THE FACTORS INFLUENCING REPATRIATION KNOWLEDGE TRANSFER PROCESS– A REVIEW

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ABSTRACT

The IT industry in India is one of the major contributors to the national economy by way of contribution to GDP as well as foreign remittance. The employees find the field attractive because of the salary, perks, assignments abroad and career growth. The companies assign the employees to various onsite projects based on the demand, domain knowledge, skill set and experience of the employees. The process of expatriation and repatriation are equally challenging for both the employee and the HR manager, because of the complexity of tasks involved. This paper focuses on the concept of repatriation, with special reference to knowledge sharing. When the employees return to his host country/company, after his foreign assignment, he has to face a lot of changes in terms of work culture, technology employed, pay parity, cultural differences and knowledge platform. The repatriation process of the company should be conducive enough to accommodate the employee and help him in effective sharing of the knowledge acquired. An attempt has been made here to analyse the factors influencing the knowledge transfer of a repatriate, by a comprehensive review of literature.

KEYWORDS: *Repatriate, Knowledge Transfer, India, Barriers, IT*