



SNS COLLEGE OF TECHNOLOGY

Coimbatore - 35

19BAE717 – Cross Cultural Management

UNIT-IV COMMUNICATION AND
NEGOTIATION & DECISION MAKING

MANAGING EXPATRIATES

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**Design
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Redesigning Common Mind and
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TODAY'S TOPIC:

MANAGING EXPATRIATES





MANAGING EXPATRIATES:



What is managing expatriates?

Different countries present distinct cultural characteristics. Expatriates of transnational enterprises in some countries show different forms of dissatisfaction, including job dissatisfaction, stress, medical insurance, entertainment, food, and working skills of colleagues.



3 Major Challenges of Managing Expatriates:

1. Culture Shock

The primary challenge of managing expatriates is culture shock. It's impossible to expect expatriates to acclimate quickly, if at all. Moving across the world and needing to adjust to a new culture, work environment, and social structure with no immediate support system is no small task.

“South Africa ranks ninth for overall expat experience, which looks at an expat’s **lifestyle**, especially the **ease at which expats can set up in their new country** and how well they **integrate into the local community**, and their overall **quality of life.**”



CONTD:

2. Expatriation costs

It is a costly investment to fly an employee across the world but the cost of a flight isn't the main worry. If expatriates don't become long term employees, the cost of overhead now includes expenses to fill the position.

When managing expatriates on international assignments, expatriation costs can be especially challenging if the expat isn't able to stay for the required time in order to complete the assignment.

The costly challenges of managing expatriates can appear in other forms. Visa and health insurance costs should also be taken into consideration. With this comes the cost of time and depending on the country, the process of obtaining a work visa can be long and unforeseeable.



CONTD:

3. Language barriers

Depending on where your company is headquartered, or how wide your hiring radius is, language barriers can be a major issue in managing expatriates on international assignments.

Hiring employees who do not have strong skills in speaking the local language can pose a huge challenge to your company. These employees may have a longer adjustment period and take more time to increase their productivity.

If the issue is left unaddressed, they could be left feeling isolated both in and outside of the office, increasing the risk of them breaking their contract early or being uninterested in growing with the company beyond their term.

Language barriers can be difficult to transcend, because overcoming them involves the acquisition of a brand new hard skill—which is no easy feat. However, that's not to say it's impossible.



REFERENCES:



- <https://blog.goabroad.com/challenges-of-managing-expatriates/#:~:text=Culture%20Shock,system%20is%20no%20small%20task.>



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