

## Tough truth of life abroad

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THREE out of four overseas postings involving partners and families are doomed to failure, a study has found.

While accompanying a spouse on an overseas posting can be an exciting and glamorous prospect, the reality may be quite different, according to research at Southern Cross University.

The study found the adjustment of the spouse was crucial to the success or failure of a posting.

**Yvonne McNulty**, who found herself in such a situation when her husband was posted to the US, interviewed 162 spouses last year for her Bachelor of Business honours thesis.

She collected data from spouses of 27 nationalities living in 44 countries, and including 16 men.

Ms McNulty, 34, said few companies took into account a spouse's suitability or needs for the assignment.

"When an overseas assignment fails, at least 80 per cent of the time it is because of lack of family or spouse adjustment," she said.

"Yet most companies, when they're assessing an assignment's success and failure, will only look to how well the employee performed in the job."

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