

Role of English Proficiency in Professional Growth within Multinational Corporations

Mansi Chandra¹, Dr. Abha Dahibhate²

¹Research Scholar, Department of English, Mansarovar Global University, Sehore, Madhya Pradesh

²Supervisor, Department of English, Mansarovar Global University, Sehore, Madhya Pradesh

ABSTRACT

In today's competitive job market, being able to communicate effectively in English is essential. A person's ability to interact, network, and access worldwide possibilities is greatly enhanced by this crucial instrument. The effect of English competence on MNC career outcomes is the focus of this study. Using a simple random selection approach, 200 workers from five MNCs spanning varied industries were recruited to provide a representative and impartial sample. A systematic electronic survey was used to gather data, and comprehensive responses were captured using a 5-point Likert scale. The findings of the regression analysis showed that being proficient in English significantly affects professional outcomes, particularly career advancement ($\beta=0.55$, $p<0.001$), work satisfaction ($\beta=0.45$, $p=0.001$), and skill development ($\beta=0.50$, $p<0.001$). In the ever-changing world of international organizations, the results confirm that a greater level of English proficiency greatly improves career advancement, job happiness, and skill development.

Keywords: Career Progression, Job Satisfaction, Skill, Workplace, Language

INTRODUCTION

Today, being able to communicate effectively in English is crucial for success in any career path, especially in today's more globalized world. With its widespread use in academics, industry, and technology on a global scale, English facilitates communication across language and cultural boundaries. With the rise of digital communication and the fast integration of global markets, the relevance of being able to speak English as a tool for job progression has been magnified. When it comes to this environment, being able to communicate effectively is generally seen as a prerequisite for professional progress. Being proficient in English is crucial for professionals to manage the intricacies of our linked world.

Both technical competence and the capacity for fruitful interpersonal interaction are integral parts of the idea of professional development. When it comes to business, being able to communicate effectively is key, whether you're trying to sell a product, build a network, or collaborate with a team from another country. Indeed, being able to communicate effectively in English opens doors for professionals all around the world, allowing them to share information, have their voices heard, and shape policy. Proficient English speakers have an advantage in the labor market because they can apply for jobs in more countries, command greater salaries, and take on more responsibility. A person's ability to operate across national boundaries is directly correlated to their level of English proficiency, which in turn allows them more job mobility.

It is safe to say that English has become the de jure business language, especially among global corporations. A need for experts with fluent English skills has emerged as a result of the language's widespread use. Companies with a global presence generally look for candidates with strong English skills, as this helps with teamwork, communication, and efficiency. People in leadership positions, on global assignments, or with crucial projects are more likely to have strong English skills. Being able to express oneself articulately and convincingly in English is frequently perceived as an indicator of proficiency and credibility. People who put effort into becoming more fluent in English have a leg up when it comes to competitive employment marketplaces.

Academic and professional success depend on fluency in English, which goes beyond only communicating in business. Individuals seeking higher degrees, research, or certificates typically get education in English. Having a solid command of the language is essential for comprehending complicated topics, actively participating in scholarly publications, and successfully expressing one's thoughts. Students and professionals in academic contexts benefit from being able to publish their research, attend international conferences, and work with colleagues from all over the world when they

speak English well. Many organizations, including universities, research centers, and companies, place a premium on sharing information in English. This means that individuals who aren't fluent in the language may face barriers when trying to access important resources or engage in global intellectual discussions.

Because most innovative research, policymaking, and technological developments take place in English-speaking nations or on English-language platforms, fluency in the language is especially important in fields like technology, healthcare, law, and finance. Being able to communicate effectively in English is crucial for professionals in these sectors since they frequently work with global publications, conferences, and partnerships. One industry that uses English extensively for programming, technical writing, and communication across international teams is technology, which is subject to constant change. As a whole, the medical industry is increasingly reliant on worldwide partnerships and research, which means that professionals in the area need to be fluent in English in order to keep up with the latest research, communicate what they know, and help with global health efforts.

Learning English has several benefits, including scholastic success, career advancement, and self-assurance. Being able to communicate effectively in English gives professionals a sense of agency when dealing with clients, coworkers, and other stakeholders. A boost of confidence, more participation in group activities, and new professional connections might result from honing one's expression skills. Proficient English speakers also tend to have higher levels of flexibility, critical thinking, and problem-solving abilities, all of which are crucial to thriving in one's chosen career path. Language proficiency is an investment in one's professional and intellectual development that pays dividends in many ways.

It is essential to acknowledge the difficulties people have when trying to learn English, despite the indisputable necessity of fluency in the language for career advancement. It may be particularly intimidating for those who are not native English speakers to fully grasp the intricacies of the language, such as its syntax, vocabulary, pronunciation, and cultural contexts. Time restrictions, job demands, or a lack of access to high-quality language instruction are some of the reasons why many professionals still find it difficult to become fluent in a second language, even though there are numerous tools available to help them learn. This has led to a rise in the number of programs, courses, and resources offered by schools and other groups to assist people improve their English language abilities and overcome these obstacles. The democratization of English proficiency training is further aided by technology developments like AI-driven language tools and online language learning platforms, which provide professionals with easier access to language learning materials at their convenience.

Interconnected with cultural competency and emotional intelligence is the need of English proficiency for career advancement. Achieving fluency in English requires more than simply studying words and phrases; it also necessitates an awareness of cultural subtleties, tone, and context. Being aware of and accommodating to these nuanced differences helps professionals connect with clients and coworkers from all walks of life. An inclusive, respectful, and collaborative workplace is the result of individuals who are culturally competent, which in turn supports these qualities. An increasingly important talent for success in today's increasingly multicultural workplaces is fluent English language proficiency, with an appreciation for and understanding of cultural diversity.

REVIEW OF LITERATURE

Irawan, Cahya. (2022) In this study, we will review the literature on the Human Capital Concept as it pertains to the fields of education and economics. Experts in the fields of English education and marketing have authored books and compiled scientific articles from sources including Emerald, Science Direct, and Korean Science using Content Analysis. In order for businesses and communities to evolve, digitalization is crucial. This digitization is making businesses look for new opportunities even as they stick with tried-and-true technology. A marketing system is essential for the success of any company. In order to boost sales, the ethical marketing system acts in a way that is congruent with the idea of sustainable and ethical marketing and exhibits polite and moral conduct. Another factor that helps international marketing succeed is English's status as a global language. A student's proficiency in English may be enhanced by their exposure to the English education system.

John, Stephen & Guriro, Subhash. (2021) Our businesses and workplaces are greatly affected by the English language. The global business community now uses English as its de facto language of communication, transcending all barriers of geography, socioeconomic status, political ideology, and religion. Understanding how graduate and undergraduate students perceive the importance of acquiring and enhancing their English language abilities and how those skills relate to professional success was the driving force for this research project. In order to do this, we looked for relevant literature and devised a questionnaire to gather student comments based on the perspectives of researchers. Using a stratified convenience sample approach, the data was acquired using Google Form. According to the results, being able to communicate well in English is positively associated with professional advancement.

Shrestha, Rup et al., (2020) The purpose of this study piece is to look at some data about the impact of English proficiency on engineering work performance in Nepal and throughout the globe. This paper emphasizes, primarily

through a survey of online and other local sources, that in the current climate, engineering graduates from Nepal and abroad must be able to communicate effectively in English in order to secure employment in the engineering field. The results show that engineers need more than just technical understanding of engineering topics to succeed in the field; they also need strong English communication skills, as engineering is intrinsically linked to the English language as a medium on a global scale.

Choudhuri, Anusriti. (2019) The verbal and nonverbal communication inside the business sector is facilitated by corporate lingo. The need of "English as a corporate language" for modern multinational corporations (MNCs) may be stated categorically. An increasing number of multinational corporations are requiring their employees to speak English at work. The most important thing to know about language is that it may either bring order out of disarray or convey profound insights to its listeners. No one can go forward, not even those who are trying very hard to comprehend or be understood, if the communication system fails. Huge aspirations are just that: plans. As a result, multinational organizations are on the cutting edge of linguistic shifts, and their staff must learn to communicate clearly and efficiently if they are to stand out in a crowded marketplace. Fixing the English language to fit business jargon has numerous advantages and disadvantages. English has been the de jure international business language for about 30 years, thanks to the combined political, social, economic, and technological might of the United States and Europe. English is the official language of around 52% of multinational corporations. There is a stunning lack of investigation into how English became the de jure business language throughout the world.

Clement, A. & Murugavel, T. (2018) Both nations whose native language is not English and those whose language is not English are seeing an increase in the importance of English as a global business language. Using a survey of Indian business workers, this article seeks to quantify the value of English in the workplace. Participants have emphasized the importance of English as a determining factor in both interviews and the workplace, demonstrating that the need for English language abilities in the workplace has not altered. Finding a suitable job might be even more challenging for those with inadequate English communication skills. In order to better carry out their responsibilities, participants also highlighted the need of in-house English training. Most people agreed that they needed to develop on their public speaking abilities, and when asked how they would want to get training, the vast majority said they would prefer online courses.

RESEARCH METHODOLOGY

Research Design

The study uses a quantitative research strategy that combines descriptive and analytical methods.

Sample Size

200 people from five different multinational corporations (MNCs) working in different industries.

Sampling Technique

In order to choose the participants, a basic random sampling method is used.

Variables

The key variables under consideration in this research are:

- **Independent Variable:** English Proficiency
- **Dependent Variables:** Career Progression, Job Satisfaction AND Skill Development.

Sources of Data Collection

The data used in this study came from a combination of primary and secondary resources. An online structured survey is the main tool for gathering information from participants. The poll asks respondents to rate their level of English proficiency, their work happiness, their opportunities for professional growth, and other topics using a Likert scale. The secondary data was derived from a comprehensive literature analysis that drew on scholarly publications, books, and other studies that investigate the correlation between language competence and professional success in multinational corporations.

Data Analysis Techniques

We used descriptive statistics and regression analysis to compile our findings.

I.

DATA ANALYSIS AND INTERPRETATION

Table 1: Gender of the Respondents

Gender	Frequency	Percentage
Male	120	60.0
Female	80	40.0
Total	200	100.0

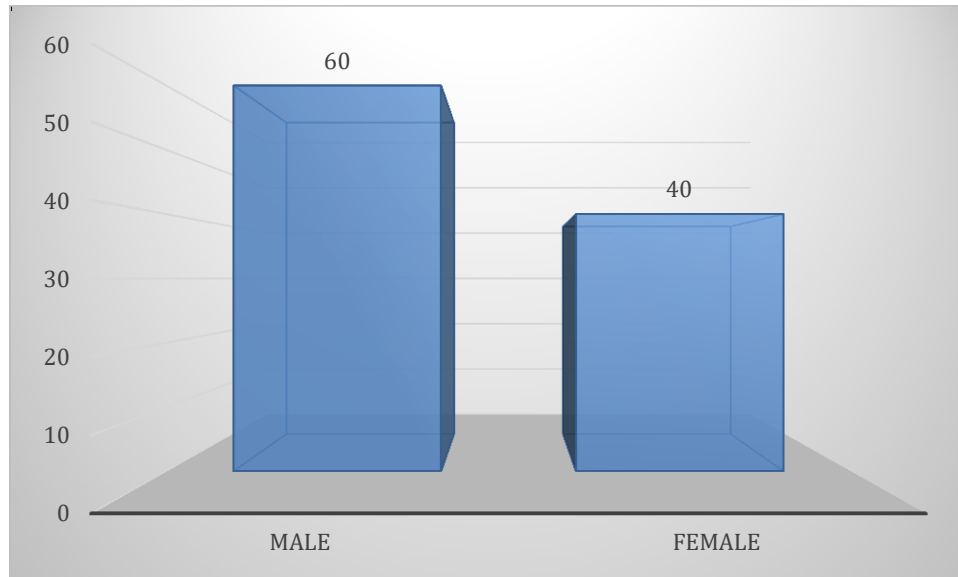


Figure 1: Gender of the Respondents

Of the total 200 respondents, Table 1 shows 120 were male, comprising 60% of the sample; 80 were female, so making up the other 40%.

Table 2: Experience of the Respondents

Experience years	Frequency	Percentage
0-5 years	50	25.0
6-10 years	80	40.0
11-15 years	50	25.0
16 years and above	20	10.0
Total	200	100.0

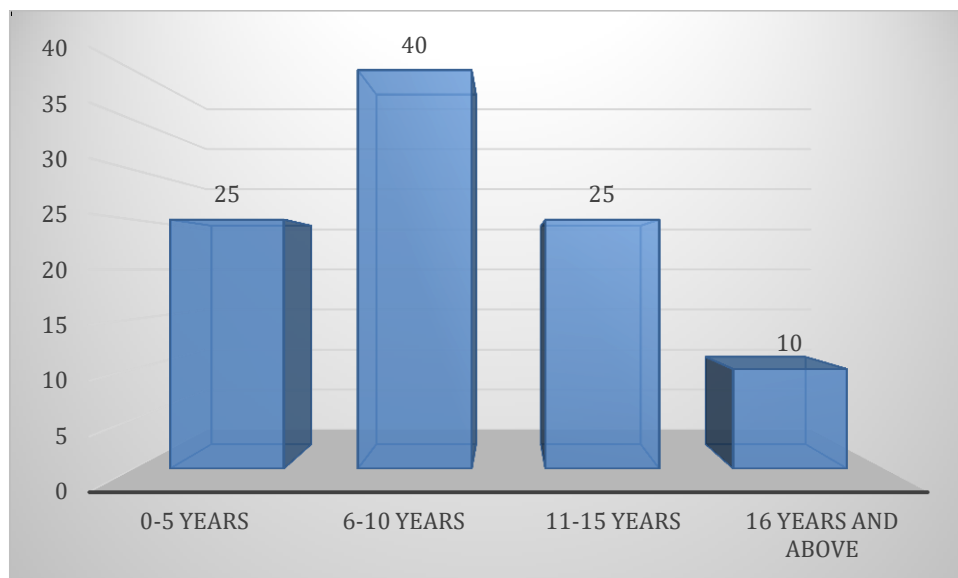


Figure 2: Experience of the Respondents

Among the 200 responses, Table 2 shows the biggest group, made up of 80 people or 40%, who had between 6 and 10 years of experience. With 50 respondents in each group, those with 0 to 5 years and 11 to 15 years of experience each made up 25% of the sample, totaling 50 respondents. Of the smaller group, 20 respondents—10% claimed having 16 years or more of experience.

Table 3: Descriptive Statistics of Key Variables

Variable	Mean	Standard Deviation
English Proficiency	3.8	0.9
Career Progression	3.5	1.1
Job Satisfaction	4.0	0.8
Skill Development	4.2	0.7

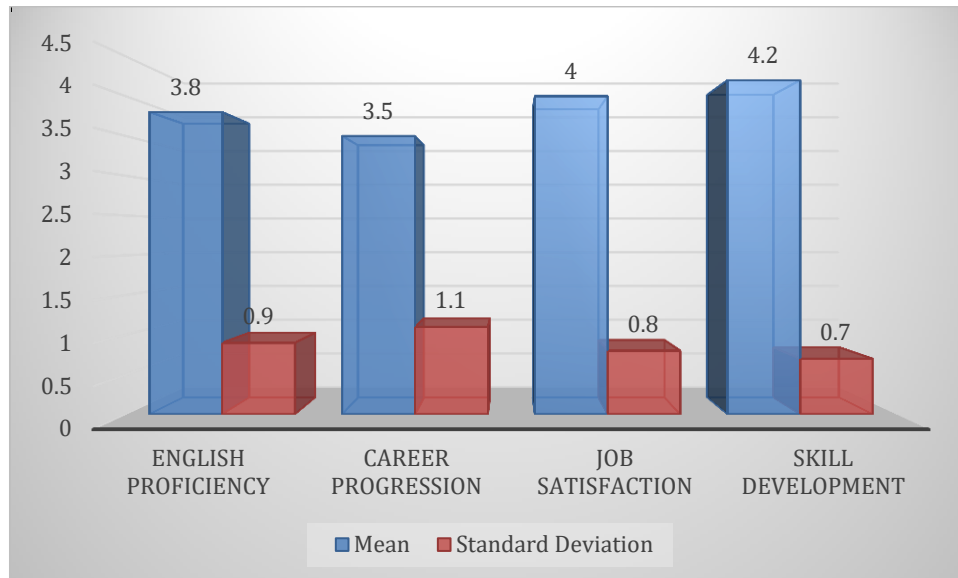


Figure 3: Descriptive Statistics of Key Variables

The mean score for English proficiency in Table 3 was 3.8, with a standard deviation of 0.9. Career advancement scored an average of 3.5 with a standard deviation of 1.1. With a smaller standard deviation of 0.8, job satisfaction reported a higher mean of 4.0. With a low standard deviation of 0.7, skill development had the highest mean score of 4.2.

Table 4: Regression Results on relationship between English proficiency and career outcome

Dependent Variable	Independent Variable	Coefficient	Std. Error	t-Statistic	p-value
Career Progression	English Proficiency	0.55	0.10	5.50	0.000
Job Satisfaction		0.45	0.12	3.75	0.001
Skill Development		0.50	0.09	5.56	0.000

All three dependent variables show a notable positive correlation with English proficiency, as seen in Table 4. The coefficient is 0.55 with a t-statistic of 5.50 and a p-value of 0.000, suggesting a substantial and statistically significant positive influence on career advancement. Likewise, work satisfaction reveals a notable positive correlation with a coefficient of 0.45, a t-statistic of 3.75, and a p-value of 0.001. The coefficient for skill improvement is 0.50, with a t-statistic of 5.56 and a p-value of 0.000, so verifying a substantial and statistically important impact.

CONCLUSION

The results show that important elements including career advancement, work satisfaction, and skills development are favorably connected with increased English proficiency. Both descriptive and regression studies made it clear that workers with greater English language abilities likely to have more chances for career progression, more job satisfaction, and improved skill development. These findings imply that in the worldwide business context, English ability is not just a useful communication tool but also a key determinant of professional success. The findings of this study underline the need for MNCs to spend money on language training and development initiatives to promote more staff development, happiness, and production. Additional soft skills and their interplay with language competency should be investigated in future research to provide a more complete knowledge of career results in international environments.

REFERENCES

- [1] Choudhuri, Anusriti. "English as a Corporate Language." *International Journal of English Learning & Teaching Skills*, vol. 2, no. 2, 2019, pp. 1196-1207.
- [2] Clement, A., and T. Murugavel. "English for the Workplace: The Importance of English Language Skills for Effective Performance." *The English Classroom*, vol. 20, no. 1, 2018, pp. 1-15.
- [3] Feely, Alan, and Anne-Wil Harzing. "Language Management in Multinational Companies." *Cross Cultural Management: An International Journal*, vol. 10, no. 2, 2002, pp. 1-6.
- [4] Fredriksson, Riikka, Wilhelm Barner-Rasmussen, and Rebecca Piekkari. "The Multinational Corporation as a Multilingual Organization: The Notion of a Common Corporate Language." *Corporate Communications: An International Journal*, vol. 11, no. 4, 2006, pp. 406-423.
- [5] Irawan, Cahya. "The Role of English on International Business Growth and Social Inequality." *International Journal of Applied Business and International Management*, vol. 7, no. 3, 2022, pp. 21-29.
- [6] John, Stephn, and Subhash Guriro. "The Role of English Language Skills in Career Growth: A Study of Perceptions and Strategies Used to Improve English Language Skills by Graduate and Undergraduate Students of Karachi, Pakistan." *Global Social Sciences Review*, vol. 6, no. 1, 2021, pp. 346-355.
- [7] Kankaanranta, Anne, Leena Louhiala-Salminen, and Päivi Karhunen. "English in Multinational Companies: Implications for Teaching 'English' at an International Business School." *Journal of English as a Lingua Franca*, vol. 4, no. 1, 2015, pp. 1-9.
- [8] Luo, Yadong, and Oded Shenkar. "The Multinational Corporation as a Multilingual Community: Language and Organization in a Global Context." *Journal of International Business Studies*, vol. 37, no. 3, 2006, pp. 321-339.
- [9] Rao, Parupalli. "The Role of English as a Global Language." vol. 4, no. 1, 2019, pp. 65-79.
- [10] Rasmussen, Erik. "The Role of Language Skills in Corporate Communication." *Corporate Communications: An International Journal*, vol. 9, no. 3, 2004, pp. 1-5.
- [11] Rifah, L. R., M. Shanti, and F. Sabilah. "The Needs of English for Entrepreneurship Students at the University Level: The Entrepreneurial Role Models' Perspective." *KEMBARA: Jurnal Keilmuan Bahasa, Sastra, dan Pengajarannya*, vol. 7, no. 2, 2021, pp. 297-306.
- [12] Rogerson-Revell, P. "Using English for International Business: A European Case Study." *English for Specific Purposes*, vol. 26, no. 1, 2007, pp. 103-120.
- [13] Shrestha, Rup, Jai Awasthi, and Bharat Pahari. "Impact of English Language Proficiency on the Quality of Job Execution of Engineers in and Outside Nepal: A Study at a Glance." *Journal of the Institute of Engineering*, vol. 15, no. 1, 2020, pp. 250-256.
- [14] Sinkus, T. "The Development of Professional English Language Competence in Business Administration Studies." *Rural Environment. Education. Personality. (REEP)*, vol. 12, 2019, pp. 173-181.