

# **MANAGEMENT AND GLOBAL BUSINESS SCENARIO**

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# **EXPATRIATION AND REPATRIATION: CHALLENGES OF 21<sup>ST</sup> CENTURY AND REMEDIES IN THE CONTEXT OF INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

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**Abstract :** With the advent of globalization, HR Executives have been searching for solution to the challenges faced by multinational organizations. It has been identified various types of challenges faced by the expatriates and their family members. The inability of an expatriate to adjust is often blamed for a premature termination of a negotiation or project resulting in an earlier than expected repatriation.

The main objective of our present study is to explore and highlight the major challenges faced by the Expatriate and also in the case of repatriation. In our present study, we will definitely suggest some remedial measures in the context of expatriation and repatriation in order to ensure the success of the global business.

**Key words:** Globalization, Expatriates, Challenges, Remedial measures, Global business

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## **Prelude**

Nowadays, being successful in the national market for a company is not enough. As globalization expands day by day, many corporations are faced with sending managers to foreign countries. MNCs of all sizes (small, medium, or large) that have subsidiaries in foreign countries are facing the problem of selecting, training, compensating as well as the reintegrating expatriate managers. Despite the problem, these expatriate managers are contributing significantly to the achievement of the MNC's goals and sus-

tain a competitive advantage in the international marketplace. Therefore, their importance should not be overlooked (Treven, 2003).

In this context, expatriation and repatriation have become an essential part of international human resource management and companies' success in the global market. Expatriation is "the process of sending managers to another country to run a subsidiary of a multinational organization. Before departure, the process should include an extensive period of training and preparation to