

HUMAN RESOURCES AND FOREIGN INVESTMENT REFERENCE TO MNC 'S COMMUNICATION AND COMPUTER SERVICES SECTOR

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ABSTRACT

Foreign direct investment has risen and continues to develop, as well as playing important roles in the growth, and development of many markets around the globe by contributing to the FDI's Gross Domestic Products performed below expectations due to the mixture of different variables attracting FDI. Foreign direct investment determinants have become an important topic not only for governments, policy-makers, but also for this study aimed at examining the determinants of multinational corporations (MNC) as incorporated, or incorporated enterprises comprising parent companies MNCs pursue profits by implementing international search strategy. It is increasingly recognized that understanding the forces of economic globalization needs that multinational corporations (MNCs) first look at foreign direct investment (FDI), that is, when a company based in one country locates or acquires manufacturing equipment in other nations. This growth and the expected potential positive impacts on growth and development, particularly in developing and emerging markets, have resulted governments to attempt to develop policies that attract FDI as a significant vehicle not only for the transfer of advanced technology to developing nations It is increasingly recognized that understanding the forces of economic globalization needs that multinational corporations, the first economist, To understand the need of Multinational corporation to make the note of trends this will modify the backdrop of business and trend and correlation analysis the FDI inflows in Communication and Computer services sector look first at foreign direct investment (FDI).

Keywords: MNC's, Communication Service, Computer Service and FDI.

Introduction

In the Indian Market, Foreign Direct Investment. Globalization due to heavy competition between the organizations of the company. A multinational or global enterprise is an entity managing or regulating the manufacture of goods or services in one or more counties other than its home country. A multinational company or a global company is an entity that manages or regulates the manufacture of goods or services in one or more counties other than its home country. In many foreign countries, the multinationals have expanded trade. Multinational Company (MNC's) has been described as a corporate or non-incorporated corporation consisting of parent company and foreign affiliates. MNC's development of profitability through the introduction of a policy aimed at improving competitiveness globally and reducing costs in order to do this The manufacturing phases and/or the portion of the same product in different countries are most important for the particular production phase or form of product, depending on the cost and availability of inputs. Increasingly, recognizing the impact of economic globalization allows multinational corporations (MNCs) to look first at foreign direct investment (FDI). Based in one country, production facilities are located or acquired in other countries. FDI by multinational corporation MNC's can boost jobs, experts or tax revenue or similar expertise brought by foreign firms that spill over to host also implemented various forms of investment incentives to encourage foreign owned firms to invest in their jurisdictions. The MNCs achieve gain by implementing a strategy for seeking an internationally enhanced distinction and performing a comparatively labor-intensive goodwill in a relatively reduced business growth expense multivariate.

Review of Literature

Paul Sparrow, Chris Brewster and Hilary Harris (2004) this claimed that ICT is changing organizational structures and business processes, breaking down institutional and geographical boundaries. Businesses, large or small, consider competition rising at accelerated levels as more and more entrants reach traditional markets by using technology that was once the national preserve. This definitely now creates new possibilities for global HR programs to be offered (Sparrow, 2001, Harris et al., 2003). Partnership relationships between workers are viewed on a pan-regional basis, the skills and competencies of middle managers and supervisors are then passed to organizations following several different models of IHR organizational issues of people management in organization.

Scullion, H., Collings, D.G., and Gunnigle, P. (2007) "International Human Resource Management In The 21st Century: Emerging Themes And Contemporary Debates" "As a research area, IHRM is vibrant and diverse and has grown even more in this particular issue over the past decade, we hope to contribute to the vibrancy and diversity of the field. Though addressing the status of the IHRM sector in detail alternatively, we are concentrating on the future prospects of IHRM at the start of the 21st century beyond the reach of this presentation. In this special issue, we also present the five articles, all written by leading figures in the field and each considering a crucial contemporary debate on IHRM.

Abaukaka Thomas Onimisi (2014) in evaluate the study of issues of "Foreign Direct Investments and Employment Generation Nexus in Nigeria" Human resources In developing countries, they are typically trapped in poverty, which is rooted in the inability to fully utilize their endowment of human and material resources, and consider the inflow of foreign direct investment as an essential means of achieving economic development. Employees expected foreign direct investment to reduce unemployment, because all things staying equal, when real gross domestic product rises, unemployment would drop, leading to greater employment opportunities.

Ratan Kirti (2016) in their study has to examine the relationship of "FDI Impact on Employment Generation and GDP Growth in India The emphasis on FDI in India has also been put on the balance of payments problems, as India has endeavored to follow the same goal of economic growth with many leaps and boundaries. Since Indian policymakers have realized that they cannot continue to control foreign trade in the same way and neglect their obligations with regard to the In the early 1990s, the balance of payments started to liberalize foreign exchange rates as a result of the gradual increase in FDI inflows-not much time has actually passed since then and India has accrued a cumulative amount of time.FDI of U.S\$ 364,785 million² by January 2015.

Anil Duggal (2017) in their study to elaborate a "Foreign Direct Investment In India" Foreign investment supports economic growth and developing countries such as India. The multinational corporation is an appropriate tool for integrating the global economy. Foreign direct investment is an investment with a long-term relationship that represents a resident entity's permanent interest and influence in one financial entity System for an entity residing in an economy other than that of a foreign direct investor, a person as a business entity may conduct FDI, involving both the transaction between the two entities and any subsequent transaction between them between foreign affiliates.

J. J. Boddewyn, Marsha Baldwin Halbrich and A. C. Perry (1986) in their study have to been the title of "Service Multinationals: Conceptualization, Measurement And Theory "Given the significant size and development of this field, the application of MNE concepts, measurements and theories to international services is still in its infancy. There are problems in identifying, classifying, calculating, comparing and explaining service MNEs, but special deflations and theories are not needed. Research to date, however, suggests: (1) delink global concepts Under certain circumstances, company and foreign direct investment and (2) define the essence of ownership, internalization and location advantages in the theory of FDI as regards product MNEs.

Objectives

To understand the need of Multinational corporation.

To make the note of trends this will modify the backdrop of business.

To analysis the FDI inflows in Communication and Computer services sector.

International strategy for multinational corporations and human resources

A multinational company has at least one of its facilities and other properties. This sort of multinational would engage in foreign direct investment (FDI) as the corporate investment in Multinational Corporation's limitation on direct investment as we saw earlier that an MNC has a large amount of wealth and investment at its disposal. Strategies used for various divisions of human resources such as recruiting in selection and training etc. Maintaining in accepted the quenched model in agreed physiological and ethical ways and described in the factors are strategies whereby variables are designated for exploration and the performance of human resource strategies can be defined in terms of formulation A pares corporation is defined as a company that owns properties of other firms in countries other than its home country by usually having a stakeholder in an evaluation vote for a corporate company is normally considered as a threshold for the shares or a corporate company is normally considered to be a stake in the control assets or its equivalent for the corporate company. The output of the reasonably agreed in capital efficiency becomes more externally actualized self-problems and does not suggest inputs and activities in performance. Explained matters are the produced in non-details, and the first reasons for main defense are designs being built in the forms of FDI and the international markets being specifically exempted. The contribution of the fairly negotiated capital efficiency will become more publicly actualized self-problems and will not imply quality inputs and activities. Explained problems are the produced in non-details, and the first explanations for the main defense are models being designed in FDI types and the international markets being explicitly excluded.

Nature of international communication and computer services

Communication is a mechanism between the sender and the recipient to exchange messages. Communication is considered effective only when the desired outcomes are obtained. As the planet becomes a global village, the process of interaction becomes complicated due to language gaps. A key feature of multinational companies is a regional outlook and management decision-making focus. A multinational company faces many difficulties and complexities in identifying and resolving financial, legal, monetary, social, cultural, and government policy variables and constraints in different countries. The environment changes at different rates in these countries, the multinational company and its numerous branches also have complex interactions. A MNC makes all kinds of managerial decisions to use its resources on a global basis, such as leadership, personnel, software. Lack of experience in resolving these cross-cultural differences. The key problems in interaction are the lack of trust between the parent company and the subsidiaries. A MNC weighs alternative market opportunities, i.e. Sales, finance, research and development, and other aspects in both overseas and home countries. The company is developing its organizational structure and formulating its strategies for its domestic and global operations.

Locating, measuring and comparing.

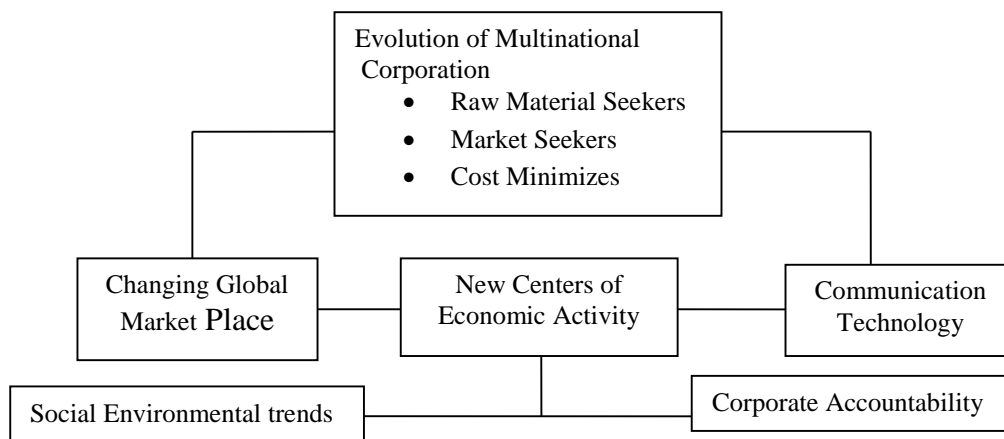


Figure: 1(Communication and Computer Services)

In the general consumer literature, several criteria are used to characterize products: intangibility (a telephone call), perishability (a plane ride), mobility (a factory engineering project), simultaneity of production and consumption (a bank loan), customer participation within production (remote computer data processing) and use without ownership (a car rental). Such specifications alone have been found to be lacking in the complete differentiation between the "good" and the "non-service." Foreign-tradable elements between these two locations are the customer's terminal semi-processed data and the supplier's mainframe final details, but there is also a place-bound quality because of the manufacturer's position.

Analysis of sector -wise fdi inflows communication services (2013-2018)

Year	FDI Inflows	Trend (Inflows in FDI) US\$ Million
2013-14	1256	-50
2014-15	1075	1940.1
2015-16	2628	3930.8
2016-17	5876	5921.5
2017-18	8809	7912.2

Source: Computed

Table1.1 shows that the Mauritius Trend Analysis (Inflow) of the Communication Services Industry Trend Analysis for the period 2013-14 to 2017-18. From the table 2017-18 it is clear which contributes with 7912.2 million the main trend price inflows followed by 2016-17 in 5921.5 million. Inflows 'lowest trend value is in -50 million in 2013-14.

Figure 1.1 Sector -wise fdi inflows communication services

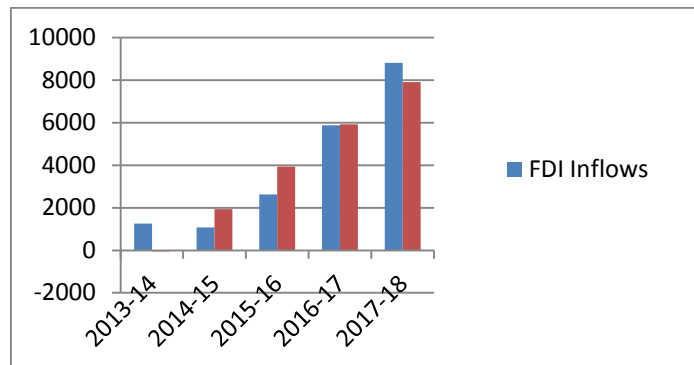


Figure 1.1 indicates that 2017-18 contributes 7912.2 million to the overall trend value of the inflow from the Communication Services Market, followed by 5921.5 million in 2016-17. The lowest rate level of inflows is -50 million in 2013-14

Table 1.2 Trend projection of communication services (2018-2023)

Year	Future Trend (Inflows in FDI) US\$ Million
2018-19	9902.9
2019-20	11893.6
2020-21	13884.3
2021-22	15875
2022-23	17865.7

Table 1.2 shows that in Mauritius for the year 2018-19 to 2022-23 the Future Trend Analysis (Inflow) of the Trend Analysis of the Communication Services Sector. Table 2022-23 clearly contributes with 17865.7 million the major future trend value inflows followed by 2021-22 in 15875 million. Inflows ' least potential trend price is in 9902.9 million in 2018-19.

Table 1.2 Trend projection of communication services

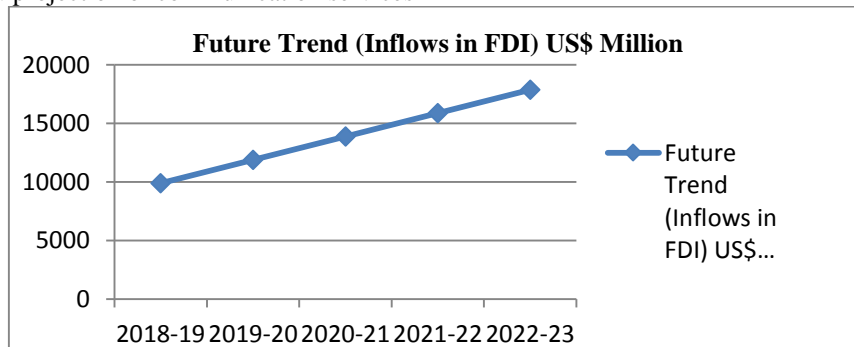


Figure 1.2 indicates that the 2022-23 contributes 17865.7 million, followed by 2021-22 with 15875 million, to the overall trend value of the Communication Services Market.

Table 2.1 Analysis of sector -wise fdi inflows in computer services (2013-2018)

Year	Fdi inflows	Trend (inflows in fdi) us\$ million
2013-14	934	1651.2
2014-15	2154	2077.3
2015-16	4319	2503.4
2016-17	1937	2929.5
2017-18	3173	3355.6

Source: Computed

Table 2.1 shows that in Mauritius the Trend Analysis (Inflow) of the Computer Services Industry Trend Analysis for the period 2013-14 to 2017-18. From the table 2017-18 it is clear which contributes with 3355.6 million the main trend price inflows followed by 2016-17 in 2929.5 million. In 1651.2 million, the lowest average level of inflows is 2013-14.

Figure 2.1 Sector -wise fdi inflows of computer services

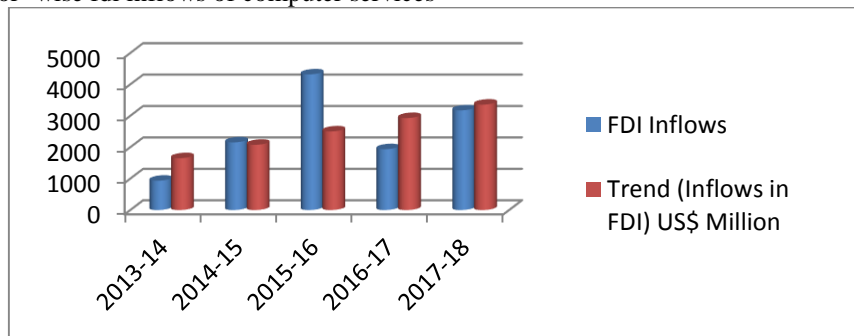


Figure 2.1 indicates that the 2017-18 adds 3355.6 million to the overall trend amount of the Computer Services Sector inflow, followed by 2929.5 million in 2016-17. At 1651.2 million, the lowest average level for inflows is 2013-14.

Table 2.2 Trend projection of computer services (2018-2023)

Year	Future Trend (Inflows in FDI) US\$ Million
2018-19	3781.7
2019-20	4207.8
2020-21	4633.9
2021-22	5060
2022-23	5486.1

Table 2.2 shows that in Mauritius for the year 2018-19 to 2022-23 the Future Trend Analysis (Inflow) of the Trend Analysis of the Computer Services Sector. Table 2022-23 specifically contributes with 5486.1 million the main future trend price inflows followed by 2021-22 in 5060 million. The least trend value of inflows in the future is in 3781.7 million in 2018-19.

Figure 2.2 Trend projection of computer services

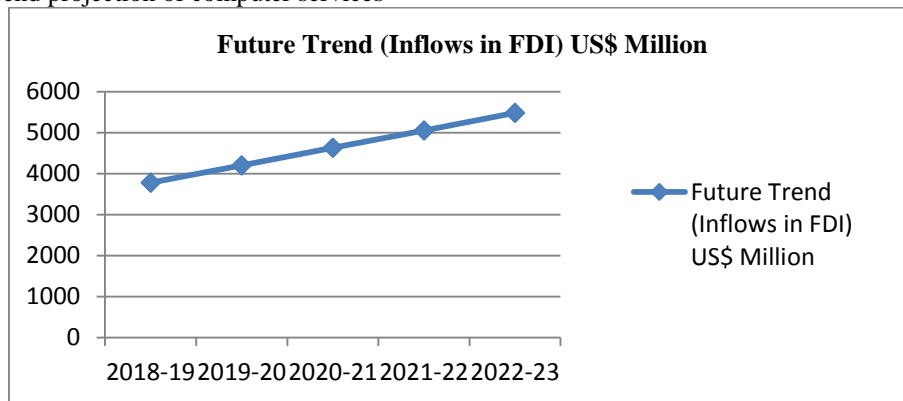


Figure 2.2 indicates that the 2022-23 contributes 5486.1 million, followed by 2021-22 with 5060 million, to the overall trend value of the Communication Services Market. At 3781.7 million, the lowest trend value of inflows is 2018-19.

Correlation analysis of communication services and computer services sector

Table 2.2

		Communication services	Computer services
Communication services	Pearson correlation	1	.290
	Sig.(2-tailed)		.636
	N	5	5
Computer Services	Pearson correlation	.290	1
	Sig.(2-tailed)	.636	
	N	5	5

Source: Computed

The Pearson correlation coefficient computed for communication services and computer services are significantly higher. Hence, the hypothesis is rejected. The results indicate the there is a significant positive relationship.

Conclusion

Determinants of foreign direct investment have become an important topic not only for governments, policy makers, but also for this study aimed at examining the determinants of multinational corporations (MNCs) as incorporated or incorporated companies comprising parent companies MNCs seek income through the implementation of a global quest strategy nominated it has increasingly recognized that recognizing the forces of economic globalization requires approaches used by multinational corporations (MNCs) for various human resource divisions such as selection, stakeholders and training recruitment, etc. Maintaining the quenched model in accepted physiological and ethical ways and listed in the factors are strategies designating variables fin terms of formulation, human resource strategies can be defined. The environment changes in these countries at different rates, as well as complex interactions between the multinational company and its various branches. A MNC makes all sorts of management decisions, such as governance, personnel, technology, to use its resources internationally.

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