**HUMAN RESOURCES MANAGEMENT & DEVELOPMENT IN A GLOBAL**

**CONTEXT ASSESSMENT 2**

**Que2: Ways by which Individuals might construct a career in a fast-changing world over the life course**

ideas such as traditional career, protean career, Boundaryless career etc and frameworks that individuals might use to help them construct a career path could have been better. Also, discussing in line with theoretical perspectives such as Donald Supers' five-stage of the life course, Savickas, Career Counselling Interventions etc), would enhance a good knowledge and understanding of the question. It is recommended to read around the subject area to

understand the demands of the question.

Everyone needs an appropriate career in their own life but on the other hand, it is also true that in the fast-changing, some people cannot continue their careers in their interest. The segment has tried to provide the proper guidance to the individual so that they can easily construct a career in a fast-changing world over their life course. If a person has a proper successful career within their overall life then they are getting lots of benefits and profitability of opportunities by their career. nowadays the status of the people is published by their social status and the money. In this way, if people have a higher opportunity in their career then they can enhance their status within the society. there is a discussion about the possible reasons for the individual Desire for success then there can be the different reasons for that. There are many types of different ideas available within the market as well as according to the different researchers that the people can easily maintain their career paths in the overall light cycle. some of the ideas are as follows-

**Traditional career**

When there is a discussion about this idea as an additional career then it is to provide the proper definition of the career. According to the traditional ideas, the occupation has been provided to the people for a specific period and also some of the opportunity for overall progress. but on the other hand, it also restricts the overall focus on the other jobs and also considers the formal occupation. But when there is a discussion about the traditional career path then the progress of the employees can be implemented vertically upward in the company when they switch from one specific job to another. It is one of the methods which provide the proper sequence that can be the vertical as well as the horizontal opportunity to the individual.

**Protean career**

On the other hand when there is a discussion about the protein carrier then as the name says it is used to enhance the overall career of the person but not by the organisation. This is one of the concerts which was declared in 1976 by Douglas T. The protein carrier is one of the carriers which provide the proper and frequent change in the self-innovation techniques so that the people can easily manage themselves and also get the proper guidance. By the use of the protein carrier the individual can access their own needs as well as the organisational needs and by fulfilling them they can easily instrument and share their career according to their choice.

**Boundaryless career**

The next area method is the boundaryless career. It is different from the traditional career. In the boundary career, the people or individuals cannot work in a particular job or run in a specific time within only one organisation. As the name says it does not have any boundaries. In this type of career the individual can easily switch their jobs according to their choice and remain in the organisation according to their comfortable situation. It is one of the stages of different organisation structures and the different domains that cannot be accomplished in a single organisation.

There are also different types of frameworks available which provide the proper help to the individual to increase the career path as well as develop their career in a lifetime. In this way, some of the frameworks of the career path are the 5 step career development model which is used to provide the proper skills and learning outcomes to the individual so that they can easily demonstrate themselves.

**5 step career development model**

When there is a discussion about this type of model or Framework then this is one of the reasons which provide the proper access to the skills and also provide the proper learning outcome to the individual so that they can accelerate the opportunity of their life. It is one of the processes which is very helpful to take in the decision-making process and also pursue a career in the development processes. the five steps of the career development model are as follows-

* The first step is the assessment step. in which the individual has to take self and assessment of personality. By that, they can properly meet the overall opportunity in the career and also make the early planning.
* The next step is the exploration in which the individual can easily explore and Research the different career possibilities by being connected and also providing experiential learning. It is also very beneficial for gathering different information within the industry.
* On the other hand, the next step is the preparation and they have to create a proper resume and cover letter so that they can present their goals and well as skills and experiences to HR.
* The next step is the implementation process in which they have to develop the proper job search processes and the strategies by which they can develop the skills and also prepare for the interview. It is also beneficial to increase networking while attending the events.
* The last step is in making a step. In which, the individual has to take a proper meaningful career decision to gain the proper opportunity within the career. By that, they can analyse the job offers as well as take the high level of the decision according to the practical aspects.

Instead of that some of the theoretical models are also very beneficial to enhancing the overall opportunity of the individual to develop their career path. It provides the proper guidance to the individual so that they can analyse themselves as well as also understand the overall skills and processes that they need while giving the interview as well as facing the new opportunities. It is also necessary that individuals should have proper decision-making skills so that they can be analysed which job is suitable for them and which is not.

**Donald Supers' five-stage of the life course**

It is one of the career development theories which provide the proper cattle development process of an individual for life span view. This theory is very helpful to recognise the different types of changes within the people as well as according to the maturity of the people in the over life cycle. It is one of the approaches which emphasises lifespan and is also very helpful to develop career choices and adopt new opportunities. On the other hand, it is also partitioning the work of life into the different stages in that the behaviour has been changed according to the stage. The different stage has been classified into different categories that are as follows-

* The first is the growth stage which is around 4 to 13 years of age. It is one of the steps in which the children try to develop their different capacities as well as interest and also try to socialise themselves according to their needs. They also try to understand the overall culture of the society. This stage was to include different major categories and tasks that are the concern, increment of personal growth, convincing themselves and acquiring the competence.
* The next stage is the acceleration which is between 14 to 24. It is one of the periods in which individuals try to understand their strengths and weaknesses and also try to explore their work experiences as well as their hobbies. They are also trying to analyse their interests and capability so that they can fit into the different occupations that can create different opportunities for themselves.
* then its stages the establishment states it is between 25 to 44. That is one of the periods in which the individual or most appropriately coming into that position is suitable for themselves. They are in a high-level position and working for the future advancement in stage 3 development tasks that include stabilising, consolidating and obtaining advancements according to the new responsibility.
* The next step is the maintenance step which is coming between 45 to 65. It is one of the periods in which the career development path has been held on and kept into an innovative position. the individual tries to maintain the overall achievements and also update their competencies. This stage is trying to find out the different innovative ideas according to the performance.

After the overall discussion and has been concluded that there are different types of theories and a Framework has been discussed in the above section which is very helpful for the development of a career path over the lifespan. There are different types of strategies as well as frameworks. It has been discussed in the above section that the individual can analyse their strengths as well as their weaknesses and also increase the opportunities according to their capability.

Ques5

**Approach by which Multinational Enterprise with employees in a variety of countries might develop a fair approach to pay.**

The global expansion of any international organisation used different strategies to develop their business flexibility and productivity at the same time. But this can happen when the employees of the organisation will also contribute their higher efforts to increase the product activity as well as the performance of the organisation to achieve a common goal. In this way, it is the responsibility of the international organisation to keep connected with their employees by developing communication and fulfilling the requirements simultaneously. The compensation or the fairness approach to pay will be one of the most essential parts that are considered to develop the strategy of global expansion. The following report will describe the fair approach to paying the employees that will be used by the multinational companies. The Description of fair play as well as the factors that should be considered to address and achieve the fair approach will also be described in the section.

**Considered elements by a multinational company**

In this way, the multinational enterprises should keep focused on effective plans to pay Their employees with a fair approach policy. The organisation should focus on the feedback that is gained from the employees because this will directly affect the performance of the company. As a multinational enterprise, the organisation must know and understand the payment structure and infrastructure that is used. In this way, the enterprises cannot recreate the project in other countries. The enterprises must clearly and fully frame the law and model of the structure of pay which covers all the employees who are working with the organisation. As different countries, there are different rules, laws and regulations that should be taken into a consideration by the enterprise. There are also distinct factors over there That help the company to differentiate itself from the others. For example, labour law, the culture of the Country, policy for the established as well as to pay fair to the employees are some of the factors which emphasise the enterprises to be more concerned about the standard and policy-related activities.

On the other hand, due to the expensive budget structure will create an uncertain process in the market. As an employee of any organisation, there are some requirements over there like currency conversion, standards and cost of foreign countries, fairness in pay which emphasise to analyse the structure of the organisation. Therefore, it's a quite common scenario that is followed by any organisation to classify the employees according to their skills, experience and abilities. Therefore, this will help the enterprises to do fair in pay to employees according to their requirements and experience. the organisation can also improve the effective process and productivity due to its selection process in the terms of its employees and their abilities. The basic idea to introduce for achieving the fair approach to pay requirements that a multinational Company should consider during its establishment the business in other countries. Initially, the multinational organisation should focus on the common interest of the country by that easily identifying the basic scenario or common knees and desires of the citizens of the country.

**The concept of fair pay**

According to the name, it is understood that the fairy can be explained as ensuring the pay to the different employees of the organisation has been set at 11 which considers both parameters such as fair and liveable. It also depends upon the quality of work which is performed by the employees and the proper revaluation of the performance the equal pay will provide to each individual of the organisation. The basic framework of the fairy will cover overall the process and these elements will decide the level of equal fee that has been delivered to the employee.

The concept is as significant as the organisation's policy. It is the economic concept that was completed once upon The full economic and financial system as well as the government benefits. It is a combination that has been faced by every individual who is working in any International or multinational organisation suffering from a financial crisis due to a distinct way of pay. This common crisis can be recovered with the help of certain stages or elements that are put together into consideration by the enterprises to balance the fair approach to pay to their employees.

**Actions they might take to address and achieve a fair approach**

This section is used to elaborate on the proper action that might be taken by the multinational company to address the overall problem areas and also achieve a fair approach.

**Improvement in labour market institutions**

When there is a discussion about the improvement in the labour market institutions as well as the different problems that can arise in the labour market then multinational companies can be flexible according to that. Using flexibility, the meditation companies can reduce the concept of minimum wages because minimum wages discourage the overall employees of the organisation. The employees who are the young ones within the organisation who do not have a high level of job experience are mostly discussed by the reduction in the wages. In that way, it is also found that multinational companies reduce the ability of trade unions. that also affects the labour institutions that need to be modified by the company.

**Advancement in inflation rate**

It has been found that when the inflation rate has increased then the salaries and early versions of the employees are decreasing according to the situation because the company has lots of revenue problems due to the inflation rate. On the other hand, it is also found that if the inflation rate is going on then employees have to choose the internet company that is feasible for their budget and also provides the proper benefits and compensation. In that way, the multinational company should have proper financial aspects so that they need not decrease the salary of employees according to the inflation rate.

**Progress goes through collective bargaining**

When there is a discussion about collective bargaining then it is one of the ideas which provides the proper solution in the workplace. It is one of the best means of increasing wages in the country. By the use of collective bargaining, the employee of the organisation can be able to increase the bridges, Their benefits and make the workplace paper according to the situation. In that way, it has been found that by the use of collective bargaining the employees of the company can easily fulfil their requirements. In that way, the multinational company needs to provide the proper support to the union workers and non-Union workers and also provide them equal wages according to their skills.

**Improvement in trade union**

According to the research it has been found that there are also different types of problems that have been created by the trade union processes within the organisation. In that way, if the multinational company tries to Improve the trade unions then they have to properly maintain the unity of the organisation. On the other hand, the company has to produce political influence within the organisation and the different activities of the employees. They have to focus on the education of the workers and also provide the proper training according to the period and according to the changes in the technology and structure of the organisation. By the use of a trade union the employees of the organisation can easily negotiate for better payment within the organisation and also get the proper training to increase their skills and performances.

**Strategies for labour force demography**

By the relationship between demographic factors and the labour force participation, there are different types of changes and effects that can arise within the multinational company. In that way, the factors which affect the overall Rebel forces within the organisation can be the education, ethnicity, disability, marital status, the presence of young children at the home etc. In that way, it affects the overall working criteria of the multiNational Company and also produces the different types of problems within the organisation. In this way, if the multinational company tries to resolve the Rebel foods demography from the organisation then they have to focus on the labour force participation rate. by the use of labour force participation rate, the company can easily try to understand the number of participating and engaged employees within the organisation.

**Conclusion**

In conclusion, the above following report will help the knowledge about the concept of a fair approach to paying the employees who are working in a multinational firm. According to a report, it has also been found that there are different types of challenges and obstacles that have been faced by these employees due to their horrific condition in low income. And this will lead to a negative impression of multinational organisations on their performance as well as a productivity to be sustained in a multinational platform for a long period. In this phone and report, it is found out that there are certain factors over there which should be considered by the multinational to use the approach of fairness and improve the effectiveness and quality of their product as well as the performance. There are numerous problems over there to be a part of a multinational firm such as labour law, culture, country policy and so on but it is the responsibility of the multinational firm to be more flexible in their pay policy and grab the trust after employees to improve the productivity at the same time into the multinational level.