

Candidate 2 evidence

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7a.	<p>One reason for the increase in trade between UK organisations and China is the increase in technology makes communication better. This means negotiations can be done quicker and more efficiently. Another is cheaper transport through mass shipping means products can be sent easier and quicker at less of a cost. Another is cheaper flights and human transport means workers can be across the globe for less money meaning UK and Chinese organisations are more likely to engage with each other personally. Another is the growth of e-commerce means products can be ordered from China to the UK more easily for trading purposes. Another is the advances in online technology means meetings can be held online to reduce time wasting traveling across the world. Another is the increase in more engineering skills in China means innovation has increased and the UK want to learn from it. For example, China produces 90% of the worlds computers. Also, the low minimum wage in China means</p>

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	<p>UK organisations want to operate there to save costs. For example, China's minimum wage is £0.79. Furthermore, the growing population of China means UK businesses want to access this huge market. For example the Chinese population is 1.4 billion.</p>
b.	<p>One challenge facing UK organisations trading and expanding into China is the ability of Chinese organisations to produce cheaply means they may enter price wars with each other. Another is increasing environmental awareness means they could face backlash for emitting CO₂ excessively ^{excessively} to travel and ship products to China. Another is lack of knowledge of the Chinese culture could result in ^{business} failure due to cultural differences and lack of market knowledge. Another is UK organisations could receive negative press for taking advantage of cheap Chinese labour and suffer a poor reputation. Another is language differences ^{misunderstandings,} can result in long negotiations and misunderstandings.</p>

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8.	<p>Another is large Chinese organisations have more buying power so UK organisations may be liable to takeover.</p> <p>One possible benefit of a multinational organisation expanding its global operations to the home country is they could access cheaper labour, reducing costs. Another is they may access cheaper raw materials, increasing profit margins. Another is they can benefit from existing market knowledge from management abroad, reducing risk of failure. Another is they may access more skilled labour than in the home country, increasing product quality. Another is employees may feel job enrichment if they get to travel for work, increasing job satisfaction. Another is by establishing a large global presence you can increase competitiveness. However, communication barriers may make negotiations difficult and lengthy.</p> <p>One benefit to the host country is they may see increased visitors and tourists who may shop at local businesses, increasing sales.</p>

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	<p>Another is the company will pay corporation tax, increasing government funds for public services like schools. Another is they may train locals for employment, resulting in a more skilled population for jobs. Another is they could reduce unemployment by hiring locals. Another is they may provide increased business for suppliers, increasing sales. Another is they may increase choice of product and selection for those who live in the host country. However, the MNC may pollute the natural local environment, reducing air quality.</p>	
9.	<p>One way organisations in the UK could improve gender representation is by taking positive action by trying to hire an increased number of females so they're more represented. Another is by improving their maternity leave policy making it more attractive to women who may apply to work there. Another is by improving promotion opportunities for women so they don't encounter the 'glass ceiling' and</p>	

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	<p>are more likely to apply for promotions or executive positions. Another is by offering more apprenticeships / graduate positions for females so they can be trained up to join the organisation after. Another is by holding information sessions to the employees of the importance of not discriminating on gender so women feel less discriminated at work and are more likely to continue working there. Another is by having a policy of no gender pay gap so females want to work there as they have the same pay opportunities as the men. Another is by not asking about marital status or family plans in interviews so employees don't not hire women due to the risk of maternity leave absence and costs.</p>
b.	<p>one benefit of having a diverse workforce for a multinational organisation ^(MNC) is employees are less likely to feel discriminated against so HR have to deal with less grievances. Another is the reputation can encourage an increased number of applicants so employees have a greater pool to choose from. Another is</p>

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10.	<p>During Lewin's unfreezing stage, a change agent will ^{may} build relationships with employees to encourage trust. Also, they may identify common fears about the upcoming change and explain why there's nothing to be afraid of. They may explain to all the employees why it's better for them to embrace the change and what benefits it will bring. They could gather the resources needed to prepare for undertaking the change.</p>	
	<p>During the changing stage, the change agent may offer incentives for employees who embrace the change to encourage conformity. They may hold individual meetings with employees to ensure they are taking on the change correctly and efficiently for the good of the organisation. They may reassure employees that redundancies won't occur to stop employees worrying about the change bringing job loss. They could bring in external counselling to help those that may have anxiety about the change and are hesitant to take it on. They may try and break</p>	

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	<p>down a strong organisational culture that is stopping people from wanting to take on the change. However, employees may resent this effort and may be more likely to resist the change. They may send progress reports to managers so they can speak with employees who aren't embracing the change.</p>
	<p>During the refreezing stage, a change agent may try and reduce the opportunity for employees to revert to the old way of operating. They may congratulate employees who took on the change so positive behaviour is reinforced and they're unlikely to go back to how they operated prior to the change. This may also ^{make} make future changes easier and quicker. They could induce sanctions for those who are ^{still} refusing to embrace the change so they are more likely to take on the change like everyone else has. As a result However, this could create a culture of fear within the organisation, increasing resistance. They may bring a report of the effectiveness of the change to managers for them to be able to further</p>

