

MGT 407



International Management Practices

Bangladesh Management

Management in Bangladesh is generally characterized by hierarchical organizational structures, respect for authority, relationship-based decision-making, and a strong emphasis on teamwork and loyalty.

From a management perspective, understanding Bangladesh requires recognizing the influence of cultural values, government policies, labor relations, legal regulations, and socioeconomic conditions on organizational behavior and business decision-making.

Bangladesh Management

- ❑ Emerging economy in South Asia
- ❑ Large labor force and growing middle class
- ❑ Strong presence of family-owned businesses
- ❑ Export-oriented industries, especially garments
- ❑ Hierarchical and relationship-based management

Cultural Perspective

- ☐ Collectivist society emphasizing group harmony
- ☐ Respect for elders and authority
- ☐ Strong influence of religion and traditions
- ☐ Top-down leadership is common
- ☐ Team loyalty and trust are highly valued

Political Perspective

Parliamentary democratic system

Government plays a significant economic role

Political stability affects investment

Managers must monitor policy changes

Public-private partnerships are increasing

Economic Perspective

- ❑ Fast-growing South Asian economy**
- ❑ RMG sector drives exports**
- ❑ Growth in ICT, pharmaceuticals, and services**
- ❑ Increasing FDI**
- ❑ Focus on productivity and innovation**

Legal Perspective

- ☐ Common law-based legal system
- ☐ Labor laws regulate employment conditions
- ☐ Corporate governance is strengthening
- ☐ Compliance and workplace safety are important
- ☐ Focus on transparency and accountability

Social Perspective

- ❑ Strong family values and social networks**
- ❑ Rising education and urbanization**
- ❑ Increasing female workforce participation**
- ❑ Growing CSR awareness**
- ❑ Balance between traditional and modern values**

Industrial Relations Perspective

- ❑ Presence of trade unions**
- ❑ Collective bargaining in various sectors**
- ❑ Workplace safety is a major concern**
- ❑ Employee engagement reduces disputes**
- ❑ Effective communication improves productivity**

Challenges in Bangladesh Management

- ☐ Bureaucratic procedures
- ☐ Infrastructure limitations
- ☐ Skills gaps in some sectors
- ☐ Political uncertainties
- ☐ Need for compliance with international standards

Opportunities and Future Trends

- ❑ Digital economy and e-commerce growth
- ❑ Expansion of manufacturing industries
- ❑ Foreign investment opportunities
- ❑ Technology-driven management
- ❑ Sustainable business practices