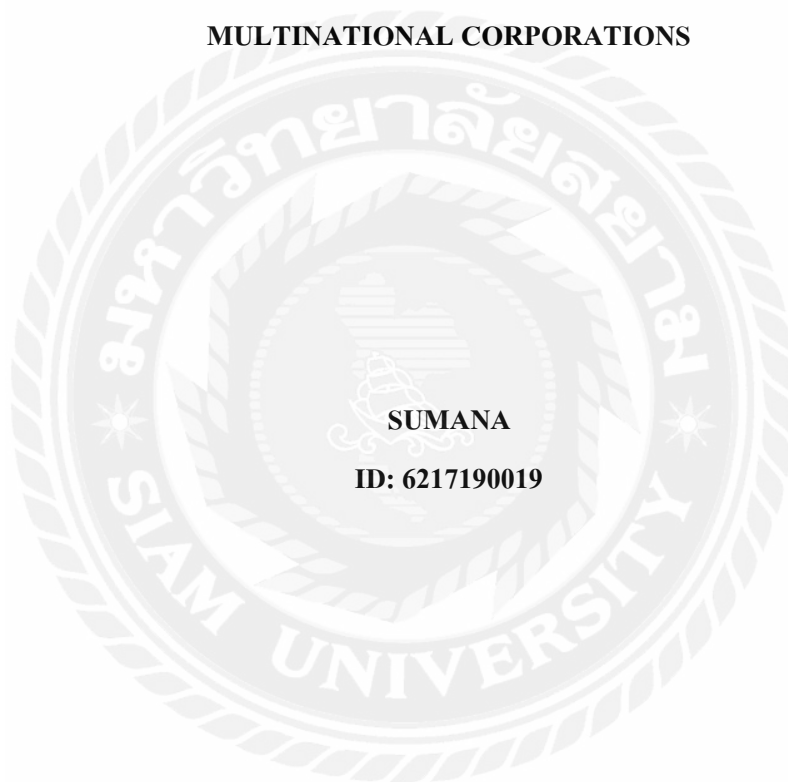




**A STUDY OF PERSONAL AND ORGANIZATIONAL DEVELOPMENT IN
MULTINATIONAL CORPORATIONS**



**SUBMITTED AS A PARTIAL FULFILLMENT REQUIRED FOR
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Abstract

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This study is focused to investigate the personal development and organizational development factors in multinational corporations. The study also analyzes the techniques, systems, and policies of individual and organizational improvement aspects in international corporations. A documentary research format has been used for this particular explore. This research found that the involvement which are extrinsic rewards, intrinsic rewards, and social rewards have a positive impact on personal development. In regard to intrinsic reward, there has been distinguished by a powerful assessment of personal investment and engagement. According to an inquiry, the consequences between intrinsic motivation and creative performance is very constructive. In other respects, the extrinsic reward assists to perform in creating innovative impulse. Social reward, in another case, supports to generate the employees to carry out more functions in the organization. Of course, pieces of knowledge, skills, performances, and perceptions are considered as other useful components. Academically, setting a common goal, making a plan and corporate actions are discovered as major important factors for the development of an organization. To illustrate more information, creating strength, mutual respect and efforts stimulate to have a better community. Corporation of the total reward system and other elements, there was an amazing outcome. In other cases, emphasizing a multinational corporation, proactive and reactive clearly reinforce preparations, creative thoughts, concepts and the process of application methods in order to accomplish

an effective firm. Furthermore, this also suggests that individually, people should engage in the instructions for the sake of self-improvement and as well as the teamwork. At the same time, this also has highlighted the responsibility that each and everyone in the organization must apply the structures of a respective workplace as going to the set target. In the sense of the succeeding process, there have strategies and radical programs. Accordingly, this small research will dispense to those who have the passion to figure out this topic.



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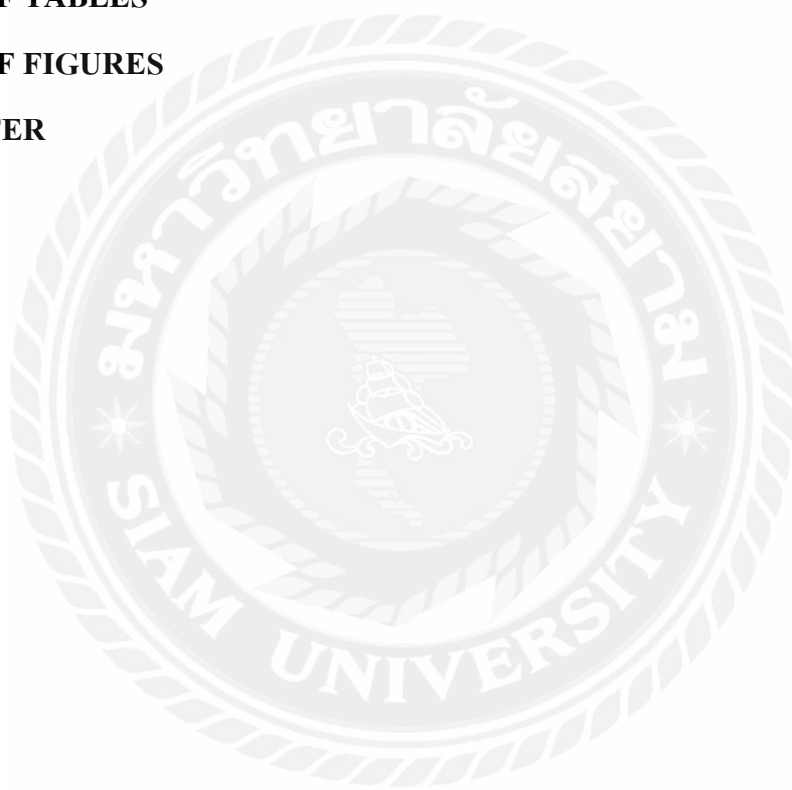
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Chapter 1

Introduction

1. Research Background

In this fast and growing age of the world today, people love to evaluate their capability and capacity, therefore, personal development and organizational development play a significant role in human society (Bat, & Yancin, 2015). Many scholars from Eastern and Western claimed that personal development and organizational development are very substantial for the achievements of the multinational firms because both concern with knowledge skills, awareness, moral principles, values, and beliefs which can directly or indirectly influence the improvement of the personal performance and organizational development in global companies (Thomas, & George, 2016).

According to history, personal development has found a couple of signs of progress such as self-acceptance, a better relationship with others, family, friends, and self-development which control emotions. On the other hand, this provides to cultivate positive thinking which can be beneficial to accomplish a successful society. Additionally, the qualities of personal awareness also organize to improve the quality of individual growth (Vasile, 2016).

When people talking about effective tools to achieve the common goal of the organization, mainly human effort is essential in the production of a creative mind and innovative thinking. However, if there is no correlation between individual and organization, there cannot lead to any kind of victory. Together with personal and organizational performance, society can bring incredible success definitely (Shah, Irani, & Sharif, 2017).

The strategies and solutions for any kind of difficulties are available by integrating the expansion of individual and organization because personal development and organizational development are correlated with each other, for instance increasing the number of qualified personnel, the organization can be enhanced (Yilmaz, & Yazgan, 2019).

Concerning the legal issue, to establish a proper economic community, the corporation's rule of the world's declaration is currently more tangible and clear than ever before because multinational companies drive with the unquestionable engine of the globalization process. Again, the global government continuously reconstruct the structural background to organize stronger multilevel growth (Claudia, 2017).

1.2 Objective of the study

The objective of this study aimed to clarify personal and organizational development in multinational companies. This research also contributes to investigate the factors that are concerned with the development of personality and organization in global firms. Other than that, this also particularly will examine the appropriate

proficiency of a single person and also group. In addition to this, this, more importantly, emphasizes the ways and means which are stimulating the overall improvement of performances in international corporations.

1.3 Significant of the study

The importance of this study is to examine the processes of the improvement of individual and organizational performance in global organizations. Personally, people need to identify and realize the values which are challenging to those who are fresh in the new workplace. Furthermore, this focuses on the extended highlights of the factors which are beneficial for the firms, for instant: the fundamental approach to run a business, vision, and mission are core significant of an enterprise. Though there has an endeavor, there will be obstacles without critical concepts, so, this will support to grow more reflection. Giving logical reasoning, this will assist with a helping hand to do according to the framework. From another perspective, this also represents the idea of collaborative force with people in organizations to enhancing a better community (Andrade, Gallego, Pimentel & Bernal, 2019).

1.4 Research Problems

From the perspective of psychology, individual achievement falls by emotional effects which are the weakness of health, pressure, anxiety, and mental illness. Identically, social problems like divorce, poor relationships with family, friends, colleagues, and people from superior positions make a failure person (Wada, Eguchi, Yoneoka, Okahisa & Smith, 2015).

To point out another significant fact, the lack of social rewards, extrinsic rewards, and intrinsic rewards can achieve the barriers of personal and organizational development because people from all walks of life pay more attention to the rewards. Some are working not only for the money but also for satisfaction and appreciative in life (Alhmod, & Rjoub, 2019).

To put it another way, social loneliness enables a person to fall into a very poor relationship with the other organization members. Emotional loneliness, on the one hand, also can be a drawback to decline the quality of the employee's relationship with colleagues (Tabancali, 2016). Any organization which has lower firm performance may be facing complicated situations both internal and external which are the most significant issues to be solved in time (Ali, 2019).

Looking at the organizational development, there is not enough by doing the plan and organizing work. In contrast, there has the responsibility of providing health care, creating a better atmosphere for working life. Or productivity and creative mind will decrease absolutely. To add this, both of presenteeism and absenteeism can be damage for the organization because many firms in the world had already experienced in that kind of situation (Jansson & Gunnarsson, 2017). Individually, there has the emotion of loneliness when the perception occurs a discrepancy between the experienced and desired of a person (Mund, & Neyer, 2018).

The hardships of the development of the organization, first and foremost, are to concentrate on the groups. Uniquely, the primary consideration is that when the concepts or the inspiration moving forward to a successful organization there must be organized. In other regards, the problems used to lie in the weak of discussing with each other and as well as meetings. Additionally, in some of the firms, because of the limited respect of humanity allows the society to fall apart into the risks. In reality, these sorts of difficulties need solutions to reorganize the organizational commitment and employment (Burmaoglu, 2018).

To prove this, currently, the idea of loyalty and organizational commitment are decreasing in the workplace. Organizations try to count on performance and abilities than attention to job security. Workers, on the other hand, tend to engage in own projects. In this context, the problems affect more personality than economic benefits (Bargsted, 2017).

Consequently, achieving the successful and beneficial organizations, there must revise the structure to the external and internal environment to be well-organized or else the performances and competitiveness will decrease. Having superior principles is not enough for a community because the research has found that sometimes people in the organization are absent to attend the usual meetings. On the one hand, ideas, concepts, and innovative processes from individuals will not be available at all, then the organization cannot achieve the set goal (Kovats, 2018).

Another strong challenge to an organizational system is an opportunity to build an extraordinary experience but most of the time, the employees give the feedback to burning in organizational practices and routines which can achieve the organization to engage in social problems and many other unwanted troubles in the community. Again, breaking the routine practice or a challenge to the rules produce the wrong direction for personal behavior, decision-making process, or the principle of the organization (Erbert, 2016).

Today, the international market provides conceivable ways of making a profit for multinational firms. At the same time, there has a probability of threats that are surrounded by exporting goods. Commonly, the problems are related to the system of the re-payment of the receivables, the deliverance of products, lack of local knowledge, labor skills and wrong management systems (Petrusheva, 2016).

Of course, some similar troubles occur in multinational companies. Most importantly, obstacles like the transfer prices, decision-making which involve pricing and purchasing in international supply chains become core problems for the firms. In contrast, there is not much significant in the usual problem with manufacturing and retailing but there will be a visible crisis on the decisions making processes of the companies (Wang, & Mukhopadhyay, 2016).

In the present weather of strong competition for capacity among businesses all-inclusive, high turnover is an ever-greater risk. Progressively, organizations start to offer higher rewards systems which enhance individual career development, others are having to seriously name own retention strategies, for organizations, to maintain with the competitors and pledge the enlargement of the businesses, such tactics must successfully make

sure employee satisfaction, increase employee performance, and truly fight against high turnover (Alhmod, & Rjoub, 2019).

Another key points are that there are various factors such as inefficient management systems and fast environmental changes might cause problems for the organizations. To put it differently, the organization which has poor firm performance might be having some difficulties either internal or external (Ali, 2019). Therefore, to manage systems and to perform well in an organization is crucial to building a better organizational structure.

Furthermore, insufficient finances, inadequate knowledge about international markets, unskillful in management commitment, market, and political risks are the initial dilemmas for the global firms. For further expression, the difficulties in a competitive market, struggling, diversity in the use of products, stipulation, distinctive cultural practice, choosing the right partnership, and complicated shipping service systems are found as the usual obstacles. For commercial risks, unstable exchange rate, suspension for payment, bankruptcy, rejection to receive the goods, problems in accepting export financing, delays and damage in the export distribution process cause to suffer for the multinational companies. From the perspective of political risks, tax policy and the strict rules of the local government, manipulation of foreign exchange, weak governmental support, different value of the local currency, and the complex of trading policy smash up the firms (Kowalik, 2015).

Besides, during this time of global village, many of the global industrial companies are facing the problems of managing the actions in production, for example, there is the trouble of strategic management in business, the effectiveness of the organization and the ability of decision-making which can change the situations of the companies (Kuzmanovic, Tesic, Tomic, Buncic, Tomic, & Stamenic, 2019).

Chapter 2

Literature Review

2.1 Personal development

The process model of personality development organizes in the three-segment procedures which are destinations and strategies, actions and experiences, and evaluations and reflections, there has continuous progression in procedure which has the function of helping others in the experience of approaching the state processes subsequently. Indeed, personal development engages in connection with the system of interrelated cognitive and affective components which collectively enhance each other for cause, homeostatic, or logical reasons. Regarding the definition and assessment of personality, there have three divisions which are first, goals and strategies refer to preparing stages and reflection of individual differences in motives. Second, there are actions and experiences which refer to action stages and reflection of individual differences in behaviors and cognitive-affective processing units. Third, there are evaluations and reflections which refer to post-action stages and reflection of individual differences in self-concepts chronicle, reputations, and values. Apart from that, changes concerning with repetitive sequences of specific and systematic related state processes can make long-term personality development (Geukes, Zalk, & D. Back, 2018).

Personal growth is significant for the business. One research had found that basically there have four simple starting points to get things moving. Encouraging self-investment is one of the keys to raise the level of a person. Being a confidential person with being done something in life, there will have many beneficial aspects which can support for the development of the people. In terms of relating to the workplace and the business, to enhance the growth of a specific one, there need to hire a professional coach with the hope that will lead to a target position of the organization. To point out another major indication, setting a proper goal will be a core important issue because it is slightly different from business. In case of business, there can measure the outcome but for the growth and development of a person, there will be difficult to figure out the exact point. So, the key here is to find a way to set personal intentions with measurable actions. Additionally, creating an open and safe environment can be a better strategy for improvement of people in terms of the multinational corporations. Because there will be included openness of the idea, opinion of the staffs and of course the organization will apply appreciation as well in order to foster the positive encouragement (Manish, 2018).

To explore another aspect for personal development, there includes a person's talents, potential employability, consciousness and ability to realize dreams and create wealth. Encountering as the outcomes, personal vision will be the most crucial factor because a single person has target and destination in life. Apart from that, learning and growing are the characteristic of personal development and there will be enable to sharpen the skills in order to be ease, comfortable and so forth. Taking another critical point in the business perspective, there can improve effectiveness, empowers staff to produce better results and meet the targets. So, there will have the effectiveness on the productivity. And also, motivation becomes another serious effect of the personal

development. Personal development might help building the confidence of client and employee. The organization can apply personal development plans in order to reduce staff turnover and improve unity. Without happiness and strength, there will not be a good society. So, in many ways, there will be beneficial for the organization, if there employ the systematic approach of personal development plans (Verfasst, 2018).

According to the theories of personality development, there have five kinds of expression which are: first, the cognitive theory involves perception and knowledge as the component with the describing information which is assimilated, stored, and organized into coherent thoughts and ideas. Second, the motivational theory includes extrinsic and intrinsic motives as components with describing cognition and development which are activated by internal and external stimuli, such as curiosity, interest, appraisal, recognition and emotional fulfillment. Third, effective theory comprises emotions and attitudes with describing emotions which are biological and social reactions stimulating the development of identity-linked concepts, behavioral and judgmental standards. Forth, behavioral theory connects with components of actions by describing actions that mean developmental outcomes of educational activities, social interactions, learning, and personal change. The fifth, ethical theory contains a component of moral reasoning or moral judgment with illustrating judgment or choice which based on cognitive reasoning allows for defining moral values and principles (Mund, & Neyer, 2018).

Generally, personal development includes the movement or change to the expansion of self-awareness, self-exploration, and the comprehension of how one affects others, and especially, this is very related to self-development for the life of the youths, more importantly, there have found that challenges and active processes are the essential tools for personal achievement, and in other words, personal development has the relation with the development of positive changes but this may be different how one interrelates to another, and the skills to comprehend and the perspective that one holds (Koltz, & Rebecca, 2015).

And another essential point, the personal development which mainly focused on increasing the level of positive emotions guides the way leading to a statistically higher level of perceiving positive emotions, and highlights on reducing the level of negative emotions which is headed to a statistically lower level of perceiving negative emotions (Vasile, 2016).

Complementary to this, personal development prompts a person with courage, enthusiastic and motivation by the purpose of leading to the confidential changes. Subsequently, this takes the role of propulsion to accomplish better performers in the internal and as well as external. Again, this is very crucial for the expansion of psychological effects and social structure which individually creates concerning others (Panisoara, Ghita, Lazar, & Fat, 2019).

Besides, there can be involved in the subject of personal development which includes flexibility, adaptability, self-awareness, interpersonal skills, self-confidence and tolerance for ambiguity provide as the valuable things in human society. Subsequently, the matters which come out from personal development associated with an increase in self-confidence and endurance for ambiguity, self-awareness, resilience and

interpersonal skills are major tools for supporting the development of both personal and organizational development (Mikulec, 2019).

2.2 Organizational Development

Organizational development has been classified as a planned, organization-wide effort that is headed from the peak including a performance with beliefs, attitudes, and structures to achieve organizational effectiveness. Creating the agenda which consists of developing a vision by framing organizational challenges as an agenda for action, finding pathways for a better future and establishing a suitable organizational climate to attain the setup vision (Weston, Ferris, & Finkelstein, 2017). In the same way, the similar unique which means the employees working in an organization appreciates and maintains the values of personal and organizational is a combining issue of huge significant in overcoming of an organization together and controlling both of wellbeing of the person and the performance of the organization (Vveinhardt, & Gulbovaitė, 2016).

In another regard, provided by multinational companies, the actual outcomes for local people will gradually develop. At the same time, there can proceed with the outlook for doing global works in the country or region. As a result of the cross-border activities, the host countries have varieties of profits such as taxes, job opportunities, and higher quality products. In addition to this, the legal business relationship between nations hugely reassuring to look for the prospects of the countries (Eyitayo, 2018).

Many organizations have discussed the valuable employees who have higher performance; therefore, the inquiry about the systems and strategies becomes the co-work of the companies which prefer to change and challenge the new emerging world. The awareness that employers try to improve motivating employees to remain in the organization for as long as possible, is the purpose of receiving the profits of both. To maintain and retain capable employees, on the one hand, is not an easy job but the corporations must have employee expertise and knowledge which stand at the center of a firm's economic competitive advantage. Furthermore, creative and innovative performance generate mixed results for organizational performance (Alhmoud, A., & Rjoub, H., 2019).

There has major relationship between organizational development and the success of the business. Concurrently, the effectiveness of the organization can boost employee morale if the company is well organized, staffs can feel empowered and valued. So, old functions might not work properly in case of time and situations. Initially, there have to identify the areas that need to change. Jointly, there should specify who will be affected by the change. Apart from that, to promote and manage growth might be another crucial matter because the lack of reviewing the company's growth and trying to find the strategies for promoting might sooner or later spoil the organization. Taking additional issue, new world always demands new and better innovation. Consequently, the firms are encouraged to create different products, design, services and so forth. Further express, analyzing work processing is another energetic role of organizational development. The procedure of efficiency and accuracy are

too critical to achieve the goal. Some operations might need to re-fresh and some might require to improve in one way or others (Sampson, 2018).

Surprisingly, organizational effectiveness becomes an extensive highlight of the decision-making process of a successful organization. Then as well organization performance is also fundamental in understanding about mission and vision of the organizational standard (Ali, 2019). To achieve continuous improvement, organization development practices the systematic process of planning, implementing, evaluating, improving and monitoring. At the same time, there cannot be rejected that communication has influence the society. The impression of belonging good interaction, feedback will ensure the organization to raise up the level. Besides, most of the firms are aware that the development of the employee is equally significant as the organization because there is impossible to implement without the skills, capacities, abilities of the people. In terms of business concept, in this case, creativity and innovation will be another vital component characteristic because of the changing circumstances. When there have creation, innovation and productivity, there will have competitive advantages, and profit certainly (Chanel, 2019).

To get long-term success, organization needs to cultivate a growth mindset or culture of development because there can be encouraged to attain intention on the jobs, high-performance, through psychological safety, trust and communication in the organization. Similarly, the organization should approach on the agility for the sake of higher employee engagement, fostering innovative thinking and siloed thinking. So, a renewed focus on agile might be very helpful for the prosperity of the enterprise. To manage the complexity of the macro and micro environment impacting the workplace is another challenge for the development of the organization. Therefore, there need to enhance system thinking to gain the set goal. One thing that the organization have to take action is good values and ethics. Without these two important aspects, the achievement might be too far to attract (Busie, 2020).

And of course, basically, the organization need the purpose for driving and the meaning. In this term, sustainability, transparency and fair employment practices are some important major issues that the organization should have desired to improve. Then again, the ability of learning has huge impact on the creating the value in the firms, therefore, upskill and reskill the staffs with the interests of solving problems and adjusting with new and normal situations. Going further, designing the jobs of the future which involve the changing needs of people and business will make good sense because nobody knows what will happen, what kind of skills will be needed. Being not realized the forthcoming, there will be very difficult to decide the wants and needs of human society but ideally there can be guessed the relevant things. Additionally, there should be prepared for the change of artificial intelligence (AI) because sooner or later, the AI can influence the workplace gradually. So, the work of upcoming might connect with human and machine hand in hand (Busie, 2020).

Additionally, organizational development operates to boost the organizations. At the same time, there should not be ignored that together with personal development and organizational development have the power

of creating harmonious societies, and strengthen the business (Kuzhda & Gevko, 2018). The corporation of these two important tools is capable of overcoming every sort of difficulty. Applying the outstanding organizational development factors are too useful to apply in the firms (Gomez, 2018).

The reason why organizational development is significant, the research will provide some facts that core related to implementing in the organization. The first tool would be identifying the change which has the major focus on the cause of change, the corner that needs to switch. At the same time, there need to determine the impacts and who will be affected because there can be good impact and bad result. On the one hand, there must develop a communication strategy for the sake of better relationship and creating smooth workplace because there has a link with everyone in the firm. Further expression, there should supply training program in order to the adjustment with the fresh exploration. And the organization should support a plan with the purpose of acquiring better process. To add more, the evaluation for the change plays as an important role when the enterprise adapts the new strategies. If there has an improvement, celebrating is one further step to cheer up whether there is small or big achievement (Britta, 2020).

2.3 Multinational Companies

One of the most significant reasons that the managers in multinational companies indicated was the lack of knowledge about the local environment or, even more critical, the arrogance of some parent companies which, by not recognizing their lack of local knowledge, we're unable to make the appropriate connections between units. From another point, there has found when there was observing the practical functions, in many cases there was no preparation to handle the specificities of local contexts, raising the debate about the global contribution (Villar, Pla-Barber, Domingo, & Madhok, 2017).

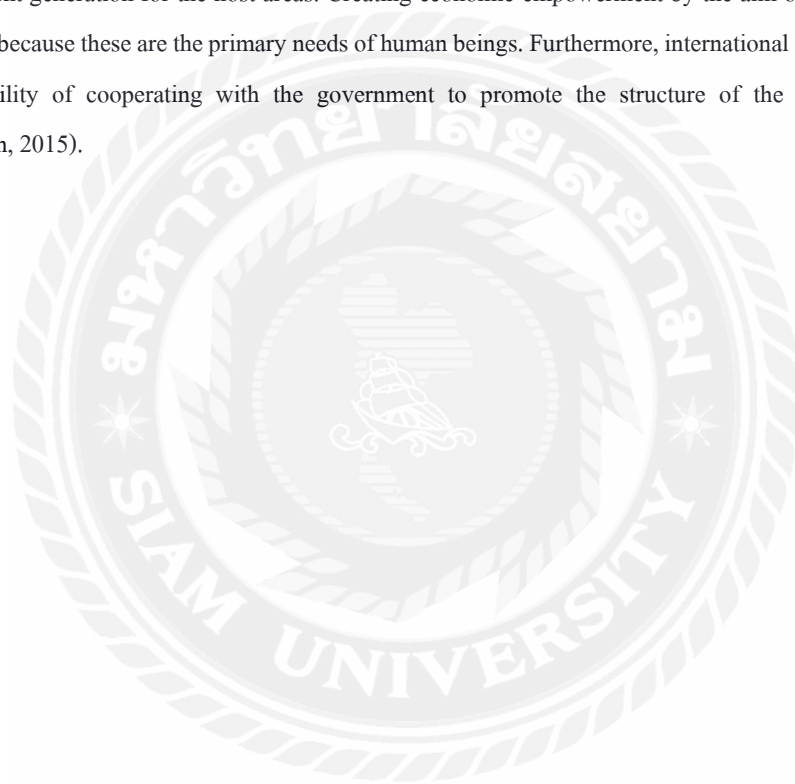
As a result of global interest, the previous twenty years, multinational companies in international trade has significantly boosted worldwide. The reason to supply to the internationalization of the business is a key building block in figuring out the behavior of a multinational company (Butnaru, 2018). In other words, the purpose of the firms to go worldwide involve two primary concerns which are proactive and reactive. Proactive here deals with the incentive for the business dealers to endeavor with strategy. Likewise, reactive prescribes the interests and passions of the firms to take market advantages (Rizea, 2015).

Expression from another related issue, the offshore companies have the desire of hiring different employees by nationality because the profits are made by flexible employment. In another point, free labor legislation is another incentive for the companies. But this system is not always workable because the labor crisis used to occur by making against law enforcement and legislation (Stojanov, 2017). The infrastructures of globalized economic mentions the increased movement of capital, labor, finance, goods, and services between countries (Todorova, 2018).

Concerning with the rules and regulations, significantly, in the global economic system, regulation of the corporation has become a major subject because the commentators and critics remind that there is insufficient

regulation of the conduct of multinational corporations in terms of taxation, human rights and environmental impact. To discuss more, there need to be realized the fundamental requirement of society. Because of the time and situation changes, some of the policies should be a review or many unnecessary issues will be emerged in this challenging community (May, C., 2017).

Taking account of liability and responsibilities, multinational companies must be aware of the set of rules which practice by domestic to adjust with people because social and different geographical positions have complex structural processes that related to persons and institutions. In another way, most people think that global corporations do not respect citizenship rights. The firms should provide education, health care system and employment generation for the host areas. Creating economic empowerment by the aim of improving the lives of people because these are the primary needs of human beings. Furthermore, international corporations have the accountability of cooperating with the government to promote the structure of the local-based business (Hennchen, 2015).



Chapter 3

Methodology

3.1 Research Method

In this regard, the researcher has applied documentary research. The reason why utilizing this type is that many realistic collections of data from books, articles, journals which had established during 2015 to 2020, around the globe. To show another aspect, this method is simple and clear impression with the original writers' ideas, strategies, and as well the personal concepts for the readers.

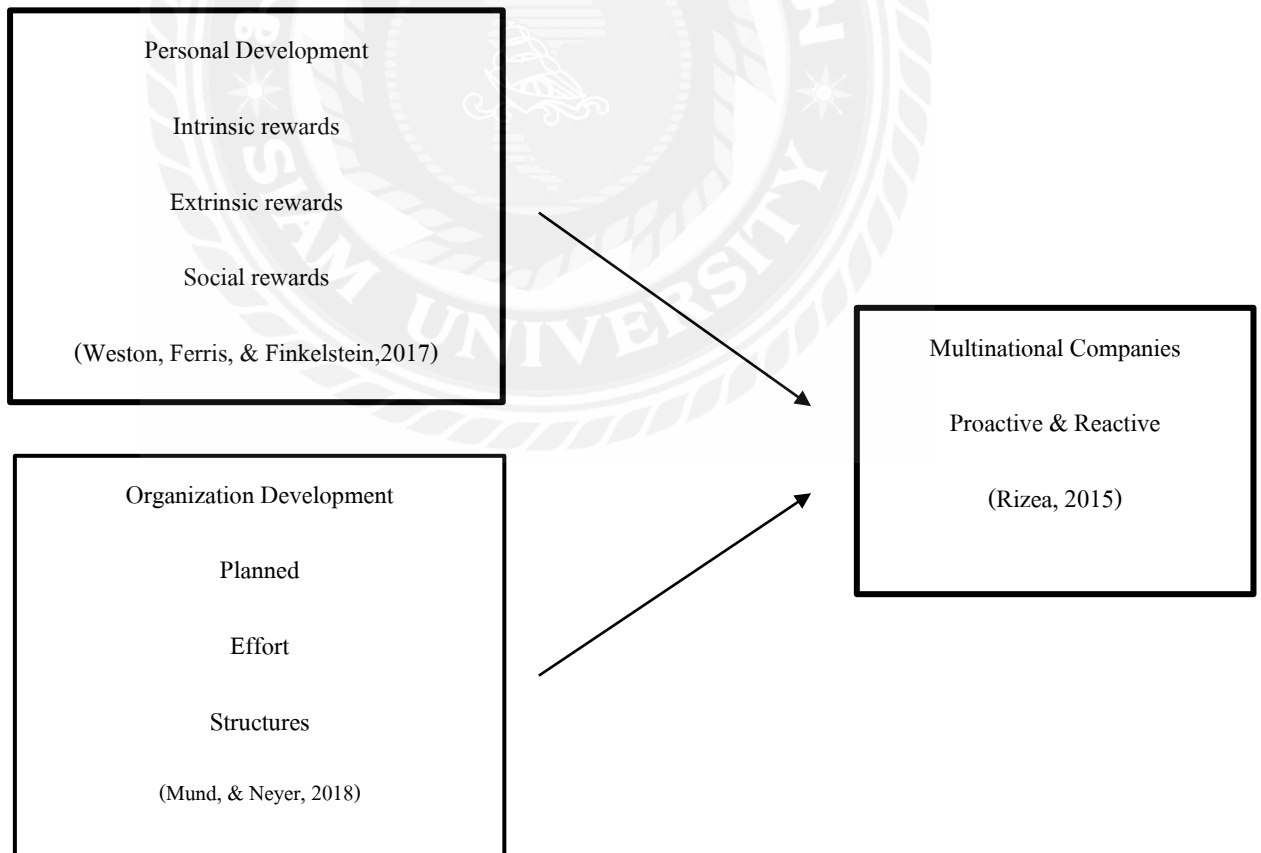


Chapter 4

Findings

Findings from the study about personal development and organizational development in multinational companies can be summed up as:

- 4.1 Personal development heavily involves in decisions making the process of oneself, concepts and pieces of knowledge. For more interpretation, total rewards play as essential to launch a corporation.
- 4.2 Organizational development relies on the process that people from the organizations' Strengths and integration of the efforts.
- 4.3 From the concept of multinational companies, having local knowledge, practical functions and corporations are found as the core significance of international organizations.



Conceptual Framework or Model

This chapter used documentary research and compared results related to the study of the personal development and organizational development in multinational companies. The result has shown that individual performance and organizational commitment in international firms have core interaction for the accomplishment of successful organizations (Koltz, & Rebecca, 2015).

4.1 Applicable Strategy for Personal Development

From the perspective of personal development, some essential factors are important to launch a particular achievement. To occur the right thought, there needs to be a knowledgeable person. In other regards, perception is an element for the decision-making process and solution to the problems. Of course, having better sensitivity and knowledge can attain personal development in global companies. In terms of an individual development plan, to identify what directions that people are exploring (Mund, & Neyer, 2018).

On account of transformed working conditions and increasing competition among organizations, human potentiality has progressively become an important priority in the development of organizational activities. To attain competitive advantage, talented and very professional people are essential in creating valuable corporations. In the previous time, workers were used in a physical way to produce the product for sale by the organizations. Later on, the sense has change and employees have become the capital for the development of organizational performance. So, human resources are the first-rate and precious in any competition since there has the possibility of imitating technology from others (Bat, & Yancin, 2015).

Besides, extrinsic and intrinsic motives have the functions of integrating superior performers in international workplaces because rewarding can create more interests in the respective area. Yes, that is a possible concept of accomplishing effective characteristics in societies because passion in an attractive organization is not a strength thing because people today have a lot of options that can make a great choice. If a company offers an employee by providing a better health care system and education, that will prompt more curiosity and awareness. Inspiration, on the other hand, which derives from behavior is another impression of developing personality effectiveness. By all means, this is the idea of the value of personal development (Alhmoud, A., & Rjoub, H., 2019).

4.2 Procedure of Organizational Development

Likewise, an organization which lack of a plan has a random direction, suppose, a dog that is going in the desert may achieve a dangerous destination. So, establishing a particular destination is the most priority for every society. To express more, an effort is an important tool to set up as a strategy. That is right because, without endeavor, there is no way to have a good position in this challenging world. Similarly, a performance that produces more productivities and solutions for the firms comprise as the key in the group's works. There was an

acceptable consideration that if people in the companies perform well, there will be well result inevitably. Furthermore, an outlook that involves individual and organization's concepts, ideas and perceptions evaluate the value of the specific corporations. Finally, the design which is organized by the people has the feature of installing a successful institution. Hence, an organization generates supervision and actions for those who are in common enterprises (Eyitayo, 2018).

Identifying the aims and strategies, both are compulsory for the process of talent management. For an organization, there is necessary to clarify in advance what is the destination. Or there is no way to implement the right strategies and evaluating the application outcomes. In other words, determining the crucial positions, administrative and technical positions are found as a good impact on the development of the firms. To mention from another perspective, construction of talent profile, the characteristics of qualified employees are capable of performing in key positions. These factors play in the managing role for organizations (Bat, & Yancin, 2015).

In terms of the global arrangement, the quality of information systems in operational activities significantly involves for the organization because this emphasizes the procedures and functions of the Accounting Information System. On the other hand, this also integrates more opportunities into the innovative applications of information technology. That is why, this becomes the criteria for decision making and a measure of efficiency among big organization in consequence of the increased application of information technology in daily functional activities (Ali, 2019).

4.3 Strategic Blueprint for Multinational Companies

Also, to focus on the multinational corporation, some noticeable facts are contributing to advance global business. Proactive and reactive are the bottom line of multinational firms. In detail, proactive contain policy and action which creating or controlling a situation by producing something to happen rather than responding. In contrast, reactive represents the functions in response to the current situation rather than generating or manipulating the issue. These two initiate international companies to launch worldwide because the global view never stops to challenge a new emerging market. But, of course, applying the rules and regulations are crucial for global firms to do safe and sound in business (Rizea, 2015).

Multinational companies (MNCs) perform as the prime players in globalization because the functions are connected to particular features of national economics which includes concentration on worldwide development. In reality, to be internationalized, the process of interaction and integration between people, companies, and governments is correlated with each other. One of the identifying aspects of the present period of globalization is the idea of financialization, which detains the raising dominance of international finance, both in terms of the global banking and derivatives industries in the sense of corporate financialization (Todorova, 2018).

Concerning the preparation, most of the international companies try to reveal the plans to survive in competitive business environments as a concept of taking the profits by strategic management. Setting the frameworks for developing and implementing a strategy is another key for successful corporations. But there must be bear in mind that the annual figure of goals, strategies and potential competitors effectively link with the infrastructures of a firm. In other aspects, there is a priority of realizing the competition and market conditions, when entering into a new market (Rizea, 2015).

Consequently, consolidation of personal development and organizational development can build stronger companies, undoubtedly there can be successful by creating a harmonious community. Additionally, there has the progress of succeeding individuals and organizations which depends on the practice of total rewards and the process of making an effective plan and practical action in the global firms (Todorova, 2018).



Chapter 5

Conclusion and Recommendation

5.1 Conclusion

The commitment of the research of this study which clarifies personal development, organizational development in multinational companies partially will contribute to the scholars and investigators who have keenest about the investigation of individual and society's achievements in international firms. This topic has the guidance of improving characters, skills, and methods which are too helpful to apply in real situations. Intellectually, this topic will subsidize to figure out systems or policies which are core significant for similar research. And this also, on the one hand, involves the varieties of facts and data that are useful to prove for other analyzes. To point out from an economic perspective, this hands over about practical techniques for those who would like to promote and operate better organizations. That is true because, without the engagement and strength of people in the organization, that will exactly lead to troublesome.

From this research, the outcomes can be articulated that personal development and organizational development in multinational companies have a positive impact on generating a new firm and as well as re-organizing an institution. Furthermore, the results comprise the encouragement and inspiration for the advancement of oneself and others to create better opportunities in societies. Considering the procedure of this peculiar work, there are many facts and figures which appreciate and undertaking. To realize the feature of this there needs to associate with business functions for the reason that a person might misunderstand without experiences. But from the vantage point of the draw attention, this openly, makes clear the big data which are utility and profitable for all.

The results of this study suggest that to develop personal quality, perception, knowledge which is the value of people and decisions making process are the infrastructure of an employee or anyone who is working with the teams. Besides, motivation which includes extrinsic and intrinsic rewards makes to strengthen for all.

To figure out from the case of organizational development, this recommends that to get the destination, there needs arrangement, organizing skills, corporation, hardworking, and open-minded become the essential factors for a community or association. To define by other way, actions have more value than words but of course, whoever deals with the business should have a good arrange of the constitution to go a further level or to gain the advantages. This shows the fundamental capabilities of the organization.

Identifying from the perspective of multinational companies, there has the characteristic of establishing the creative companies or organizations which run internationally, then the process of preparation that especially focuses on the proactive which involves the systematic arrangement to establish a great one in the marketplace. On the other side, reactive which performs with the solutions. Indeed, both are crucial to making a great team.

In completing this study, the researcher has been encountered a variety of barriers. Firstly, misunderstanding with the instructions became the most difficulties in the process of making research. This is an

unexpected problem. Secondly, putting the information in the wrong places was another error that took time to accomplish this small work. Thirdly, the causes of many weak points, might not be a perfect one but there had a huge effort to collect the data. To indicate more about the weak point, the model might contain some minor mistakes because development factors were too simple to use for outstanding companies. But there still have some good facts and formations which moderately will be useful for those who engage in new business. In addition to this, to devote the time and energy in this kind of investigate, there may have general concepts of evaluation which identify the role of a person or a corporation.

5.2 Recommendation

The recommendation which is crucial in the operation of research requires unprecedented interrogators. For further study, there have some suggestions to help or encourage more investigates. That makes sense for new researchers because without quoting previous inquiry, there may be difficult. To review the previous study, there has found that personal development and organizational development in multinational companies were very beneficial for every type of corporation. Keeping employees, especially high performers, can be said to depend vitally on the effectiveness of the total rewards system implemented within the organization. Additionally, a higher employee retention rate will significantly reduce the overall cost of the recruitment, selection, and training process within the organization.

In terms of applying some effective systems, organizations can influence and control the employees. But dynamic study demand for more and more because this title is connected to people center development. Since there have problems with a time limitation, this cannot be included the exact number of improvements. So, there is important to have enough period of doing a good examine in the future. On the other hand, people have done only a few of the studies on this particular topic. Therefore, to find new experiments, ways and means may become the priority of this kind of exploration. Collecting data, in another expression, can be said that this can create a better solution because less information will not make a complete guide to others. To articulate, patience, taking time, and big data will completely support to accomplish better research.

At least but not at least, to recommend there will be integrating the organization by applying the total rewards systems which are generally including employee benefits, employee parks, career development, short-term incentive, and long-term incentive pay, work recognition, performance and service recognition, and health, non-payment, and non-profits.

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