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## Navigating Cultural and Operational Frontiers: Refining Global Mobility Policies

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### Abstract

This paper explores the evolution and effectiveness of global mobility policies at PT Pertamina International EP, with a specific focus on stakeholder engagement. By analyzing historical and recent policy documents, along with insights from AIRINC reports, the study highlights the strategic shifts in Pertamina's approach to managing international assignments. It emphasizes how stakeholder feedback, primarily from HR personnel and expatriates, has been instrumental in shaping policy revisions. The findings demonstrate that active stakeholder engagement not only enhances policy relevance and employee satisfaction but also ensures policies are well-aligned with international HR standards. The paper discusses the impact of effective engagement strategies on the cultural integration and technological utilization within global mobility practices, revealing significant improvements in operational efficiency and stakeholder satisfaction. Recommendations are made for further integrating stakeholder input into the policy-making process to foster a more responsive and dynamic global mobility framework. This study provides valuable insights into the role of stakeholder engagement in optimizing global mobility policies to better support an organization's international operations and workforce needs.

**Keywords:** cultural integration, global mobility, HR standards, international assignments, policy analysis, stakeholder engagement