Exploratory Study to Determine Perceptions of Globalization and Global Career

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Abstract

Purpose

Using social media for perceptions based study is a common practice. This study makes use of microblogging social network site Twitter to understand public opinions and trends around globalization. Two thousand tweets were analyzed to study public perceptions ofglobalization, global careers and internationalization. Additionally, exploratory analysis was performed by administering questionnaires to discover the positive and negative perceptions about globalization and global careers. Countries and companies can develop strategies around the outcomes to address the economic and social impacts of globalization.

Methodology and findings

Two thousand tweets were extracted from Twitter database using R tool. Subsequent mining of the unstructured data revealed convergent and divergent perceptions of globalization dynamics. In the second component of the research, respondent data of 210 people were collected using convenience sampling to meet the research objective. Four factors emerged which divided the perceptions around global career and globalization into positives and negatives.

Research limitations/implications

Twitter research involves sampling and filtering restrictions. The outcomes of this research are not representative of the entire Twitter community.

Originality/value

To the best of my knowledge, this is first studyto utilize Twitter to understand people's perceptions on globalization.

Keywords: Capitalization, global career, globalization,internationalization

I. INTRODUCTION

Both globalization and capitalization have been on a slandering spree charged of topsy-turvying people's lives. While globalization may be hardwired by evolution into mankind, capitalism has its roots in mercantile capitalism that emerged around 9[th]century economic and social system. No doubt, both are indispensable where one is a determinant of the other and if not handled carefully, could have dire consequences.

Over time, the world has become more capitalistic and more globalized. While it has definitely made a positive impact by improving the quality of life of the common man; the flip side is rising unemployment, poverty, and disparity. The effect of fast paced globalization has been strongly felt on work and on organizations. Business process re-engineering and outsourcing are topping business agendas. Organizations are digressing from manufacturing mass products to making customer centric products. Service industry is gaining prominence over product industry. Intensive advertising and branding campaigns are designed to attract more buyers. Freedom of trade has enlarged markets to sell products across borders without much hassle. Nevertheless, job opportunities have risen but so has manpower exploitation, especially of employees hailing from weaker nations. Globalization necessitates the requirements of team members to work on projects at different locations. Unfortunately, national policies related mostly to wages and labor standards are insensitive towards international competitiveness. Developed economies owe the privilege of dictating their employment terms to purchase offshore skills at cheaper costs. Transnational corporations are driving globalization at the cost of deteriorating environment, health, and labor standards.

Working across distances appears to beenticing but challenging. Economic liberalization and its effect on income inequality in third world nations have triggered a desire to work offshore despite wage disparity. Cultural, geographical, personal, organizational, and leadership differences can cause anxiety and depression to offshore employees.

II. PUBLIC PERCEPTIONS OF GLOBALIZATION

Perceptions outweigh reality in shaping a community's opinion. While globalization is an attempt to integrate national economies, it has undermined labor and environmental standards. Tracking people's perceptions towards globalization is difficult owing to its intangibility. However, social networking sites can provide valuable insight into the minds of the masses.

With the humungous unstructured data available on the web, one can understand the opinions and sentiments behind wide-ranging issues, such as an employee's willingness or unwillingness to acquire a global job. This paper explores how sentiment analysis on Twitter data can be used to explore various aspects of globalization.With the phenomenal use of social network channels to freely express mindsets, natural language processing is deployed to analyze data generated by users on social media. In this study, one thousand tweets on globalization were collected using R tool. Each tweet was manually analyzed and classified to be positive or negative or neutral. Seven six tweets contributed to negative sentiments on globalization with most prominent keywords collated and put into a cloud. Most of the other tweets were found to be re-tweeted and the original messages were few.

Fig. 1. Common keywords on globalization

Source: Author's study

The perceptions seem to vary with users (Fig. 1). Globalization is perceived as a transfer of authority and wealth from an under-developed economy to a developed economy. Capitalists accumulate tremendous wealth at the hands of working people. Neoliberalism has exploited the veracities of global competition. Undeniably, it can be reasoned out that neoliberalism has been driven by capitalists' intent to ensure continuing prosperity [1]. Thus, globalization has benefitted few classes rather than economies per se. Another perspective of globalization that is criticized is hyper-globalism. Hyper-globalism is accompanied by denationalization of economies brought about by the concept of a global market. Neoliberalism impacts migration policies of global economies. High level of immigration or expatriation is considered to be an outcome of neo-liberalism which exists by virtue of its fast paced economic growth. High immigration triggers low paid jobs resulting in low levels of wage inflation. Thus, globalization causes de-stabilization and economic insecurity. One solution is protectionist policies adopted by bigger economies such as US and Europe. More prevalent in America, politicians over time have adopted measures to protect American population from depression-level unemployment. These include revisiting trade agreements, emphasizing on bilateral deals than multilateral and evasion of trade liberalization. This results in intensification of alienation and exploitation of migrants and the government serves the best interests of its own nation.

Fig. 2. Globalization defined

❖ Globalization & Integration of Technology its Imbalance between rich and poor
❖ Globalization = inevitable trend. We need to plan for it, not tilt at windmills
❖ Globalization can't succeed when only the privilege few are enjoying bt the generality of the people are
❖ Globalization depicts a threat to the authority of fed & state govt regionalism threatens counties & municipalities
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❖ Globalization is allowing the upper class like Trump to increase profits and the middle class isn't competing well
❖ Globalization is cynical, just as revolution is an economic model so is cynicism our homogenous multinational 'culture'
❖ Globalization is exposing new fault lines - between urban and rural communities
❖ Globalization is facing its biggest political test in decades
❖ Globalization is just a front 4 predatory #Capitalism which seeks access 2 all markets. It's failed d #world.
❖ Globalization is mischaracterized

❖ Globalization is not kind to the American working class, it is good for Billionaires and Aristocrats
❖ Globalization is the exploitation of third world countries so the top 1% can get richer
❖ Globalization level playing field zero when will government serve represent the best interest of their own nations peoples
❖ Globalization Yields 'Poverty, Inequality, and Undermining of the Social Contract

❖ Globalization... has a tendency to accelerate ethnic conflicts on economic and cultural fronts
❖ Globalization: The consensus crumbles
❖ He realizes the cost being paid for deindustrialization and globalization in this country, It has created great poverty in masses of areas
❖ Hillary believes in government, globalization, and big money influence peddling
❖ How can we trust current leadership to lead us into globalization corruption everywhere is apparent voters need honest accountability

Source: Author's study

Protectionism is highly criticized by masses and people don't shy away from freely expressing their views on social channels. Economists believe that while free-trade can help workers in developing countries, protectionist policies may result in dead weight loss: a situation wherein equilibrium of goods is either not achieved or is unachievable [2], [3], [4].

III. INTERNATIONALIZATION VERSUS GLOBALIZATION

The terms globalization and internationalization sound confusing and at times are perceived as synonyms. While globalization is linked with global economic integration, internationalization means between or among nations.

Fig. 3. Negative sentiments

❖ You can either increase democracy in world trade order with possibly some protectionism, or face populist backlash.

❖ Is #SocialDemocracy viable, yet? Key issue for all of us. #politics #Neoliberalism #Troika #globalization #racism

❖ 'Neoconitis' is systemic across the world - its fascist globalization. All leaders are pre-selected & 'installed'.

❖ Neoliberalism and The Globalization of War

❖ Protectionist policies & #globalization backlash curb #trade & #investment, hurts

❖ social strains of hyperglobalization will drive a populist backlash that undermines both globalization

❖ that's been the plan all along ! Destabilization will eventually lead to GLOBALIZATION

❖ with the globalization of corporate capitalism - the entire world will exist under corporate

❖ We can't agree with you more. These are the negative effects of Globalization on Low-and Middle-Income Countries...

❖ The future of trade, inequality and globalization

❖ He realizes the cost being paid for deindustrialization and globalization in this country.. It has created great poverty in masses of areas

❖ cultures cannot exist in stasis that is a myth. The reality is globalization demands an attitude change

❖ How can we trust current leadership to lead us into globalization corruption everywhere is apparent voters need honest accountability

❖ But feel compelled to point out that some (like me) are against globalization for human rights

❖ We hate globalization. And we can pretend we can make it go away.

Source: Author's study

On a positive note, globalization infuses culture and intensifies social relations [5]. It increases the availability of foreign products in domestic markets, thus augmenting westernization. No doubt, globalization causes world cultural homogenization, yet it is criticized possibly on account of slow and gradual erosion of domestic cultures. "Who we are" and "do we fit into the global world" is what people talk about often on social channels. If globalization has to succeed, it has to be put to work for democracies and not just lead to Americanization or Europeanization!

Internationalization enhances relationships between different countries. This study also deployed text mining on Twitter data to extract significant aspects of internationalization. A thousand tweets were extracted from Twitter containing the word 'internationalization' using R tool. The output data was cleaned to remove punctuations, stopwords, whitespaces, and numbers. A wordcloud was generated to visually present the text data. Few emerged keywords stand out in the word cloud and shed a new light on significant relationships.

Fig. 4. Positive sentiments

- Globalization makes anything in the global market place of **culture** and business possible
- Globalization and **Westernerization** is good, but the key is for who?
- If #globalization is to succeed, it must succeed for **poor and rich alike**. It must deliver #rights no less than riches.
- 'Young minds today wake up to an alarm clock made by China, eat a pizza which was introduced by Italy
- 'Time for India to move from the menu to the 'table'. India has the power to be at the TABLE'
- Globalization of Production As It Pertains to Fashion Products
- Put Globalization to Work for Democracies
- This intentional failure and corruption of our government is a precursor to the end goal of globalization.
- you can't shop at Walmart and complain about Globalization, lol.lol! They do not even sell fruit & vegetables grown in America
- lack of openness is no longer the binding constraint on the world economy; lack of democratic legitimacy is
- Bcoz global exposure=global mindset of student which helps in d growth of individual in d pace of globalization
- #Globalization has a lot to answer for and many of our leaders got it wrong
- Globalization is **Vast and Infinite**
- Put Globalization to **Work for Democracies**
- globalization Knowledge is power site: Using #Networking #trick
- You're right good. It confirms the globalization too many companies favor over the good of th...
- Casting globalization to help everyone
- Globalization is key, but we must first start with who WE are - this way we fit better in the global world
- Globalization has a lot to answer for and many of our leaders got it wrong

Source: Author's study

An impactful relationship has emerged between internationalization and higher education. Extracted tweets (Fig. 4) indicate that a number of universities across the globe including countries such as Brazil, Mexico, Turkey, Spain, Italy, and America are considering internationalization as a significant constituent of their institutional strategy. Universities may aim to increase internationalization to increase the number of international students. Undoubtedly, student movement is one of the positive outcomes of internationalization.

Fig. 5. Internationalization defined

- Brexit and Its Implications for Higher Education Internationalization
- Teachers to understand how to move from internationalization to intercuralization
- The Internationalization of Humanitarian Law"
- Bilateral student #mobility in #Brazil: language as a double-edged sword in internationalization
- Technology and Internationalization Strategies for Institutions of Higher Education
- Education, innovation, trade facilitation, & internationalization priorities to drive #genderparity
- The Internationalization of Higher Education in Turkey
- The internationalization of #highered in Mexico
- University of Brescia and Mount Sinai Expand Cooperation with First Internationalization Summit
- Internationalization of university governance?
- Delegation of University of Valencia at #EAIE2016 working for internationalization of university
- New multi-year plan for higher education: Investment and internationalisation.
- Strategies of integrating international students on campus

Source: Author's study

A cluster of extracted tweets established a strong connection between internationalization and mobility (Fig. 5). The data upholds the fact that mobility contributes to educational and cultural progression in people. Internationalization is all about a transformation which results in mobility, opportunities, learning, and strategic growth. Again, internationalization abroad is considered to be more valued over internationalization at home. Thus, mobility is a key constituent of internationalization strategy.

"Why #internationalization? According to @icStrang, "To encourage understanding across cultures & to nurture global citizenship."

IV. GLOBAL ORGANIZATION AND GLOBAL CAREER

So, what constitutes a global organization? Many organizations have explicated their globalized status with grandeur. A global firm not only trades in the

Fig. 6. Mobility

- Translation Exchange Makes Internationalization Easy
- Start with the minimum. Grow strategically
- International placements @UWindsor provide valuable work-integrated learning opportunities
- The world is too small for us to simply be able to build a wall and keep it from effecting our own societies
- We strongly believe and support globalization, internationalization and business networking.
- an internationalization is an itinerancy: figurative, and glutinous"
- Allow yourself to be inspired by others"" @UPorto sharing best practices on internationalization.
- Internationalization and cultural awareness happens with #FulbrightHays55 #globalskills #skillsforthefuture
- Everyone thinks mobility is more important than internationalization at home

Source: Author's study

People talk a lot about internationalization. From internationalization efforts by Stockholm's Chamber of Commerce, internationalization of Indian firms, cultural awareness, US president pushing globalism in UN, internationalization of Yuan, internationalization activities at Ujat, internationalization in Indonesia, internationalization of African literature, reverse internationalization by Chinese global startup OEMs, internationalization of Balochistan, internationalization of Hamburg aviation network, internationalization best practices for law firms and many more….the talks are endless!

"The world is too small for us to simply be able to build a wall and keep it from affecting our own societies"

"We strongly believe and support globalization, internationalization and business networking."

"internationalization is an itinerancy: figurative, and glutinous."

domestic market but earns a significant profit on sales outside its domestic country. These companies compete with each other on sales growth, profit growth, return on capital, return on shareholders, and a number of other parameters. Even the terms 'multinational company' and 'global company' are misleading. Both multinational and global firms have their presence in multiple countries. However, while a multinational or an international company adheres to the policies of host nations, a global company believes in a single culture and a single set of processes across the globe. Nevertheless, both are required to map their organizational structures and supply chain processes with the host country's rules and regulations.

Global companies offer global jobs and careers. An individual with a global career could be an expatriate [6] or could be working in a different country [7]. Ambitious employees prefer long term foreign stay to short lived

one-assignment expatriations [8]. Global careers are perceived to be more dynamic and flexible in nature [9]. There are many factors that possibly influence employee perceptions regarding globalization's impact on perceived careers opportunities. Ethical and cultural differences could be challenging. Other concerns could be related to practical and emotional support for a social network [10]. For first time immigrants, help, and encouragement from society can positively influence their mental well-being [11].

Professionals consider career growth, personal aspirations, money and personality development as key drivers of working abroad [12], [13]. Holland's RIASEC Structural Model (1997) assumes that individuals choose working environments that best fit their personality. This indicates that a professional's endeavor lies more in satisfying vested interests rather than benefiting organizational objectives. Intra-company horizontal growth aspirations exceed inter-company vertical growth aspirations. Therefore, multinationals emphasize a lot on developing an effective staffing strategy to mitigate futuristic attrition issues. Self-confident professionals are more receptive to global jobs. Other personality traits such as modesty, perseverance, honesty, resilience, and inquisitiveness enhance job sustainability across borders [14]. Few less famous factors may also affect migration patterns. Insecurity and instability in the origin countries, gender policies of the host nations and climatic differences can increase expatriation. Family factors too affect the willingness to work abroad both positively and negatively [15], [16], [17]. Geographical movements may result in spouses quitting their existing jobs, children's education getting affected, and extended familial support system withdrawn [18], [19], [20].

Change is an inevitable component of an organizational culture. Leading organizations have embedded change in their core value system to gain competitive advantage. However, high rate of change may negatively affect the attitudes and perceptions of employees [21], [22]. Such issues can be averted if the management is open and supportive, indulges in active communication with its staff and adopts fair business practices [23]. At times, organizational changes may lead to expatriation and employees may face challenges related to work, lifestyle, and psychological adjustments. Poor expatriation policies may cause anxiety and skilled workforce may be hesitant to pick up global assignments. On the basis of their adopted configurations, Perlmutter [24] bifurcated global organizations into polycentric, ethnocentric, and

geocentric. A polycentric organization believes that its foreign affiliates are best operated and all major decisions are taken by the host country. An ethnocentric organization portrays central tendencies. Thus, home nationals are perceived to be superior and trustworthy. A geocentric organization adopts a world oriented structure and is not biased towards either the home country or the host country. International staffing based on these three approaches affects perceived career advancement opportunities. Polycentric staffing is beneficial if the host nations are developed and finding skilled employees is not a herculean task. Ethnocentric staffing is dependable when higher positions in foreign subsidiaries are offered to expatriates hailing from the home country. However, it may cause indigenous resentment in case of high expatriation. A geocentric approach is most globalized and considers the world as a pool of skilled staff. Expatriation could be corporate initiated or self –initiated. A self-initiated expatriation doesn't necessarily enhance perceived employability. Nevertheless, HR managers may be motivated to offer them jobs by virtue of their willingness to migrate and their considerable knowledge and skills.

Text mining has yielded interesting results on global career opportunities. A thousand tweets were extracted using the keyword 'global career'. While an attempt was made to decipher significant perceptions about global career, inputs related to most sought after career opportunities came into limelight. Clearly, conversations about perceptions of global career are less and people are more enthralled in talking about foreign job opportunities.

Fig. 6 gives most often talked about keywords connected with global careers. Of the 30 job profiles emerged out of a thousand tweet database, surprisingly, 18 of them were management profiles.

Fig 7. Career choices

Source: Author's study

Expansion of global economy gives rise to global business ventures, which can reason out the increased demand of global business education. People with strong understanding of international business are most sought after. Although language barriers and cultural constraints can make these jobs challenging, the fervor of adopting multi-cultural business etiquette is no less.

V. EXPLORING FACTORS AFFECTING GLOBALIZATION AND CHOICE OF A GLOBAL CAREER

What once was too good to be true has now become too precious to be forsaken. The idea of globalization that all nations could become one every now and then, may it be for their own ulterior motives are coming true. The movement of capital and human resources across borders has always been a matter of debate among the masses, if it is for good or for bad.

Similar question was raised by Okpara [25]. He asked if globalization has been of help to get rid of the rich-poor gap or if it was just another means for large business houses to move ahead on the ladder of success, by causing environmental degradation, pollution, and leading to social disparity in countries that are lagging behind in the race towards development, literacy, nutrition, and earning of respectable levels of livelihood by their ever-increasing population. Globalization is also feared for leading cultures, languages, traditions towards extinction and precisely the uniqueness that various parts of the world hold, the factors that make them what they are, to get lost behind somewhere in the run towards becoming global.

Recognizably different segments of the world are starting to look alike. Every place has everything, the same kind of shopping outlets, eateries; even technology has become common to all, same mobile handsets, laptops, and other gadgets. Once there were none, then it started with a few and now we have a whole list of options for which shopping mall to go to leave aside the choice that they hold inside. When you get everything in your town, city, state or nation then why cross international borders. So, things that became grounds for people to go global, to travel to a foreign land to work, to experience, to learn, might no more have the same appeal. So, where we are starting to see uniformity in the world, we are also at the danger of losing the reasons to celebrate individuality that various cultures hold.

It is not all so bad. The endless opportunities offered by globalization are something to be thankful for. What was beyond imagination once has now become possible with globalization as people, goods and services, technology, and innovation move beyond national boundaries. The lifestyle has changed altogether. The idea has shifted from progress of a country to progress of the world. The significance of boundaries that world economies assumed for so long is gradually growing faint.

If we try to look at both sides of the coin, we will not be able to ignore what globalization has done for real. On one side globalization has increased the concern of people towards environment, and they are once again starting to care more for it. The credit for advancement in lifestyle and the ways how society operates as a whole and moreover thinks, goes to increasing income. The income and job opportunities increase when high demand that comes with markets becoming global needs to be met. This happens when trade barriers come down and investment flows internationally. All this is the work of globalization. But we cannot turn a blind eye to the rising levels of pollution and deterioration of natural resources, or companies moving to those nations where resources are available at lower costs but appropriate standards of production processes cannot be maintained. If the former is developmental, the latter is catastrophic. The nations that are backward will remain so if globalization keeps feeding on their riches [26].

Little research has been done to understand what future of the world (the young students and freshers) thinks about going global for their career. Also, we need to know how prepared they are for handling international assignments and if the school and college learning is sufficient for them to succeed on international platforms and understand the negative and positive aspects of having a global career [26].

Moving further, the impact of globalization on women, their careers, especially those from developing countries is another matter of concern. When corporations become multinational, the small-scale industries, agricultural activities, handicraft, and other such occupations where women get employment start vanishing from the face of the economy. Same goods, services, and material are available at cheaper rates from developed nations with the advent of international trade and increasing export import business. Due to this, the number of jobs that produced these outputs in underdeveloped and developing nations reduce heavily. Also, women are not only forced to stop working on farms but are also forced to join industrial units and work at pay levels that are lower than those of their male colleagues [27]. We come across numerous reasons that stand for and against a

global career when young managers think about choosing a global career over a domestic one or rejecting it. Reasons like recognition, adventure, new and rich experiences, new challenges, prospects of a better professional and personal life, learning new languages, and about new cultures attract the workforce of today to move out of home. At the same time, difficulties in

VI. RESEARCH METHODOLOGY

In our quest to ascertain the perception of globalization and perception of global career in the minds of people, a sample of 210 people was taken. The sample consisted of students at all levels of education, high school, senior school, graduate, post graduate, and doctorate. The sample also included executives from different levels of

Fig.8. Conceptual Model 1
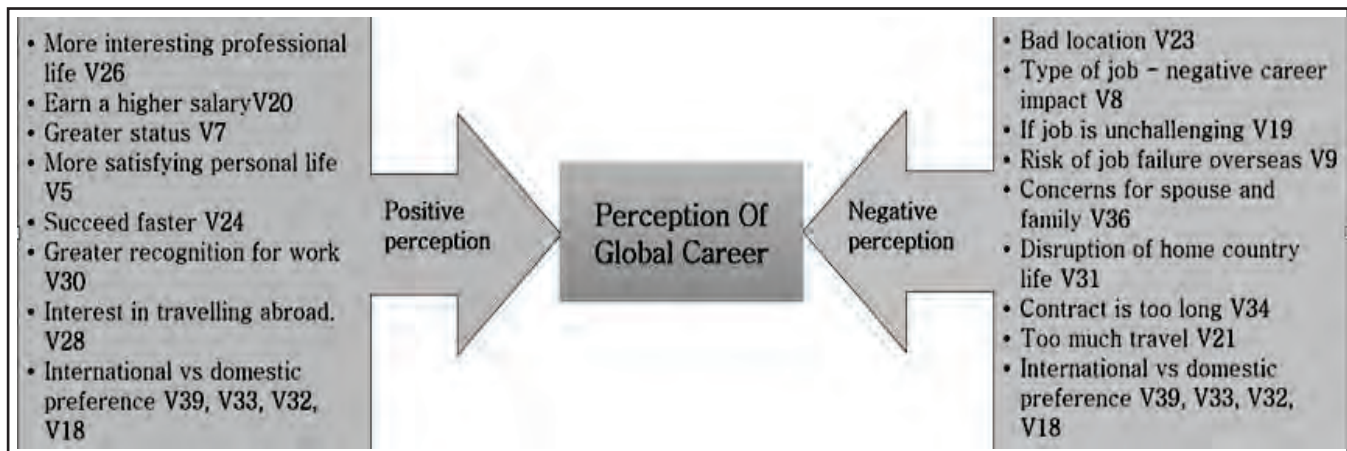
Source: Author's study

Fig. 9. Conceptual Model 2
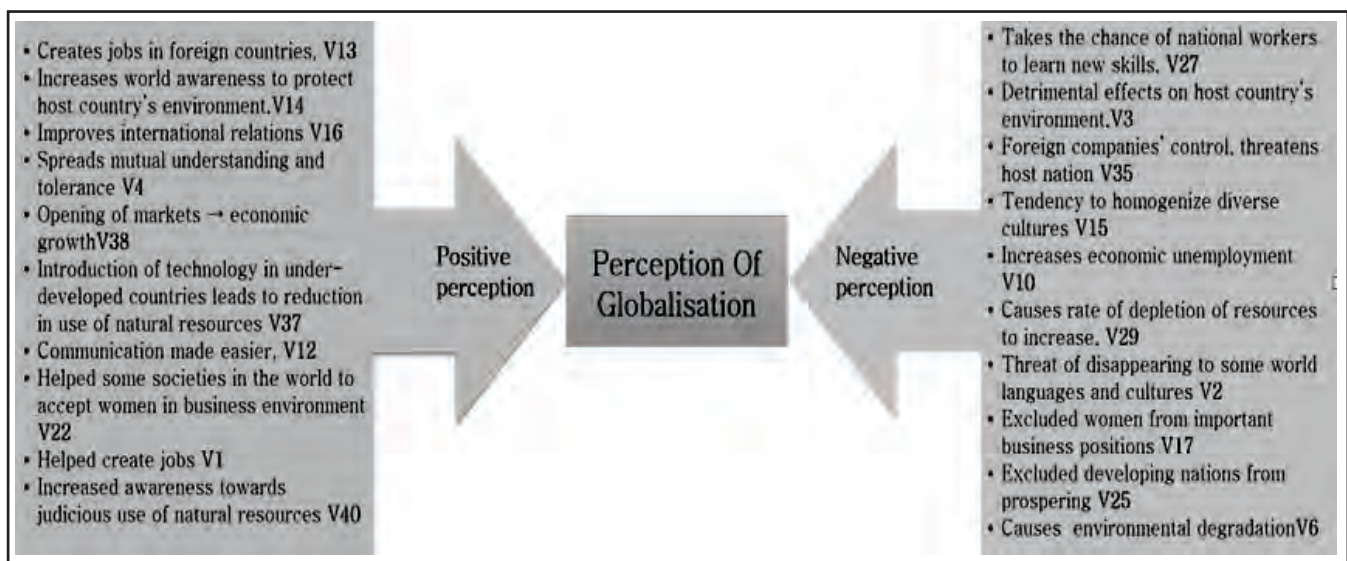
Source: Author's study

settling when they come back or not being able to be with their families or having to work in low standard international locations makes them put international assignments down.

On the basis of extant literature, conceptual models (fig.8 and 9) highlighting the positive and negative perceptions of global career we well as globalization were generated.

management. The aim of a mixed sample was to get an idea about what was thought by the masses. Distinction was not made on the basis of level of education of progress in their choice of occupation. Responses of seven samples were rejected as they did not meet certain criteria. Convenience sampling was done to collect data. A questionnaire divided in two parts was administered to

the respondents. Part 1 consisted of questions based on the determinants of perception of globalization. Questions were framed in a way that would highlight both positive as well negative aspects of our determinants of perception. Part 2 consisted of questions based on demographic variables. Factor analysis was performed to explore the perception variables related to globalization and global careers. One of the major limitations of the study was time constraint due to which a larger sample was not collected.

Table I provides the coded variables names corresponding to the individual constructs mentioned in the questionnaire. Besides, demographic variables including age, education, work experience, employment

TABLE I.
VARIABLE NAMES

Variable Name	Construct
v1	[Globalization increases the job opportunities, as one can work in other countries also.]
v2	[Globalization may cause some world languages and cultures to disappear.]
v3	[Globalization has detrimental effects on host country's environment.]
v4	[Globalization increases mutual understanding and tolerance level among people.]
v5	[I will have a more satisfying personal life with a global career.]
v6	[The level of deforestation, global warming and depletion of ozone layer has increased with globalization]
v7	[It will give me greater status in life if I have a global career.]
v8	[I will not accept an international job assignment if the type of job role offered has a chance of negatively impacting my career.]
v9	[I feel there is a greater risk of job failure overseas.]
v10	[I want my first job to be in a foreign country.]
v11	[Globalization increases economic unemployment.]
v12	[With globalization it has become easier for people to communicate globally.]
v13	[Globalization leads to increased job creation in host countries.]
v14	[Globalization increases awareness among masses towards the need for environment protection and judicious use of natural resources.]
v15	[globalization tends to lead diverse cultures lose their individuality and uniqueness.]
v16	[Globalization strengthens the relations between different countries of the world.]
v17	[Women are not welcomed for important business positions when it comes to globalization.]
v18	[I have been focused right from graduation to prepare myself for a job in foreign nation.]
v19	[I will reject an international job offer if the job is unchallenging.]
v20	[I will be able to earn better with an international career.]
v21	[If a global career involves too much travel then I will not be much inclined to go for it.]
v22	[Globalization has played a major role in helping societies across the world to accept women in business settings.]
v23	[I will avoid a global career if the job location is not a good one.]
v24	[I will be able to move up the corporate ladder faster with a global career.]
v25	[Developing nations are left behind and only developed countries prosper with globalization.]
v26	[I am interested in a global career as it will give me a chance to experience more interesting professional life.]
v27	[It is because of globalization the workers in foreign countries do not get the chance that they deserve to learn new skills as the jobs are outsourced to other countries.]
v28	[I would like to travel internationally for my job, even 40% of the time.]
v29	[Due to globalization the rate of depletion of resources far exceeds the rate of their replenishment.]
v30	[I will get greater recognition for my work in a global career.]
v31	[My home country life will be disrupted if I have a global career.]
v32	[I want a global assignment that involves leaving home country at some time in my career.]
v33	[I want an international career that has a lot of foreign assignments.]
v34	[If the contract of job is for a very long duration I might not accept a global career.]
v35	[With more and more control and involvement of foreign nations the host countries feel threatened.]
v36	[A global career will impact my family life and concern for them can be a reason to not have a global career.]
v37	[Introduction of technology in under-developed countries leads to reduction in use of natural resources in those countries.]
v38	[The expansion of market beyond national boundaries drives economic growth.]
v39	[I am seriously considering pursuing an international career.]
v40	[Globalization increases awareness and concern of foreign countries to protect host country's environment.]

Source: Author's study

VII. DESCRIPTIVE STATISTICS

```
Summary (mydata)
 Age in years            Education

 25-34   :72             Bachelors                                              : 90
 35-44   :30             Doctorate                                              : 24
 45-60   :12             High Schools                                           : 5
 Under 25:96             High School, Senior School, Bachelors                  : 7
                         High School, Senior School, Bachelors, Masters        : 6
                         Masters                                                : 78
 Work Experience

 6-15 years                             : 78
 Fresher                               : 6
 Job experience of less than 5 years: 60
 More than 15 years                    : 18
 Student                               : 42
 Student, Fresher                      : 6

 Employment Level

 Administration                        : 12
 Administration, Middle management     : 12
 Lower Management                      : 18
 Middle management                     : 60
 Upper Management                      : 12
 Not applicable                        : 96

 International Experience

 I have been to a foreign nation for work.           : 18
 I have never been to a foreign nation for work.     : 144
 I have never been to a foreign nation for work      :  6
 Not applicable                                      : 42
```
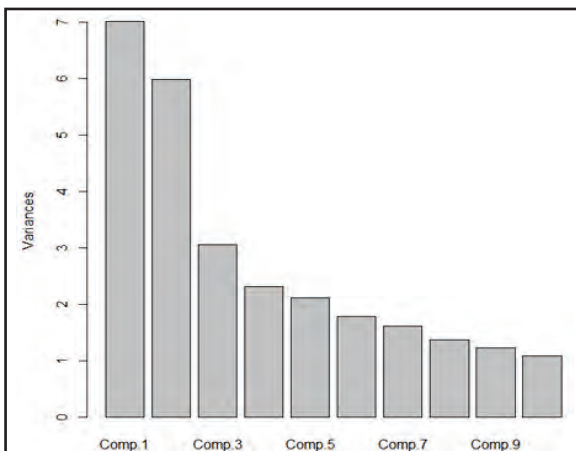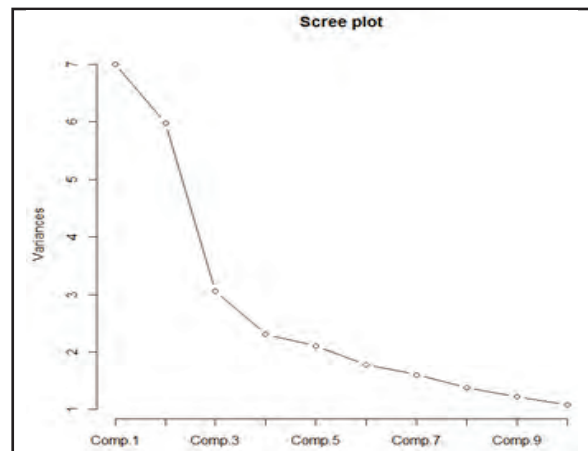
Source: Author's study

Fig.10.Scree plot for component analysis

Source: Author's calculation

Source: Author's calculation

level, and international experience were incorporated in the questionnaire to provide insights about the respondent profile.

VIII. ANALYSIS

To perform principal component analysis on the given numeric data analysis, princomp() function in R was deployed. This function performs calculation using Eigen values on the correlation or covariance matrix. The function returned matrix of variable loadings which were plotted using plot () functions.

Exploratory Factor Analysis using MinRes (Minimum Residual) and Varimax Rotation was subsequently performed using the fa() function in R.

```
library(psych)
library(GPArotation)
fa(r=cor(X), nfactors=4, rotate="varimax",
SMC=FALSE, fm="minres")
print(fa(X,4,fm='minres', rotate='varimax')
$loadings,cut=.3)
```

The following factor loadings were observed.

	F1	F2	F3	F4
v1	0.458			0.509
v2	-0.307		0.365	
v3			0.521	
v4				0.617
v5	0.640			
v6				
v7	0.621			0.304
v8				0.337
v9		0.712		
v10	0.625		0.509	
v11			0.647	
v12	0.619			
v13	0.367			0.416
v14				0.568
v15			0.627	
v16	0.619			
v17			0.481	-0.314
v19				0.591
v21		0.706		0.317
v22	0.582			
v23		0.449		
v24	0.583			0.473
v25			0.316	
v26	0.802			
v27		0.406	0.398	

Source: Author's calculation

	F1	F2	F3	F4
v28	0.414	-0.331		
v29			0.382	
v30	0.742			
v31		0.753		
v32	0.765			
v33	0.749			
v34		0.706		
v35			0.451	
v36		0.836		
v37		0.527	0.426	0.378
v38	0.817			
v39	0.641			
v40			0.324	0.446

Source: Author's calculation

	MR1	MR2	MR3	MR4
SS loadings	7.104	4.190	3.166	3.078
Proportion Var	0.187	0.110	0.083	0.081
Cumulative Var	0.187	0.297	0.381	0.462

TABLE II.
FACTORS

Factor	Factor Names	Variables
F1	Positives of	v5,v7,v10,v12,v16,v22,v24, v26,v28,v30,v32,v33,v38,v39
F2	Negatives of Global Career	v9,v21,v23,v27,v31, v34,v36,v37
F3	Negatives of Globalization	v2,v3,v11,v15,v17,v25,29,v35
F4	Positives of Globalization	v1,v4,v8,v13,v14,v19,v40

Source: Author's study

Factor analysis yielded four factors which categorically classified variables into positive and negatives perceptions around globalization and global career.

Cronbach Alpha was computed using alpha() function and yielded the values given in table III for the factors shown in table II. Measures of reliability were above the recommended minimum standard of 0.60.

Table III.
CRONBACH ALPHA VALUES FOR FACTORS

Factor	Cronbach Alpha
F1	0.92
F2	0.86

Source: Author's calculation

IX. CONCLUSION

Globalization has made the world more conscientious. Theoretically, globalization should benefit all economies without distinguishing between rich and poor. It is hard to get rid of globalization. Countries should be able to figure out in what way they are able to produce greater overall economic value. National communities must address the question how they are able to positively respond to increased economic globalization. But the marks left behind by corporate imperialism have made economies wary about the progress and prosperity of globalization. People connect globalization with transnational flow of terrorism, delinquency, and global sickness. The world criticizes globalization as it has created cultural dominance in the form of Americanized or Westernized world.

Most people are concerned about the socio-economic problems arising out of globalization. Increasing gaps between the rich and the poor, lack of well-paying jobs and financial glitches make them wary about the positivity of getting globalized. However, they are pro-internationalization and take positive view of multinational organizations that encourage expatriation. Global working opportunities in business management are increasing. With depleting economic boundaries, companies are looking out for decision makers who are able to understand and make critical decisions about developing strategies to sustain across highly dynamic global markets.

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