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Abstract
In recent years, enterprises and or non-for-profit organizations (NPOs) all search for opportunities to survive and extend their businesses/service to the whole world. The expatriate plays a significant role in communication, leadership and management to increase the performance of organizations and to decrease the uncertainty of culture, environment, and language in the process of globalization.

Many present studies focus on the pre-departure training for expatriate's needs. However, there is limited investigation about the pre-departure training program yet. Therefore, this study explored the pre-departure training program design for expatriate workers.

As qualitative research, this study utilized the case study approach. The case was the International Cooperation and Development Foundation (ICDF), which had experience in educating and training expatriates. Through participatory observation and interview, the researcher collected the data of ICDF's per-departure training for expatriate workers. Finally, this study identified several suggestions for practice with regard to pre-departure training for expatriate workers, including (a) maintain flexibility and provide feedback to pre-departure training (b) build database from past records (c) understand the nature of uncertainty of pre-departure training (d) develop diverse training program, and (e) include different teaching methods in the curriculum.
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