Expatriation

Name of Student

Institutional affiliations

Expatriation

No, in the modern era it is not necessary for the people to be expatriates to work in an organization. In the past, companies did not have enough technological resources to make a digital team (Lewrick & Link, 2018). Physical presence of a person was found absolutely necessary for a team to function properly. With the passage of time, the resources have shrunk and organizations have also diverted their focus on cutting costs. These factors have resulted in the creation of teams which are physically and geographically far apart but they produce significant results for companies (Yahuda Baruch & L.Tung, 2016). Information technology is the department which has been the most affected by this trend. Companies form teams for solving particular problems and as soon as the problem is resolved, the team is deformed as well. A particular trend followed by the companies is to allow employees variable working hours according to their own choice. In addition to controlling the costs, this approach allows the company to get the best talent available from a huge global pool. In the field of finance, organizations can take the services of experts at the time of financial statements preparation. A Head office in the US which is running a subsidiary in South Africa will opt for taking the advice of a local expert and employees will make the financial statements sitting in the US. The company will keep the minimum possible number of employees to save on costs. Another aspect is the difference between labour laws followed by the different countries. A US based company may have to pay a higher amount of money to its employees in the EU, it is better to work with part time employees so that the company does not have to consider various labour laws at the same time (Furnham, 2010). The downside of this approach is that companies cannot use this approach in case of production units.

# **References**

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