

# **Role of Expatriates in an Integrative and Collaborative Supply Chain as an Efficient Human Resource in Multinational Companies Operating in India**

Raghavendra A.N.<sup>\*</sup>, Dr. Nijaguna G.<sup>\*\*</sup>

<sup>\*</sup>Assistant Professor, MBA, Krupanidhi School of Management, #12/1, Chikkabellandur, Carmelaram Post, Varthur Hobli, Bangalore

<sup>\*\*</sup>Professor, Department of MBA, Acharya Institute of Technology, Soldevanahalli, Hesaraghatta Main Road, Bangalore

## **Abstract**

**Purpose-**The Supply chain integration and collaboration is need of an hour to emphasise on resources optimisation and to create supply chain surplus thus the present paper tries to investigate the level of expatriate involvement in supply chain performance of multinational companies and explore how organizations can better utilize the expatriate talent for achieving supply chain efficiency and effectiveness. **Design/Methodology/Approach-**A research study was explorative and descriptive with sample of twenty expatriate employees working in multinational companies in Bangalore. The survey was conducted by administering the questionnaire to evoke their opinion on three variables which would affect the supply chain efficiency. **Findings-**The results showed that the expatriates were involved to a diminutive extent in supply chain planning and delivery co-ordination irrespective of their positions in the multinational companies. **Research Limitations/Implications-**The study was based on a small sample of twenty expatriates working in multinational companies of Karnataka. The context and process imposed constraints limit the application of findings to other multinational companies in general. **Practical Implications-**The study provides a framework for ascertaining the need of expatriates in gaining supply chain momentum of the firms operating in multiple regions. It also provides an understanding of collaborative planning initiatives in the supply chain management of multinational companies using expatriate talent for joint decision making and joint problem solving. **Originality/Value-**The study empirically verified the expatriate involvement in supply chain planning and delivery co-ordination. The study highlights the concept of using expatriate talent in supply chain planning who work in a concerted manner to share knowledge and expertise that leads to supply chain efficiency in Multinational companies.

## **Keywords**

Expatriate, Supply Chain Planning, Delivery coordination, Judgement Sampling.