

## EMPLOYEE MINDSET IS MORE SATISFIED IN INTERNATIONAL BUSINESS AS COMPARE TO DOMESTIC BUSINESS

Adil Hakeem Khan

President International Research Foundation India.

Director NIFSM India &

Ex.HOD Dept Microbiology I.K. College Indore MP India.

Email: [adilhakeemkhan24@gmail.com](mailto:adilhakeemkhan24@gmail.com)

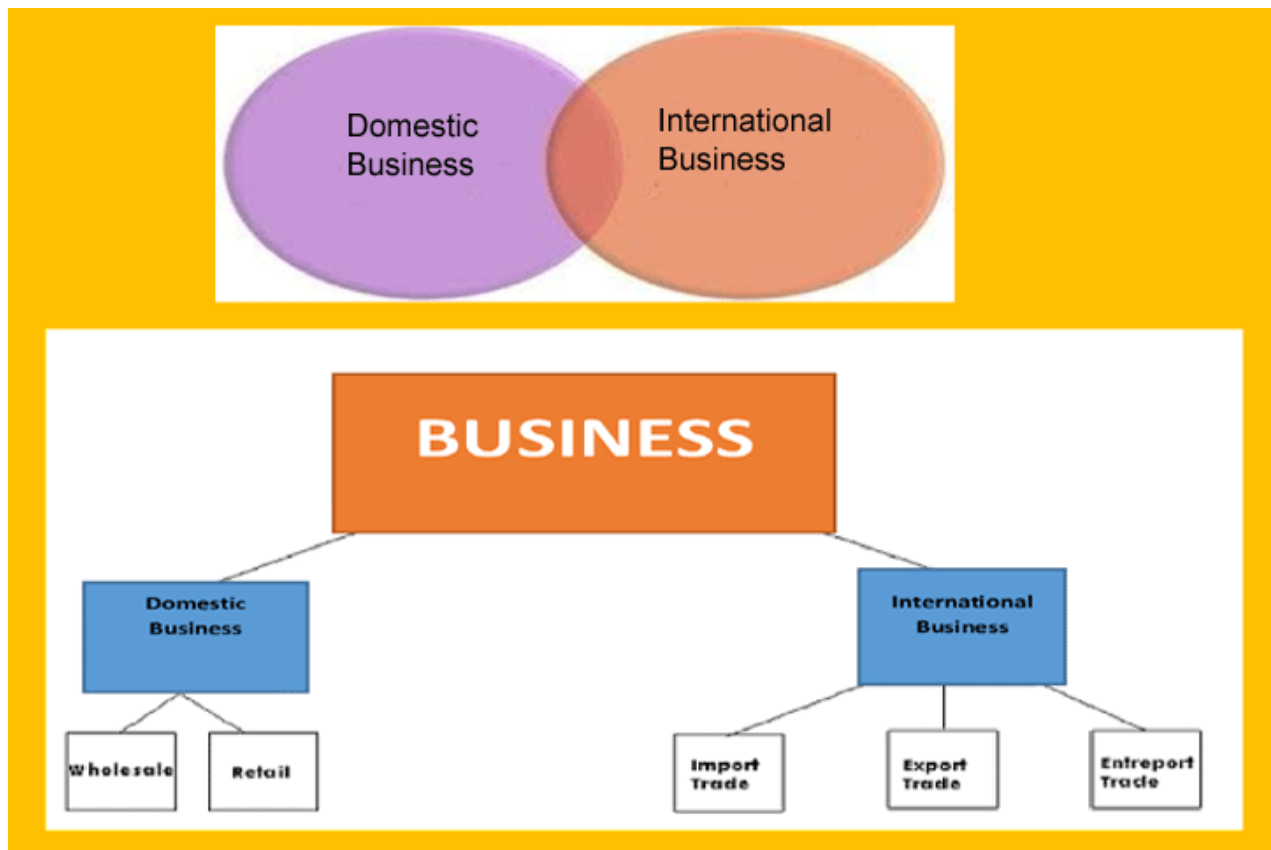
### INTRODUCTION :

Employee is the key to every business. Any business require Land, Labour , Capital and Entrepreneurship. But most important is smart and hard worker plus ,honest employee for every successful enterprise .If the worker are sufficient in their area with their academic Education, Knowledge along with their professional skills then he/she can advice to his senior/owner of business to take challenge and necessary steps to achieve their goals efficiently and effectively. International business leads to Globalization and work on Larger scale where as Domestic business is work with in the territory of home country. Research on the mind set of global business employees and domestic business employee is all what business is concerned with and depend on the scale of the enterprise. Following points to be taken into consideration to understand better.



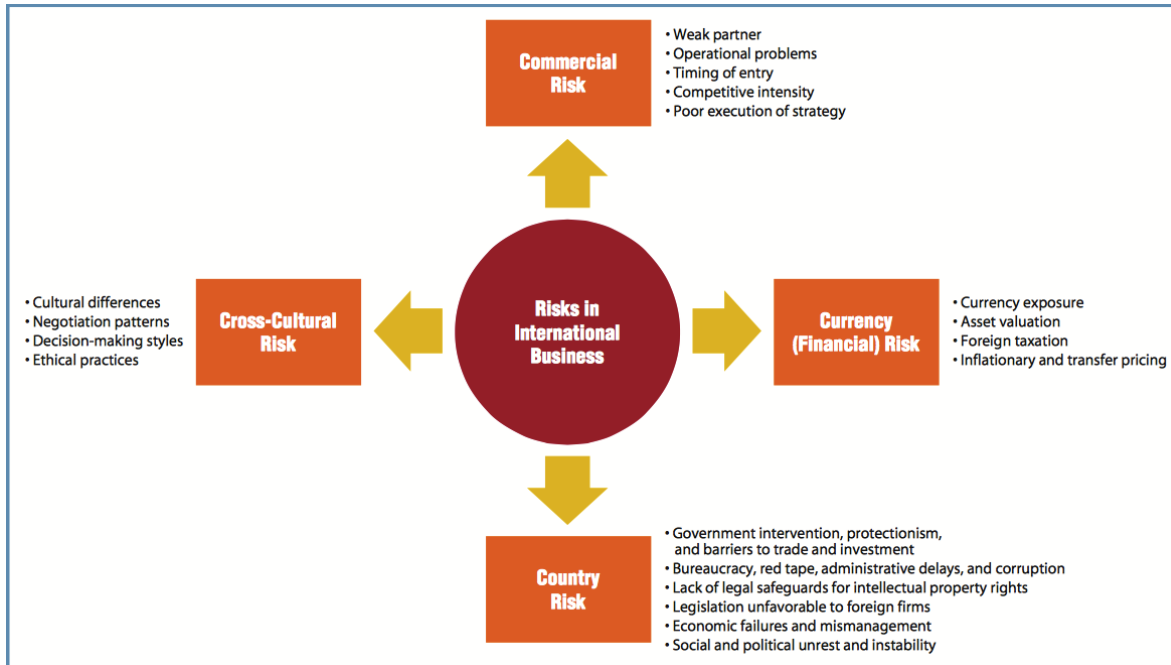
Sourced by: Employee Mindset vs Entrepreneur Mindset | by Munna Prawin | Tilicho Labs | Medium

Salaries/ Wages :Salaries and wages are the main component for an employee or worker to go outside and work for his livelihood. Salaries and wages at international business management is high as comparison to domestic business. Salary and wages at international business is in foreign currency which high as compare to currency in domestic currency. MNE's which are operating from in developed countries give high salary/wages plus attractive incentives as well as better standard of living. If the standard of living is high then the employee is much satisfies from his household and he is able to give his maximum output to the Organization.



Source by : Difference Between Domestic & International Business - WiseLancer

Technical/Professional Skills :Training programme should be given for the employee betterment .Some of the MNEs also providing training and personality development programmes for their employees due to cultural barriers in International business ,to understand the culture and society of that country better and in results the employee sharpen their knowledge and skills better as compare to employees working in domestic business. The Views exchange and Transformation of knowledge also increases in employee development programmes. It results in high thinking which directly or indirectly help their children also to grow well.



Source by :: Cavusgil, Rammal, and Freeman (2014)

**Industrial Training Programme** : Every organization and every industry wants to grow the skills of an employee. In this regard industry started training programme for the workers and Employee. Due to technical or technological changes frequently arises in market an industry should follow the market norms and upgrade their employee through training and development programmes but this can be only done by MNE's rather than dealing entrepreneur in domestic business as it require huge money.

**Vocational Training**: Due to COVID 19 most of the industries in past recent years had shut down .This domestic business has increase in number rather than business at international level. Now MNEs again has started vocational training programmes for achieving their goals sufficiently and successfully .It gives proper knowledge international Trade, Knowledge of regulation act globally, knowledge to deal with cultural barriers etc.

**Distance Education Programmes** : Most of the workers in labour class are illiterate and company wants to grow with their existing employee rather than make payment to new employees with higher education needs handsome salaries. So most of the companies has started distance education programmes to literate their employees to meet the competition of market, whether it is at domestic level or at international level businesses.

Cultural / Social Environment : Organized industry provide the entertainment programme for the welfare of employees . For this cultural and social activities organised by Employers. It helps the employees at International level to meet the demand of Cultural barriers and help them to adjust and settled in new environment easily.

Incentives and Bonus : Incentives and bonus are in return when employee meet his target whether it is monthly, quarterly, half yearly or yearly. This can also be called sometimes motivational activities from employer's side. Employees on the other hand earn extra perks along with their salaries. Overtime is one of the component for the increase in incentives and bonus earn by the employees or workers.

Promotion and Transfer : These are the components to attract the employee to work more better. This is a kind of extra perks from the organization against his best performance in the organization. Promotion means movement of employee at high level with increase his income, authority and of course in designation. Many times transfer made by the need of employee .In both cases employee need something better for his livelihood, to meet the demand of society and to maintain his good standard of living in society.

International business and domestic business both are based on globalization and localization. The Global and domestic scale of business is running on one of the most important component i.e employee and their mindset which mainly help organization to achieve its targets .Employee is the key component to maintain equilibrium between the supply and demand of the goods and services produced by the organization. The following points should take into consideration:

- 1) MNEs always doing survey to analyze the employee mindset
- 2) Well organize training and development programmes.
- 3) Cultural activities should be done for the welfare of employee
- 4) Motivation of employee is necessary
- 5) Good leadership should be there
- 6) Understanding between senior and subordinates.
- 7) Authority and responsibility equally delegated so that accountability can be define easily.

## CONCLUSION:

Employee and his mindset to any organization is very important component to fulfill employee target which directly relate to organizational goals. With the help of training, motivational activities like yoga, cultural activities ,seminars, conferences ,group discussion, Views exchange increase the mindset of employee they feel confident towards their work. Better leadership is necessary for any business whether it is in domestic territory of a country or the business is running globally. Distance education learning programmes should also give the strength to the employee mindset and to understand world better and increase their knowledge and key skills.

## REFERENCES :

- 1) Employee Mindset vs Entrepreneur Mindset | by MunnaPrawin | Tilicho Labs | Medium  
<https://medium.com/tilicholabs/employee-mindset-vs-entrepreneur-mindset-97a8210cfa1d>
- 2) Source: Cavusgil, Rammal, and Freeman (2014)  
<https://sites.google.com/site/ibwvietnam/4-risks-in-internatio>
- 3) Difference Between Domestic & International Business - WiseLancer  
<https://wiselancer.net/difference-between-domestic-international-business/>