

## **Effects of Sound Repatriation Measure on Expatriate Satisfaction in Medicine Industry**

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**KEYWORDS** Medicine Industry. Repatriation Measure. Expatriate Satisfaction. Performance of Aspiration. Job Adaptability

**ABSTRACT** It requires great amount of costs for cultivating a talent with international experiences. A lot of evidences show the failure of multinational corporations in human capital investment because of the expatriates leaving the companies after the end of the overseas tasks. Many expatriates leave the companies within a year, the next year, or within two years of repatriation. In this case, the loss of repatriates is the loss of multinational corporations. An international task being really successful in the repatriation process lies in the organization being able to retain the repatriates. The expatriates of Sinphar Pharmaceutical Co., Ltd. are researched in this study. Total 400 copies of questionnaires were distributed. Having deducted invalid and incomplete ones, 227 valid copies were retrieved, with the retrieval rate 57%. The research results present 1. partially positive correlations between Repatriation Measure and Performance of Service in Expatriate Satisfaction, 2. significantly positive correlations between Repatriation Measure and Performance of Aspiration in Expatriate Satisfaction, and 3. the moderating effects of Personal Attribute of Expatriate on the correlations between Repatriation Measure and Expatriate Satisfaction. Suggestions for the expatriation management in medicine industry are offered in the empirical results.