



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore - 641 107**

**An Autonomous Institution**

**Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade**

**Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai**



## **DEPARTMENT OF MANAGEMENT STUDIES**

**COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT**

**II YEAR /III SEMESTER**

**Unit III - CROSS CULTURAL HRM**

**Topic 3(A) - REPATRIATION**



# MEANING

- ◀ Repatriates are those employees who return back to the parent company after their international assignment.
- ◀ **PROCESS**
- ◀ Preparation
- ◀ Physical relocation
- ◀ Transition
- ◀ Re-adjustment



# FACTORS OF CONSIDERATION

- ◀ Job-related factors
  - ◀ Career anxiety
  - ◀ Coping with new role demands
  - ◀ Loss of status and pay
- ◀ Social factors



# REPATRIATE ISSUES IN GLOBAL CONTEXT

- ◀ General cultural adjustment
- ◀ Job re-adjustment
- ◀ Financial and psychological shock
- ◀ Lack of career development



# SOLUTIONS

- ◀ Organizational strategies for effective repatriations
- ◀ Linking overseas assignments to career plans
- ◀ Utilization of repatriate's skills
- ◀ Individual strategies for effective repatriationsupport and coping



**RECAP**

**QUESTIONS???**

**THANK YOU**