

MGT 407



International Management Practices

**Management
By
Democracy**

Management by Democracy

A democratic management model is a way of leading and organizing a team that values participation, collaboration, and empowerment.

It involves sharing decision-making power, encouraging feedback, and fostering a culture of trust and accountability.

Principles of Democracy

The Democratic Charter defines the essential elements of representative democracy in very specific terms, including: respect for human rights and fundamental freedoms; holding free and fair elections; a pluralistic system of political parties and organizations; separation of powers.

Countries are involved in the process of democratization

Examples include: India, Japan, Indonesia, Namibia, Botswana, Taiwan, and South Korea.

Research finds that "Western-educated leaders significantly and substantively improve a country's democratization prospects"

Countries have a consensus Democracy

Consensus democracy is most closely embodied in certain countries such as Switzerland, Germany, Denmark, Lebanon, Sweden, Iraq, and Belgium, where consensus is an important feature of political culture, particularly with a view to preventing the domination of one linguistic or cultural group in the political process.

Countries has the most stable Democracy

The United States of America is the most stable democracy.

The United States of America, India, Nepal, and Sri Lanka all chose to have a democratic form of government over other forms.

But the oldest and most stable democratic country in the world is the US.

Largest Democratic country in the World

India is currently the country with the largest democracy in the world.

Which country has best Government

The average for 2023 based on 191 countries was -0.03 points.

The highest value was in Singapore: 2.29 points and the lowest value was in Yemen: -2.3 points.

The indicator is available from 1996 to 2021.

**The perceived effectiveness of democratic management,
job performance, and citizenship behavior: evidence from
a large Chinese state-owned petrochemical company**

Fuxi Wang

Wang Frontiers of Business Research in China



Springer