Record Nr. UNINA9910823324203321 Autore Herod Roger <1944-> Titolo Benchmarking international assignment programs: assessing overall effectiveness / / Roger Herod Alexandria, Va., : Society for Human Resource Management, c2009 Pubbl/distr/stampa **ISBN** 1-58644-304-6 Descrizione fisica 1 online resource (37 p.) Collana Global HR management series Disciplina 658.3/128 658.3128 Soggetti International business enterprises - Personnel management Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Description based upon print version of record. Nota di bibliografia Includes bibliographical references. Cover; About the Author; Copyright; Contents; About the Series; Nota di contenuto Introduction; External Benchmarking; Business Needs; Competitive Environment; Evaluating Policy Elements; Assignment Cost Comparisons; Developing Recommendations; Internal Benchmarking; Who Are the Customers?; What Are You Trying to Find Out, Anyway?; Survey Options; Using the Results; Value of Internal Surveys; Balancing External and Internal Survey Results; Get recognized around the world. Achieve the GPHR designation; Recommended SHRM Books Addressing challenges such as updating outmoded international Sommario/riassunto business policies, this resource values external and internal comparisons for achieving a comprehensive assessment of the overall effectiveness of their assignment programs-providing HR practitioners with an understanding of the issues involved. Tackling such challenges as managing employee growth and development internationally, this guidebook recommends benchmarking goals, creating uniform employee policies, and maintaining support services for foreign-office assignees and their families as a means to avoid demoralized satellite o