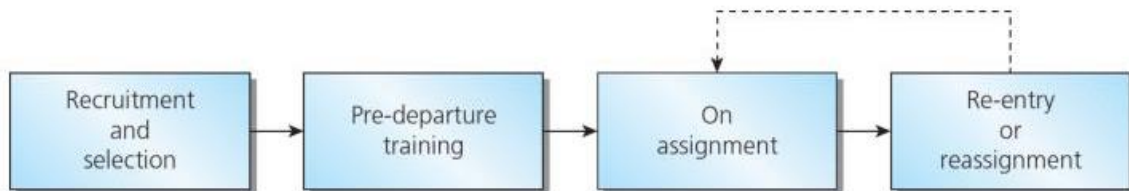


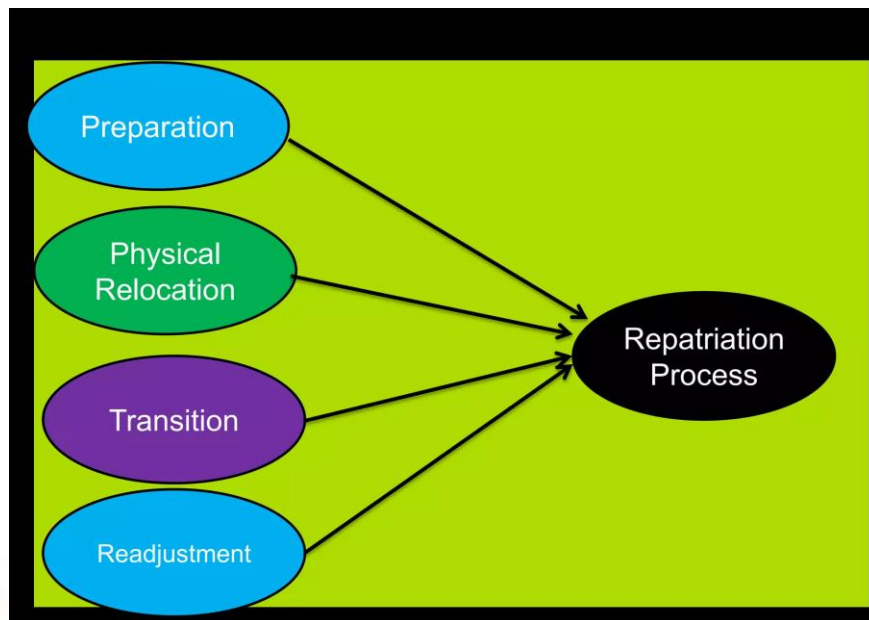
INTERNATIONAL HUMAN RESOURCE MANAGEMENT**UNIT IV****TRAINING AND DEVELOPMENT, PERFORMANCE APPRAISAL****REPATRIATION**

- 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 re-entry of international managers and their families back to their home country.

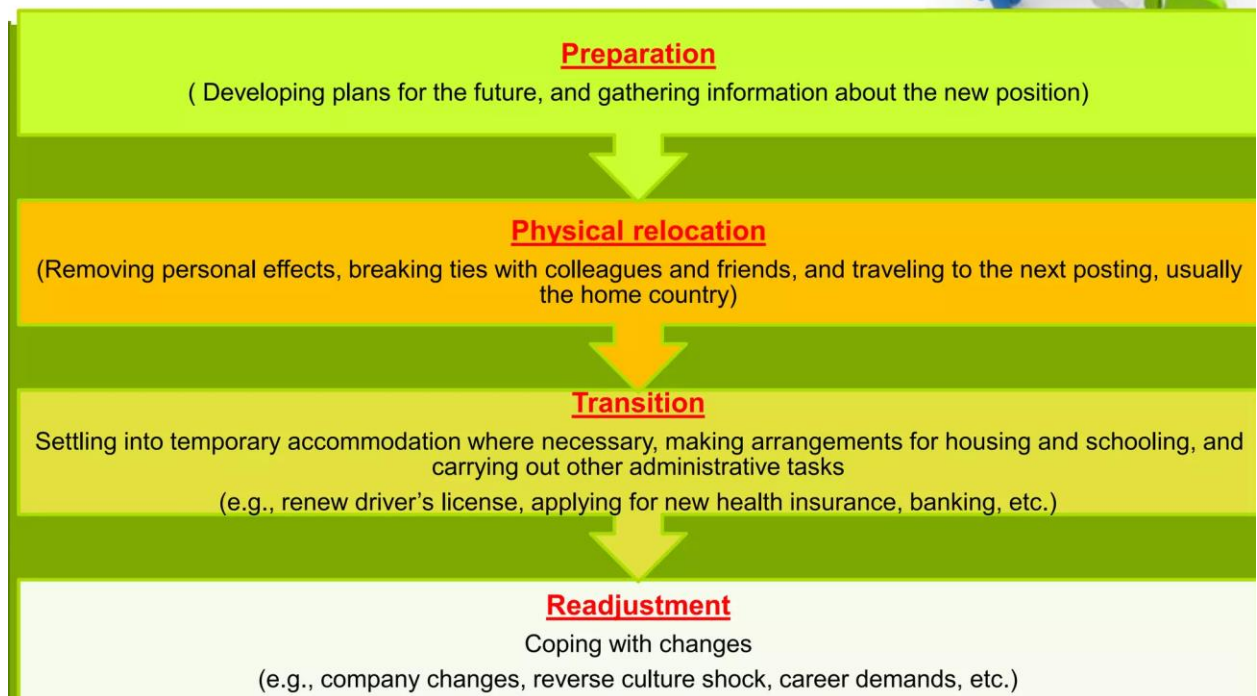
**Figure
8-1**

Expatriation includes repatriation



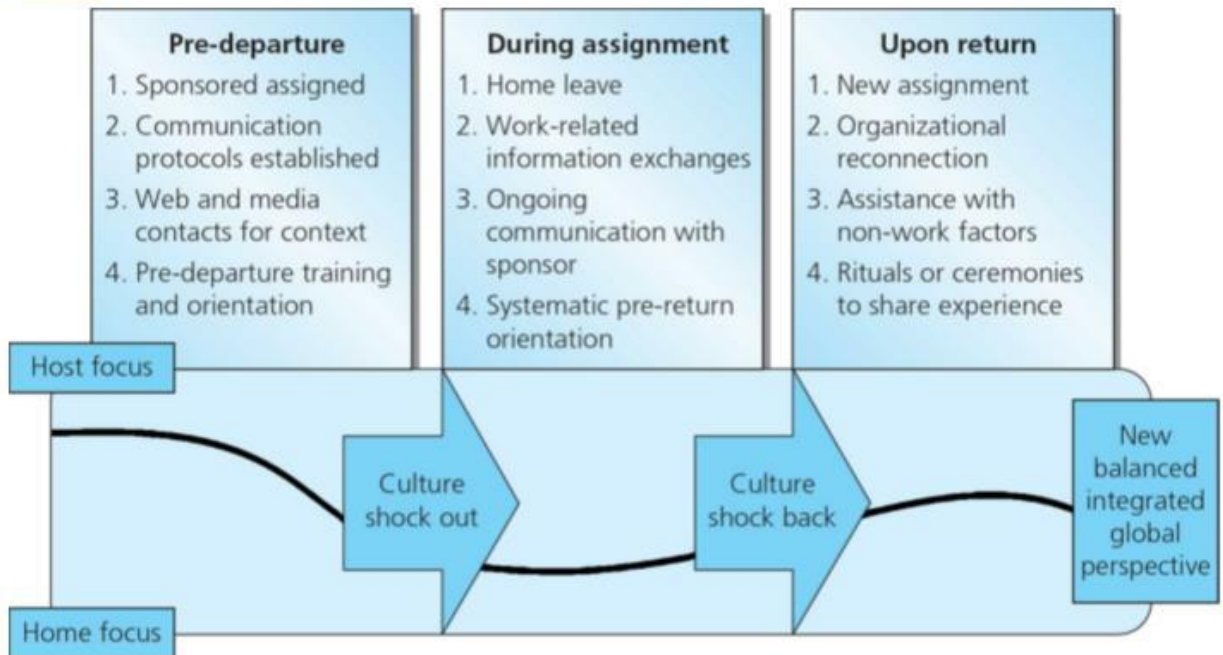


Repatriation Phases



**Figure
8-2**

Repatriation activities and practices



**Figure
8-3**

Factors influencing repatriate adjustment

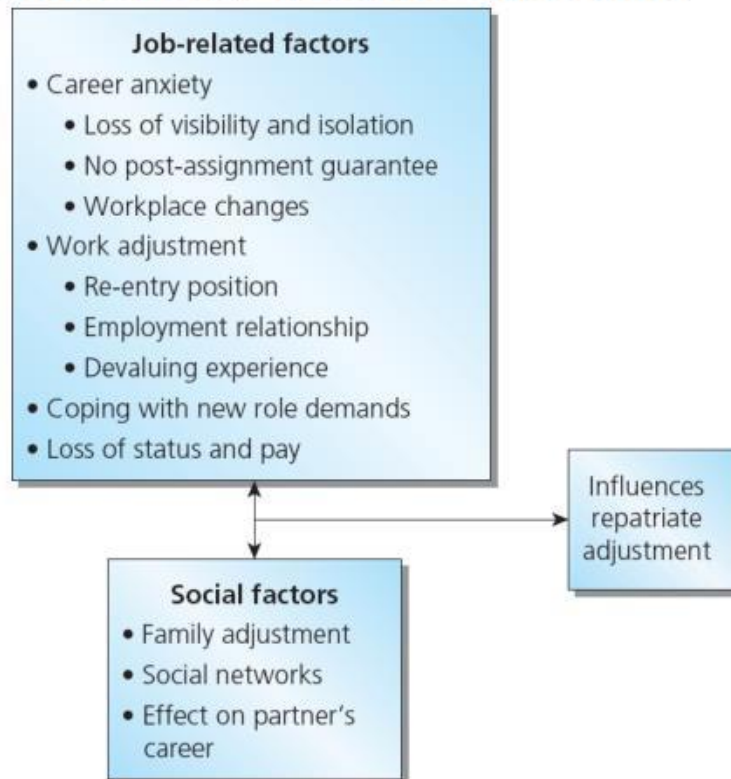
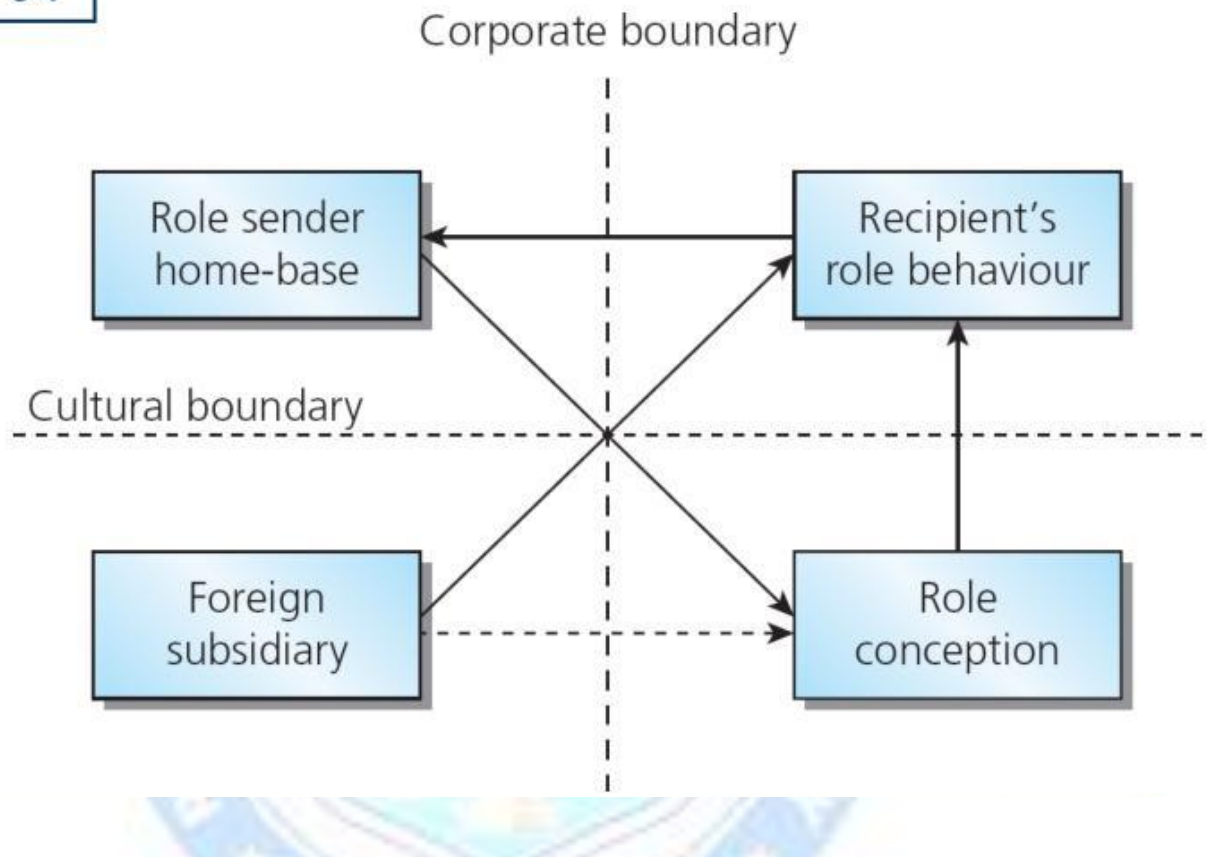


Figure 8-4 The repatriate role



Repatriate knowledge categories

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

Repatriate mentor duties

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

