**ABSTRACT**

Progressing process of globalization and internationalization of companies puts new challenges in front of human resources management, which should undoubtedly include expatriation process management. Sending employees to international assignments entails the need for appropriate selection of candidates, their preparation for the journey, support during their stay, continuous monitoring of works, as well as preparation for return to the mother country. Errors or negligence in any phase of the expatriation process have unpleasant consequences for organization - both in connection with finance as well as the loss of prestige of the company itself or departure of the most talented employees who - discouraged by the international assignment, will leave the organization. How, therefore, should international assignment be organised to be successful?

In the presented paper the author wishes to focus mainly on the expatriate’s stay on international assignment (the two remaining ones stages - preparation and repatriation, will be discussed in brief), by analyzing it from the point of view of the expatriate as well as the parent and the visited organization. Apart from the strictly organisational aspect of support of the expatriate’s stay, the issues of socio-cultural adaptation as well as cultural shock, being an indispensable element of an international assignment, will be discussed.