

MHRM IV SEM.

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

UNIT – 3

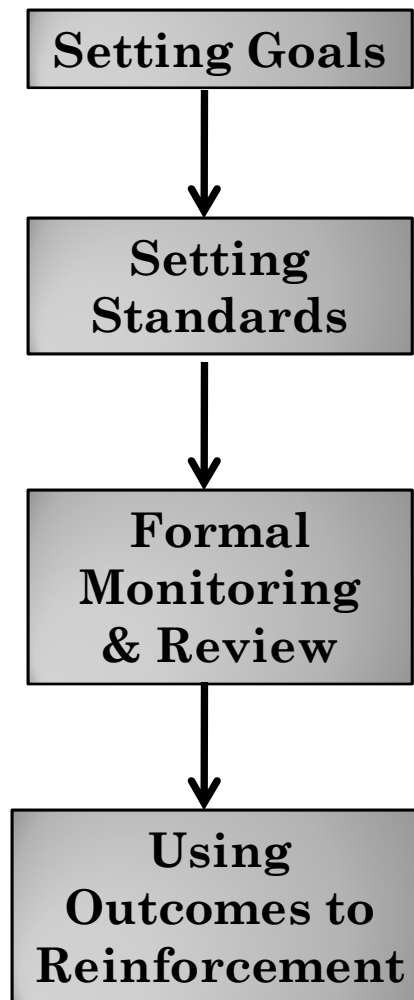
TOPIC - PERFORMANCE MANAGEMENT IN INTERNATIONAL ORIENTATION

FACTORS ASSOCIATED WITH INDIVIDUAL PERFORMANCE & APPRAISAL

Performance management is a process that enables the multinational to evaluate and continuously improve individual subsidiaries unit and corporate performance against clearly define and preset goals and targets.



PERFORMANCE MANAGEMENT OF EXPATRIATE



PERFORMANCE MANAGEMENT OF EXPATRIATE

This Process Includes 4 Sub Process

1. Setting clear goals for each unit, department and every individual employee.
2. Setting standards and measurement criteria for evaluating each type of goal
3. Formal monitoring and review of progress towards objectives.
4. Using the outcome of the review process to reinforce the desired employee behavior through reward and identifying training and development needs.



VARIABLES THAT INFLUENCE PERFORMANCE OF EXPATRIATE

1. Compensation Package
2. Task (Nature of Assignment)
3. Support from Headquarter
4. Environment in which performance occurs
5. Cultural adjustments for self & family



COMPENSATION PACKAGE

It is essential to first recognize the importance of remuneration in the performance equation perceived financial benefits along with the career progression it is associated with an international assignment are often important motives for assignment.



TASK (NATURE OF ASSIGNMENT)

Expatriate are assigned to foreign operations to fulfill specific tasks. The nature of assignment affects the performance of an individual. The factors associated with it are technological factors, his interest area, expatriate skill set etc.



SUPPORT FROM HEADQUARTER

Expatriate assignment differ from a domestic relocation because it involves the transfer of the individual and family members into environment which is outside their normal culture comfort zone individuals primary motivation for accepting the assignment is career financially oriented the level of support provided by headquarter to the individual family is important for performance of the expatriate



ENVIRONMENT IN WHICH PERFORMANCE OCCURS

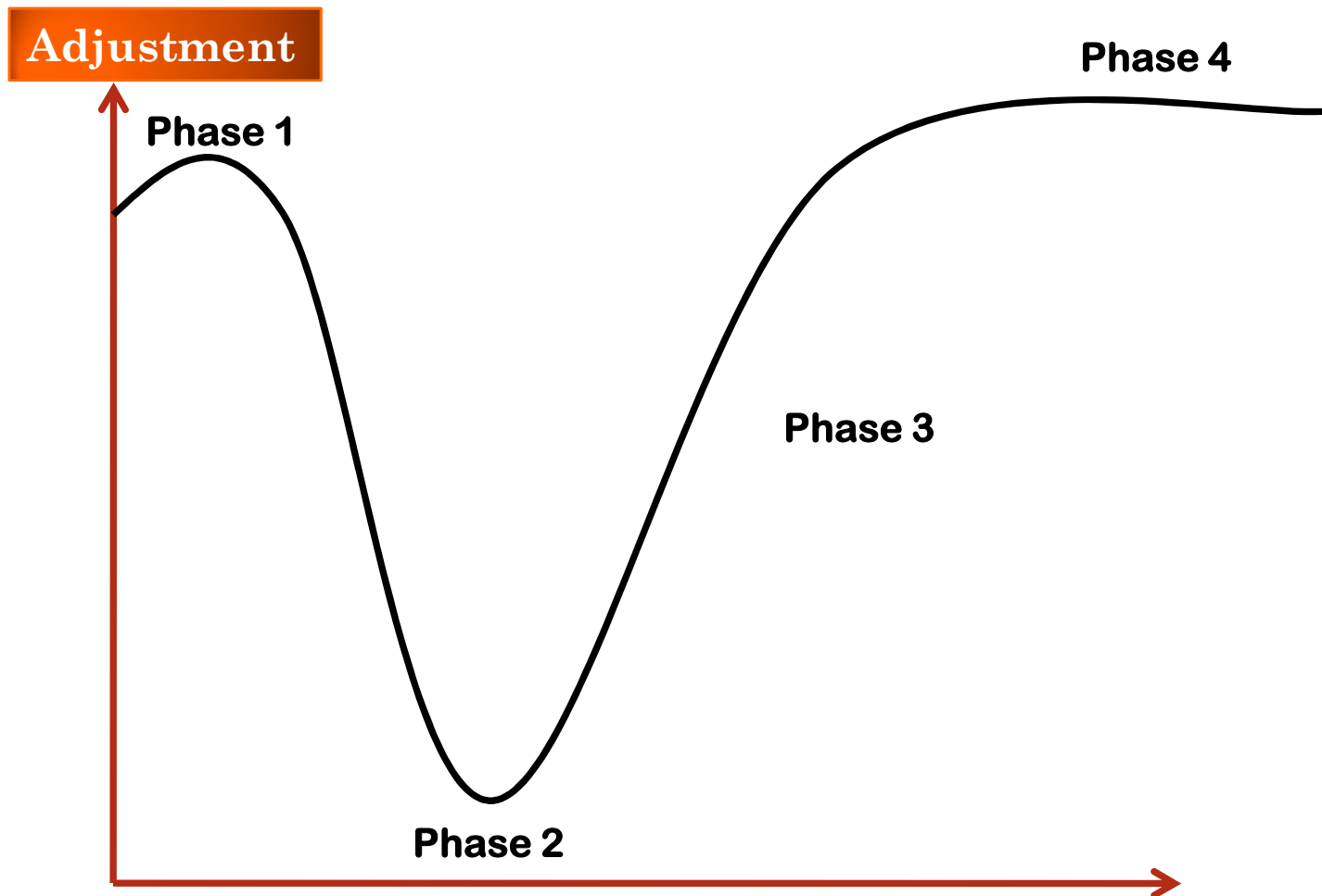
the international context with its different socially economic technical and physical demands can be a major determinant of expatriate performance



CULTURAL ADJUSTMENTS FOR SELF & FAMILY

The process of cultural and adjustment it may be a critical determinant of expatriate job performance. It is likely that expatriate's and their families will have some difficult adjustment difficulties adjusting to a new environment and this will impact on the the manager's job performance.





Cultural Adjustment




CULTURAL ADJUSTMENTS FOR SELF & FAMILY

PHASE 1

Phase 1 begins with reactions prior to the assignment. The expatriate may feel a range of positive as well as negative emotions such as excitement, interest and sense of adventure and so on.

There can be an upswing of mood upon arrivals in the assigned country that produces what has been referred to as the tourist phase.



CULTURAL ADJUSTMENTS FOR SELF & FAMILY

PHASE 2

As the novelty wears of realities of everyday life in the foreign location begin to intrude. Homesickness sets in and down swing main commence a feeling that the party is over which can create a negative emotion. This can be a critical time and how the individual copes with the psychological adjustment at this phase has an important outcome in terms of success and failure.



CULTURAL ADJUSTMENTS FOR SELF & FAMILY

PHASE 3

Once expatriate clears Phase 2 as he comes to terms with the demands of the new environment. There is a phase which is called pulling up as the person begins to adjust to the new environment.



CULTURAL ADJUSTMENTS FOR SELF & FAMILY

PHASE 4

After the success or failure of the assignment this levels of overtime to what has described as healthy recovery phase.



THANKS
&
ALL THE BEST

