



Selecting compensation as an element to illustrate the difficulties multinational companies face in utilising expatriates

By Manfred Daberto

GRIN Verlag GmbH. Paperback. Condition: New. This item is printed on demand. 20 pages. Dimensions: 10.0in. x 7.0in. x 0.1in. Essay from the year 2003 in the subject Business economics - Personnel and Organisation, grade: 2, University of Manchester, 13 entries in the bibliography, language: English, abstract: The workplace has changed the last years. The employees enjoy more career opportunities. Their acceptance of an international assignment depends on a large degree on the organisations compensation policy. The expatriate compensation policy should follow the same principles as the domestic compensation in order to attract, retain and motivate employees to fulfil the expectations of the company within a determined budget (Jagatsing, 2000). The expatriate defined means an employee of one company who is sent for a limited period of time from his or her place (country) of domestic employment to a place of assignment, for the purpose of working for and providing services to a receiving company. (ASN, Services for Expatriates, March 2004). Compensation is the total remuneration, in cash or in kind, payable by an enterprise to an employee in return for work done by the latter during the accounting period. (United Nations Statistic Division, March 2004). The difficulties of the compensation...



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