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YANG Wenying was awarded her PhD in 2020 from the University of Newcastle, Australia. She is currently a senior lecturer in School of English for International Business at Guangdong University of Foreign Studies, Guangzhou, China. Her research interests lie in the area of international human resource management, including expatriate/repatriate management, knowledge sharing in multinational corporations, and personality. She is particularly interested in the repatriate dynamics in the higher education sector.