

MHRM IV Sem.

International Human Resource Management



Unit – 4

Topic - Repatriation

Introduction



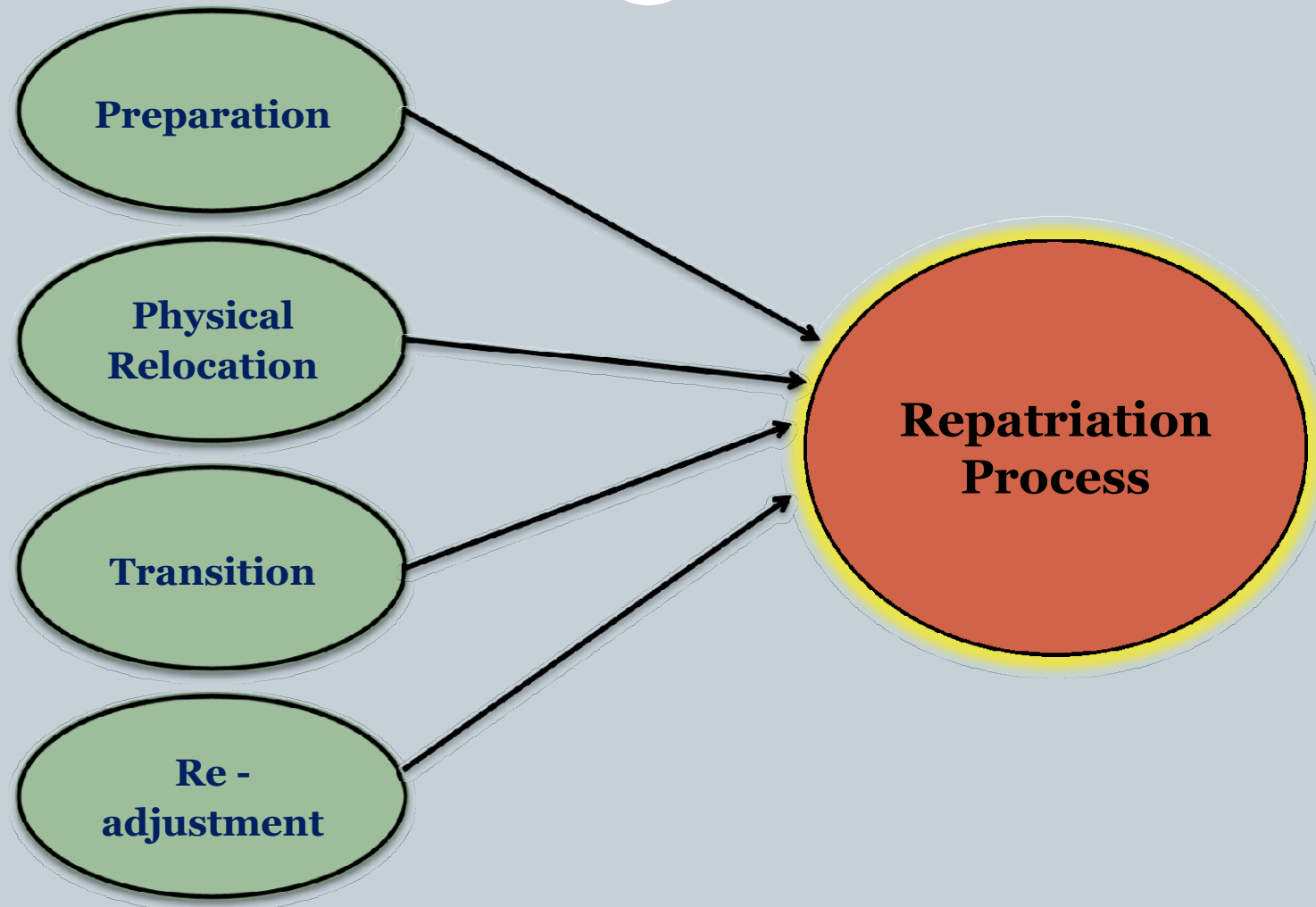
- Repatriation is a process of returning back from a international assignment to a home country after completing the assignment or some other issues.
- Repatriation is the last step in the expatriation cycle and it involves readjustment and re-entry of international managers and their families back to their home country.
- Expatriation and repatriation are not two separated processes, rather the former is a beginning and the latter the closure.

Process of Repatriation



- Before elaboration on the stages in the repatriation process, it is useful to understand that on completion of the overseas assignment, the MNC brings the expatriate back to the home country.
- Although not all foreign assignments end with a transfer to home-rather the expatriate is re-assigned to another international assignment.
- Some employees are made to travel around the globe frequency in which case they form part of the MNC's international cadre of managers. Even with such managers, repatriation is essential, particularly at retirement.

Process of Repatriation



Preparation



- Preparation involves developing plans for the future and gathering information about the new position.
- The firm may provide a checklist of items to be considered before the return to the home(e.g. closer of bank accounts and settling bills) or a through preparation of the employee and his or her family for the transfer to home.

Physical Relocation



- Physical relocation refers to saying good bye to colleagues and friends, and traveling to the next posting, usually the home country.
- Personalized relocation reduces the amount of uncertainly stress, and disruptions experienced by the repatriate and family.

Transition



- Transition means setting into temporary accommodation, where necessary, making arrangement for housing and schooling, and carrying out other administrative tasks such as renewing driving license and opening bank account.

RE-adjustment



- Readjusting involves coping with reverse culture shock and career demands.
- Of all the steps in the repatriation process, re-adjusting is the most difficult one. The re-entry adjusting is a tough task because of multiple factors.
- First there is anxiety experienced when he or she returns home, the apprehensive being accentuated by the uncertainty about the placement in the firm, career prospects and a sense of isolation, feeling of devaluing the international experience, coping with new role demands and probable loss of status and pay.

Repatriation Programs



- MNC respond to the repatriation problem in several ways. Many firms have formal repatriation programs.
- Some companies assign the expatriate to a mentor, popularly called as the godfather. The mentor is usually in a more senior position than the expatriate and knows him or her personally.
- The purpose behind the use of a mentor is to remove the sense of alienation through the provision of information (e.g. workplace changes) on a regularly basis, so that expatriate is better prepared for the conditions he or she is likely to face upon re-entry.
- The mentor should also ensure that expatriate is not side-lined when important decisions are made regarding positions and promotions.

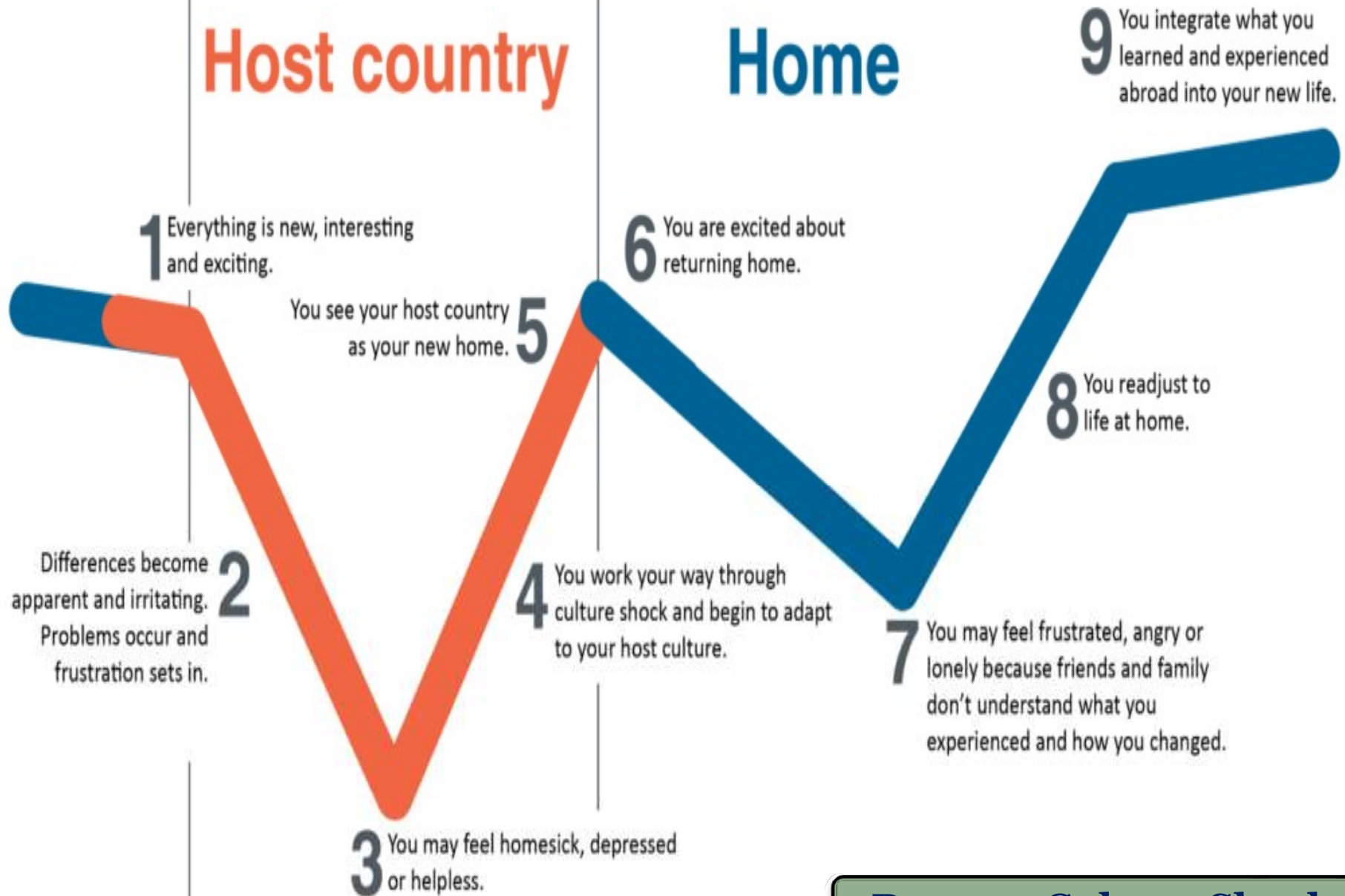
Challenges faced by Employee at Repatriation Stage



- People experience re-entry in different ways. Some experience few, if any, effects upon re-entry.
- Reverse culture shock is one of the major challenges an expatriate and his/her family face.
- Culture shock is precipitated by the anxiety that results from losing all of our familiar signs and symbols of social intercourse.

Host country

Home



Reverse Culture Shock

Challenges faced by Employee at Repatriation Stage

- Upon return, the transferee and his/her family have to work to re-establish relationships with friends and family in the home country. They must adjust to no longer having the benefits they became used to during their assignment such as housing and schooling.
- Besides reverse culture shock, challenges in the work field may arise, for example: Repatriates' position in the home organization may have changed or been filled by someone new.
- Repatriates may find themselves in a job which offers fewer challenges than the job they have just return home from.



Thank you!