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## Determining the Types of Training and Development Supports for Expatriates

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### Abstract

The aim of this study was to determine the types of training and development supports provided to expatriates prior to the departure, after arrival, and upon repatriation. This study used qualitative approach to gather valuable views from four human resource practitioners with regards to training and development programmes offered by the companies. The findings revealed that many companies provide relocation supports, language training, cross-cultural training and orientation to expatriates and their family members before assignment and after arrival to enhance their adaptability and familiarization to the host country environment, culture, as well as to reduce the culture shock effect.

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### 1. Introduction

Today, companies are challenged to expand their business globally. Due to that reason, there is an increasing demand to employ expatriates to carry out global or overseas assignments. An expatriate is a person working in a country other than his or her nation of origin (Noe, 2013). Expatriates play an important role in the successfulness of the international assignments. Many companies in the international arena fail not because they neither misinterpret the situations nor fail to develop good strategies, but due to they fail to implement good global strategies with the right

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