

Training techniques for managers going oversees essay

[Business](#), [Management](#)



As classified by Tung, training techniques for managers going overseas normally take place in the expatriates' country in order for them to understand what they expect to find in the host country. These techniques include area studies, language training, sensitivity training, culture assimilators and field experiences (Tung, 1998).

1. Area studies encompass documentary programs about the country's geography, economics, sociopolitical history, and so forth (Tung, 1982). By this she meant that the expatriate must be equipped with documentary programs of the country he or she is visiting in order to have a wider knowledge of its economy, its history both socially and politically as well as its geography. Training in area studies is essential to every employee before they attend any assignment in another country or region (Tung, 1982).

2. Language Training: Another area that she found important is language training. This is an important aspect as most of the employees work mostly with foreign people outside the embassy. Local language proficiency emphasis is important as there is efficiency in goal accomplishment (Tung, 1982).

3. Culture assimilators: This is a cross cultural training done to employees that encompass several scenarios that are real life and that describe cross cultural interactions as well as explanations that are puzzling in order to avoid any emerging misunderstandings (Tung, 1998). The assimilator is a self learning tool that tends to be convenient. This is because the trainees select each response at a time until the correct one is reached.

4. Sensitivity training: It is an effective method that makes managers understand better the impact created by their own behavior on other people (Tung, 1982). It also prepares them for interactions that are more effective with the staff in the joint ventures or foreign subsidiaries.

5. Field experiences: They provide a view that is deeper of the values, behaviors and customs of the host country. These experiences are valuable, as they give the employee a preview that is more realistic of what they expect in their international assignment (Tung, 1998).

References

Tung, R. L. (1998). A contingency framework of selection and training of expatriates revisited. *Human Resource Management Review*, 8(1), 23-37.

Tung, R. L. (1982). Selection and training procedures of U. S., European, and Japanese Multinationals. *California Management Review*, 25, 57-71.