

Article

Managing Financial Risks of Global Companies Through Corporate Social Responsibility: The Specifics of Sustainable Employment in Developed and Developing Countries

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Abstract: The motivation for this research was the desire to disclose the social nature of the financial risks of global companies: the authors attempted a scientific explanation of the influence of corporate social responsibility, which is manifested through the preservation and creation of additional jobs, on the financial risks of global companies. The research aims to establish the interdependence between financial risks and sustainable employment in global companies. This goal is achieved using the SEM (structural equation modeling) method based on corporate statistics from the Fortune “Global 500” rankings for 2021–2023. As a result, the consequences of global companies’ CSR (corporate social responsibility) practices in personnel management and financial risk management are modeled and described through quantitative and qualitative patterns. The established regularities proved that for developed and developing countries, the larger the number of employees, the lower the financial risks of global companies—the risk of a decrease in profitability, the risk of loss of profit, and the risk of depreciation of assets. The main conclusion is that there is a close systemic relationship between the financial risks of global companies and their workforce size, suggesting that CSR is key to highly effective financial risk management. A clear distinction between the practices of financial risk management through CSR in developed and developing countries forms the basis of the theoretical significance of the research results. The authors provide recommendations to improve the current practice of financial risk management in global companies by integrating it more closely with personnel management practices, highlighting their managerial relevance. It is proposed that corporate strategies for global companies in developed countries should focus on reducing the risk of declining profitability, as CSR has the most pronounced and consistent impact on this particular financial risk. In developing countries, corporate strategies are recommended to be structured by diversifying the areas of CSR application, with the most promising in financial risk management being the reduction in asset depreciation risk and the reduction in profitability risk. The findings of this research have practical significance because they enhance the predictability of CSR activities of global companies and open up opportunities for highly accurate forecasting of the financial risk implications of ensuring sustainable employment by global companies, considering the specificities of developed and developing countries.

Keywords: financial risk management; global companies; CSR; sustainable employment; developed countries; developing countries



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Managing Financial Risks In Indebted Developing Countries Occasional Paper No 65

**Mr. Peter Isard, Mr. Paul R.
Masson, Mr. Morris Goldstein, Mr. Mark
P. Taylor**

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Managing Financial Risks in indebted Developing Countries International Monetary Fund, 1989-06-16 This paper examines the types of market related hedging instruments that could potentially be useful to indebted developing countries as they seek to manage the financial risks created by variability of the prices of external assets and commodities The paper reviews the variability in interest rates exchange rates and prices of primary commodities and then analyzes the effects of this variability on the domestic and external performance of indebted developing countries Market related hedging instruments that are accessible to indebted developing countries are also examined Risk Management in Developing Countries Stijn Claessens, 1993-01-01 Modern risk management techniques can help countries avoid the financial risks that affect future cash flows and long term plans They provide a hedge against profit fluctuations caused by changes in interest rates exchange rates and commodity prices This easy to use guide examines the risk management tools developing countries have used successfully including futures options forward contracts commodity swaps commodity bonds commodity linked loans currency rate swaps and interest rate swaps An action plan explains how to use the techniques wisely to avoid costly mistakes It also describes the economic management and financial regulations countries must have in place before adopting any risk management techniques Development Financing and Changes in Circumstances Bolivar Moura Rocha, 2016-04-15 First published in 1999 This study starts with the reasons underlying that apparent bias of loan agreements to which developing country borrowers were parties and then develops to look at the issue of the potential benefits of having documentation evidencing developing country indebtedness provide for contractual relief for borrowers in case of adverse changes in circumstances *Risk Management of Sovereign Assets and Liabilities* Mr.D. F. I. Folkerts-Landau, Marcel Cassard, 1997-12-01 In an environment of sizable and volatile capital flows and integrated international capital markets large and unhedged net external sovereign liabilities expose countries to swings in international asset prices and to potential speculative currency attacks The paper argues that an essential step in reducing emerging market vulnerability to such external shocks is to reform the institutional arrangements governing asset and liability management policies so as to promote a transparent publicly accountable and professional incentive structure **Mexico's External Debt and the Return to Voluntary Capital Market Financing** Mr.Mohamed A. El-Erian, 1991-08-01 The paper analyzes the evolution of Mexico's approach to commercial bank debt restructuring since the outbreak of the 1982 debt servicing problems It discusses the key elements of the approach their implementation and their interaction with developments in the international debt strategy It focusses in particular on factors contributing to the emergence of comprehensive market based debt and debt service reduction operations Together with the sustained implementation of appropriate economic policies these operations have contributed to Mexico's return to voluntary international capital market financing The paper discusses the major aspects of this market re entry process *Third World Debt* Helen B. O'Neill, 1990

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Determinants and Systemic Consequences of International Capital Flows Mr.Timothy D. Lane,Mr.José Saúl Lizondo,Mr.Donald J. Mathieson,Mr.Morris Goldstein,Ms.Liliana Rojas-Suárez,Mr.D. F. I. Folkerts-Landau,1991-04-15 The growing integration of capital markets has strengthened incentives for greater international coordination of economic and financial policies Structural changes in these financial market however may have undermined the effectiveness of monetary and fiscal policy and complicated market access by developing countries These are among the findings of this study of capital flows in the 1970s and the 1980s

Annual Report of the Executive Directors for the Fiscal Year International Monetary Fund,1987

IMF Working Paper ,1997

Liberalization of the Capital Account Mr.Donald J. Mathieson,Ms.Liliana Rojas-Suárez,1992-06-01 This paper reviews the experience with capital controls in industrial and developing countries considers the policy issues raised when the effectiveness of capital controls diminishes examines the medium term benefits and costs of an open capital account and analyzes the policy measures that could help sustain capital account convertibility As the effectiveness of capital controls eroded more rapidly in the 1980s than in earlier periods new constraints were placed on the formulation of stabilization and structural reform programs However experience suggests that certain macroeconomic financial and risk management policies would allow countries to attain the benefits of capital account convertibility and reduce the financial risks created by an open capital account

Market Discipline Mr.Timothy D. Lane,1992-06-01 Under what circumstances can market forces prevent unsustainable borrowing Effective market discipline requires that capital markets be open that information on the borrower s existing liabilities be readily available that no bailout be anticipated and that the borrower respond to market signals This paper explores the implications of these conditions and reviews some relevant empirical evidence

Risk in International Finance Vikash Yadav,2008-03-19 This book analyzes the evolution and impact of the concept of risk on processes of transnational banking and financial market regulation as well as the externalities generated by speculative financial activity in developing and emerging market economies The author provides an alternative theory for the study of international financial market regulation by applying elements of a post structural methodology to the topic Inspired by Michel Foucault s framework of critical discourse analysis in *The History of Sexuality* the argument dissects the rules of formation that govern the evolving discourse on risk The author argues that the mathematically formal technology of risk emerges from within specific institutions and economic formations thereby limiting its utility in the regulation of global financial markets Exploring how the applied technology of risk has been implicated for fueling a major financial crisis his work also demonstrates how the regulation of global financial markets and abstruse financial instruments in advanced industrialized countries impacts the lives of the poorest people in developing countries and emerging markets

Economic Adjustment and Reform in Low-Income Countries (ESAF Review Background Papers) Mr.Hugh Bredenkamp,Ms.Susan Schadler,1999-06-30 The Enhanced Structural Adjustment Facility ESAF is the

cornerpiece of the International Monetary Fund's strategy to provide assistance on concessional terms to low income member countries that are undertaking important macroeconomic adjustment and structural reforms By February 1999 a total of SDR 7 billion about US 9 billion had been distributed under 79 ESAF arrangements to 51 developing countries Edited by Hugh Bredenkamp and Susan Schadler this volume features internal IMF staff assessments of the ESAF and provides an historical account of policies implemented and outcomes achieved under ESAF supported programs *Policy Issues in the Evolving International Monetary System* Mr.Peter Isard,Mr.Paul R. Masson,Mr.Morris Goldstein,Mr.Mark P. Taylor,1992-06-15 How can international monetary stability be promoted This study looks at ways to bolster economic policies and coordination among the industrial countries serving as nominal anchors for the world economy It also assesses the operation of monetary unions and common currency areas The authors conclude that problems with the world monetary system reflect weaknesses outside the exchange rate arena and that exchange rate commitments must be tailored to individual country characteristics

Asset and Liability Management in the Developing Countries Toshiya Masuoka,1990 The increased volatility of exchange rates interest rates and primary commodity prices over the last two decades has highlighted the importance for developing countries of managing these risks Debt Reduction and Economic Activity International Monetary Fund,1990-03-19 This paper focuses on principles and various aspects of debt reduction and economic activity The paper analyzes the effect of debt and debt service reduction on the contractual and market values of a country's debt and also describes the IMF staff's preliminary attempts to describe and quantify the macroeconomic effects of debt and debt service reduction The method by which the buyback is financed is critical in determining how much debt reduction takes place or alternatively put how much the price of debt rises It is assumed in this paper that individual creditors are free to retain their existing claims and that these cannot be subordinated to new claims It should be recognized at the outset that the approach used is but one of several possibilities It should also be emphasized that the discussion is preliminary and that results will need to be reassessed as less restrictive assumptions are employed and as our understanding of the important economic relationships involved improves

Annual Report of the Executive Board for the Financial Year Ended April 30 ... International Monetary Fund,1989

The Czech and Slovak Federal Republic International Monetary Fund,1990-10-31 This paper is based on an internal report prepared by the IMF staff in connection with the application of the Czech and Slovak Federal Republic Czechoslovakia for membership in the IMF The paper surveys the economic system that had developed up to the time of the reforms begun in 1987 and outlines the economy's performance during 1945-1985 It then discusses the economic developments of 1985-1990 with separate sections on output prices public finance money and the balance of payments Prices served mainly as an instrument of central planning each price was set independently and a change in one price had no influence on other prices The annual foreign exchange plan derived from the state plan strictly controlled foreign exchange transactions It specified imports and exports of goods and services by enterprises for the convertible and nonconvertible area The exact modalities of

the denationalization scheme have not yet been determined However consideration is being given to a scheme whereby state enterprises would be transformed into joint stock companies and ownership vouchers would be distributed to the population which would entitle their holders to purchase stock in these companies *China* Mr.Mario I. Bléjer,Mr.David Burton,Mr.Steven Vincent Dunaway,Mr.Gyorgy Szapary,1991-03-15 China encountered problems preserving economic stability while pursuing reforms aimed at increasing its economic flexibility and efficiency This paper examines China s experience with market oriented reforms since 1978 offering lessons for other centrally planned economies in the midst of transition to free markets **Rivista internazionale di scienze economiche e commerciali** ,1990

Whispering the Techniques of Language: An Psychological Quest through **Managing Financial Risks In Indebted Developing Countries Occasional Paper No 65**

In a digitally-driven world where monitors reign supreme and instant conversation drowns out the subtleties of language, the profound strategies and mental subtleties concealed within words frequently go unheard. However, situated within the pages of **Managing Financial Risks In Indebted Developing Countries Occasional Paper No 65** a fascinating literary value pulsating with natural feelings, lies a fantastic quest waiting to be undertaken. Written by a skilled wordsmith, that marvelous opus invites visitors on an introspective trip, lightly unraveling the veiled truths and profound influence resonating within ab muscles cloth of each word. Within the psychological depths with this poignant review, we will embark upon a heartfelt exploration of the book is primary subjects, dissect their interesting publishing design, and yield to the strong resonance it evokes serious within the recesses of readers hearts.

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