# DESIGNING EXPATRIATE COMPENSATION STRUCTURE AND COMPARISON STUDY BETWEEN THE TWO APPROACHES OF INTERNATIONAL COMPENSATION

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## ABSTRACT

The Indian IT market presently emphases on bringing low cost solution in the facilities business of global IT. Attendance of Indian companies in the creation expansion business of global IT is very insufficient, though, this amount is gradually on the increase. US giants that delegate work to India, do not assign the tall end SDLC (Software Development Life Cycle) procedures like obligation study, high level enterprise and architectural objective, while some Indian IT companies have sufficient ability to take up and positively whole these high level software jobs. The other obvious tendency is, IT jobs, that were previous limited to Bangalore, are slowly opening to practice a geographical distributed into metropolitan cities. This paper will specific role of expatriate managers, and their distinct contribution to MNCs, may be understood in relation to the gap they are considered competent to fill at a particular location in the division of labor in a given geography The understanding that these expatriate managers carry special skills is explicit in both the literature on the subject and in all the respondents' accounts.

**KEYWORDS:** Expatriate, Compensation, Total Rewards, Mercer Global Compensation