

---

## TRANSCENDING BOUNDARIES IN CORPORATE WORLD

---

**M.Bhuvaneshwari**

*Assistant Professor, Department of Commerce, Sri Krishna Arts and Science College, Coimbatore*

**M.Komal & R.Ramya**

*II Year Bachelor of Commerce, Department of Commerce, Sri Krishna Arts and Science College, Coimbatore*



### Abstract

*Recruiting employees in corporate world is a type of hiring the employees, employees are the most important assets to all companies. Good employees can help grow the business faster, amazing culture and become leaders. Bad employees can hurt the brand, waste time and create negative atmosphere. Finding and investing in employees is an important measure for ensuring the long term success of the organization. However, before we can hire and benefit from great employees, we need a streamline recruiting and hiring system. Recurring stellar workers is multifaceted and comes with several challenges, and is an art as much as it is a science, and must be treated as such, done inefficiently, finding the right people, getting them in the door, and on boarding them can be an exhausting, resource - intensive experience.*

**Keywords:** *Corporate World, Employee training*

### Introduction to Company

A corporation is a company or group of people authorized to act as a single entity (legally a person) and recognized as such in law. Early incorporated entities were established by charter (i.e. by an ad hoc act granted by a monarch or passed by a parliament or legislature). Most jurisdictions now allow the creation of new corporations through registration. Corporations come in many different types but are usually divided by the law of the jurisdiction where they are chartered into two kinds: by whether they can issue stock or not, or by whether they make profit or no.

### Corporate Meaning

- Firm that meets certain legal requirements to be recognized as having a legal existence, as an entity separate and distinct from its owners. Corporations are owned by their stockholders (shareholders) who share in profits and losses generated through the firm's operations, and have three distinct characteristics
- **Legal existence:** A firm can (like a person) buy, sell, own, enter into a contract, and sue other persons and firms, and be sued by them. It can do good and be rewarded, and can commit offence and be punished.
- **Limited liability:** A firm and its owners are limited in their liability to the creditors and other obligors only up to the resources of the firm, unless the owners give personal-guaranties.

## **International Conference on TRANSCENDING BOUNDARIES IN CORPORATE WORLD**

- **Continuity of existence:** A firm can live beyond the life spans and capacity of its owners, because its ownership can be transferred through a sale or gift of shares.

### **Types of Corporations**

The Different Types of Corporations are

- Non-Profit Corporation
- General corporation
- Close corporation
- Public benefit corporation

### **Employees**

Employees in simple term it means , An individual who works part-time or full-time under a contract of employment, whether oral or written, express or implied, and has recognized rights and duties. Also called worker.

### **Corporate Titles**

Corporate titles or business titles are given to company and organization officials to show what duties and responsibilities they have in the organization. Such titles are used in publicly and privately held for-profit corporations. In addition, many non-profit organizations, educational institutions, partnerships, and sole proprietorships also confer corporate titles.

### **Training Process**

Good training and development programs help you keep the right people and grow profit. As the battle for top talent becomes more competitive, employee training and development programs are more important than ever. Hiring top talent takes time and money, and how you engage and develop that talent impacts retention and business growth. For example, Great Place to Work® found that employee development, more than any other area, was identified by the 2014 100 Best Companies as a top area of focus. According to China Gorman, CEO at Great Places to Work, “As companies grow and the war for talent intensifies, it is increasingly important that training and development programs are not only competitive, but are supporting the organization on its defined strategic path.” And it’s not just about retention. Employee training and development programs directly impact your bottom line.

### **Employees Training**

Training is a program that helps employees learn specific knowledge or skills to improve performance in their current roles. Development is more expansive and focuses on employee growth and future performance, rather than an immediate job role.

### **How Do You Create High-Impact Employee Training**

High-impact training and development programs don’t just happen. Instead, they’re the result of a careful planning and alignment process. The following steps can help you translate business objectives into a tailored training plan.

### **Identify Business Impact**

Design and develop your training to meet the company's overall goals. Keeping business goals in focus ensures training and development make a measurable impact.

### **Analyze Skill Gaps**

How are your employees' behaviors helping meet the business goal? By finding out what the gaps are between employees' current and ideal skills, you can better pinpoint what your specific learning objectives should be. Categorize these learning objectives into these three groups, have activities in your training plan that target all three.

### **Motivation**

How can you help learners understand why they need to change their behaviors? By working with employee motivations, you're more likely to change behavior over the long term

### **Skills Mastery**

What do your learners need to be able to do on the job? These behaviors will have the most impact on performance.

### **Critical Thinking**

What must your learners know to perform their jobs? Distinguish critical knowledge from nice-to-know info to identify what content should be in the course, and what should be in optional resources.

### **Conclusion**

An approach to training that integrates a sequential process from pre-departure to at least 12 months into the assignment, with learning activities suitable for each phase, needs further investigation to establish its potential in developing intercultural management effectiveness. Training methods can also harness the benefits of the internet, to provide culture specific data, collaborative learning and importantly, build the organisation's knowledge of intercultural management in the expatriate's particular context.

The internet can also be used to provide modularised information at appropriate points in the cultural adjustment process. Training in cross-organisational supportive groups for expatriate managers over the first twelve months of their assignment, focussing on intercultural communication and management skills, is worthy of further investigation. Research is needed amongst Australian companies sending expatriate managers to SE Asia to establish the extent of training, the timing of training, the suitable methodologies of training, and the impact of training on cross-cultural management effectiveness.

**References**

1. Au, K. (1997). Another Consequence of Culture -Intra Cultural Variation. *The International Journal of Human Resource Management*, 8(5), 743-755.
2. Bandura, A. (1977). *Social Learning Theory*. Englewood Cliffs, NJ: Prentice Hall.
3. Black, J., & Mendenhall, M. (1989). A Practical but Theory-based Framework for Selecting Cross-Cultural Training Methods. *Human Resource Management*, 28(4).
4. [Www2.Deloitte.com](http://www2.Deloitte.com),
5. [ww2.frost.com](http://ww2.frost.com),
6. [www.tandfonline.com](http://www.tandfonline.com),
7. [www.Oxfordscholarship.com](http://www.Oxfordscholarship.com),
8. [www.thehind.com-article8455329](http://www.thehind.com-article8455329),
9. [HTTPS://m.huffpost.com/US/entry/9476610](https://m.huffpost.com/US/entry/9476610),[HTTPS://hbr.org/1991/05/transcending-business-boundaries-12000-world-managers-view-change](https://hbr.org/1991/05/transcending-business-boundaries-12000-world-managers-view-change)