

# *The effects of performance management and cross-cultural training on outcomes of international assignments: Preliminary Australia-China findings*

Susan McGrath-Champ, Xiaohua Yang and Rongping Kang

The University of Sydney, Queensland University of Technology and Chinese Academy of Social Sciences

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## **ABSTRACT**

The study reported in this paper seeks to understand how cross-cultural training and career development for expatriates is integrated into performance management in Australian ventures. Using in-depth interviews with expatriates, this paper identifies a deficiency in current literature and business practices which overlooks the importance of training and career development in the design of performance management systems. This highlights the need for a more integrative model of performance management.

