

Managing in Developing Countries

Alan S. Gutterman

§1 Introduction

For decades the consensus among Western policymakers involved with international economic development was that real progress was dependent on making sure that poorer countries implemented and followed “appropriate” fiscal, monetary, trade and legal practices. While there is little dispute that national economic policies and rules are important for economic development, it has also been recognized that the managers in developing countries that have a hand in producing goods and services can have just as much impact on the pace of development.¹ It is, therefore, essential to study and understand management practices and styles in developing countries; however, while developing countries represent an overwhelmingly large percentage of the world’s population, the relatively small portion of global business activities in those countries, as well as other factors, has led to a small and spotty body of research on management practices and styles in those countries.² One researcher lamented that while “[d]eveloping countries offer potentially some of the most important growth opportunities for companies both from the developing as the developing world . . . [reviews] . . . of empirical research grounded in institutional theory [have] found that most studies focused on developed countries and that only a small portion of the studies tried to test institutional theory in developed countries”.³

The field of management studies was conceived and developed predominantly in the US, with some recent inputs coming from other industrialized countries in Europe and Asia (e.g., the tremendous interest in researching Japanese management practices in the 1980s and early 1990s). As such, most of management-related theories that have been produced and researched are based on circumstances in developed countries and thus include biases and assumptions that will likely make them inapplicable in developing countries. One of the problems with studying management in developing countries is that the landscape is tremendously diverse and includes countries of all sizes and from all continents and peoples who with unique histories that practice numerous religions, speak hundreds of different languages and live in a breathtaking sweep of geographic conditions. All of this makes it difficult to formulate accurate and useful generalizations about “developing

¹ For an early discussion of the debate regarding the importance of “economists” versus “businesspeople” in fostering economic development, see F. Heller, “The Role of Management in Economic Development”, *Management International Review*, 8(6) (1968), 63-70.

² For a general introduction to the issues relating to management including the relationship between management and performance and the challenges confronting managers around the world, see “Introduction to Management Studies” prepared and distributed by the Sustainable Entrepreneurship Project (www.seproject.org).

³ A. de Waal, “Is performance management applicable in developing countries?: The case of a Tanzanian college”, *International Journal of Emerging Markets*, 2(1) (2007), 68-83, 68 (citing M. Farashahi, T. Hafso and R. Mole, “Institutionalized norms of conducting research and social realities: a research synthesis of empirical works from 1983 to 2002”, *International Journal of Management Review*, 7(1) (2005), 1-24).

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Betty Jane Punnett



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Managing in Developing Countries Betty Jane Punnett, 2017-09-13 This book considers management theories and approaches specifically in the context of developing countries In recent years international business scholarship has increased its focus on the developing world which represents 80 percent of the global population and has doubled its share of value added trade in the past two decades This text will help readers to manage successfully in this region by learning to assess apply and adapt established practices in developing countries Punnett begins by identifying the characteristics of the developing world Africa Asia the Caribbean India Latin America and the Middle East and the companies therein to help students understand how the reality of these countries influences business and management By tracking a fictional product through the internationalization process students will navigate the challenges of operating an international company from a

developing country base using a traditional model of management focused on planning organizing staffing leading and controlling They will also gain insight into ethical considerations likely to arise such as differential treatment based on personal characteristics and age dispersion Cases discussion questions personal stories and end of chapter exercises will help readers to grapple with issues and test their learning Complete with chapter objectives and Lessons Learned boxes to facilitate understanding Managing in Developing Countries is an excellent supplement for international business or international management students with a special interest in the developing world **Management** Betty Jane Punnett,2012 The global business world appears to be changing and there is an ever greater focus on developing countries Management A Developing Country Perspective introduces the core management themes issues and controversies using examples from developing countries throughout the world making it a key text for international business and development studies students **MANAGEMENT IN DEVELOPING COUNTRIES** Alfred M. Jaeger,1990 **The New Public Management in Developing Countries** Charles Polidano,1999 *Human Resource Management in Developing Countries* Pawan S. Budhwar,Yaw A. Debrah,2001 Bringing together contributions from leading HRM academics this volume highlights the main national factors which significantly influence and dictate HRM systems in developing countries Managing Organizations in Developing Countries [sound Recording] : an Operational and Strategic Approach Gorman, Linda, narrator,Moses N. Kiggundu,1992 **Building A Body Of Knowledge In Project Management In Developing Countries** George Ofori,2023-06-22 This book presents a state of the art account of the recent developments and needs for project management in developing countries It adds to the current state of knowledge on project management in general by capturing current trends how they widen the content and scope of the field and why there is a need for a specialist body of knowledge for developing countries Eminent experts in this domain address the specific nature and demands of project management in developing countries in the context of its scope and priorities and discuss the relationships between this emerging field and established bodies of knowledge The book also addresses the future of project management in developing countries and how this might influence mainstream project management This important book will be an essential reference for practitioners students researchers and policymakers engaged in how to improve the effectiveness and efficiency of project management in developing countries **Weed Management for Developing Countries** Food and Agriculture Organization of the United Nations,1994-01-01 Waste Problems and Management in Developing Countries Umair Riaz,Shazia Iqbal,Moazzam Jamil,2023-06-23 This new volume offers effective solutions to the mismanagement of waste particularly in developing countries by providing an understanding of different types of wastes their generation and use of advanced technologies for waste management and by focusing on integrating the technical and regulatory complexities of waste management It provides a comprehensive overview of the characterization issues and regulatory development of waste management for sustainable solutions and prevention techniques Covering the various types of pollution including pollution

from plastics industrial activities metals livestock healthcare food loss and waste etc the book explores new techniques for thermal and radioactive waste management and includes such methods as vermicomposting and composting for organic waste management and profitable use The volume also looks at the role of modern technologies and legislation measures to manage biosolid waste Numerous data sets obtained from various surveys are included and special categories of waste that may not fit precisely into either RCRA Subtitle D solid wastes or Subtitle C hazardous wastes are discussed as well

Water Management in Developing Countries and Sustainable Development S. Suriyanarayanan, H. P. Shivaraju, David Jenkins, 2024-05-20 This book provides information on sustainable water resource management strategies that present innovative ways to conserve both quality and quantity of water in developing countries The book comprises of 24 chapters contributed by authors from 14 countries namely Cameroon China Cyprus India Indonesia Italy Namibia the Netherlands Norway Portugal South Africa the United Kingdom the United States of America and Zimbabwe This book will be of great interest to researchers practitioners water resource managers policy and decision makers international institutions governmental and non governmental organizations educators as well as students

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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

Public Transport Planning and Management in Developing Countries Ashish Verma, T.V. Ramanayya, 2014-12-17 Developing Countries Have Different Transportation Issues and Requirements Than Developed Countries An efficient transportation system is critical for a country's development Yet cities in developing countries are typically characterized by high density urban areas and poor public transport as well as lack of proper roads parking facilities road user discipline and control of land use resulting in pollution congestion accidents and a host of other transportation problems Public Transport Planning and Management in Developing Countries examines the status of urban transport in India and other developing countries It explains the principles of public transport planning and management that are relevant and suitable for developing countries addresses current transportation system inefficiencies explores the relationship between mobility and accessibility and analyzes the results for future use Considers Socioeconomic and Demographic Characteristics It is projected that by 2030 developing nations will have more vehicles than developed nations and automated guided transit AGT and other transport systems will soon be available in

India This text compares five cities using specific indicators urbanization population growth vehicle ownership and usage It determines demographic and economic changes in India and examines how these changes have impacted transportation demand and supply transport policy and regulations and aspects of economics and finance related to public transport The authors emphasize preserving and improving existing modes efficient use of the public transport management infrastructure implementing proper planning measures and encouraging a shift towards sustainable modes They also discuss sustainability in terms of environment energy economic and land use perspectives and consider the trends of motorization vehicle growth modal share effects on mobility and environment and transport energy consumption and emissions Public Transport Planning and Management in Developing Countries addresses the growing resource needs and economics of public transport in developing countries explains various aspects of public transport planning and management and provides readers with a basic understanding of both urban and rural public transport planning and management in developing countries *Making Local Government Work* Leendert Theodoor van den Dool,2005 Municipal Solid Waste Management in Developing Countries Sunil Kumar,2016-11-18 This book contains detailed and structured approaches to tackling practical decision making troubles using economic consideration and analytical methods in Municipal solid waste MSW management Among all other types of environmental burdens MSW management is still a mammoth task and the worst part is that a suitable technique to curb the situation in developing countries has still not emerged Municipal Solid Waste Management in Developing Countries will help fill this information gap based on information provided by field professionals This information will be helpful to improve and manage solid waste systems through the application of modern management techniques It covers all the fundamental concepts of MSWM the various component systems such as collection transportation processing and disposal and their integration This book also discusses various component technologies available for the treatment processing and disposal of MSW Written in view of actual scenarios in developing countries it provides knowledge to develop solutions for prolonged problems in these nations It is mainly for undergraduate and postgraduate students research scholars professionals and policy makers **Integrated Pest Management for Developing Countries** Chigozie Jesse Uneke,2007 Pests are defined purely from anthropocentric perspective An organism is not considered a pest until its activities and life processes interfere with human health convenience comfort or profits The importance of health education in the control of vector borne diseases cannot be overstated This should particularly be targeted at rural communities where the scourges of these diseases are most pronounced With adequate commitment by the government at the federal state and local levels as well as from private sectors considerable success could be achieved in the battle against pests This book represents an excellent addition to the literature on Integrated Pest Management IPM A historical overview traces the origins and concepts of pest organisms their classification and general characteristics and the basic terminologies are given The philosophy and goal of IPM and specific examples of chemical cultural biological physical and mechanical approaches to IPM are discussed

The book is enriched with accounts of IPM practices and progression in the developing countries and the problems and prospects of implementation and the future of IPM highlighted Also included is an interesting account of medical important arthropods and their management A rich bibliography accompanies every chapter Waste Management in Developing Countries Hassan El Bari,Cristina Trois,2023-06-01 This book presents state of the art solid waste management in developing countries It outlines the impact of poor solid waste management on human health and the environment and examines appropriate solid waste management technologies for the developing world Contributions define waste recovery in a circular economy context and the informal sector s role describe how sustainable and integrated solid waste management in developing countries contributes to reducing greenhouse gases and their effect on climate change and analyze the financial and legislation aspects of solid waste management Waste Management in Developing Countries will be an essential reference for researchers scientists and students in waste management and environmental sciences as well as waste management practitioners policymakers municipal officials and related industry professionals

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