

International human resource practices in managing the work of virtual expatriates

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ABSTRACT

Organizations are rapidly becoming more internationally oriented, which can be explained by developments in information technology; therefore, the trend of internationalization could entail the changes (Bonache et al., 2010). This technological change caused many organizational changes: structural, behavioral, changes in design and management, which have been for a long in the center of research attention (Lukić, 2014). The international business became very important because of potential benefits such as cost reduction, time saving, and attracting young workforce. Therefore, it has long been recognized that international assignments play a critical role in the conduct of international business. Contemporary global work comprises a wide and growing array of different modes of international work configurations. In the past, the literature has focused on ‘traditional’ expatriation, but recently alternative forms of international work have attracted more attention. The new phenomena are virtual expatriation.

Keywords: Virtual Expatriates, HRM Practices, International Assignment