

## **Business Practitioner**

**Event – 1 Date:** 01-10-2024

**Activity Name:** Business Practitioner

**Faculty Coordinator:** Dr. Lubna Ambreen

**Faculty Coordinator Contact No.** 9742806085

**Guest Name:** Mr. Koshy Zachariah N

**Guest Designation:** Founder and Principal Partner

**Company Name:** NELSAD Associates

**Topic:** Expatriate Compensation Management

**Duration:** 1 Hour 30 Minutes

**Venue:** Lecture Hall - 604

**No. of Participated:** 14

**Summary: (Write-up required minimum 4 to 5 lines)**

The session was on Expatriate Compensation Management. It involves designing fair and competitive compensation packages for employees working abroad. It covers key elements like adjusting base salary for cost of living differences, providing allowances for housing, education, and hardship, and managing tax equalization to avoid tax disadvantages. Benefits such as health insurance, retirement plans, and relocation assistance are also crucial. Additionally, it includes planning for repatriation when employees return home. The goal is to balance the needs of expatriates with company objectives, ensuring employees are motivated and financially secure during their international assignments while maintaining equity with local staff.



## Business Practitioner Session

### Expatriate Compensation Management



#### Mr. Koshy Zachariah N

Founder and Principal Partner  
NELSAD Associates



October 1<sup>st</sup>, 2024



10:45 AM - 12:15 PM



Lecture Hall - 604



Cohort Profile:

MBA Batch 2023-25, 3<sup>rd</sup> Semester

Sections:

CHR

Faculty Coordinator:



**Dr. Lubna Ambreen**

Associate Professor & Programme Coordinator



