

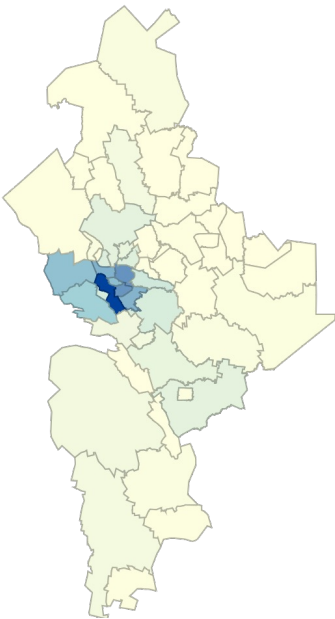
# SPECIFIC BENCHMARK SURVEY EXPATRIATES GRUPO PRODENSA



# SAMPLE DETAILS DISTRIBUTION

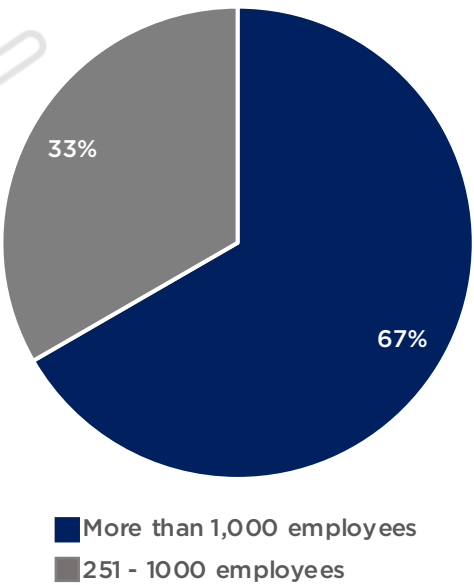
12 participating companies

## PARTICIPANT MUNICIPALITIES

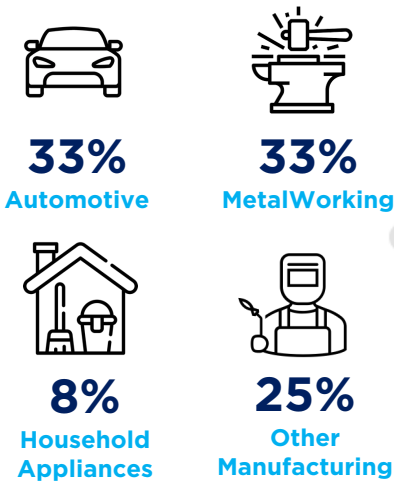


60.0%	APODACA
6.7%	SAN NICOLÁS
13.3%	GUADALUPE
6.7%	PESQUERÍA
6.7%	SANTA CATARINA
6.7%	JUÁREZ

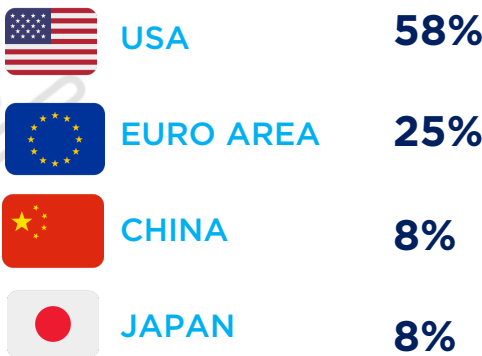
## COMPANY SIZE



## MAIN INDUSTRIES



## COUNTRY OF ORIGIN



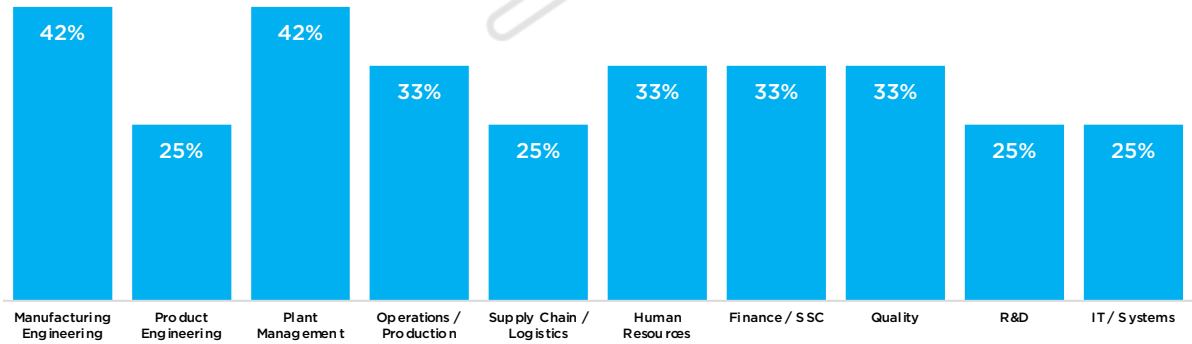
1. NUMBER OF EXPATRIATES

This table shows the number of expatriates currently working in the organization, presenting key statistical values: the 25th percentile (3), median (5), 75th percentile (12), and average (10). It provides an overview of the typical range of expatriate headcount across entities.

EXPATRIATES CURRENTLY WORKING IN THE ORGANIZATION				
	25 PERC	MEDIAN	75 PERC	AVERAGE
TOTAL	3	5	12	10

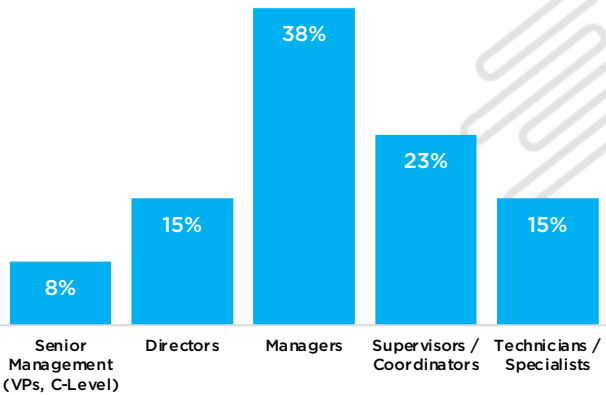
2. EXPATRIATES BY AREA

This bar chart illustrates the distribution of expatriates across functional areas. It highlights where expatriate expertise is most commonly deployed.



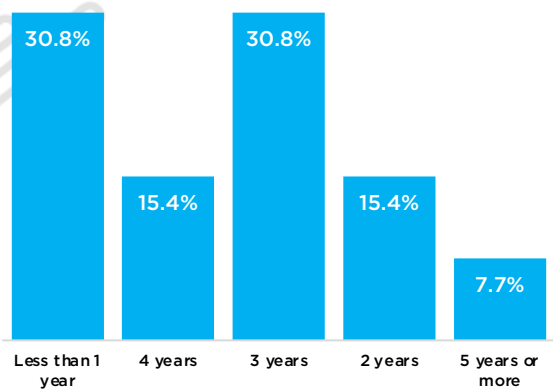
3. PREDOMINANT HIERARCHICAL LEVEL

This graph outlines the hierarchy levels where expatriates are most commonly positioned. A majority (62.5%) are managers, followed by supervisors/coordinators (25%). Only a small portion are senior executives or technician.



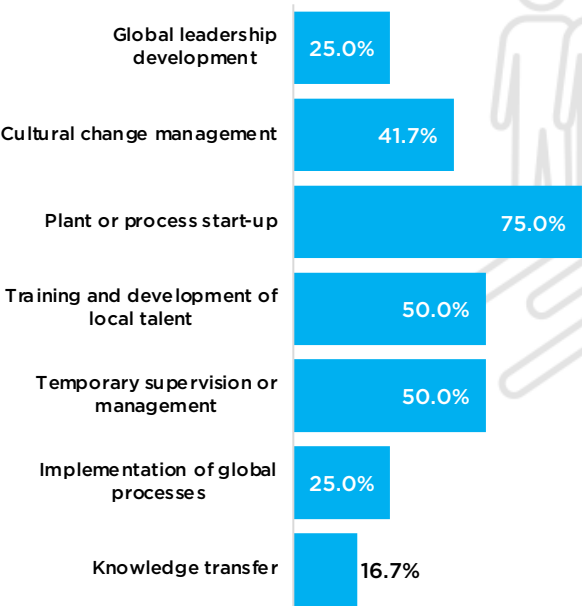
4. AVERAGE DURATION OF EXPATRATION

This chart shows how long expatriates typically stay in their assignments. The most common durations are “Less than 1 year” and “3 years” (both at 37.5%), with fewer cases extending beyond 4 years.



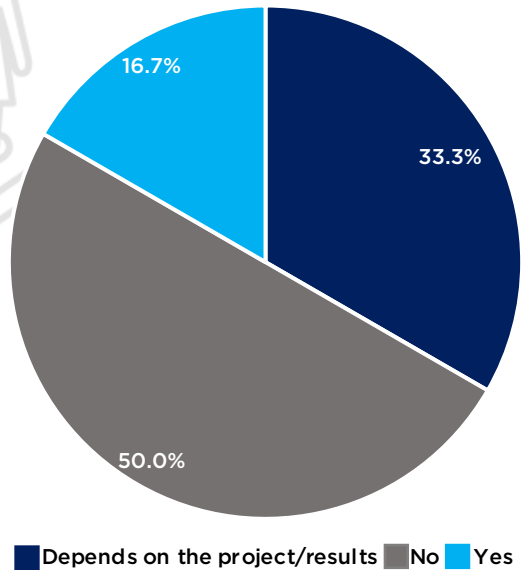
5. EXPATRIATE PURPOSE

This bar chart shows the main objectives behind expatriate assignments.



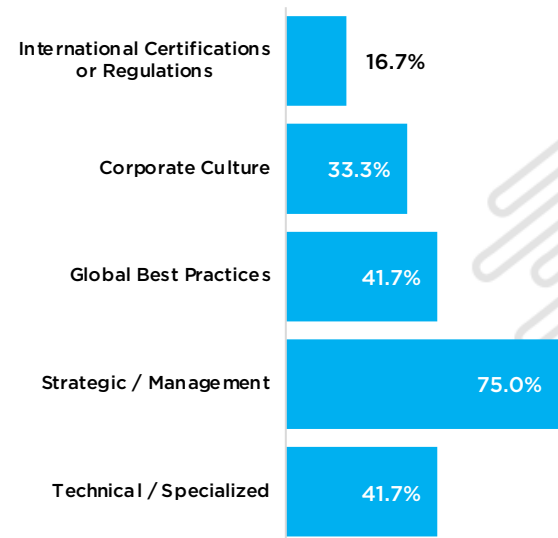
6. ASIGNATIONS TERMINATION TIME

A pie chart illustrating how expatriate assignments are concluded.



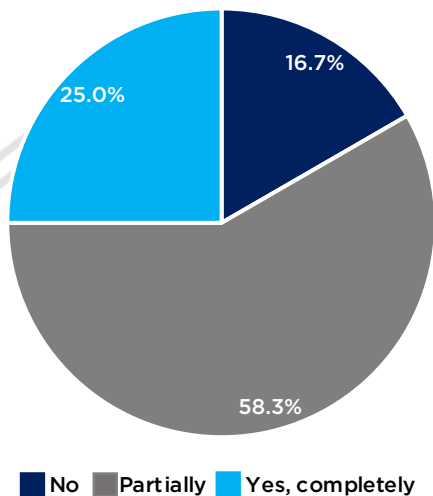
7. EXPATRIATE EXPERTISE CONTRIBUTION

This chart breaks down the types of knowledge and skills expatriates contribute.



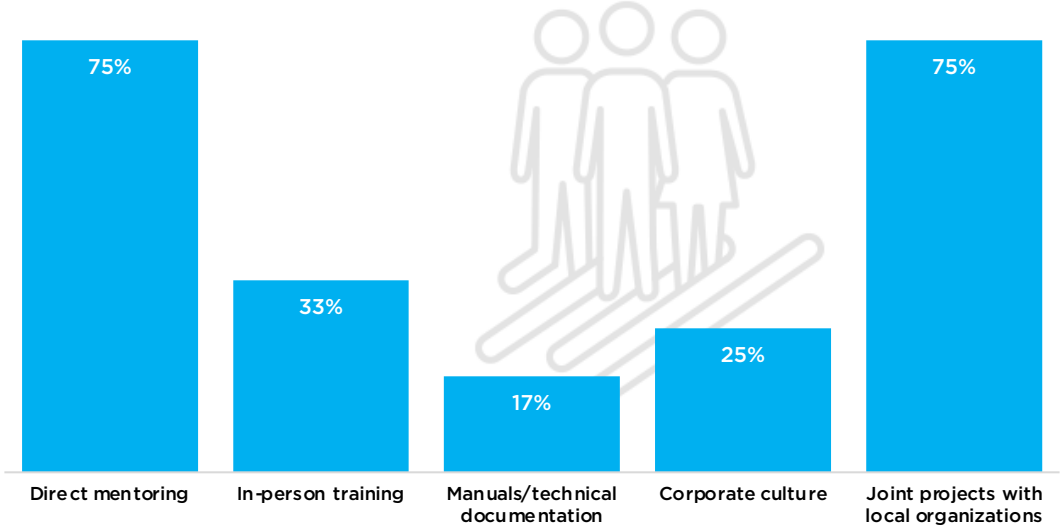
8. STRUCTURED PROCESSES FOR KNOWLEDGE TRANSFER

A pie chart showing whether knowledge transfer is supported by formal processes.



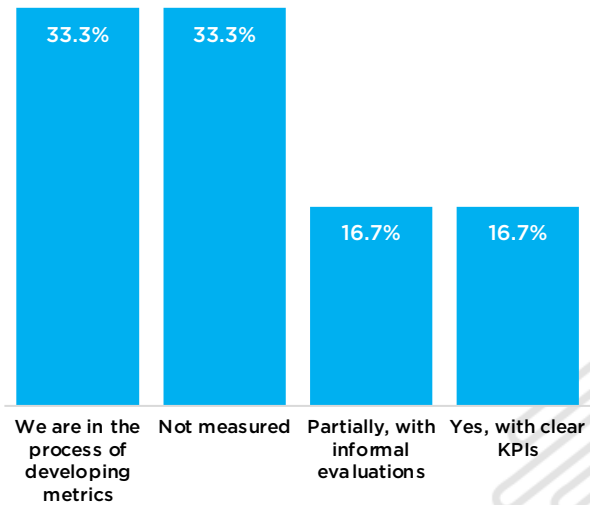
9. FORMAL MECHANISMS OF KNOWLEDGE TRANSFERENCE

This chart presents specific on-site objectives for expatriates



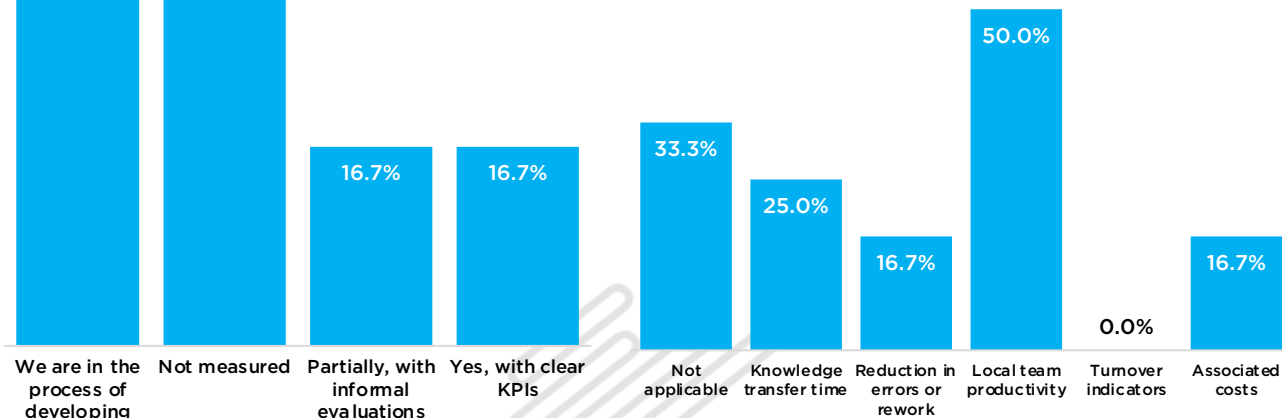
10. KPI IMPLEMENTATION

Below are the turnover and absenteeism indicators, segmented according to type of personnel.



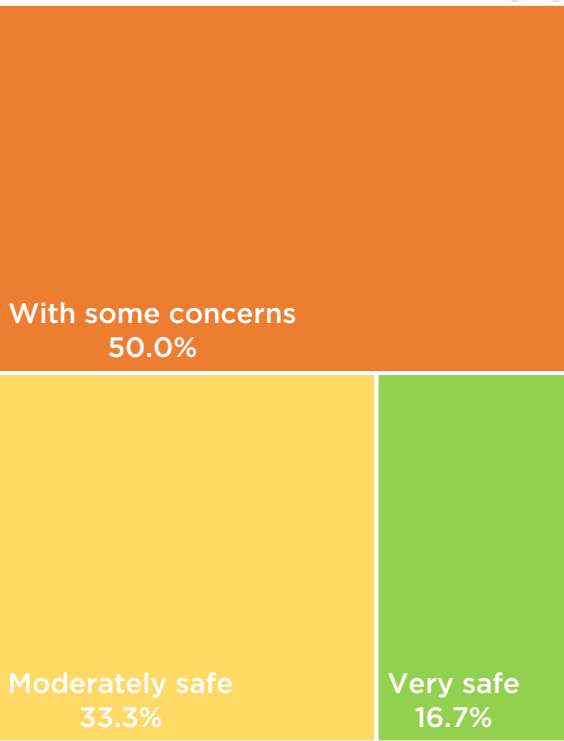
11. KPI METRICS

This bar chart shows what is being tracked through KPIs. No one reports measuring turnover or error reduction.



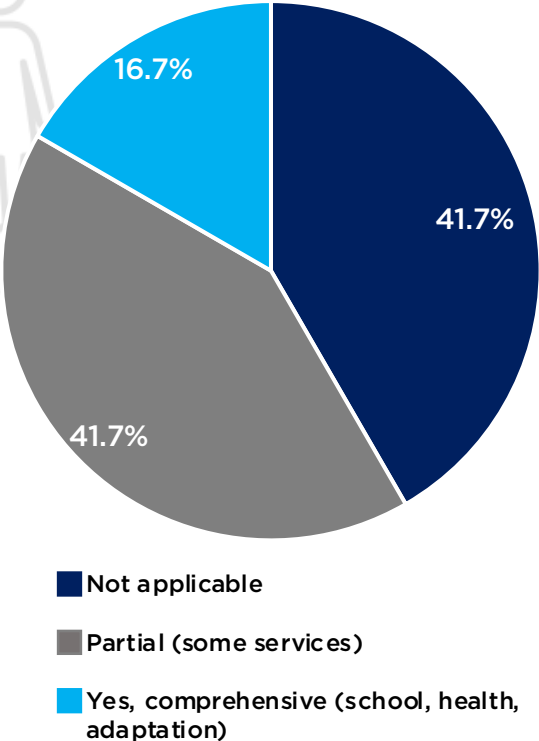
12. EXPATS PERCEPTION OF SECURITY

This chart illustrates how expatriates perceive on-site safety, ranging from concerns to feeling very secure.



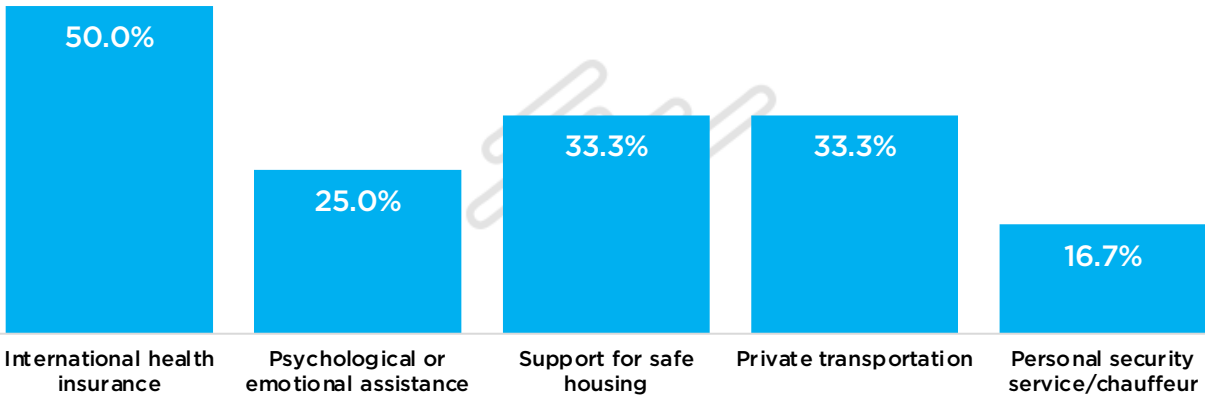
13. SUPPORT PROVIDED TO EXPAT FAMILY

This pie chart reflects the extent of support offered to expatriate families, from none to comprehensive aid.



14. TYPE OF SUPPORT PROVIDED TO EXPAT FAMILY

This bar chart shows the specific types of support offered to expat families, including health, housing, and transportation services.



## BEST PRACTICES & RECOMMENDATIONS

- **Strategic Improvements**
  - **Define Assignment Objectives & Endpoints:** Shift from open-ended to goal-based assignment models to enhance cost control and performance clarity.
  - **Prioritize Managerial Transfers:** Maintain focus on managerial roles but consider the value of growing mid-level or technical experts for sustainability.
- **Knowledge Transfer & Metrics**
  - **Institutionalize Transfer Mechanisms:** Establish structured, replicable processes (e.g., mentoring, documentation) supported by formal KPIs.
  - **Track Outcomes:** Incorporate KPIs like rework reduction, team productivity, and skills transfer to validate expatriate ROI.
- **Security & Wellbeing**
  - **Enhance Safety Perception:** Address concerns with clear protocols, secure housing, and transportation.
  - **Broaden Family Support:** Expand emotional support and private security services to boost expatriate satisfaction and family retention.
- **Organizational Integration**
  - **Cultural & Leadership Development:** Elevate global leadership and cultural integration objectives.

# GRUPO PRODENSA



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