

Examining Expatriation



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EXAMINING EXPATRIATION



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Diplom.De Sep 2003, 2003. Taschenbuch. Book Condition: Neu. 210x148x9 mm. This item is printed on demand - Print on Demand Titel. Neuware - Diploma Thesis from the year 2003 in the subject Business economics - Business Management, Corporate Governance, grade: 1,0, University of Linz (Wirtschaftswissenschaften, Unternehmensführung), language: English, abstract: Inhaltsangabe:Abstract: Expatriation is of considerable significance to the success of many multinational corporations. In this thesis, the status quo of women in Austria is illustrated based upon economic, educational, labor and cultural indices. Research in the area of international human resource management - and particularly on female expatriate managers - and its applicability on the situation in Austria is examined. In an empirical survey, interviews with female Austrian expatriate managers are analyzed to identify the most crucial problem areas, barriers, and biases women have to overcome on foreign assignments. Recommendations are provided for human resource executives and potential female expatriate managers. Einleitung: Auslandsentsendungen von Managern sind von entscheidender Bedeutung für international tätige Unternehmen. In dieser Diplomarbeit wird der Status Quo von Frauen in Österreich anhand von Daten über Wirtschaft, Ausbildung, Arbeit und Kultur dargestellt. Forschungsarbeiten im Bereich des internationalen Personalmanagements - im Besonderen in Bezug auf Frauen als Auslandsentsandte - und ihre Anwendbarkeit auf Österreich werden untersucht. In einer empirischen Studie werden Interviews mit weiblichen österreichischen Auslandsentsandten analysiert und die wichtigsten Problembereiche, Hürden und Vorurteile dargestellt, mit denen die Managerinnen konfrontiert wurden. Weiters werden Empfehlungen an Personalverantwortliche und zukünftige weibliche Expatriates gegeben. Inhaltsverzeichnis:Table of Contents: TABLE OF CONTENTS1 INDEX OF FIGURES3 INDEX OF TABLES4 1.INTRODUCTION5 1.1Situation5 1.2Goals5 1.3Questions6 1.4Procedure7 2.THE SITUATION IN AUSTRIA9 2.1Economic Situation9 2.1.1Gross Domestic Product9 2.1.2Company Structure11 2.1.3Imports and Exports13 2.1.4Foreign Direct Investment (FDI)15 2.2Labor, Educational, and Social Status Quo of Women in Austria and theEU18 2.2.1Female Employment18 2.2.2Part-Time Employment21 2.2.3Education22 2.2.4Women in Management25 2.2.5Gender Specific Pay Gaps28...



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