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Nota di contenuto	Part 1. Expatriation and return on investment -- 1. Basics of expatriation -- 2. Expatriation and ROI -- Part 2. Understanding expatriates -- 3. Expatriate compensation -- 4. Expatriate families -- 5. Global careers -- 6. Expatriate psychological contracts -- Part 3. Managing expatriation using ROI -- 7. A new model of expatriate ROI -- 8. Evaluating expatriate ROI -- 9. Five core principles for effective eROI -- Appendix A. Mobility managers study -- Appendix B. Expatriate employees study -- Appendix C. Trailing spouses study -- Notes -- Glossary -- References -- Index.
Sommario/riassunto	Expatriation is a big topic and is getting bigger. Over 200 million people worldwide now live and work in a country other than their country of origin. Tens of billions of dollars are spent annually by organizations that move expatriates around the world. Yet, despite the substantial costs involved, expatriation frequently results in an unsatisfactory return on investment (ROI), with little or no knowledge as to how to improve it. Why is this so? The problem overwhelmingly lies in the poor delivery of effective expatriate management which is frequently handicapped by a lack of understanding of international careers and the forces that drive competition in the "global war for talent," an increasingly short-term profit-driven focus and a failure to adopt the rational strategic approach that organizations automatically

apply to other areas of their business.

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