**Abstract**

Finding the key to successful repatriation of globally mobile employees is clearly the way to

Competitive advantage for internationally operating firms. However the solution remains elusive, atleast

If we look at the results of international research by leading experts which shows repatriate turnover to be

from 20 to 50 percent higher than turnover for domestic employees. Given the investment companies make

in expatriate programmes and developing international competence, finding the key to successful

repatriation and retention of global staff, must clearly be a priority for international companies