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"THE SELECTION AND TRAINING PROVIDED BY GREEK COMPANIES, AND THEIR IMPACT ON THE ADJUSTMENT OF EXPATRIATE MANAGERS IN FOREIGN ASSIGNMENTS"

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1.Definitions

An expatriate manager is the manager who is sent on a temporary work assignment in a different country from his/her home country.

Adjustment is the degree of physical, psychological and sociocultural fit among the individual and the new host environment.

4.Methodology

Questionnaires and interviews will be used in order to investigate the selection methods/criteria and the training methods.
The questionnaires will be answered by the expatriate managers while the human resource practitioners will be interviewed.

5. Hypotheses

H1: Selection is a significant predictor of success in expatriate assignments.

H2: Training program is a significant predictor of success in expatriate assignments.

H3: Selection is a significant predictor of adjustment-mediated expatriate assignments.

H3a: Selection is a predictor of the adjustment process.

H3b: Selection is a predictor of the adjustment process of mediated expatriate assignments.

H4: Training program is a significant predictor of adjustment-mediated expatriate assignments.

H4a: Training program is a predictor of the adjustment process.

H4b: Training program is a predictor in the adjustment process of mediated expatriate assignments.

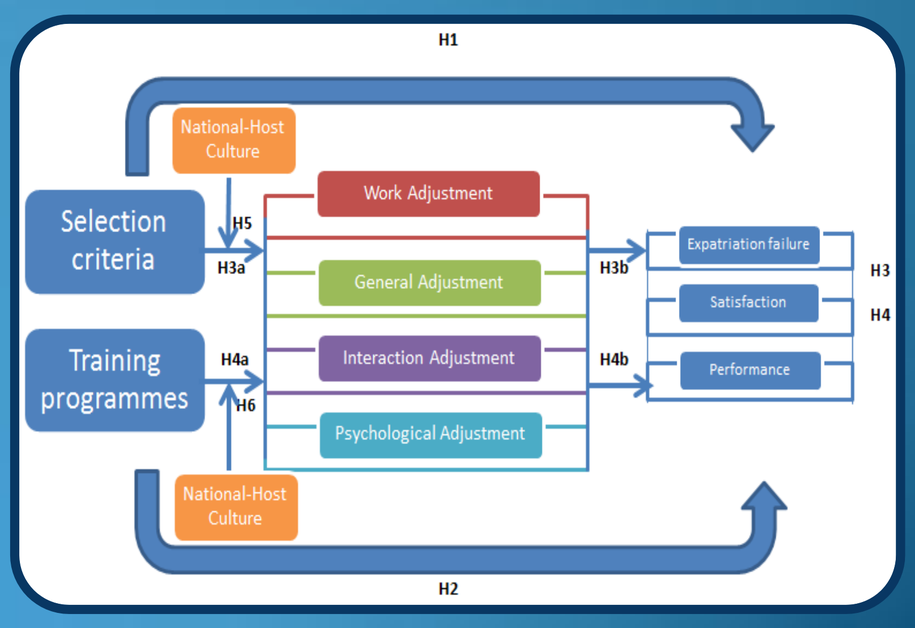
H5: National host culture moderates the impact of selection on adjustment.

H6: National host culture moderates the impact of training program on adjustment.

2.Purpose

The principal aim of this study is to investigate how the selection and the training processes provided by Greek companies impact upon the ability of expatriate managers to adjust in overseas assignments.

3.Research Questions

- Which and how effective are the selection criteria provided by Greek companies for the adjustment of expatriate managers in Romania and Great Britain?
- Which are the training methods being used by the Greek companies and how they affect the adjustment of expatriate managers?
- What is the impact of national host culture on the selection and the training of the expatriate managers?

6.Framework