



## 8-2 Discussion: Globalization's Impact

How does globalization affect employee-employer relationships in the United States? Does globalization have only bad consequences for American workers?

To complete this assignment, review the [Discussion Rubric](#) document.

### Rubrics

 [Discussion Rubric: Undergraduate](#)

[Start a New Thread](#)

Sort by:

Filter by: [All Threads](#) 

Author First Name A-Z

### 8-2

Adriana Ruiz posted Feb 25, 2021 11:57 PM  [Subscribe](#)

Globalization has some detrimental effects on the employee-employer relationship in the United States. Globalization hangs this threat over American workers that if they ask for too much the company can just move off-shore. Government policies made it so that there was little impact on companies who did decide to move off shore, and there is no sure-fire way for unions to protect employees from this. I believe that this is another way the the company holds power over it's employees. When Americans take a step back and look as globalization has whole, it's not bad (actually holds a lot of benefits) but I do think it puts a unspoken strain on the employee-employer relationship. Globalization could have negative effects in terms of job loss or pay cuts.

^ less

1  
Unread

1  
Replies

1  
Views

Last post 3 hours ago by Lee Pulling

## Week 8 - Globalization

Corinna Whitcher posted Feb 23, 2021 5:12 PM [★ Subscribe](#)

Globalization does benefit citizens and companies throughout the world. With globalization the competition is increased between companies. This leads to prices being driven down and more varieties for consumers. It also gives companies other avenues to have their products made at lower-costs. "Lowered costs help people in both developing and already-developed countries live better on less money." (VelocityGlobal, 2020). Another positive to globalization is the standards to which companies are being held to. Due to globalization there as been an increase in cultural diversity within the workplace and it has caused companies from all sizes to create and implement policies that counteract potential problems.

However, there are still downsides to globalization. From 2001, when China came into the World Trade Organization, through 2013 there has been 3.2 million jobs lost from the American people. When Chinese companies started exporting more goods at a lower price to the US than the US was able to send to China it resulted in the millions of jobs becoming obsolete. "Of the 3.2 million jobs lost to China, 2.4 million of them were in manufacturing." (WorkingNation, 2016). That being said though globalization isn't bad for all workers. Skilled-workers, those with college degrees, have watched their demand increase even though low-skilled workers, those with high school diplomas, have watched their demand decrease.

VelocityGlobal. (March 30, 2020). *Globalization Benefits and Challenges*. Retrieved from <https://velocityglobal.com/blog/globalization-benefits-and-challenges/#:~:text=Globalization%20allows%20companies%20to%20find,live%20better%20on%20less%20money>.

WorkingNation. (October 12, 2016). *Four Ways Globalization Affects American Workers*. Retrieved from <https://workingnation.com/four-ways-globalization-affects-american-workers/>

^ less

1  
Unread

1  
Replies

5  
Views

Last post **Wed at 10:28 AM** by  
Marla Muse

## 8-2

Danean Causby posted Feb 26, 2021 1:12 AM

☆ [Subscribe](#)

Good evening,

Globalization has both a positive and a negative affect for workers in the US as well as management. The good news is "the Boston Consulting Group estimates that \$100 billion worth of manufacturing will return to the United States over the next decade" (Walsh, 2012). The challenge is for companies to try and anticipate or prepare for future situations that may be difficult for business and their employees. It seems as though unfortunately, that there is more corporate greed happening in the US. Maybe there will be more cultural integration in global business in which more philanthropic values will be shared by more countries which may crossover into employee appreciation.

Walsh, D. (2012, March 11). Overseas oversold? Companies find onshoring makes financial sense. *Crain's Detroit Business*. Retrieved from <http://www.crainsdetroit.com/article/20120311/SUB01/303119964/overseas-oversoldcompanies-find-onshoring-makes-financial-sense>

^ less

0  
Unread

0  
Replies

0  
Views

## Globalization's Impact

Erika Nickerson posted Feb 25, 2021 9:19 PM

☆ [Subscribe](#)

Some of the major affects' globalization has on its employee-employer relationship is job loss and possible stagnant wages for the working class (McFarlin, 2019). As labor and products become cheaper for companies thru globalization less American companies sell such items and hire for labor. Companies may even close their doors, which means massive layoffs. However, both the real median household income and the real hourly compensation for US workers have increased over the last 40 years (even though I believe it should be higher), technology and global trade have made goods more obtainable and affordable for everyone, and the U.S. economy has created more jobs in the service sector which in turn has higher wages (Griswold, 2020). Not mention work safety standards are better, stricter child labor laws, the work place is more culturally diverse and inclusive, and the standard of living has increased overall. I understand that not everyone can get into a higher paying job or go back to school and that there are those that are severely impacted. Which leads me to another affect of globalization, its contributions to income disparity and inequality between the more-educated and less-educated members of the working class (National Geographic Society, 2019). I think this is where the major issues occurs, there has to be a better solution to help those affected and get them into those jobs, job training, or even some type of schooling and of course find balance in how U.S. companies are outsourcing. However, I also think college isn't for everyone. I believe we have pushed higher education so much that trades skill training has gotten left behind and even looked down on. What are your thought?

Erika

#### References

- Griswold, D. (2020, January 30). Fail or Flourish: American Workers, Globalization, and Automation. Retrieved from <https://www.mercatus.org/publications/trade-and-immigration/fail-or-flourish-american-workers-globalization-and-automation>
- McFarlin, K. (2019, March 12). The Effects of Globalization in the Workplace. Retrieved from <https://smallbusiness.chron.com/effects-globalization-workplace-10738.html>
- National Geographic Society. (2019, December 23). Effects of Economic Globalization. Retrieved from <https://www.nationalgeographic.org/article/effects-economic-globalization/9th-grade/>

^ less


1  
Unread

1  
Replies

2  
Views

Last post **2 hours ago** by Lee Pulling

## Module 8 Discussion

Joseph Bixler posted Feb 25, 2021 5:07 PM  [Subscribe](#)

Globalization has a profound impact on employee-employer relations. Globalization inherently brings more cultural diversity to the workplace forcing managers and employees to understand the differences. This is not a bad thing, but if workplace members do not take this seriously they could find themselves in trouble for not understanding the differences of their coworkers. Globalization also impacts earnings for workers. When a company outsources to a third world country those workers are willing to perform jobs for a lower salary due to their living conditions. This can potentially drive wages down for members that are not in third world countries (McFarlin, 2019). A positive to globalization is that companies with higher workplace standards tend to go to countries that have less than ideal standards and implement good practices into the company. This in turn provides better working conditions for the employees.

McFarlin, K. (2019). *The Effects of Globalization in the Workplace*. Retrieved from <https://smallbusiness.chron.com/effects-globalization-workplace-10738.html>

^ less

0  
Unread

0  
Replies

0  
Views

## 8-2 Discussion

Kimberly Howell posted Feb 23, 2021 11:21 PM  [Subscribe](#)

Globalization affects the employee-employer relationship by holding a threat to employees that there is a possibility of off-shoring and that employees could be in danger of losing their jobs. With many manufacturing companies, the US pays much more in wages compared to other companies. If a company is looking to lessen its expenses it is going to look for alternate routes in production and moving production overseas can save them tons of money. For instance, "software developers, who cost \$60 an hour in the United States, the world's biggest offshore, cost only \$6 an hour in India (Agrawal, V., & Farrel, D., 2003)."

Globalization does have bad consequences, such as loss of jobs, but they are not only bad. There are also many pluses to globalization and off-shoring. Companies spend less on production wages, therefore, increasing the wealth for the company and also provides jobs for other countries. Most of the employees who were laid off due to off-shoring were reemployed. ", from 1979 to 1999, 69 percent of the people who lost jobs as a result of cheap imports in sectors other than manufacturing were reemployed. The mean wage of those reemployed was 96.2 percent of their previous wage (Agrawal, V., & Farrel. D., 2003)."

Agrawal, V., & Farrell, D. (2003). Who wins in offshoring. Retrieved February 23, 2021, from <https://web-b-ebSCOhost-com.ezproxy.snhu.edu/ehost/detail/detail?vid=0&sid=f9c66a6f-d23b-408b-a788-6a44b753b2eb%40sessionmgr101&bdata=JnNpdGU9ZWwhvc3QtbGI2ZSZzY29wZT1zaXRI#AN=11543878&db=bth>

[^ less](#)

**1**  
**Unread**

1  
Replies

4  
Views

Last post **yesterday at 9:11 AM**  
by Marla Muse

## 8-2 Discussion: Globalization's Impact

Lee Pulling posted Feb 26, 2021 2:48 PM [★ Subscribe](#)

The laws and regulations in the U.S. created to protect workers and their rights are non-existent in many foreign labor markets. Many labor intensive companies in the U.S. have decided to move to countries with inexpensive labor, cheap transportation and very few

pollution laws to protect the environment. While companies here made greater profits, employee's lost jobs or had to take new lower paying jobs. "As more products became available at lower prices from overseas markets less of the same products are being sold by U.S. companies" (Job losses in the United States). With the movement of jobs off-shore, unions had to rethink their strategy for negotiating as their bargaining power decreased. Unions were willing to take cuts in wages and benefits to reduce job losses and keep the company from moving or threatening to move off-shore. Impacted employees of globalization took new jobs with lower pay, trained and adapted to new technologies.

Adapting to economic change has become the new norm for globalization that is unavoidable. Job insecurity has forced workers to learn skills necessary for the future economy. Companies increased profits are invested into new technology that creates more better paying jobs than the number of jobs that offshoring eliminated (Who wins in offshoring). While globalization has some bad consequences for American workers, the overall world impact is positive. Seven positive impacts of globalization are: 1-Gives Access to a Larger Market, 2-Provides Cheaper Goods for Consumers, 3-Globalization Lets Countries do what They do Best, 4-Leads to Better Economics, 5-Promotes World Peace and Unity, 6-Innovation, 7-Better Quality and Variety (What is Globalization)? There is no uniform and statistical information on the extent and effect of off-shoring services since real verifiable information cannot be obtained from many third world countries.

Lee

[^ less](#)

**1**  
**Unread**

**1**  
Replies

**2**  
Views

Last post **4 hours ago** by Lee Pulling

## Discussion 8-2

Nicolette Connelly posted Feb 25, 2021 5:04 PM

[★ Subscribe](#)

Globalization is beneficial for business and the United States as a whole but unfortunately it leaves little benefit for individual American workers, majority of which is in the middle class. By offshoring labor workers business can save on expenses and bring in large amounts of money. Their companies grow more lucrative quickly because they don't have to pay laborers as much money for their work in other parts of the world. Ultimately that makes the United States as a whole wealthier. It also brings jobs and increased wealth to the countries that the US is using for their labor. Having more wealth as a country does provide more opportunity for people.

However, it is undeniable that when a company decides to offshore it means massive layoffs mostly for laborers. That can increase unemployment here in the United States. It can make it difficult for those individuals to find other similar work in other companies ultimately leaving people jobless.

[^ less](#)

0      0      0  
Unread   Replies   Views

## 8-2 Discussion: Globalizations' Impact

Robert Tanguay posted Feb 25, 2021 7:59 PM [☆ Subscribe](#)

In the United States, globalization benefits some workers but not all. The major benefits for the increase demand are for professional and college-educated workers and not the blue collars laborers. (Economic Policy Institute, 2013) This is great for the college-educated employees and management as it takes special learning to be able to manage a company on the global market. While United States companies will be bringing in more capital because of the increase demand for their products in a global economy, this also does not help the everyday workers on the frontline. EPI research found in one of their papers “that in 2011, international trade depressed wages for non-college educated workers by 5.5 percent, costing the average worker \$1,800.” (Economic Policy Institute, 2013) This reduction to the average persons’ income hurts our economy in the United States. The buying power goes down when our own citizens can not afford the very products that its companies are trying to sell in the market. When workers try and find better wage jobs, such as in manufacturing, the sheer volume of



labor available in the market reduces the wages of those jobs. On top of that, globalization has reduced the number of manufacturing jobs as they get outsourced. When China joined the WTO in 2001, it was the beginning of a great loss in jobs for Americans. “The Economic Policy Institute estimates that the United States lost 3.2 million manufacturing jobs between 2001 and 2013. Of the 3.2 million jobs lost to China, 2.4 million of them were in manufacturing—and those lost manufacturing jobs account for two-thirds of all U.S. manufacturing jobs.” ( WorkingNation Editorial Team, 2016) It appears that there is more bad than good consequences to globalization of American jobs.

-Rob

## References

WorkingNation Editorial Team. (2016). Four Ways Globalization Affects American Workers. *WorkingNation*, retrieved from: <https://workingnation.com/four-ways-globalization-affects-american-workers/>.

Economic Policy Institute. (2013, March 22). Globalization has lowered wages for American workers, new EPI study finds. *News from EPI*, pp. retrieved from: <https://www.epi.org/press/globalization-lowered-wages-american-workers/>.

[^ less](#)

0      0      1  
Unread   Replies   Views

## Discussion 8-2

Robin Hannon posted Feb 25, 2021 10:49 PM [★ Subscribe](#)

Hi Everyone,

Globalization has both, negative and positive affects on employee-employer relations in the United States, unskilled workers are getting lower wages for jobs that once they might have been making more money, because these positions are going overseas. While college educated are getting higher wages. Lower skilled workers watch their opportunities dwindle. Employees need to have job security, many do not feel that way, depending on the position that you hold. Employees need to pay more attention to what is going on in the world, because companies are shipping their jobs overseas, if the company has a location in the U.S. and one overseas, something happens to the one overseas or the one in the U.S., the other is going to have to pick up that work, so that there are not delays on the products being produced. Globalization has been a great thing for developing countries, which is going to help the people in those countries, will help the global economy. After researching this topic, I don't think that it has a positive affect on American workers, when you look at jobs going overseas, where does that leave the American worker, without a job.

[^ less](#)

0      0      0  
Unread   Replies   Views

## 8-2

Sarah Maciag posted Feb 25, 2021 8:08 PM [★ Subscribe](#)

The rise in globalization has created workplaces like we have previously never seen before. It has created the need to look at work on a global scale versus just within America. Within the automotive industry it has now become a topic within collective bargaining agreements that only a certain percentage of labor work will be done overseas. It has created the need to look at global solutions and evaluate what is geographically and economically best for the company, while also having to keep in mind the workforce at home. Pitts and Trumka argue within *Labor Union Bargaining: Trends in a Global Economy*. That two main factors contribute to this, "First the environment created by the cultural impacts of foreign and domestic policies on the business environment; and second, both the factual basis dictated by production costs and law, and the potentially fickle manner of public opinion and the marketplace. As stakeholders work to manipulate the variety of levers in the decision arena, they are able to increase their influence over a business's decision process".

In addition to this, it has created a need to be more culturally aware than previous generations have been. Globalization and new media technologies give access to an array of information previously unavailable. We've seen an increase in remote interaction amongst many cultures, and are given access to information such as best business practices, behaviors, etc. with click of a few keys. This can create a whole new area of opportunity for American Workers. Markets that were previously inaccessible to them are now available at their fingertips, without ever leaving the house.

Pitts, H. D., & Trumka, R. (2008). Labor Union Bargaining: Trends in a Global Economy. *ICFAI Journal of Employment Law*, 6(1), 56–71

[^ less](#)

0      0      0  
Unread   Replies   Views

## 8-2 Discussion

Sean Walker posted Feb 25, 2021 7:53 PM   [★ Subscribe](#)

I believe globalization is not bad for employee-employer relationships, I actually believe this can be a good thing for both the employee and the employer. For example, with globalization, the employer will be more diverse and have a more diverse culture, which will benefit other employees and the employer as well. The employees will be able to learn new things by being more diverse and the employer will be able to attract more talent by being more diverse and globalization will help with that.

The only bad consequence for American workers would be job loss because of the potential for jobs to go overseas as the company will be going more global.

[^ less](#)

0      0      0  
Unread   Replies   Views

## Thomas Cohen Discussion 2 MOD 8

Thomas Cohen posted Feb 25, 2021 9:49 PM   [★ Subscribe](#)

I think that globalization affects employee-employer relationships in the United States in many ways. A lot of jobs now are outsourced to different countries such as manufacturing jobs. Some companies think that cheap laborers bring bigger profits and they also give them lower wages. As globalization becomes more prevalent, companies deal with increased cultural diversity within the workforce. These changes require small and large businesses adopt new policies and guidelines for workers. This increased cultural diversity also has produced many benefits as companies gain new insights into different cultures from a management and a marketing standpoint. I think globalization has only bad consequences for American workers. It's better to keep some jobs in the states.

^ less

0      0      0  
Unread   Replies   Views

## 8-2 Discussion: Globalization's Impact

Tiana Rivers posted Feb 25, 2021 11:01 PM    [Subscribe](#)

The full impact of globalization in the workplace has yet to be realized, but as more companies embrace this trend and become more diverse, certain changes are emerging. While many of these changes are good, others may not be as positive. Small business owners are learning that they have to adopt new policies and new guidelines to keep up with these changes. (McFarlin, 2019) Globalization has changed culture diversity, employee earnings, workplace standards, and training in the workplace. With the increased diversity companies have been able to increase their insights from different cultures providing relevant information to better their management and marketing.

I believe globalization does only affect American workers, as its taking the jobs and moving overseas. The down part of globalization is that it takes away many if the jobs from hard working people causing an increase in the employment rate. A lot of the jobs that go overseas are mostly trades and have decent income , which in return negatively impacts society. This would possibly make it difficult to find another job leaving many people jobless. To me globalization has more negative than positive.

References:

McFarlin, K., 2019. *The Effects of Globalization in the Workplace*. [online] Small Business - Chron.com. Available at: <<https://smallbusiness.chron.com/effects-globalization-workplace-10738.html>>.

^ less

0 Unread    0 Replies    0 Views

## 8-2 Discussion

Wendy Smith posted Feb 22, 2021 1:02 PM [☆ Subscribe](#)

While globalization has many benefits such as opening up products to more markets and offer lower costs of productions it can also help bring third world countries residents out of poverty and provide new job skills to those countries which helps with their economies. It also allows for cultural exploration of beliefs, foods and behaviors. It also opens the gateway to potentially more skilled workforce in certain industries as well. It also makes communication across the globe smaller in a sense. Because we interact with different countries because of globalization we know have access to more news and media sources and knowledge experts.

The challenge with globalization is that it also takes jobs away from current countries and that adds to the unemployment rate. Many of the jobs moved over seas are limited trade jobs and are considered middle class income jobs and that hurts the society that saw the reduce job market. It also causes gaps in wage practices and treatment of employees that were previously protected by a countries labor law. Globalization of corporations will not be leaving us anytime soon but in order to make sure all employees and countries benefit; it needs to be done in a proactive approach.

<https://smartasset.com/mortgage/the-pros-and-cons-of-globalization>

[^ less](#)

2 Unread    2 Replies    7 Views

Last post **Tue at 1:27 PM** by Wendy Smith

Reflect in ePortfolio



### Activity Details

Task: Reply to this topic

---

Starts Feb 13, 2021 11:59 PM

### Assessment



[Discussion Rubric:  
Undergraduate](#)