
REGULATORY FOCUS AND IMMIGRATION POLICY COMPLIANCE: A STUDY OF MULTINATIONAL CORPORATIONS' INTERNATIONAL HUMAN RESOURCE MANAGEMENT PRACTICES

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Abstract

The mobility of workforce across the globe has enhanced the dependence of multinational corporations (MNCs) on cross-border talent that has heightened the need to be adamant in enforcing the increasingly complicated immigration policies. Although there is much academic research on international human resource management (IHRM), the role of managerial motivational orientations on compliance behavior of MNCs is a less researched field. This paper fills this neglected gap by exploring the roles played by regulatory focus theory (RFT) in influencing the compliance of the immigration policy in international organizations. The issue is especially acute as the developed economies have enhanced the existing mechanisms of crossing borders, and the developing host countries are still facing problems with policy implementation and organization compliance. Such discrepancies are an indicator of a growing compliance gap that has to be more deeply known. The proposed research will seek to make a conceptual model and further empirically test the relationship between promotion and prevention regulatory orientations between HR and mobility managers with the compliance of immigration policies and how the digital mobility governance systems will enable or inhibit the compliance relationship. The proposed model is based on regulatory focus theory and presents the argument that vulnerability-preventive orientations can bring about greater compliance due to risk avoidance, but, possibly, promotion-targeting orientations can support procedural shortcuts, as they justified, in case of perceived organizational benefits, unless well-supported by way of strong digital governance. The theoretical implication of the study is that RFT has been applied to legal and institutional compliance behavior in IHRM, continuing the paucity of literature on the relationship between manager psychology and immigration risk governance. In practical terms, the results will guide policymakers and top HR leaders on the aspects of incentives and penalties behavior that can influence compliance rates, thus aiding the development of corporate controls on global mobility, ethical human resources, and organizational governance strategies. The future study ought to address differences in the regulatory climate across countries, employee-based compliance behavior, and how new technologies, including AI-driven mobility systems, may contribute to the formation of compliance choices. In sum, the present study takes into consideration a critical but not yet developed aspect of global mobility management and helps to conduct safer, more just, and more sustainable operations with the international workforce.

Keywords: Regulatory focus, immigration compliance, multinational corporations, international HRM, digital mobility governance, regulatory focus theory, global workforce mobility

Background of the study

Increased international talent mobility has been on the rise due to globalization and there is need by multinational corporations (MNCs) to formalize international human resource management practices in line with dynamic immigration policy regimes. MNCs work within various jurisdictions that have different immigration policies and enforcement strategies and requirements. Recent reviews indicate that the compliance of immigration policies is one of the major risks to firms around the world since the amount of negative regulation and an enforcement action is increasing (EY Global Immigration Trends and Highlights, 2025).

Theoretically, the Regulatory Focus Theory (RFT) contributes to an effective way of thinking about the influences of the individual orientations in organizations, namely promotion- versus prevention-oriented motivations on decision-making and behavior. RFT has extended extensively to management and organizational psychology explaining how people work towards profits and evade losses (Higgins and Pinelli, 2020). Regarding the immigration policy compliance, the promotion orientation can contribute to HR and mobility leaders to be focused on the fast deployment of global talent, seeking opportunities, growing mobility, and prevention orientation can result in risk-averse, compliance-based approaches to regulatory requirements, documentation and control. The relationships of these orientations to the HR role in the MNC are not thoroughly studied, especially regarding immigration and mobility.

MNCs are subjected to a series of complexity in dealing with international labor flows. The policy guidance of World Bank holds that business leaders must establish migration workforce management practices in the realms of HRM, operations, compliance and supply-chain. This is in line with the fact that, MNCs are not just shifting talent as an instrument of strategic advantage, but also, have to cope with the human supply chain of migrant workers that is forged into global processes (Zilinskaite et al., 2024). (World Bank)

The immigration policy also requires a broad scope of efforts on the now-MNC context: registering of sponsors, visa applications, monitoring of assignment, and compliance with local employment law, audit of immigration, and enforcement risk management. In a report, authorities involved in immigration around the world enhanced compliance checks, expanded on sponsor responsibilities and tightened non-compliance punitive measures significantly, putting pressure on the risk exposure of companies with international mobility programs (EY, 2025). (EY)

The MNCs that are interested in deploying talent quickly to facilitate their growth can at the organizational level, choose mobility programs, which should be based on speed, flexibility and competitive advantage. According to the scholars, the MNCs global HR strategy tends to focus on efficiency, standardization and integration between geographies (Collings et al., 2020). By extending this to immigration it is arguable that a promotional emphasis may result in HR practices that focus on facilitated mobility, global talent mobilization as well as expedited regional deployment. In opposition to this, enforcement risk and regulatory complexity is then likely to precipitate a prevention focus: HR practitioners focus on more rigid controls, audit preparedness, local legal advisory and hostile mobility design. According to the results of a 2025 review of literature in the journal on Human Resource Management, empirical evidence indicates that MNCs have become very much dependent on migrant labor (including low-skilled labor) and, therefore, are under pressure to negotiate compliance between jurisdictions (Zilinskaite et al., 2025). (White Rose Research Online)

The regulatory environment determines the alignment of the mobility and the HR practices by MNCs. Indicatively, in the United States in 2025, a survey of about 350 HR and legal professionals revealed that 75 percent of employers indicated that immigration policy changes would have a strong business influence on them in the coming year (70 percent indicated that the immigration and homeland-security agencies would be increasing their enforcement (Littler, 2025). (Littler Mendelson P.C.) Moreover, the changes of the policy to become stricter with employers is the indication that MNCs are not only to move strategically but also to adhere to the strict compliance frameworks. False reports or poor monitoring of expatriate talent may result into fines that interfere with the business operations.

Pure institutional and contextual pressures further complicate it. The MNCs are faced with a pieced-joint work of regulation and have to balance the worldwide HR policy and the domestic legal facts in dozens of courts. In an examination of multinational companies by one report in 2024, the 62 31 percent were found to face difficulty in familiarizing themselves with local legal frameworks in the expansion process, 31 percent were found to have challenges in data verification between jurisdictions, and failure to comply may result in business suspension or reputational harm (International Bar Association, 2024). (IBA) These pressures are capable of pushing local HR groups to a more prevention-oriented position with a risk-focused, local audit pressures, and tighter supervision.

The leadership and the governance are significant in the interaction between individual orientation and the organizational structures. When the headquarters of MNC turns out to be promotion-oriented (goes in pursuit of growth and speed), but the local units encounter the excessive compliance costs, tension arises. On the other hand, when leadership is highly prevention-focused (compliance, risk management): the resources could be allocated to compliance programs, audit systems, training and digital infrastructure. This fit (or lack thereof) affects the translation

of regulatory emphasis into practice on IHRM. MNC HRM control studies reveal that corporate head offices control the HR policies in the subsidiaries through digital system and standardized practices (Fenton-O'Creevy et al., 2025). One of the moderating factors is Digitalization. Because the immigration programs are becoming more intricate, MNCs are utilizing technology platforms in controlling mobility, approvals, tracking and audits. This infrastructure can smooth out the impact of each individual regulatory orientation by putting automated control mechanisms and rule decision support (EY, 2025). (EY) A promotion-focused HR boss can still apply a well-developed digital system to minimize the risk, or a prevention-focused boss can use the same system to homogenize the controls and pacify the management.

Problem Statement

Phase 1: What they know in developed nations.

The studies conducted on developed economies have been investigating immigration compliance in major terms of regulatory controls, digital enforcement systems and corporate responsibility in multinational corporations (MNCs). According to the scholars, structured policies, transparent visa procedures, and complex global mobility governance are frequently the keys to compliance success (Boucher and Gest, 2021; Ruhs, 2023). Research further shows that the organizations that have regional headquarters in such areas incorporate behavioral models in to compliance systems with compliance focus consideration aiding prevention based decisions to prevent legal risk (Neubert and Wann, 2022). Nonetheless, such studies are grossly focused in Europe, North America and Australia where institutional pivot offers greater compliance infrastructure and more foreseeable immigration regulation.

Phase 2: The developing country situation.

On the contrary, the emerging economies are experiencing swift regulatory changes, great enforcement ambiguity, and poor institutional controls to immigration compliance (Amoah and Holliday, 2024). Although the influx of foreign talents is growing, the process of training, poor coordination of HRM in these areas, and the presence of culturally diverse attitudes towards the compliance practice prevails among the MNC subsidiaries (Koskinen et al., 2023). The HRM research on international practices has admitted that such a context contributes greatly to the burden of compliance through inconsistent monitoring systems and the increased threat of penalties (Danisman et al., 2024). However, scanty scholarly research has focused on the impact of behavioral orientations of HR managers that is promotion vs. prevention regulatory focus, on how compliance decisions are made in such circumstances.

Phase 3: What has not been addressed and the need of this study.

Growing concerns are associated with misimplementing the compliance strategies of headquarters with local implementation in the developing markets, particularly in cases where regulatory landscapes often change and personal judgment is of great essence in decision-making (Chung et al., 2022). The scholarly literature has failed in adequate elaboration of the effects of regulatory focus on international HRM practices when MNCs are subjects to cross-border compliance issues. There are also additional weak links in the alignment between micro-level behavioral processes and macro-level immigration regulation to come up with the overall model of MNC compliance performance (Shin et al., 2023). The research is significant as its findings will help MNCs enhance talent mobility globally, mitigate legal risks, and react better to more elaborate immigration regimes in different national contexts, due to the knowledge of the psychological and organizational factors which facilitate the adoption of a regulatory-based compliance perspective.

Gap Analysis

Despite current research enhancing the knowledge on the immigration policy compliance issues in multinational corporations (MNCs), there are still a number of gaps. First, the available literature in developed nations is mainly institutional and policy-based as opposed to the managerial behavioral determinants. The study of compliance is frequently approached as a legal or a systemic reaction to a piece of legislative changes, a digital enforcement, and a system of standardized HR governance (Boucher and Gest, 2021, Ruhs, 2023). This puts limited theorization of the role of decision-makers in MNCs to influence performance in compliance personally.

Second, in less developed countries, researchers recognize regulatory inertia and institutional inefficiencies but do not give much behavioral information on how subsidiaries of MNCs manage such complicated situations (Amoah and Holliday, 2024; Koskinen et al., 2023). The majority of the previous studies have examined compliance at a macro-level, including the capacity of the government to enforce and the instability of the policy but did not consider micro-level cognitive orientations of HR managers who implement compliance in the field (Danisman et al., 2024). This is only limited by the fact that this is not connected to full knowledge of what triggers real compliance behavior under volatile host country environments.

Third, in as far as regulatory focus theory has already been used to explain decisions related to ethics and compliance in corporations (Neubert and Wann, 2022), it has not been yet systematically incorporated into the construct of global mobility and immigration compliance in MNCs. It is a significant deficit in theory that the multilevel frameworks that link individual regulatory focus, organizational compliance governance, and institutional regulatory conditions are lacking. Prevention-oriented and promotion-oriented HR professionals rarely receive the attention of previous studies regarding ways in which they react differently to the alteration of immigration regulations in various countries with unequal enforcement mechanisms (Chung et al., 2022; Shin et al., 2023).

Lastly, the literature is deficient in solving the problem of discrepancies in policy formulation at headquarters and yearning to the execution of subsidiaries. Although research has been carried out on global mobility governance structures in developed economies (Ruhs, 2023), there is little information about how behavioral divergence between subsidiaries affects the conformity to uniform compliance regimes in the developing environment characterized by ambiguity and policy alterations (Amoah and Holliday, 2024).

These gaps are essential in the development of international HRM and offering MNCs a dynamic strategy to counter compliance failure, minimization of legal and reputational risks, and retribution of workforce mobility.

Aim of the Study

This research paper will seek to explore the effect of regulatory focus on the immigration policy compliance among multinational companies and in particular, the research will be seeking to understand how compliance behavior is influenced by the developed and developing country setting in international human resource management practices.

Objectives of the Study

1. To examine how the orientations of regulatory approaches of promotion and prevention are important in determining the compliance choices of HR managers in MNCs.
2. To test how institutional disparities between the developed and developing countries would influence immigration compliance practices in MNC subsidiaries.
3. To investigate the correlation of compliance strategies developed by headquarters with local subsidiary application of different regulatory settings.
4. To come up with a concept model which incorporates the regulatory focus theory and global mobility governance and institutional regulatory context to explain the outcome of immigration compliance.

Significance of the Study

The proposed study has an important academic as well as practical value in that it will serve the purpose of explaining the regulatory concentration, international companies HRM processes in multinational corporations (MNCs), and adherence to immigration regulation in varying institutional settings.

Implications to theory and literature.

To begin with, the study replenishes a gap in the theoretical body of knowledge, that is, there is little or no time of incorporating motivational orientation frameworks like Regulatory Focus Theory (RFT) into international human resource management (IHRM) and international mobility research. Although structural and institutional aspects of IHRM have been thoroughly reported (Edwards, 2022), the psychological motivation of compliance behaviour is the least studied. In this way the study makes a contribution to the field of study which connects micro-level behavioral constructs and macro-level compliance situational.

Practical suggestions to global mobility governance of MNCs.

Second, an issue of talent mobility across borders is increasingly becoming complex to multinational corporations, with the immigration policy requirement being both a strategic and operational dilemma (Zilinskaite et al., 2024). The research will provide practical recommendations to HR leaders and mobility experts; by determining the role of the regulatory focus, in packages with organizational governance (e.g., digital mobility systems) in influencing compliance. This comes into particular relevance considering the fact that global Hr functions are faced with the pressure of providing agile international assignments without necessarily having to possess the ability to handle legal risk simultaneously (HiBob, 2025). The results could also empower MNCs to plan specific training, leadership messages, and policies on governance which are in line with managerial orientations to enhance compliance competency.

Sealing the gap in compliance between developed and developing countries.

Third, the very fact that the study is based on the different institutional contexts (developed countries vs. developing countries) makes it more relevant. Numerous studies focus on developed economies having well-developed governance frameworks where the sense in the developing countries remains under-researched (Amoah and Holliday, 2024). Yet MNCs operate in both. The study under consideration by analyzing the role of institutional maturity in moderating the interdependence between regulatory focus and compliance assists in advocating more varied global mobility approaches and encouraging fair practices of compliance and risk mitigation between geographies.

Improving risk management, talent mobility and ethics.

Fourth, the study is strategic because it will give organizations a chance to find a balance between two contradictory imperatives; speed up the intensification of mobility of talents and have firm immigration dispositions. The SHRM data indicates that immigration is regarded as critical to competitiveness by employers, but there is the uncertainty and risks associated with it (SHRM Advocacy, 2025). The research offers a construct to enable organizations to strengthen compliance infrastructure, curtail legal fines, protect reputations and facilitate sustainable international talent pipelines.

Policy-maker and global governance implications.

Lastly, policy-makers and regulators can make informed decision using findings of this study since it underscores the behavioral aspect of corporate immigration compliance. The role played by the motivations and orientations of HR

decision-makers on compliance behavior could inform how more effective regulatory regimes, employer awareness programs, and compliance regimes can be designed to consider corporate behavior, and not only institutional enforcement.

LITERATURE REVIEW

Organizational Behavior Focus Regulatory Theory.

The Regulatory Focus Theory (RFT) describes the ways people achieve their goals by two motivational orientations such as promotion focus (aspirations, achievement, and gains) and prevention focus (security, obligations, and risk avoidance) (Higgins, 2020). With regards to promoting individuals in an organization, the ambitions of promotionists relate to innovation, speed, and growth, despite ambiguity in procedures (Keller and Pfattheicher, 2022). Prevention-oriented people, on the other hand, are strict adherents to compliance, cautious choice, the ability to follow the rules (Neubert and Wann, 2022). These behavioral trends render RFT a topical prism that can be used to evaluate interpretation and implementation of compliance obligations by HR managers.

Recent research has shown that regulatory attention plays a significant role in the ethical decision-making process, the audit report, adoption of digital governance, and corporate risk behavior (Muhlberger et al., 2022). As immigration compliance involves firm adherence to legal obligations, paperwork, and evading repercussions, prevention behavioral practice is probably more advantageous to compliance-related performance in multinational corporations (MNCs).

H1: HR managers should have a greater prevention regulatory-focus as they would show increased immigration policy compliance.

The Immigration Compliance within MNCs and International HRM Complexity.

The global mobility represents one of the most important strategic functions of MNCs due to the ability to transfer knowledge internationally and develop market responsiveness and global competitiveness based on the talent deployment (Lazarova et al., 2023). Nevertheless, cross-border hiring implies a lot of complicated visa regulations, legal liabilities, and ongoing oversight of workers, which makes immigration compliance a risky field to be employed in as a global HR practitioner (Danisman et al., 2024). Failure to comply may result in legal fines, negative publicity, loss of talent, and fines (Ruhs, 2023).

MNCs active in the developed countries enjoy organized regulations processes and digital governance structures. As an example, automated compliance systems can be used to monitor the development of cases, visa extensions, and audit preparedness (Boucher and Gest, 2021). Prevention-based as well as promotion-based HR managers can work efficiently in these environments, where proper procedural models are established to avoid misunderstandings in any of these practices.

But in a context with complex or volatile enforcement systems, like in new and developing markets, these decisions are mostly based on judgments of HR and regulatory interpretation (Amoah and Holliday, 2024). Therefore, behavioral orientations play a decisive role in influencing the behavior of employees in the face of uncertainty.

Compliance behavior is also encouraged by the organizational governance. Digital global mobility systems are able to minimize human error, uniform documentation and enhance prompt reporting (Brown and Ryu, 2022). In case such systems are in place, they can reinforce preventative practices and reduction in compliance failures.

H2: Hypothesis 2 will propose that effective digital mobility governance structures will enhance the positive association existing between prevention focus and immigration policy compliance.

3. Institutional Context: Developed vs Developing Country Differences

According to institutional theory, the organizational compliance practices are determined by the national regulatory environments (Koskinen et al., 2023). The established authorities that are usually applied in developed countries are standardized enforcement systems, such as audit of employers and accountability of their sponsors (Ruhs, 2023). These minimize freedom of decision making and make compliance more organized and foreseeable.

By contrast, emerging economies face unstable policies, ineffective enforcement frameworks, bureaucracy, and unstable surveillance which make operations of Hr more uncertain (Amoah and Holliday, 2024). Promotion-based managers such as these ones might consider speed or flexibility as a priority thus exposing an organization to compliance risk. The HR staff educated on prevention takes a close look at procedures and goes extra miles to make sure that they are legal (Keller & Pfattheicher, 2022). This means that compliance behavior varies across situations.

Also, several MNCs have global policies that are worked on in their headquarters, situated in developed economies, and implemented by subsidiaries in developing economies (Shin et al., 2023). There is misalignment when standardized policies lack consistency with local actualities and on the team side, it places stress on the HR professionals, forcing them to make decisions and interpret without a comprehensive understanding of the situation (Chung et al., 2022).

H3: Prevention regulatory focus will have a higher effect on immigration compliance in an environment of developing country than in an environment of developed country.

Compliance, Global HR Governance and Behavioral Mechanisms.

One of the main limitations of the existing literature is that there are no integrated models used to relate psychological factors to outside institutional conditions. Numerous researches focus on either regulatory (macro-level) or leadership and HR behavior (micro-level) individually (Jing et al., 2024). To achieve compliance in immigration of MNCs, it is necessary to integrate in terms of: Regulatory focus (individual-level motivational drivers).

By means of organizational level governance systems (policy enforcement, digital tools).

Host-country institutional maturity: country level regulatory environment.

Their interaction has not been empirically investigated in the official research, especially in cross-border talent management. This leads to discontinuity in the body of knowledge, which has less clarity about behavioral determinants of compliance.

These multilevel aspects should be tackled simultaneously to mitigate the compliance failure and promote strategic global mobility (Lazarova et al., 2023). The study bridges the knowledge gap in the research by looking into regulatory focus within a multi-country MNC environment, which is applicable within the study field of both behavioral HRM and international HRM.

H4: A model factoring regulatory focus, digital governance and institutional regulatory circumstances will clarify serious variation in the outcomes of immigration compliance by MNC entities.

Contribution by the Study and Integration of the Study.

This study applies RFT to the immigration compliance, which tends to do so infrequently, given that psychological and motivational aspects of HRM behavior are not prioritized in the specified sphere (Neubert and Wann, 2022). It prioritizes adherence as not only one of the requirements of the law but also an integral element of international talent policy by targeting MNCs. It advances the previous research by suggesting that the quality of compliance is influenced by the motivation of the manager with technological governance and context adaptation.

In the face of growing immigration regulation and employer responsibility as related to companies around the globe, the framework of meticulous behavioral-institutional compliance developed becomes useful to enhance the resilience of mobility, the preparedness to comply with the law, and the moral human resource policies.

Underpinning Theory

The main underpinning theory that has been used to conceptualize this study is the Regulatory Focus Theory (RFT), which was first formulated by Higgins (1997, 1998). RFT describes the way people chase goals on the background of two different motivational orientations promotion focus and prevention focus. Promotion oriented people are motivated by progress, development and success whereas prevention oriented people focus on security, duty, and on the evading of bad things. Those differences in motivation have a strong impact on the choice, the acceptance of risks, and rule-compliance (Lanaj et al., 2019).

As a field of international human resource management (IHRM), the issue of immigration compliance can be considered a high-stakes field within the context of multinational corporations (MNCs). HR managers usually have to make sure that cross-border employment is legal and at the same time, facilitate the growth of the business. Increased recognition of Regulatory Focus Theory as a theory applicable to elucidating compliance behavior appears to stem from motivation influencing the interpretation of rules and perception of possible outcomes of compliance or noncompliance in decision-makers (Wallace et al., 2020). Managers who are prevention-oriented tend to have a conservative approach, focus on adhering to policies, and either would not take risks of facing legal or reputational damage. Conversely, promotion-driven managers can be more concerned with velocity, innovation, and enterprise achievement, rather than with complying with procedures, which can make them more prone to risks of income immigration non-compliance in a context of operational pressure (Hajro et al., 2024).

RFT is also a good idea in explaining the differences in compliance within the institutional setting. The developed economies tend to be under strict regulations of non-compliance, and these lead to harsh punishments, which inherently instigates a preventative attitude of climate in HR functions (Acharya & Wee, 2024). Nevertheless, promotion based strategies can thrive in any developing country where the institutional void, ambiguous policies and uneven enforcement of the regulations are witnessed resulting in vulnerability of those who hope to comply (Amoah and Holliday, 2024). As such, regulatory focus can be viewed as a psychological process that is bound to a context of enforcement that can mediate the way in which MNC subsidiaries work through the priorities of organization and legal responsibilities.

Also, RFT is useful in backing up the conceptual positioning of corporate governance in this article as a moderating factor. Even promotion-oriented HR managers can be persuaded by strong global mobility governance structures to adhere to the immigration regulations by means of checks and balances (Sparrow et al., 2023). This interpretation reinforces the sense of the suggested model that is the combination of motivational, organizational, and institutional elements to understand the immigration compliance behaviors.

Altogether, the Regulatory Focus Theory is an all-inclusive approach to analyze how the HR decision-makers in the interdependent international conditions perceive regulatory risks and react to regulation expectations. Through the RFT analysis of IHRM and immigration governance related policies, this research will enhance theoretical literature on the behavioural underpinnings of MNC compliance policies and help close a major gap in the research of global mobility.

CONCLUSION OF THE STUDY

This is the proposed research topic because the global mobility is a demand that is becoming a more pressing issue among organizations and companies with a global presence as multinational corporations have to balance compliance with business continuity in immigration related matters. The study also makes a contribution in the form of the introduction of the Regulatory Focus Theory in form of a theoretical frame of reception to determine differences in compliance preferences among HR managers. In contrast to the previous research where the main emphasis was made on structural and legal determinants, the question in this study was on how motivational orientations play a role in defining whether compliance is seen as a strategic priority or an administrative burden.

The paper also recognizes that regulatory environments where MNC subsidiaries are founded also guide the compliance behavior, besides the individual psychology. The variations in the intensity of enforcement between the developed and developing countries establish asymmetries between the risks of compliance and therefore, institutional context is one of the important things to consider when looking at differences in global governance. Through the provisions of corporate governance mechanisms into the framework, this study acknowledges that the organizational requirement is to convert the expectations of the headquarters into uniform risk-sensitive practices in the context of various geopolitical environments.

Finally, this study could end up generating valuable theoretical and practical results. It contributes to scholarship in IHRM through combining behavioral and contextual variables that have been widely neglected in current literature on compliance. As a guide to the practitioners, the model has guidelines that may assist in better-adjusted risk evaluation, focused compliance training, and improved systems of governance to curtail expensive cases of violations of immigration. Policy wise the findings can be utilized by the regulators to suggest compliance frameworks that are aware of drivers of corporate behavior and not necessarily enforcement based.

Implications of the study

The implications of this study have a significant role to play among the researchers, practitioners, and policy-makers.

Academic Implications

The study contributes to theoretical knowledge of the observed compliance actions in multinational companies because it bases immigration governance on Regulatory Focus Theory. It changes the theme to move away entirely on the structural explanations, instead adding to the motivational mechanisms that inform the decisions of HR managers in global mobility positioning. The behavioral lens increases the existing body of knowledge of IHRM by providing a new angle of predicting compliance results in various institutional settings.

MNCs Implications (Practical Applications)

The results will provide the HR leaders with a better insight into the differences in behavior of the promotion-focused and prevention-focused managers when under the compliance pressure. Organizations can train compliance, enhance internal checks, and influence governance systems through psychological behavioral patterns because they can identify which orientations are most prone to policy deviation. This facilitates the minimization of risks, the minimization of operation disruption caused by the rejection of visas and sanctions, and global workforce agility.

Implications to Policy and Governance

The motivation tendencies, as opposed to purely formal rules, will also help the immigration regulators understand how motivational tendencies influence the organizational decision-making process. As corporate engagement can be enhanced by improving minor interventions through policy, compliance messages and communications can be improved to ensure ethical compliance and cooperation. The increased understanding of one another contributes towards a more transparent and accountable global mobility environment.

Future Directions

Despite the good foundation of this study in the future development of research in terms of global mobility compliance, there are various areas of significance that can facilitate the research.

Mediating Mechanisms Inclusion

The possible potential mediators like compliance climate, perceived regulatory burden, or ethical leadership may also be investigated in the future so that the regulatory focus may better be understood in terms of actual compliance behavior.

Diversification into International Mobility's

One can test this model on a variety of assignment types (short-term, cross-border work remotely, gig-based expatriation) because compliance risks in different mobility formats are different.

Change in Compliance Longitudinal Assessment

Given the changing nature of immigration laws in both the developed and the developing economies, longitudinal designs may be adopted in future studies to examine the change in compliance behavior over time in addition to assessing the sustainability of the effects of regulatory focus.

Comparative Studies Beyond MNCs

Mobile employees are also managed by public organizations, non-governmental organizations as well as international agencies. Application of the model to non-corporate settings would possibly reinforce the model and determine determinants of compliance on a sector-specific basis.

Technological Influences to be considered

As digital visa systems and AI-powered tools of compliance control are becoming widespread, future studies may quantify the extent of technology balancing behavioral biases or enhancing consistency in making the decisions of compliance.

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