

International business operation

Business



**ASSIGN
BUSTER**

The company has to consider factors ranging from assignee traits, role and preparations before sending out expatriates. Some of these are as discussed below;

York (2010) acknowledges that extroverts are people who easily build relationships and socialize with new staff and stakeholders quickly.

Cultural Sensitivity; similarly, the company should shortlist only those managers who portray ethnic diversity. According to Treven, (2003) individuals who have had firsthand experience with ethnic diversity usually adapt faster in international cultures unlike those unfamiliar with the same.

The company is thus required to consider candidates with ethnically diverse origins. Such individuals may be those whose parents are immigrants.

Adventurous; Adventurous individuals are the best candidates for expatriate assignments (Li 2016). This means that they should have a positive record of adventurous behavior upon their sleeves. Thomas, Peterson & Thomas (2014) further concur that individuals with profound interest in experiencing and socializing with new people tend to adapt easily in offshore environments than forlorn characters. For example, managers who have regularly travelled overseas should be given first priority. They must have also participated in activities involving sporting groups, community development and volunteer work.