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Part 1

Despite AT & T having different names in developing countries, it is still classified as a multinational company. Multinational companies are all companies that operate in more than two countries. These types of companies have a centralized headquarter just the same as AT &T which operates in different countries and its headquarter located at Whitacre Tower in Downtown Dallas, Texas (Sousa, 2015). Therefore, although this company uses different names in different countries, they are still under one management and thus profits obtained are referred to as the parent company. Moreover, for a business to be referred to as multinational it must meet several characteristics including having a network of branches such as keeping their productions and marketing operations in various countries and having high assets and turnover such as having huge assets both financially and physically as well as setting high targets to allow them to attain considerable profits (Cantwell & Piscitello, 2015).

Part 2

Human resource faces a challenge when it comes to hiring managers. Several individuals within an organization are always eager to get promoted for the position. However, several conditions will force the human resource department to hire an external individual for the managerial position. The first circumstance is when the organization requires revitalization (Balsmeier & Buchwald, 2015). Therefore, external individuals may come with new perceptions and concepts that will support the organization's growth and improvement. Another circumstance is to reduce the chances of internal competition, hatred and battle when promoting internal employees. Therefore, employees will not compete to be ahead of each other to get promoted and thus will be nurturing a positive team. Similarly, when the human resource needs

to have a larger pool of candidates to choose from. Hiring externally will remove the limits and thus easy to find individuals with varying skills and experiences.

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