Memorandum

**TO:**

**FROM:**

**DATE: July 27, 2019**

**RE: Reduction of Expatriate Turnover(Strategies)**

After studying the data on expatriates leaving our company in a year of returning from various foreign countries, the number of employees leaving the company is at intolerable levels. It is found that , after returning back, the expatriates may feel worried, unsettled, and confuse in their profession and future career. This memo will provide some strategies to reduce expatriate turnover and help expatriate to adjust in their corporate culture.

Following the recent rise in expatriate turnover in this company, I have come up with a few strategies that can be used to minimize the turnover and ensure continued productivity and increased company competitiveness. High turnover in the company can affect revenues, employee morale, and the quality of products and services offered by the firm.

Controlling costs is now a priority for all companies. "And if an expatriate is expensive - it is double or triple the annual salary of a normal employee - an abortive expatriation is even more, and in 40% of cases, expatriation fail. Partly because the costs have been poorly evaluated and the employee mobilized abroad has become a financial chasm. The money spent on expatriation programs is considerable, but the returns on investment are rarely measured.

First, we can start a re-entry program that will offer support to expatriate on their return from international assignments. This will ensure that they have a smooth transition back to the workplace and return to normalcy with ease. According to van der Heijden, van Engen & Paauwe, (2012), employees who return from international assignment need to do a lot of catching up on the changes that have taken place in the organization during their absence. They also have to adapt to the new culture which they had forgotten about. It is therefore important that they have a support program that will ensure they are trained on new changes in the management and are able to settle back at the workplace easily. The program can also offer counseling services to the returnees and their families in order to address any emotional or psychological issues faced by any returnee.

When an employee is offered, and accepts an international post, they are given information and training. To integrate into the new position, they are introduced to the culture and ways of that country. They become familiar with the business practices and the ways that the company office is run. There are clear expectations on what the employee is set to accomplish while in this job. So, it is necessary to make them clear what company is expecting from them and if they can meet the criteria and target turn over, then they will apply to expatriate.

Expatriation can be seen in two ways. The first is to imagine that, because we have a particular expertise, expertise in a field, we will be able to benefit a subsidiary of his company abroad. Bringing your lights to a country that lacks them ... A vision that is somewhat pretentious, but, alas, still very widespread. The second is, conversely, to consider expatriation as the best way to discover, to exchange, to get out of his routine. A more humble and positive perspective.

In recent years, the traditional model has almost disappeared in favor of local contracts depending on the host country. Similarly, short-term assignments are increasing, such as "commuter systems", where the expatriate works abroad during the week and returns on weekends, or the extension of business trips. So, I believe all proposed strategies can be beneficiary for our company and will work good in we implant them as soon as possible.

Thank you for your time.

Sincerely yours,

ABC

References

van der Heijden, J. A., van Engen, M. L., & Paauwe, J. (2012). Expatriate career

support: Predicting expatriate turnover and performance. The international journal of human resource management, 20(4), 831-845.