**ABSTRACT**

International expansion of any organisation is undoubtedly determined by the availability of motivated, competent and mobile employees, especially the expatriates whose performance is crucial when entering new markets. Research evidence, however, suggests that expatriate failure rates have remained moderately high. The important source of such a problem is delegated employees’ and/or their families’ inability to adjust in a host country. Increasing the importance of expatriates’ spouses/partners adjustment in the context of continuing internationalization and dual-career issues creates new challenges for organizations. Those challenges need to be identified and faced up to by HR professionals. The paper discusses the above-mentioned problem; it aims to identify current developments and focuses on their consequences for international human resource management practice.