
BSAD560 Intercultural Business Relations

Class 13: Relocation Issues

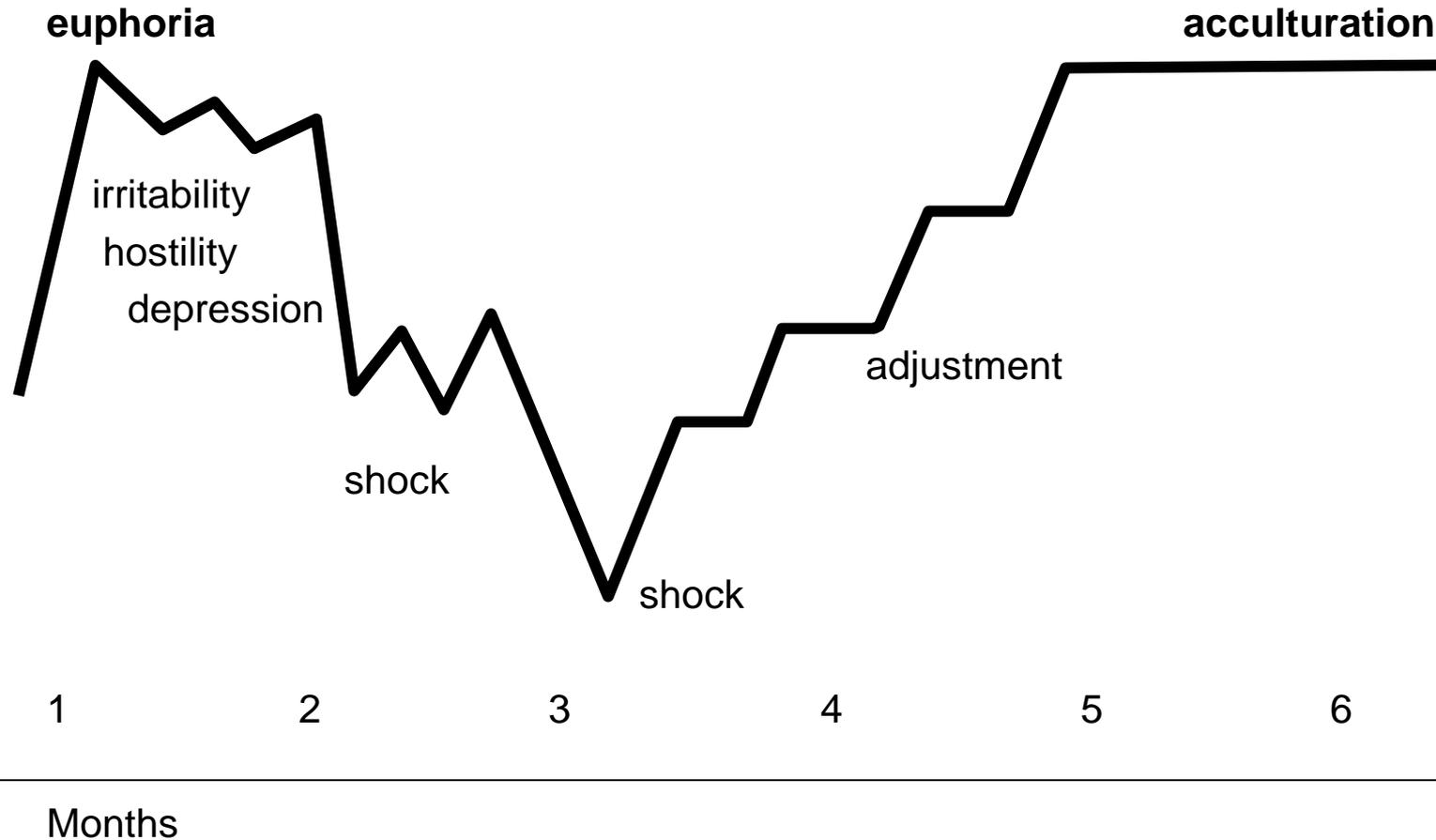
Adjustment or Relocation Shock

The **temporary**, traumatic state of mind, behavior, health, attitudes, and feelings resulting from the accumulation of “**jolts**” received while living and working in new organizations and in another environment.

Typical Causes of Adjustment Shock

- **physical setting**
 - **social life differences**
 - **economic differences**
 - **“cultural” differences**
 - **government structure changes**
 - **health changes**
 - **organizational differences**
 - **internal or personal changes**
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The Progress of Adjustment Shock



Some Symptoms of Adjustment Shock

- Tiredness, fatigue, frustration
 - Insomnia
 - Compulsiveness
 - Irritability, weeping, or anger
 - Disinterest or indifference
 - Physical ailments
 - Majoring in minors; loss of priorities
 - Fear, depression
 - Stereotyping; hostility to new environment
 - Patriotism
 - Changes in religious life and practice
 - Disorientation or withdrawal
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Coping with Adjustment Shock

- Being realistic
 - Being prepared
 - Feeling at home
 - Having a stable, healthy family relationship
 - Practicing hobbies
 - Taking vacations
 - Creating a circle of friends
 - Maintaining religious faith
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A Four-Stage Corporate Approach to Relocation Adjustment

- **Stage One** – Employee Assessment
 - **Stage Two** – Employee Orientation
 - General Cultural / Area Orientation
 - Language Orientation (if needed)
 - Culture Specific Training
 - Specific Job Orientation
 - **Stage Three** – Onsite Support / Monitoring
 - **Stage Four** – Re-entry Program
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