



Reflection on International Human Resource Management

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Introduction

In the era of globalization, many companies seek to expand their business, yet facilitating knowledge transfer is a difficult task. It requires an employee who is not only knowledgeable in their sphere of competence but also willing to live in a foreign country for an extended period. Their communication skills must be up to the highest standards among international companies. Moreover, a firm must provide any assistance it can to improve its chances for a successful expansion. Furthermore, China is a challenging country to enter for an international firm regardless of its size. My company provided me with an opportunity that is difficult to refuse, and I plan to capitalize on it to the best of my abilities. This reflection paper will consider what competencies and requirements an expatriate Director of International Marketing might have and what a Fortune 500 firm can assist them with to ensure the success of this mission.

Questions for the Company

First of all, I will provide evidence on what are the common reasons for expatriates' failures before creating a list of relevant questions for the company. I will assume that a Fortune 500 firm will provide suitable living apartments and cover transportation costs and leave basic financial necessities out of the picture. As a leader of a marketing department, I will need to find ways to gain the attention of the company's local customers. However, this task is impossible to perform without acquiring top managers who are also native to the host country.

International Human Resource Management Paper

Marco Cascella



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