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Implications of Flexpatriates' Lifestyles on HRM Practices**

In this paper we argue that flexpatriates' needs and goals are not homogeneous and cannot be met simply by providing standard measures to facilitate working in different cultural locations. We review the nature of flexpatriate lifestyle to examine how employees of multinational enterprises located in Austria face a range of issues in their work, personal and family lives. We present four empirically grounded types, Tough Travelers, Enjoyers, Cosmopolitans and Contactors. The types show various facets of flexpatriates' lifestyles that are essential to understand their significant implications for HR architecture, commitment strategies and HRM practices in order to meet the employees' needs.

Key words: **flexpatriates, HRM practices, lifestyles, qualitative type-construction**

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