

Int. HR

1-2

MNCs can fill positions by:

- Home-country nationals (expatriates)
- Host-country ~
- Third-country ~
- Inpatriates (from host-country or third-country working in home-country)
for diversity

- In addition, MNCs can subcontract or outsource (Cost Flexibility)

For overseas assignments managers selection criteria: adaptability, independence, self-reliance, physical and emotional health, age, experience, education, knowledge of the local language, motivation, the support of spouse and children, and leadership.

- Expatriates compensation elements:
base salary, benefits, allowances, and taxes.

- Compensation approaches:

- Balance-Sheet
- Complementary (ad hoc)
- Localization (similar to local nationals)
- Lump-Sum (cash)
- Cafeteria (options)
- Regional System

- When expatriates come back to home-country they face readjustment problems.

- Some firms develop transition strategies.

- HRD \leftarrow Type of MNC culture (ethno, poly, regio, or geocentric)
Influenced \leftarrow Learning styles of learners

Int'l HR

2-2

- Training need
 - organizational
 - Overcoming ethnocentrism
 - Imp Comm.
 - Validating eff of trng.
 - Personal
 - local interaction
 - Leadership
- Training is either standard program (small firms) or tailored (larger MNCs)
- Training types:
 - Env. briefings
 - Cultural orientation
 - Cultural assimilators (cultural exposure)
 - Language training
 - Sensitivity ~
 - Field experience