

THE ROLE OF CAREER DEVELOPMENT IN INTERNATIONAL ASSIGNMENTS

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ABSTRACT

International HRM has focused its attention on identifying the factors that can lead the organization to retain the individuals upon return from international assignments. International assignment failures occur due to number of factors such as culture shock, career development, adjustment failures which has led to pre-mature returns, high financial costs and at last employee turnover. This leads to the question of how employees in MNC's can be retained after international assignments. Therefore, this paper explores the role of career development among repatriates in the context of international assignments. It is assumed that career development would affect the repatriate's turnover intention. This paper presents the results of a study based on the response of 500 Indian Repatriates. The purpose of this paper is to explore the perception of repatriates towards their career and whether this is considered to be a problem. Independent T-test reveals there is a positive trend linking the perception of international assignments as a career qualification to lower turnover rate of repatriates. A lower level of organizational career support resulted in greater turnover intentions.

KEYWORDS: *Career Development, Repatriates, Retention, International Assignment.*

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