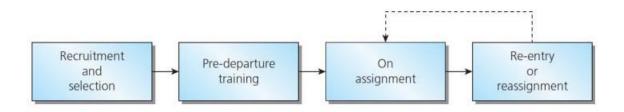
INTERNATIONAL HUMAN RESOURCE MANAGEMENT UNIT IV

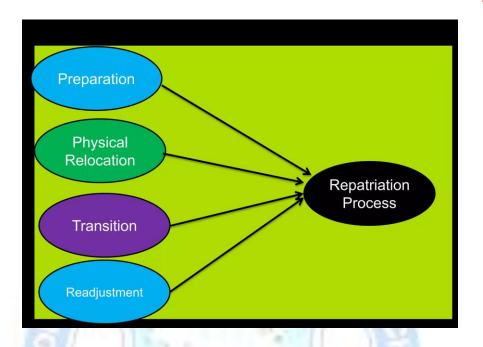
TRAINING AND DEVELOPMENT, PERFORMANCE APPRAISAL

REPATRIATION

- Repatriation is a process of returning back from a international assignment to a home country after completing the assignment or some other issues.
- Repatriation is the last step in the expatriation cycle and it involves readjustment and reentry of international managers and their families back to their home country.

Figure 8-1 Expatriation includes repatriation





Repatriation Phases



Preparation

(Developing plans for the future, and gathering information about the new position)

Physical relocation

(Removing personal effects, breaking ties with colleagues and friends, and traveling to the next posting, usually the home country)

Transition

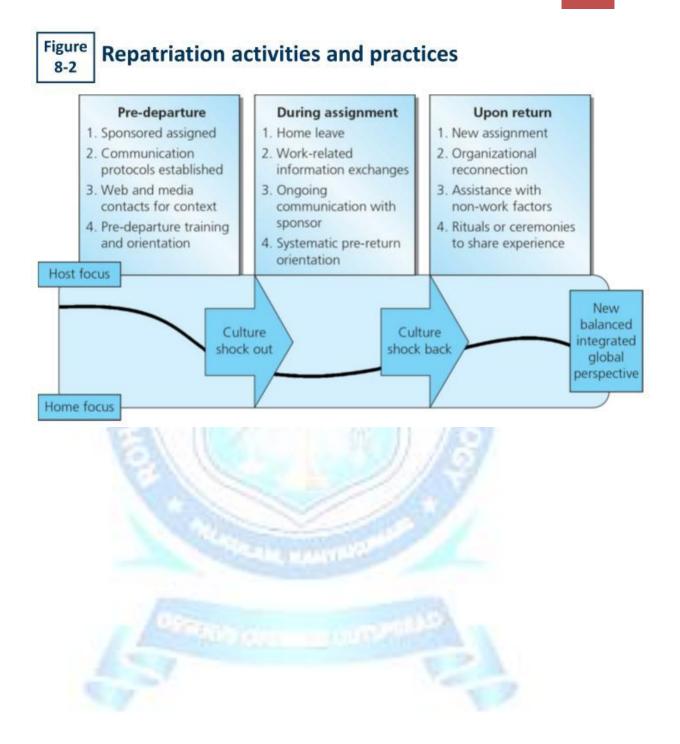
Settling into temporary accommodation where necessary, making arrangements for housing and schooling, and carrying out other administrative tasks

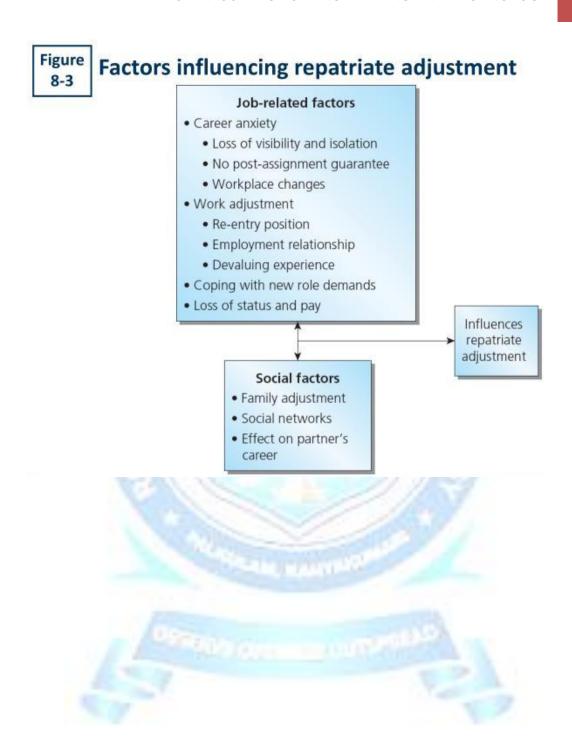
(e.g., renew driver's license, applying for new health insurance, banking, etc.)

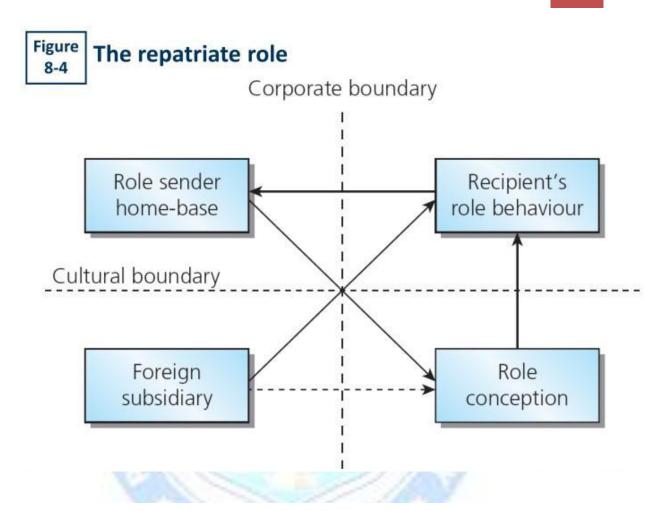
Readjustment

Coping with changes

(e.g., company changes, reverse culture shock, career demands, etc.)







Repatriate knowledge categories

- 1. Market specific knowledge
- 2. Personal skills
- Job-related management skills
- 4. Network knowledge
- 5. General management capacity

Repatriate mentor duties

- Maintaining contact with the expatriate throughout the assignment
- Ensuring expatriates are kept up to date with developments in the home country
- Ensuring expatriates are retained in existing management development programs
- Mentors are responsible for assisting expatriates with the repatriation process, including helping them with a repatriation position.

