

Returning to Your Home Country

Risks and Chances for Organisations

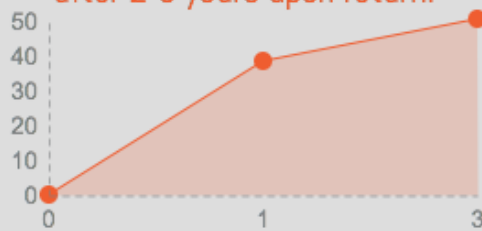


Repatriation can be more psychological and sociocultural challenging than expatriation.



A lack of satisfaction with repatriation is one of the major causes for employees to leave their company.

23%-38% of repatriate employees resign from their company within the first year upon return and up to 50% leave after 2-3 years upon return.



■ Repatriate Turnover

Organisations lose the repatriate's skills and knowledge acquired during the international assignment which could gain organisation competitive advantage.



Work-related difficulties are among the most often reported concerns of repatriates.



How come?
There is less preparation and understanding of the reentry process- distress upon return grows proportionally.



What should companies do?

Intercultural training and support/mentoring is the most often recommended measure across international HR research.

Source: Dr. Katharina Lefringhausen, 2016