Record Nr. UNINA9910451816003321 Autore Herod Roger <1944-> **Titolo** Expatriate compensation [[electronic resource]]: the balance sheet approach / / Roger Herod Pubbl/distr/stampa Alexandria, Va., : Society for Human Resource Management, c2008 **ISBN** 1-58644-306-2 Descrizione fisica 1 online resource (37 p.) Collana Global HR management series 658.3/2 Disciplina Soggetti International business enterprises - Personnel management Wages Cost and standard of living Electronic books. Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Description based upon print version of record. Nota di contenuto Introduction -- The balance sheet system -- Salary and benefits --Goods and services -- Housing -- Income taxes -- Reserve --Expatriate premiums and incentives -- Foreign service and mobility premiums -- Hardship allowances -- Challenges to the balance sheet system -- Alternatives to the home based balance sheet -- Summary. In a concise and straightforward manner, this guide presents the Sommario/riassunto fundamental issues involved in global staffing, particularly in developing a corporate compensation approach for expatriate assignments. This reference strongly emphasizes the critical importance of considering the differences in the cost of goods and services, housing, and income taxes in international assignments as well as in regional transfers within the same country. Managers deciding whether to send an expatriate on assignment will find the total costs-from the various allowances and differentials provided to

expatriates to