

NO MAN IS AN ISLAND: ICELANDIC EXPATRITES WORKING IN THE FISHERIES INDUSTRY

Sigrun Edda Edvardsdottir, University of Iceland, Reykjavik, Iceland
Svala Guomundsdottir, University of Iceland, Reykjavik, Iceland

[dx.doi.org/10.18374/JIBE-15-3.11](https://doi.org/10.18374/JIBE-15-3.11)

ABSTRACT

The need for employees who possess the ability to operate in a different cultural environment is high and business opportunities are not restricted to borders. International projects are costly, and studies suggest that it is important to keep good track of expatriate issues to achieve success in foreign branches. The aim of this study is to examine the adjustment of expatriates who have worked abroad for Icelandic fisheries. Interviews were conducted with eight individuals who have all worked as expatriates within the marine sector. Results indicate that no emphasis has been put on training or special support for expatriates. Financial security was assured, but little emphasis was put on support and communication to enhance employee loyalty. Most employees in the respective business quit their jobs when the work period in a foreign branch was completed and the companies lost the knowledge and experience they had invested in.

Keywords: *Expatriates, Cultural Adjustment, International Human Resource Management.*