

Influence of globalization on social work practices in Industries

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Abstract: Globalization is widely spread phenomenon which has brought many changes and development in all fields of social work practice. Industrial social work is a practice field concerned with the welfare of industrial workers. It has vast scope for social work practice and great opportunities but because of insufficient competence and effects of globalization social workers faced problem in getting in to the field. Hence the objective of the study is to analyze the influence of globalization on social work practice in Industries. The paper is based on secondary data. The finding of the paper is shows that there is a positive influence on social work practice in industries. As globalization influence on productivity, global marketing and other international phenomenon, that creates demand for social work practice in industries. Globalization help social worker in understanding, critical analysis, wisdom in knowledge side but in operational and implementation of knowledge should be based on local perspective for successful Social work HR practitioner in industries.

Key Words: Social Work, Practice, Globalization, welfare, influence.

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I. INTRODUCTION:

Globalization is a dynamic phenomenon which leads to numerous changes in positive and negative sides of any country impact of globalization is depends how the nation is implemented and law related to implementation of globalization, a common feature of globalization is, it reduces the boundaries across the world, it results interdependence and co-operation among the countries, globalization makes the world become a small family, globalization is effect on economic social, political, cultural, environmental, industrial, serves, national infrastructure, agriculture, marketing, science and technology, defence or national security, trade and many areas it covers under its scope (A, 2011). But here in this paper, we shall restrict our study only on the industrial sector, which influence the social work profession in industrial settings.

After implementation of the New Economic Policy in 1991 – 92 there are lots of changes in the labour policy and labour law in India. This creates more provisions of welfare, security of working employees and Trade unions were becoming strong with ILO relations (Johri, 1996). The new economic policy has made it possible for the managements to be repressive in dealing with the issues of industrial workers on industrial relations, social security and wages. Under the new economic policy job security become important issues. New type of working environment like home based workers, fixed term employment were developed. The judicial interpretation takes a diversion from the beneficial interpretation to strict interpretation. The judiciary in recent years has consistently put burden of proof on the workman to show that he was in continuous service (Supreme Court of India, 2004).

Bhushan Kapoor (2011) in his article impact of globalization on Human Resource Management he concluded, that Human Resource departments of global enterprises must collect data on factors, such as employees, attrition and hiring, compensation and benefits, ethnic, gender, cultural, and nationality distributions, and load into data warehouses and data marts. By applying advanced analytical techniques on the data, human resource professional will get business insight, predict changes, and make informed decisions at operational and strategic levels. The human resource professional accesses current and anticipates future skills shortages through strategic skills planning. Global organizations not only need to a networked, collaborative and open to culturally diverse workforce, but also consists of high talent (Bhushan Kapoor, 2011). As above article suggested that, the globalization effects on HR department at industrial level and working strategies such as manual to technical, personal management to Human Resource Management, these changes change the attitude of the employees and employers.

Andrzej Marian Swiatkowski (2011) He stated that the most of recent economic aspects of globalization stands real threats to the terms and conditions of work in the modern world as well as depreciates the quality of working life. In order to fulfil that risk, the respective government makes suitable policies, laws to

address the risk and social thinkers are motivating the labour lawyers, social activists to take action to judicial globalize at a higher level to protect the labour interest(Hirway, 2011).

Venkata Ratnam (2011) heassesses that, the social and economic impact of essentialchange on labour in India. He has raised the important question of aligning economic policies and labour laws with those of industrial relations. He also highlights that, the need to develop strong labour management relations instead of focusing merely on dispute resolution(S, 2011). The authors directly encourage the employee relations with management and indirectly targeting the attitude of management towards employees welfare and other related issues of employee benefits, which indirectly invite the a strong management person who look after these issues such as welfare, salary administration, motivation, counselling, resolve personal and professional problems etc.

Zivkovic, Ruzica et.al (2011) stated that, it is clear that social work needs re-organisation and reconstruction of itspractice and education throughout the world. In order to achieve flexible and open socialwork, which is a key in responding to globalisation, a lot of changes must be made regardingsocial work practice and education, including preparation of social workers, social work studentsand service users for those changes(Zivkovic R. &., 2011).The above study clearly revels that, the social work training and knowledge is updated to meet global challenges, the updated knowledge and training for social workers helpful to fulfil the expectations of corporate management and their employees in both the sides.

Table No.1: Showing Industries contribution to GDP

S. L No	Year	GDP growth
1.	1950-51	16.6
2.	1960-61	20.5
3.	1970-71	24.0
4.	1980-81	25.6
5.	1990-91	27.7
6.	2000-01	27.3
7.	2010-11	27.9
8.	2012-13	28.2
9.	2015-16	29.4
10.	2016-17	29.3
11.	2017-18	29.6

Source: National Accounts Statistics.

After globalization People’s lifestyle and living conditions, increasing differences, because of global changes and development, today social work may be facing the biggest challenge in helping and advocating economically, politically and culturally excluded and weakest social groups that social works mainly deals with(Payne. M, 2008). Industrial employees are the vulnerable group which needsto much concentrate for the welfare of employees and their family through scientific and legal intervention,in this context the social work profession can do better than other professionals’ services. Globalisation as a process which has brought several positive improvements in the fields of industries, science and technology, economy, global marketing and manufacturing, along with this positive changes, it also brought some adverse effects such as unemployment, poverty disparity between rural and urban economy, migration(Zivkovic R. J., 2011) which is a core area of social work practice, industrial employees are also coming under these circumstances.

In a global level, the major bodies representing schools of social work (International Association of Schools of Social Work (IASSW) and National Professional Associations (International Federation of Social Workers (IFSW)) have updated previous attempts to describe social work and to provide an ethical frame work for its practice, wherever this may take place(Lyons, 2006). From the various reviews,the above author pointed out that, school of social work and teachings, field work practice and definitions of social work also modified according to meeting the global challenges and meet globalization influence in all the sectors. Previously, there are significant differences between social work programmes in their contributions to preparing students with some appreciation of how global issues might impact on local concerns and to developing cultural competencies in students (*ibid*).It shows that, there is significant relationship between globalization and social work, which influencing the social work education and social work profession.

Objectives, Methods and materials of the study: This paper aims to analyse the influence of globalization on social work practice in industrial settings and to illustrate the way of new paradigm shifts in social work practice and social work education in the global scenario to meet the challenges of globalization. Researcher took this paper onreview based which analytically examines the impact of globalization on social work practice in industrial settings.The scope of the study is confirmed to Indian Industries only. Hence the study is only

confirmed to Indian industries and social work practice in India scenario therefore this is the major limitation of the study.

The paper is in 2 major sections; one is focused on globalization and its impact on professional Social work practice in industries and its influence to the welfare of the employees. The second is analysing the globalization influence on social work education and field work practice.

Social Work and Human Resource Management Profession: Pre – economic reform in India, industrial workers was considered as human machines which can work for the survival, but after realizing that, employees are not machines, the attitude of the corporates change from Workers not a machines they becomes resources which leads high productivity and profit, then after employees are considered as human capital or human resource, later its demands a unique and innovative human resource management skill and techniques which create demand for HR professionals to handle the human resources in the work place.

Post economic reform creates demand for investment, production, marketing and skilled workers, which leads a number of HR professionals to look after the welfare of the employees, in this regards, the management schools send many management candidates whose primary responsibility is to look after the need and expectations of the employees, but these management candidates failing to understand the psychological wellbeing and expectations of employees. Whereas social work professionals with his professional knowledge, field work practice and knowledge of humanistic and psychological theories, they could understand the employees psychological and physical need through empathical approach, working with employees with grassroots level, may be with their family issues, issues related to working conditions, personal problems, it replaces quantitative performance of the social work professionals, it was crated great demand and scope for social work practice in post economic reforms in India (Joseph, 2014).

Development in industry indicates that, corporate employers are interested in Social Work services for two reasons: (1) these services are humanitarian and (2) because they are productive and economically helpful to both management and the employee. The combination of these two and factors is important in opening the door to Social Work in industry. This is one of the first opportunities that Social Work has had to show management that "it pays to hire Social Workers" from an economic point as well as from the humanitarian view of providing assistance to troubled people (Rex A. Skidmore, 1974).

Scope for social work practice in business and industrial setting is immense, for example, looks at the world of work as a rich setting for applying a repertoire of social work skills, such as counselling, group work, research, policy analysis, program development and planning etc. However, what needs to be accepted with all humility is that the practice in this setting is not uniform and also that it lagging behind wide coverage. The scope for social work in industries is large because in large business organizations employees are faced with complex problems. Relationships between employees and management in large, modern organization are more formalized and easy access of the management to the employees is not possible. Paternalistic attitudes towards employees and authoritarian kind of approach seem to be highly prevalent. In such a context, the social worker with the help of his/her straining in professional social work methods, skills, techniques and principles can help the employees to overcome their problems and continue to function as productive workers.

II. ANALYSIS AND DISCUSSION:

The above review of the literature, from the observations and experience, it found that globalization influence on social work education, field training and the social work profession, there is no second opinion that global forces affect social work, in its education, field work training, practice, workers and service users (Zivkovic R. &, 2011). Social work here in this paper, researcher as per his objective, the researcher is more concern about social work profession in general, and specifically studied about the social work profession in industries. As aim and objectives of the study the first section of the study is about influence of globalization on professional social work practice. Through the influence of globalization in India and Karnataka, more number of industries was established which crates number of job and market will open to all, earlier employees are searching the job and doing job for their survival, later it shifts towards social security including their families.

But after globalization, establishment of industries are more and demand of workers also high, in this situation now employees are not working for survival or not for social security, it is for reorganization, self-respect and dignity. While management or corporate people, after realizing these new trends in employees, management retention strategies shifted towards salary to social security, social security with respect and dignity.

This new concept and trends crate more advantage for social workers to get demand and position in industrial settings because of social workers, with his basic knowledge of social work skills, techniques, methods, Industrial Relations, Human Resource Management, Labour Law, Human behaviour theories, social worker will understand dynamics of employees and management and crate good working condition, social

workers could bridge the gap between management and employees, who could help in the both sides like production, security of employees and their families, profit and its benefits to all employees. They could expand their service to the union; they participate in management as a business partner. This paradigm shift in the perspective of employees and employer influences the social work education, field work training, to prepare social work trainees to global level.

As aim of the study is to analyse the globalization effects on social work education, it is clearly depict that the social work definitions, tool, traditional syllabus to modern syllabus, field work practice and social work bodies are updated according to meet the challenges of globalization.

The above table No 1 showing the contribution of industrial sector towards GDP form the above table it is reveals that, consistently GDP is growing up and contribution of industries are also consistently going high it found that globalization influence not only establishing industries but also influencing the growth rate of GDP of our nation.

After reviewing and understanding various aspects of globalization and its effects on industries and other aspects such as economy, agriculture, marketing, investment, cottage industries, education, culture, food, technology and many more. We pointed the globalization effects in both the corner as positive and negative in different areas. Globalisation has become a major challenge forevery profession which deals with disadvantaged, this particularly refers to the profession of social work (Zivkovic R. &, 2011). But in education, industries and social work profession, its effects is more positive, rather than negative, here we can say social workers through globalization effects he can understand, analyse, critically think, wisdom of his knowledge all its positive and its effects on intellectual level, but when it is a matter of implementation and operationalization it should have local perspective, we cannot practice social work same in global wise it should have indigenize practice with knowledge of local culture and sensitivity.

From the above review and discussions it is depicts that, scope of social work not only extended to industries but also there is challenges and problem to the social workers to implement the real social work aim and objectives, management looking multitalented candidate who could be productive and profitable, in many situations social worker act as business man rather than services provider, but employees expected HR person should looking their welfare and benefits, here there is a conflicts between theoretical knowledge (morality) and profit in this situation social workers should be care full while handling the situations employees expectations and employers demands .

III. CONCLUSION

In concluding the concept, The Social work on a global level emphasises the approach to education and training that supports development and protection of human rights, diversity, multiculturalism, discrimination, social justice and peace. In this respect the Social workers must become globally careful learners who are empowered by the experience of global education and thus capable to respond to effects of globalisation. Social workers should also be committed to lifelong learning and the way to that is through curriculum which must help learners to develop skills of critical thinking, openness to new experiences, new models and new ideas. By inspiring and learning from each other, social workers around the world are changing the way their profession involve with the world.

Social work must not avoid nor ignore the processes that globalisation forces. As a 'global profession', it has to embrace the globalisation, adopt it as positive change and work along with those changes. Comparatively social worker influence more on management and employees for crating healthy working environment. Also Social work influencing on Corporate Social Responsibility activities forbetterment of the respective communities.

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