

Definition of flexpatriates assignment



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Flexibility in this context does not only refer to flexibility regarding the destination but also regarding rhythm, scheduling and planning of travel (Marathoner et al. , AAA). 25 To achieve a first overview of the terminology fluoridation, it is useful to analyze one of the broadest approaches in understanding this term made by Tent (2005). Highlighting the current development regarding As, Tent states “ C...] we no longer talk In terms of expects but flex-pats” (Tent, 2005, online source). That Is to say, In mineral, AS require flexibility which is offered by flagellates.

Tent defines flexibilities as a new breed of younger expatriates who have fewer encumbrances and are more enthusiastic to work abroad” (Tent, 2005, online source). A more pragmatic approach was developed by Welch and Worm (2006). They define flexibilities “ C...] one for whom business travel is an essential component of their work” (Welch and Worm, 2006, p. 284).

Aligned with this Is the definition of Petrol et al. (2000) who Identify a appellate as an employee who undertakes request International business trips but does not relocate” (Petrol et al_, 2000, p. 20).

The following aspects elaborate further on fluoridation and therefore give a tighter definition. Marathoner (2010) characterizes flexibilities additionally as flexible employees who have a permanent position in their home country while fulfilling parts of their Job abroad without relocating. Normally, a palatinate’s travel assignment Includes trips to various countries. These trips abroad are normally without company by family and lead to an unclear separator between work and non- org areas. In contrast, commuters are employed in a country other than their country of residence and fulfill their whole Job abroad.

Flexibilities take a trip to other nations and experience, firstly, different cultures, and secondly, isolation from their family and private life. They can be found in all kind of industries and different hierarchical levels (Marathoner et al. , AAA; Marathoner, 2010; Welch & Worm, 2006). Characteristics that are significant for defining palatinate assignments are their duration, irregularity and purpose. Assignments that fall within the definition of a flattering assignment last less than a week and do not include any kind of relocating neither the assignee's family nor the assignees themselves.

Furthermore, assignments are triggered 26 internally for a purpose within the same company as discussed In 2. 2. 2. 1 (Marathoner, 2010; Marathoner, AAA; Petrol et 2000). Flagellates appear to to the fact that companies do not seem to know how to manage flexibilities appropriately. Moreover, literature highlights the fact that the normal work routine at heir home office continues while they travel (Marathoner, 2010; Marathoner, AAA; Cowlings et al. , 2007).

As can be seen by the definitions given, all authors stress on the element of frequent traveling in explaining fluoridation and flexibilities. However, these definitions also have in common that they do not explicitly state which volume of travel qualifies an employee as a flattering. “Frequent” however is defined as “happening often; regular” (Pins, 2011 , online source) and “occurring or done many times at short intervals” (Workbenches, 2011 , online source).

In order for employees to fulfill the definition of flattering entirely, they should fulfill the definition of “frequent”. In the following chapter,

characteristics related to flattering assignments are going to be identified. Companies should consider these special requirements when managing their flexibilities. This is why, in a next step, it is investigated if these particularities are considered in the policies of Mans. To start with, the author therefore discusses the key characteristics of flexibilities.