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<p><b>Abstract</b></p> <p>The purpose of this study was to find out how the IKEA Backpacker Journey process is seen by assignees and how the process could be improved to be more beneficial for both the organization and an individual employee. The theory concepts of International Human Resource Management, Human Resource Development, Expatriate Management and Knowledge Management were explored to gain thorough understanding of strategic value of international assignments.</p> <p>The empirical evidence was gathered through qualitative semi-structured interviews. Interviews were conducted among repatriated IKEA Backpacker Journey- assignees and the results were analyzed to bring up possible development aspects in the IKEA Backpacker Journey process.</p> <p>The results revealed that the international assignment was a unique experience for the assignees and they regarded the assignment to be both personally and professionally developmental. However, how the organization utilizes the experience of the assignees after they repatriate seemed not to be entirely clear for the assignees.</p> <p>As a result of this study, proposals for improving the IKEA Backpacker Journey- program and ideas for further research were introduced. The aim of the findings was to give the IKEA human resource department applicable information and new viewpoints concerning expatriation and human resource development.</p>			
Keywords Expatriate, Repatriate, Human Resource Management / Development, Knowledge Management			



