



# IHRM - The Process of Foreign Assignments

*Cindy Zacker, Frank Faller, Katja Holderbach, Corinna Plodeck, Anja Sterzer*

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Scholarly Research Paper from the year 2003 in the subject Business economics - Personnel and Organisation, grade: 1,2 (A+), University of Applied Sciences Aalen (Business), course: Business English, language: English, abstract: This paper deals with the process of foreign assignments within the scope of IHRM. It will give a broad overview of the phases seen from the angle of reducing expatriate failure rates. The expatriation process can be divided into the following stages: personnel recruitment and selection, contractual conditions, preparation and support, as well as repatriation. An interview with a MNC compares theory and practice and points out possible reasons for failure.

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