

# Expatriate failure international business

Business



## **Expatriate Failure / International Business**

Overseas Mission Overseas Mission Expatriate failure is characterized by a posting that is considered ineffective by senior management or the one that ends either ends prematurely. Most research concerning the matter has concluded that failure rates are high and can range between 30% and 50% depending on the country. Factors that have been blamed for this failure include family stress where the expatriate is disconnected from family and close friends. In some cases, total family breakdown has emanated from this exercise. According to Romero (2002), cultural inflexibility has made managers in overseas missions to experience cultural shock and hence reduced effectiveness. Other factors include responsibility overload and physical breakdown where managers are disconnected with external sources of motivation.

Notably, a key factor that determines the success or failure of an overseas mission is the family; in this case, the spouse and the children. It is important to consider that the manager may be very much willing to adapt to the new environment but the spouse and children may be unable to cope with the new environment. To salvage the situation, a proper program should be initiated to train the other family members on how to adjust to the new way of life. The spouse should be trained on everything new that they are going to experience in the new country. The training should serve to initiate physical and emotional preparedness for the new experiences, Carty (2012). As it has been aforementioned, the main cause of failed overseas mission is the family, culture inflexibility, overloaded responsibilities and physical disconnection with extrinsic motivators. Training can be used to solve most

of these predicaments and experiences. Most importantly, the managers and their families should be equipped with necessary information concerning the new place. This will enable them to take the least time to acclimatize with the new environment. In addition, the managers should be equipped with necessary information regarding the expectations so that they will not end up overworking themselves in expense of family life.

#### Reference

Romero, R., (2002). Principles and Practices in oversea mission. *Scholarly Journal on international relations* 12(1), 19-27.

Carty, D. M. (2012). Failed mission: what happened during preparation for oversea mission. (Doctoral dissertation, University of Glasgow).