

Cross-Border Staff Mobility

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Cross-Border Staff Mobility

A Comparative Study of Profit and Non-Profit Organisations

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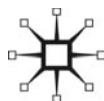
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In addition to this broad empirical background, the study is unique in several aspects: it was organised and carried out by mixed groups of German and Mexican scholars, who worked in both countries collecting theoretical and empirical data. The study is also distinctive because it compares cross-border staff mobility in profit as well as in the still largely

under-researched area of non-profit organisations. It is exceptional because it was the first time that the German DFG and the Mexican CONACYT had provided matching funds for cross-border research. Again, the research team is grateful for the generous help provided by both DFG and CONACYT and for the flexibility with which both these funding organisations administered the project and all its unforeseen events.

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Bochum, April 2014
The Editors

List of Abbreviations

AA	Auswärtiges Amt (German Foreign Office)
ADLK	Auslandsdienstlehrkräfte (specific type of German teacher abroad)
AHK	Auslandshandelskammer (German Foreign Chambers of Commerce)
AKBP	Auswärtige Kultur und Bildungspolitik (foreign cultural and educational policy)
BINGO	Business and Industry Non-Governmental Organisation
BLASchA	Bund-Länder-Ausschuss für schulische Arbeit im Ausland (The standing committee of the Standing Conference of the Ministers of Education and Cultural Affairs)
BMBF	Bundesministerium für Bildung und Forschung (Federal Ministry for Education and Research)
BMI	Bundesministerium des Inneren (Federal Ministry of the Interior)
BMWi	Bundesministerium für Wirtschaft und Energie (Federal Ministry of Economics and Energy)
BMZ	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (German Federal Ministry of Cooperation and Development)
BPLK	Bundesprogrammlehrkräfte (specific type of German teacher abroad)
CAMEXA	Cámara Mexicano-Alemana de Comercio e Industria (Mexican–German Chamber of Commerce)
CEO	Chief Executive Officer
CIDEC	Centro de Investigación y Desarrollo Carso (Centre for Research and Development Carso)
CKD	completely knocked down
DAAD	Deutscher Akademischer Austauschdienst (German Academic Exchange Service)
DIHK	Deutscher Industrie- und Handelskammertag (Association of German Chambers of Industry and Commerce)
DVV	Deutscher Volkshochschul-Verband (German Adult Education Association)
ERP	enterprise resource planning system
FDI	foreign direct investment

FES	Friedrich-Ebert-Stiftung
FNS	Friedrich-Naumann-Stiftung
FPO	For-Profit Organisation
FSE	Foreign Service Employee
GA	Global Assignment
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit (German Federal Enterprise for International Cooperation)
HBS	Heinrich-Böll-Stiftung
HCN	host country national
HQ	Headquarter
HR	human resources
HRM	human resource management
HSS	Hanns-Seidel-Stiftung
ICT	Information and Communication Technologies
IHK	Industrie- und Handelskammer (German Chamber of Industry and Commerce)
IHRM	international human resource management
INGO	International Non-Governmental Organisation
IPD	International Personell Development
ISI	import-substitution industrialisation
ISSP	International Social Survey Programme
KAS	Konrad-Adenauer-Stiftung
KMK	Kultusministerkonferenz (The Standing Conference of the Ministers of Education and Cultural Affairs)
LTA	long term assignment
MDP	Manager Development Plan
MNC	Multinational Company
MTK	modular transversal kit
NAFTA	North American Free Trade Agreement
NGO	Non-Governmental Organisation
NPO	Non-Profit Organisation
OECD	Organisation for Economic Co-operation and Development
OEM	original equipment manufacturer
PASCH	Schulen: Partner der Zukunft-Initiative (Schools: Partner for the Future'-Initiative)
PCN	parent country national
PISA	Programme for International Student Assessment
QUANGO	Quasi Non-Governmental Organisation
R&D	research and development

ReFo	Regionale Fortbildung (further training of teachers at regional level)
RLS	Rosa Luxemburg Stiftung
TCN	third country national
VA	Vertragsangestellter Ausland (international contract employee)
VENRO	Verband Entwicklungspolitik deutscher Nichtregierungsorganisationen (Association of German Development Non-Governmental Organisations)
VN	Vertragsangestellter National (national contract employee)
VW	Volkswagen
WTO	World Trade Organisation
ZfA	Zentralstelle für das Auslandsschulwesen (German Central Agency for Schools Abroad)

List of Interviews

Name of the Company	Abbreviation	Number of interviews
Bayer	GFPO-I	5
Bosch	GFPO-II	6
Evonik	GFPO-III	5
Hella	GFPO-IV	4
Krones	GFPO-V	4
VW	GFPO-VI	12
SAP	GFPO-VII	3
CEMEX	MFPO-I	6
Condumex	MFPO-II	3
Boege & Business	MFPO-IV	1
Goethe Institute	GNPO-I	6
German Schools Abroad	GNPO-II	5
German Academic Exchange Service (DAAD)	GNPO-III	4
DVV international	GNPO-IV	4
Friedrich-Ebert-Stiftung (FES)	GNPO-V	4
Konrad-Adenauer-Stiftung (KAS)	GNPO-VI	3
Friedrich-Naumann-Stiftung (FNS)	GNPO-VII	4
Heinrich-Böll-Stiftung (HBS)	GNPO-VIII	3
Rosa-Luxemburg-Stiftung (RLS)	GNPO-IX	1
Camexa/DIHK	GNPO-X	4
Promexico	MNPO-I	1