A REVIEW ON HR PRIORITIES OF EXPATRIATE DEPLOYMENT IN INFORMATION TECHNOLOGY INDUSTRY

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ABSTRACT
The internationalisation of business and transition to a global economy that created a never-ending debate in the IHRM literature has a repercussion on expatriate deployment. Effective expatriation requires a repertoire of individual competencies appropriate for integrating the tacit knowledge of local subsidiary contexts, which is scarce and dispersed in the global organization. This dispersal of knowledge creates coordination problems that go beyond the control problems addressed by the routine practice of expatriation. For renowned and established IT Companies, failure to be able to communicate and coordinate their activities in international business has the potential to plunge them into a crisis. The crises confronting IT Companies include failed assignments due to premature return of expatriates and the loss of their returned expatriates due to poor repatriation. These crises, due to poor expatriate management, can, therefore, threaten the organisation’s performance and capabilities in the international arena. For the expatriates of future, however, attitudes and values may also need to develop a greater openness. In this direction a review of available literature adds to our knowledge of expatriation by contributing to a deeper understanding of the importance of the context in which expatriate deployment in IT Industry takes place.

KEYWORDS: antecedents, bear, bumble-bee, cross-cultural, spider.