**Abstract**

In order to handle the increasing competition internationally, more companies are using international assignments as a critical competitive edge. One phase of the international assignments is repatriation which has been identified as the most difficult phase of international assignment. To develop global competence, companies invest a great deal in sending employees on international assignment, trying to ensure their adjustment and successful repatriation and retention. Why then it is constantly reported that repatriates leave their company far more often within one year of return to the home country? Finding the key to successful repatriation of globally mobile employees is clearly the way to competitive advantage for internationally operating firms.