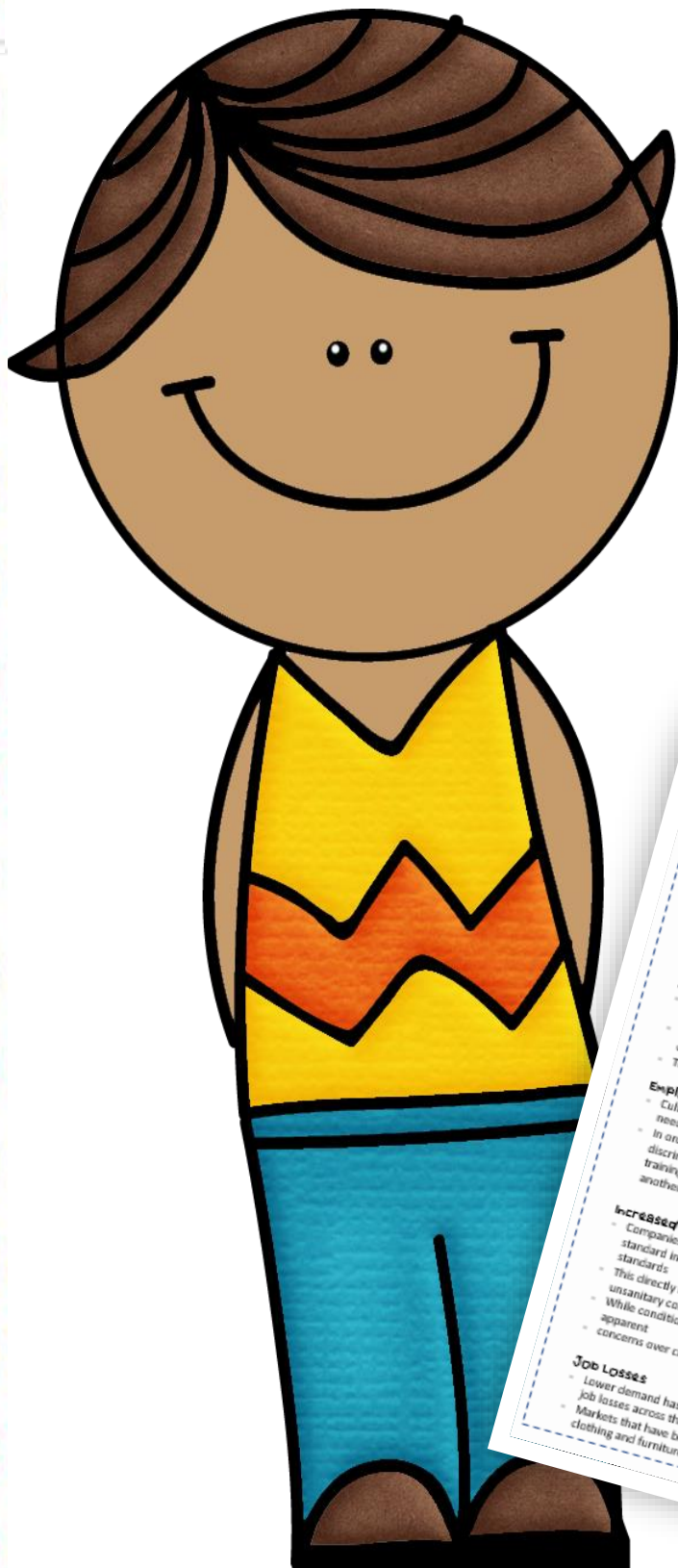
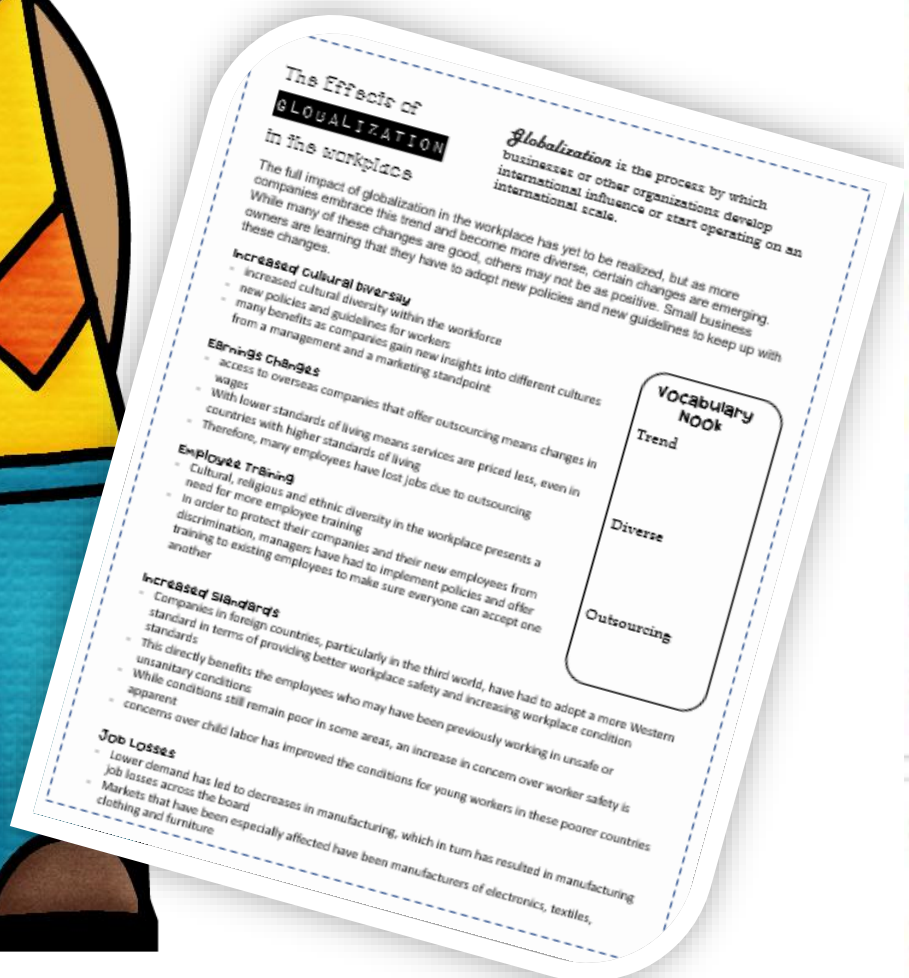



Free Resource



The Effects of Globalization in the Workplace





The Effects of

GLOBALIZATION

in the workplace

Globalization is the process by which businesses or other organizations develop international influence or start operating on an international scale.

The full impact of globalization in the workplace has yet to be realized, but as more companies embrace this trend and become more diverse, certain changes are emerging. While many of these changes are good, others may not be as positive. Small business owners are learning that they have to adopt new policies and new guidelines to keep up with these changes.

Increased Cultural Diversity

- increased cultural diversity within the workforce
- new policies and guidelines for workers
- many benefits as companies gain new insights into different cultures from a management and a marketing standpoint

Earnings Changes

- access to overseas companies that offer outsourcing means changes in wages
- With lower standards of living means services are priced less, even in countries with higher standards of living
- Therefore, many employees have lost jobs due to outsourcing

Employee Training

- Cultural, religious and ethnic diversity in the workplace presents a need for more employee training
- In order to protect their companies and their new employees from discrimination, managers have had to implement policies and offer training to existing employees to make sure everyone can accept one another

Increased Standards

- Companies in foreign countries, particularly in the third world, have had to adopt a more Western standard in terms of providing better workplace safety and increasing workplace condition standards
- This directly benefits the employees who may have been previously working in unsafe or unsanitary conditions
- While conditions still remain poor in some areas, an increase in concern over worker safety is apparent
- concerns over child labor has improved the conditions for young workers in these poorer countries

Job Losses

- Lower demand has led to decreases in manufacturing, which in turn has resulted in manufacturing job losses across the board
- Markets that have been especially affected have been manufacturers of electronics, textiles, clothing and furniture

Vocabulary Nook

Trend

Diverse

Outsourcing

