

IS GLOBALIZATION BAD?

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The whole world is a global village wherein every country is permanent resident. As members of the said global village interact with each other in almost every aspect of their lives – business, technology, and knowledge among many things, their needs are interdependent so that no country could totally isolate itself from the other countries. Globalization is not only prompted by the use of internet and the advancing knowledge but also with the coming of a faster speed of communication and transportation. Indeed, escaping the fast rate of globalization in the technically-inclined world is next to impossible and many countries has been lured by the economic, technical, social, and even financial possibilities and political utopia globalization can offer.

However, any advances do not go without sacrificing some people, or things, or events, or future. Despite the many advantages that globalization can offer particularly in the economic aspect of a country, there are certain situation where a crisis arises form the simple fact that globalization has penetrated a certain locale and had explored all its natural resources, causing environmental glitches that results to long term ecological problems; or that globalization has exposed and exploited sociocultural identities and forced the sociocultural (and usually economically inferior) minorities to adapt and blend to the identity of the sociocultural majority (Korten, 1990). These facts make ordinary people wonder if globalization really proliferate social identities.

Why is Globalization Good

One typically thinks about the business aspect when one hears the term globalization. Business globalization is one in which goods, services, people, skills, and ideas move freely across geographic borders. Relative unfetter by artificial constraints, such as tariffs, the global economy significantly expands and complicates a firm's

competitive environment. Interesting opportunities and challenges are associated with the emergence of the global economy. Common people who are involved in the production of products and services get to compete with the global market and actually achieves the level of salary their counterparts in other countries (IMF, 2008). Because economically emerging countries gets the chance to compete in the global market, the economy of these countries becomes better and progressive. Achieving improved competitiveness allows a country's citizens to have a higher standard of living. Some believe that entrepreneurial activity will continue to influence living standards beyond the 21st century.

Globalization is one of the ways to eradicate discrimination, particularly in workplace setting. According to Shorish (n.d)who is talking from a business point of view, "*Globalization is the process of corporate structuring that focuses a company's core competency on a single, worldwide market, creating growth and profit opportunities through synergies and efficiencies in engineering, sales, purchasing, production and distribution*". With globalization, employers could not prefer one employee with a certain racial profile over the other because it defeats the very purpose of globalization. With increasing globalization, corporations are becoming more aware of their ethical roles in their treatment towards their employees.

There is a massive evolution going on in workplace organizations nowadays. Homogeneity of workforce, which once dominated the workplace are now very hard to find as globalization brings together people from various countries with various cultural backgrounds to start with. It is a common thing to find people from various culture and race, socioeconomic background, and even those from various locations work on the

same project as advances in technology, immigration, and globalization bridged the physical gaps between cultures, strata, and geography. While the physical distance may seem to have been bridged, there are still much about socio-cultural identity that are not yet bridged resulting to unfavorable situations. This isolation of culture from the rest often hurts organizations particularly when there is a need for cultures to meet and unite in order to meet the expected outcome – but did not.

Globalization is not only limited to business and economic wealth. It also opens a path for sociocultural integration. People from across the world get the chance to work together or live together in communities which is not the case before the world became a highly globalized community. Globalization breaks down the physical barriers of social and cultural entities. With the aid of technology and communication, everyone around the world can communicate to anyone simultaneously thus increasing the speed with which people learn about other cultures and accept them, lowering the probability of cultural indifference. There are theorists that believe that globalization promotes “*the growth of social interconnectedness across existing geographical and political boundaries*” (Scheuerman, 2006). It is also good to mention the concept called **deteritorialization**, or the opening up of territories because of globalization. This means that anyone can get the chance to go to the place they like and learn about the things that a particular country have or practice in order to gain better understanding of the culture and not worrying about getting discriminated or arrested for no particular reasons.

Why People See Globalization Bad

What have been discussed so far are the most compelling reasons for embracing globalization such as opening up economic gateways for better economies and social

integration. There are those people who hate globalization even before they understand what actually takes place in a highly globalized community. They believe that they will lose their sociocultural identities if they welcome people from other culture and race in their communities. They see globalization as a threat to their social existence and thus are very resilient in letting the effects of globalization into their social contexts. These are those people that are comfortable working with people they know and do not think beyond what they believe. These people are guilty of in-group/out-group biases.

The concepts of in-groups and out-groups are floating in social groups long before there have been any formal definitions to them. In the general sense, classifying people according to groups can be attributed to stereotyping. Stereotype “reflect ideas that groups of people hold about others who are different from them” (MAN, 2008). Stereotyping can be done by use of words, imagery, or the combination of both to create positive or negative image of certain groups of people. Stereotypes are created when there are visible attributes that can be attached to a particular group of people like skin color, physical deformities, or mental conditions (Maass, 1996). Generally speaking, a group of people whose attributes like the physique, intellect, race, ideas, preferences, aims, goals, ambitions and the likes differ from one’s own are termed as out-group while those that are within the bounds of one’s attributes are termed as in-group. It is usual for people belonging to certain in-groups to have their loyalty with the group and take negative bias against people in the out-group.

Dealing with the Differences

Some of the major issues in global communities can be broken down into a couple of things: lack of communication and the lack of desire to understand other cultures.

Communication is very important in the society. Societies achieved many great things because they were able to efficiently communicate their thoughts, ideas, aspirations, feelings, and emotions. Because societies are composed of individuals that do not necessarily share a common cultural background, one can expect conflicts to arise along the way. The basic tenets of communication seem to disintegrate when one communicates with individuals from a different cultural background. This is because communication style varies and individuals coming from different cultural background perceive things differently which have high. However, it does not mean that there are no opportunities in diversity. There are many ways to work around diversity and turn diversity issues into the advantage of organizations. Three of which are learning the communication styles of the cultures involved, learning the cultural value system of these cultures and integrate them in the business structure, and organize multicultural seminars.

Conclusion

Globalization has a lot to offer to the world and it has created new avenues for productive changes. In the same manner, globalization promotes better understanding of the different cultures of individuals in the global community. It seeks not to destroy sociocultural identities. Globalization in itself is not guilty of the accusations of the people who do not want to open their cultures to the world. In a way, one can argue that it is not globalization that is responsible for the loss of other people's sociocultural identities but the people themselves are the perpetrators. Thus said, globalization proliferate sociocultural understanding through the respect one's cultural identity, learning about the culture, and embracing the cultural differences as a part of the global community.

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