

EXPLORING THE LINKAGES BETWEEN REPATRIATION AND CAREER ADVANCEMENT

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ABSTRACT

International Assignments have been significant to internal talent mobility & rotation within organizations since many decades now. It is being leveraged by the organizations to accelerate the careers for its employees & make them ready for key roles with newer skills and exposure to global environment. It is largely found that employee expatriating from his home to a new geography are supported with lucrative benefits but the reverse movement has not received the same thrust. This becomes precarious when applied on the career growth of the repatriate. In this review paper, we have attempted to explore the linkages between Career development and long term International assignment. Further, we have suggested a framework with strategic and operational objectives aligned with the international assignments both for the organization as well employee. We have also evaluated tactical interventions which can lead to positive repatriate experience with a meaningful connection to his or her career.

KEYWORDS: *Career Advancement , International Assignments , Talent mobility , Repatriation , Skills*

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