Practical Point of View ......................... 3
   1.3 Thesis Structure ....................................................................................................... 4

## 2. Bourdieu’s Theory of Practice as Theoretical Framework ........................................... 7
   2.1 Bourdieu’s Reconciliation of Structure and Agency .................................................. 7
   2.2 Major Elements of Bourdieu’s Theory of Practice .................................................... 8
      2.2.1 The Field as Relatively Autonomous Microcosm .............................................. 8
      2.2.2 Capital as Principal Cause for Distinction ....................................................... 9
      2.2.3 Habitus as Psychosomatic Mind ....................................................................... 12
      2.2.4 Summarizing the Interplay Between Field, Capital and Habitus ........................ 15
   2.3 Bourdieu’s Theory of Practice in a Franco-German Career Mobility Context ............... 16
      2.3.1 Bourdieu’s Theory as Framework in Career Research ....................................... 16
      2.3.2 Repatriation to France and Germany through the Lens of Bourdieu’s Theory of Practice – The Research Idea ................................................................. 19
   2.4 Critical Discussion of Bourdieu’s Theory of Practice: Contributions and Limitations in an International Career Mobility Context ...................................................... 21

## 3. Setting the Bourdieuan Scene of Return: Habitus, Field and Capital......................... 24
   3.1 Field or Habitus or Both: Reconciling the Culturalist and Institutionalist Approach in Comparative Research Through a Bourdieuan Perspective .............................. 24
      3.1.1 Approaches in Comparative Research ............................................................... 24
      3.1.2 Institutionalism versus Culturalism: A Debate Through a Critical Bourdieuan Lens .................................................................................................................. 27
   3.2 Taking a Cultural Habitus Perspective: Comparing the German and French General-, Career- and Work Habitus ................................................................. 31
      3.2.1 Understanding the Habitus in an Intercultural Context: Combining Knowledge from Etic and Emic Research .............................................................. 32
      3.2.2 Cultural Dimension Models: Presenting and Discussing the Basic Cultural Frameworks ........................................................................................................... 33
      3.2.3 Country Scores and Study Results in a Franco-German Context: From the General to the Work- and Career Habitus ..................................................... 38
      3.2.4 Discussion and Conclusions Regarding the German and French Habitus in a Work- and Career Context ........................................................................ 45

Bibliografische Informationen
http://d-nb.info/1049606493
3.3 Taking a Field Perspective: Comparing the German and French Economic and Career Fields

3.3.1 Drawing on Knowledge from the Economic Field: Comparing the German and French Economic Systems

3.3.1.1 The German Rhine Capitalism

3.3.1.2 The French State-Enhanced Capitalism

3.3.1.3 Summarizing the Major Differences

3.3.2 Drawing on Knowledge from the German and French Career Fields: Comparing the German and French Education and Career Systems

3.3.2.1 The German and French Education Systems

3.3.2.1.1 The German Egalitarian Way of Developing Cultural Capital and Work Habitus

3.3.2.1.2 The French Elitist Way of Developing Cultural Capital, Social Capital and General Habitus

3.3.2.1.3 Summarizing the Major Differences and Similarities

3.3.2.2 The German and French Career Systems

3.3.2.2.1 The Rules of the Game in the German Functional Career System

3.3.2.2.2 The Rules of the Game in the French Latin Career System

3.3.2.2.3 Summarizing the Major Differences and Similarities

3.3.3 Repatriation from a Field Perspective: What Remains to do and the Relationship between Field and Habitus

3.4 Taking an International Career Mobility Perspective: The Impact on Capital and Habitus

3.4.1 Contrasting Assigned Expatriates and Self-Initiated Expatriates

3.4.2 The Role of Capital in the Motivation for Expatriation and Repatriation

3.4.3 The Development of Capital in International Career Mobility and its Value upon Return

3.4.3.1 The Development of Economic Capital

3.4.3.2 The Development of Cultural Capital

3.4.3.3 The Development of Social Capital

3.4.3.4 International Work Mobility from a Symbolic Capital Perspective

3.4.4 International Career Mobility and Cultural Adjustment: A Habitus Perspective

3.4.5 Repatriation from a Capital and Habitus Perspective: The Development of the Psychosomatic Mind and Elements of Distinction upon Return

3.5 Summarizing the Major Research Gaps and Presenting our Research Through a Bourdieuian Lens

4. Research Design

4.1 The Research Paradigm: Interpretivism as Epistemological Position

4.2 Methodological Framework of the Comparative Study Between France and Germany

4.2.1 Applying a Qualitative Research Approach

4.2.2 Using Semi-structured Interviews as Instrument for Primary Data Collection

4.2.3 Applying a Qualitative Sample Plan as Sampling Approach

4.2.4 The Importance of Social Networks to get Access to Our Field
4.2.5 Using Qualitative Content Analysis to Analyze and Interpret the Empirical Material .......................................................... 137
4.3 Validity, Transferability and Intersubjective Confirmability as Quality Criteria .......................................................... 141
4.4 Ethical Considerations .................................................................................................................................................. 144

5. Results .............................................................................................................................................................................. 146

5.1 The Franco-German Sample ........................................................................................................................................... 146

5.2 The Phase of Expatriation: Comparing the Impact of Expatriation on German and French Career Agents' Capital and Habitus .......................................................... 151

5.2.1 The Importance of Symbolic Capital in German and French Career Agents' Motivation to Expatriate .......................................................... 151

5.2.2 The Impact of International Work Mobility on German and French Career Agents' Capital Portfolio ....... 159

5.2.2.1 The Development of German and French Career Agents' Economic Capital Basis .......................................................... 159

5.2.2.2 The Development of German and French Career Agents' Cultural Capital Basis .......................................................... 164

5.2.2.3 The Development of German and French Career Agents' Social Capital Basis .......................................................... 173

5.2.3 The Impact of International Work Mobility on German and French Career Agents' Habitus ........................................................................................................ 181

5.2.4 Summarizing the Major Insights from a Franco-German Career Mobility Perspective .......................................................................................... 193

5.3 The Phase of Repatriation: Comparing the Return to the German and French Career Field ........................................................................................................ 195

5.3.1 Why Repatriate? German and French Career Agents' Motives to Return Home ........................................................................................................ 195

5.3.2 Similarities and Differences in German and French Career Agents' Re-entry Success ........................................................................................................ 202

5.3.3 Conducting a Relational Analysis: The Field-Dependency of Symbolic Capital in a Franco-German Repatriation Context ........................................................................................................ 206

5.3.3.1 The Symbolic Capital of International Work Experience as Additional Element in Career Agents' Capital Portfolio Upon Return ........................................................................................................ 206

5.3.3.2 The Transformation of the Developed Capital Portfolio into Symbolic Capital on the German and French Career Fields ........................................................................................................ 217

5.3.3.2.1 Economic Capital – Really a Token? ........................................................................................................................................ 217

5.3.3.2.2 The Transformation of Incorporated Cultural Capital into Symbolic Capital on the German and French Career Fields ........................................................................................................ 221

5.3.3.2.3 The Transformation of Institutionalized Cultural Capital into Symbolic Capital on the German and French Career Fields ........................................................................................................ 229

5.3.3.2.4 Social Capital to Give Value to German and French Career Agents' Capital Portfolio ........................................................................................................ 234

5.3.3.3 The Role of German and French Career Agents' Habitus in Repatriation ........................................................................................................ 241

5.4 Re-entry Mechanisms and Later Careers: Summarizing the Results and Comparing the Structure-based French and the Habitus-based German Career Models of Return ........................................................................................................ 253
All electronic type records as well as all documents in appendix 2 (interview transcripts, questionnaires and pre- and postscripts; CD-ROM) of this thesis remain disclosed from the public as these contain personal information of the interviewed persons.

In this thesis, we exclusively used the generic masculine. This also includes the feminine form and has been done to support comprehension and ease of reading.