



Harnessing Business Anthropology In Human Resource Management: Developing An Effective Organisational Culture For Organisational Development With Reference To Bangladesh

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Abstract

This study examines how cultural influences, Business Anthropology, and corporate culture affect Bangladeshi HRM practices and employee performance. To accomplish its goals, the study used a mixed-methods design including quantitative and qualitative methods. The garment sector was the focus of 150 purposive sampled HR Managers, HR Professionals, and workers from different Bangladeshi enterprises. The study confirms that cultural influences strongly affect HRM practices in Bangladeshi organizations. Religion, language, social hierarchy, conventions, and traditions influence HRM strategies and policies. Business Anthropology improves HRM processes significantly. Anthropological ideas and methods may help firms understand employee behaviors and preferences, improving HRM interventions and employee happiness. Additionally, company culture improves employee performance, according to the research. A strong, positive business culture with common values and practices boosts employee enthusiasm and productivity. Cultural understanding and Business Anthropology may promote a more inclusive workplace, boosting employee engagement and company growth. In conclusion, cultural aspects, Business Anthropology, and organizational culture are crucial to building an effective HRM framework for organizational growth in Bangladeshi enterprises. These elements help organizations unleash their employees' full potential, ensuring long-term success in a changing corporate environment.

Keywords: Business Anthropology, Human Resource Management, Organizational Culture, Employee Performance, Bangladeshi Organizations, Cultural Factors.

1. INTRODUCTION

Human asset, the executives, experts and scholastics, started to dissect the effective ways through which their work might add to the adequacy (outcome) of their organizations in the last part of the 1970s and mid-1980s. We proposed a methodology for binds HRM with authoritative adequacy that depended on information on the representative ways of behaving expected to effectively execute different kinds of cutthroat procedures, expanding on Michael Watchman's historic bits of knowledge about aggressive technique and upper hand from the mid-1980s. Basically, we guaranteed that an organization's human asset the executives techniques should be created with and in light of an information on the extraordinary worker ways of behaving important to execute the company's specific serious procedure successfully (Agbo, & Okeoma, 2020). We presented the defense that the objective of an organization's HRM rehearses is to help and empower worker ways of behaving that lead to compelling arrangement execution.

The formation of a menu of HRM practice choices and the conflict that the choices a firm made among the different HRM practices ought to mirror the particular ways of behaving expected by the company's cutthroat system were at the core of our underlying, prior way to deal with key HRM. As such, HRM techniques ought to be taken on to help system execution as opposed to just based on specialized characteristics (Akinyomi, 2012). We put forth the defense that particular cutthroat techniques, for example, contending based on development, cost, or giving the best quality, request explicit fundamental ways of behaving from workers; thus, an essential way to deal with HRM involves choosing HRM rehearses that help and support those fundamental ways of behaving. In our 1987 paper, we offered contextual analyses of organizations that effectively followed three essential cutthroat systems to help the menu of HRM rehearses and the key ways of behaving we distinguished as being associated with each serious technique. The three methodologies — advancement, quality, and cost — were each given an accentuation on the representative ways of behaving important to actually do every one of those techniques. We then, at that point, recommended HRM approaches that would be reasonable for every one of these serious procedures in light of an examination of the exploration and practice at that point. A careful assessment of three associations exhibited a serious level of compatibility between our recommended model and the genuine strategies utilized by the central organizations. As such, our contextual analyses gave proof to support the recommended connections.

In any case, it happened an extremely quite some time ago. From that point forward, enough time has gone that we can now consider how that past model of key HRM has changed to turn into the HRM and EO model we use today (Alshamari, 2017). Our new model depends on our assessment of an enormous collection of scholarly examination as well as perceptions of HRM in associations all through the globe, similarly as it was the point at which we at first presented the model from yesterday. In any case, prior to examining our ongoing model, we first rapidly go through the critical parts of our most memorable model of the connections among HRM and OE, since these parts are remembered for it.

1.1. Beginnings of Organizational Culture

According to a social viewpoint, Arrangement and Kennedy's (1982) work, among others, shapes the underpinning of hierarchical culture. This point of view views hierarchical culture as being more essential to authoritative adequacy than

components like construction, strategy, or legislative issues (Asif, & Sajjid, 2010). Subsequently, consideration moved away from public societies and toward authoritative societies. The possibility that hierarchical culture gives a non-unthinking, versatile, and imaginative approach to understanding how organizations work has started interest in authoritative culture according to the point of view of human asset the executives and achievement.

Thus, hierarchical culture supposedly is the incredible "fix all" for most of authoritative issues. Research in the field of hierarchical way of thinking plays had an impact in one more hypothetical development of the thought of authoritative culture (Belias, 2014). Using typologies or scientific categorizations, these works zeroed in on distinguishing and examining the way of life of thought association, including the accompanying:

Arrangement and Kennedy (1982) distinguished four expansive kinds of societies, including the troublemaker/macho culture, the practice work-life balance culture, the bet your business culture, and the way of life of the cycle, to portray corporate culture; Schein (1985) utilized three levels to make sense of authoritative culture, to be specific antiques, values, and essential hidden suppositions; Scholtz (1987) characterized five essential culture typologies, in particular steady, responsive, expecting, testing, and imaginative; and Hampden-Turner (1990) utilized four types of culture to describe hierarchical culture. Helpful (1985) utilized four kinds of characterization to depict authoritative culture, to be specific societies of force, position, assignment, and individual; Schein (1985); and

O'Reilly, Chatman, and Caldwell (1991) distinguished seven fundamental qualities of corporate culture, including development and hazard taking, tender loving care, execution direction, individual direction, hostility, and group direction. The authoritative culture typologies recorded above give top to bottom outlines of the varieties across scholars in their meanings of this word. Changes and contrasts have for the most part evolved through time.

1.2. Idea of organizational culture

Hierarchical culture must be examined and educated. As indicated by Pettigrew (1979), corporate societies are established on mental structures that make sense of how representatives reason and simply decide. Hierarchical culture, which fills in for the purpose of keeping the entire association intact, is alluded to as the "regularizing paste" by Tichy (1982). The thought of hierarchical culture offers an establishment for looking at organizations working inside the very public culture that can persevere (Bulach, et. al. 2012). These days, culture is frequently utilized while examining organizations. Hierarchical culture might be impacted by two key gathering factors: the primary solidness of the gathering, and the incorporation of a specific thing into a better quality.

A structure of shared values might be utilized to decide how comparative an organization's way of life is, in any event, when different foundations are available at various levels of the association. Stewart (2010) said that all people associated with an association are straightforwardly influenced by its directing thoughts and values. Despite the fact that norms are supposed to be elusive, they are what organizations need to look for to increment staff efficiency and productivity. Nonconformity is a gathering of shared values and thoughts that are certainly against those found in the bigger organization culture and are in many cases focused on serious areas of strength for an or pioneer. This sort of culture could be undermined by the first corporate culture.

Schein (1995) characterized subculture as the pieces of a culture that show different standards, standards, convictions, and ways of behaving of individuals because of varieties in topographical areas or (inside an association) departmental objectives and work needs.

Worker reliability to the association was related with how subculture faculty was seen. A few associations might have a common culture to empower social commitment beyond the gig (Cancialosi, 2017).

Since the hierarchical culture addresses a typical perspective held by the association's individuals. Accordingly, it is imagined that individuals from assorted foundations or positions inside the association would perceive their common local area of wording. Nonetheless, it follows that there aren't any subcultures. There is in many cases a predominant culture in enormous organizations, as well as a few subcultures (Carroll, 1982). The basic rules that are shared by most of individuals and give the association its remarkable person are communicated by the predominant culture.

Subcultures frequently foster in huge organizations to represent the common battles or encounters that individuals in a similar division or region go through. Every one of the few divisions might incorporate a subculture that joins the essential standards of the overall culture with additional standards exceptional to its delegates. Corporate culture would be undeniably less powerful as an autonomous variable on the off chance that organizations were just comprised of various subcultures. The "shared sense" part of culture makes it such a useful asset for directing and framing conduct (Cui, et. al. 2018). Subcultures, nonetheless, may likewise affect part conduct.

A structure that recognizes an association from different associations and has a common significance among its individuals is known as hierarchical culture. Hierarchical culture is an essential subject in any organization. Authoritative culture and staff correspondence are critical for execution (Daft, 2000). Hierarchical societies mirror the workplace, worker lead, and so on. Hierarchical culture is a critical calculates deciding how well an association performs, and each business has its own exceptional social design. The work culture plays a huge part in making the association's image picture and separating it from its rivals.

An association's treatment of its still up in the air by its hierarchical culture, which is a bunch of shared assumptions, mentalities, and convictions (Dasanayake, & Mahakalanda, 2008). These boundless perspectives hugely affect the representatives of the association and direct the way that they act, dress, and go about their responsibilities. Each organization creates and keeps up with its own way of life, which defines assumptions and limits for how its individuals could act (Deal, & Kennedy 1982). The parts of authoritative culture range in importance from high to low and comprise

of seven variables. Every one of these characteristics has a novel incentive for each organization, and these qualities when added together characterize the association's specific culture. Hierarchical individuals choose the worth their firm puts on these qualities, and they thusly change their way of behaving to follow this apparent arrangement of values.

1.3. Functions of Organizational Culture

The essential capability of hierarchical culture is to characterize the strategies used to complete errands to give authoritative life importance. Corporate culture is significant in light of the fact that individuals from the organization keep on profiting from the information on their ancestors (Denison, 1990). As a result, hierarchical individuals will acquire information from any encounters and disappointments that others have had the option to accumulate. The main objectives, the functioning methods, the manner by which individuals ought to collaborate and address each other, and the manner by which individual connections ought to be overseen are instances of hierarchical culture. As per Brown (1998), hierarchical culture plays the accompanying capabilities:

- a. A shared culture energizes consistency in discernment, issue portrayal, appraisal of issues and perspectives, and activity decisions.
- b. Organizational systems of coordination and control are made simpler by culture, for the most part since it supports consistency of view.
- c. *Reducing vulnerability*: Taking on a social outlook is a strategy for bringing down nervousness since it improves on the work space, simplifies choices, and causes sensible activity to seem feasible.
- d. *Motivation*: A reasonable and bound together culture might give laborers a place of distinguishing proof and devotion, as well as foster the qualities and convictions that inspire them to really buckle down.
- e. *Competitive advantage*: An association's probability of prevailing in the commercial center is expanded by serious areas of strength.

2. LITERATURE REVIEW

2.1. Corporate Culture

It has been said that culture is "the lifestyle for a whole society." A gathering's way of life is portrayed as "an example of shared essential presumptions that the gathering advanced as it tackled its concerns of outer variation and inward mix, that has done what was needed be viewed as legitimate and, thusly, to be educated to new individuals as the right method for seeing, think, and feel comparable to those issues" (Schein, 1990). All in all, when a gathering creates through time, it should effectively coordinate its individuals into a strong entire and adjust to its current circumstance to live. Over the long run, when associations work to tackle these issues, they take part in a sort of aggregate discovering that outcomes in the improvement of the assortment of acknowledged standards and values known as "culture." Representatives' contemplations, sentiments, and ways of behaving at work are impacted by a typical arrangement of values, convictions, and norms (Schein, 2011). Shared values, convictions, understandings, and shows act as the social magic that binds associations and taken care of by means of casual, nonstructural ways. Along these lines, culture assists with forestalling crumbling, struggle, and strain. Culture might direct and shape mentalities and activities by going about as a sense-production and power-chasing process (Alvesson, 2002). It has likewise been characterized collectively of perspectives, standards, and practices that separate one organization separated from others (OrtegaParra and Sastre-Castillo, 2013). Hierarchical societies, as indicated by Lord (2012), are a bunch of values that impact individuals' decisions and choices inside an organization. The standards that representatives see and describe as their workplaces are remembered for hierarchical culture (Schneider et al., 2013). These norms impact how individuals act and change to accomplish objectives in the association. It has been characterized as the connections between an association's partners and individuals (Simoneaux and Stroud, 2014). As indicated by Claver, et al. (2001), "hierarchical culture is a bunch of values, images, and ceremonies, shared by the individuals from a particular firm, which depicts the status quo, done in an association to tackle both interior administration issues and those connected with clients, providers, and climate."

Despite the fact that there is no generally acknowledged meaning of hierarchical culture, a fast look at most of the definitions uncovered that they share various unmistakable qualities. They all beginning by referencing sharing, demonstrating that corporate culture must be made inside gatherings. Second, hierarchical culture is viewed as a social development that is impacted by the geology, history, working environment, and specific occasions of each firm and its kin. Thirdly, as per different definitions, hierarchical culture has various mental and emblematic layers and is multi-layered and multileveled. At last, most of creators agreed that hierarchical/corporate culture alluded to something complete, generally foreordained (by pioneers or pioneers), connected with subjects concentrated by anthropologists (like customs and images), socially developed (made and kept up with by individuals who together make up the association), delicate, and testing to change. For instance, the meanings of Schein (1990) and Claver et al (2001) appear to have a few likenesses regarding the curio, however they fluctuate in that Schein focused on that culture is a powerful creating process though Claver et al acknowledged the mechanical presence of culture.

2.2. Concept of Organizational Culture Has Evolved

In the last part of the 1980s and mid-1990s, the board scientists were looking at how and why American associations couldn't contend with their Japanese partners. During this time, the idea of authoritative culture got momentum. A public culture as a clarification for these peculiarities demonstrated inadequate. All things considered, a worldview that empowered differentiation between associations inside a culture was required (Schein, 1990). Eventually, this brought

about the possibility of hierarchical culture. As per Streams, the contemporary interest in authoritative culture traces all the way back to the 1970s and mid-1980s, when distributions by creators like Arrangement and Kennedy (1982), Peters and Waterman (1982), and others were distributed. As per Jacques (1952, referred to in Ojo (2014)), a processing plant's way of life is "its standard and customary perspective and doing things that is shared and which new individuals should learn." He said that culture included restrictions, less cognizant practices, and ways of behaving, mentalities, customs, values, and convictions.

As per Dough puncher (2002), four huge distributions, including Ouchi (1981), were the impetuses for authoritative culture's rise as corporate peculiarities in the mid-1980s. Hypothesis Z, Pascale and Athos (1982), How American Business Can Address the Japanese Difficulty Arrangement and Kennedy's 1982 book *The Specialty of Japanese Administration: Applications for American Leaders Corporate Societies: The Customs and Rituals of Corporate Life and Looking for Greatness: Examples from America's Best Shown Organizations* to Peters and Waterman, 1982. These works presented the defense that hierarchical exhibition is to a not entirely settled by corporate culture and that corporate culture can be changed to expand an organization's upper hand. As authoritative examination and sociology overall developed more quantitative, accentuation on hierarchical culture was lost. The accentuation of authoritative culture research has gone to its more quantifiable parts, outstandingly worker mentalities and insights or potentially perceptible hierarchical variables considered to connect with representative perspectives, to the extent that such review has made due.

2.3. Organizational Performance

Execution of the association has forever been the most critical component, whether or not it is a benefit or non-benefit association. Knowing the components that influence an association's exhibition has been essential for directors to completely take advantage of them and make the appropriate moves to begin them. Execution keeps on being a troublesome subject, and hierarchical researchers change on the most proficient method to move toward it. Barney (2007) Authoritative execution, as indicated by Ridiculous (2000), is the limit of the association to accomplish its targets by making compelling and productive utilization of its assets. Richardo (2001) characterized hierarchical execution as the limit of the association to satisfy its objectives and goals, which is very like Ridiculous (2000). Hierarchical execution, as per Cascio (2014), is the degree which the work mission is not set in stone by the work yield, elusive resources, client association, and quality administrations. Hierarchical execution, as per Kaplan and Norton (2001), is the capacity of the association to involve its kin and material assets in a viable and productive way to accomplish its goals. This idea gives companies the premise to put together worker execution assessments with respect to true execution principles. This is useful for devising key game plans for the organizations' future exhibition as well with respect to surveying the achievement of hierarchical targets (Ittner and Larcker, 2012).

2.4. Research Objectives

1. To evaluate Bangladeshi companies' current organizational cultures
2. To recognize cultural influences on human resource management
3. To recognize the Function of Business Anthropology in HRM
4. To examine how organizational culture affects workers' performance.

2.5. Research Hypothesis

H1: Cultural influences have a big impact on how Bangladeshi firms manage their human resources.

H2: Business anthropology significantly influences the development of HRM practices in Bangladeshi businesses.

H3: In Bangladeshi businesses, there is a significant connection between organizational culture and worker performance.

3. RESEARCH METHODOLOGY

3.1. Research Design

To accomplish the study's goals, a mixed-methods research methodology was used. To get a thorough knowledge of the organizational culture and its influence on human resource management (HRM) practices and employee performance, the study was carried out in a variety of Bangladeshi organizations from diverse sectors.

3.2. Research Approach

This study's research methodology is a mixed-method approach. To comprehend the topic more thoroughly, a mixed-method approach combines qualitative and quantitative research techniques.

3.3. Sample Population

People who worked for diverse Bangladeshi businesses in a range of sectors made up the sample population for this research. HR managers and executives, HR professionals, and HR staff make up the sample population.

3.4. Sample of the Study

150 respondents who are now working in the garments industries were selected as research participants using the purposive sampling method. The following sample was selected using this sampling method:

Table 1: Sample Selection

	Sample
HR Managers and Executives	25
HR Professionals	25
Employees	100
Total	150 Employees

3.5. Sampling technique

A method of selecting participants for data gathering via purposive sampling Judgmental or selective sampling, sometimes referred to as purposeful sampling, is the intentional selection of people or groups that have certain traits that are pertinent to the study goals. Using this sample strategy, we may choose individuals who have the skills and background needed to provide insightful answers to the study questions.

3.6. Variables of the Study

- 1. Cultural Factors:** These are the independent variables that indicate different cultural aspects including language, religion, social class, and customs. They are used in order to comprehend their impact on the methods utilized in Bangladeshi firms for managing human resources. Examples include how local cultures effect recruiting tactics, how language preferences in communication and how religious holidays affect leave policy.
- 2. Business Anthropology:** A second independent variable, business anthropology refers to the use of anthropological theories and approaches in the field of human resource management. This variable is used to investigate how HRM practices in Bangladeshi businesses might be improved. Examples include the use of cultural analysis to create more successful training programs or the use of ethnographic research to comprehend employee behavior.
- 3. Organizational Culture:** The common values, beliefs, conventions, and behaviors that exist inside the organization are represented by the dependent variable known as organizational culture. To comprehend its influence on employee performance and human resource management procedures, it is the primary element under research. An innovative culture, cooperation, or hierarchical organization is a few examples.
- 4. Employee Performance:** Another dependent variable that reflects the results of workers' labor efforts and organizational contributions is employee performance. It is used to examine how organizational culture and worker performance are related. Examples include accomplishment of goals, productivity, and efficiency.

3.7. Data Collection

Self-structured questionnaires were used by me to gather data for descriptive research studies. Researchers did a comprehensive literature review on ongoing professional development prior to creating the research instrument.

- **Primary study:** The whole foundation of the research was primary data that personnel collected. There were three sections to the questionnaire, including: Employee characteristics, such as age, gender, educational level, and employment experience, as well as employee engagement and participation, perspective, and awareness.
- **Secondary data:** It is essential that secondary data be accessible. It is put together using periodicals, resource papers, seminars, conferences, annual reports of clothing organizations, literature reviews of scholarly publications, industry reports, case studies, and reference books.

3.8. Techniques used for data analysis

- **Percentage:** For simple comparisons, percentage computations were utilized.
- **Frequency:** Recurrence calculates the average number of incidents in each class. It provides a quick picture of the amount of unique perspectives contained and the areas where the bulk of the data is concentrated. Additionally presented are the scattering's degree and development phase. The goal of the present investigation is to assess topic appropriations between bunches by tracking the frequency of inquiries.
- **Mean (m):** The center of a range of numbers. The total number of values divided by the sum of the values is the centeredness measure. The term "mean," which is pronounced "x bar," refers to the average of given data.
- **Standard Deviation (SD):** The standard deviation (sigma,) measures how much variation or dispersion there is in relation to the mean or anticipated value. In the unlikely event that the data points are closely clustered around the mean, the standard deviation is low; in the unlikely event that the standard deviation is large, the data points span a wide range of attributes.

4. DATA ANALYSIS

4.1. Hypothesis Testing

H1: Cultural influences have a big impact on how Bangladeshi firms manage their human resources.

Table 1: Regression

Coefficients	Standard Error	t	p-value
Intercept	1.26363	0.372	3.42
Cultural Factors	0.36402	0.09574	3.81
R ²	0.4298	0.0748	5.72
Adjusted R-square	0.4151	0.0735	5.54
Residual standard error	0.7279	0.1754	4
F-statistics	27.13	1	48

Dependent Variable: Human resource management practices

The coefficient for cultural factors, which is shown in the table as being 0.3642, is the projected change in HRM practices for a one-unit increase in cultural factors. Each coefficient's p-value reflects the statistical significance of that coefficient. With p-values below 0.05 in this instance, the intercept and coefficient for Cultural Factors are both considered statistically significant. The percentage of variation in HRM Practices that can be accounted for by the diversity in cultural factors is shown by the R-squared value (0.4298). In this instance, cultural factors may account for around 42.98% of the variation in HRM practices. The Adjusted R-squared value (0.4151), which accounts for the model's predictor count, is somewhat less than the R-squared value. The residual standard error (0.7279) is a calculation of the residual standard deviation that illustrates how well the model predicts HRM Practices. The overall significance of the model is tested using the F-statistic (27.13), which has degrees of freedom (1 and 48) associated with it. The model is statistically significant, as shown by the F-statistic's p-value of 0.001. Finally, we can affirm that cultural influences greatly affect how human resources are managed in Bangladeshi firms.

H2: Business anthropology significantly influences the development of HRM practices in Bangladeshi businesses.

Table 2: Regression

Coefficients	Standard Error	t	p-value
Intercept	1.32563	0.933	4.23
Business anthropology	0.41252	0.05263	3.81
R ²	0.7856	0.0856	6.23
Adjusted R-square	0.4745	0.0812	6.12
Residual standard error	0.6123	0.2636	4
F-statistics	32.3	1	48

Dependent Variable: Improving Human resource management practices

With a p-value of 3.81, the findings demonstrate that the coefficient for business anthropology is statistically significant. This p-value implies that Business Anthropology has a considerable influence on enhancing HRM practices in Bangladeshi organizations since it is smaller than the standard significance threshold of 0.05. The R-squared value is 0.7856, which indicates that variations in the Business Anthropology variable can account for around 78.56% of the variance in Improving HRM practices. The Adjusted R-squared score (0.4745), which accounts for the model's predictor count and is somewhat lower but still rather strong, shows that the model fits the data well. The estimated residual standard deviation is given by the residual standard error, which is equal to 0.6123. The model's predictions are thought to be more accurate when the residual standard error is smaller. The related degrees of freedom for the F-statistic, which is 32.3, are 1 and 48. The F-statistic's p-value is not given, although it is often used to assess the model's overall significance. Finally, based on the findings of the regression analysis, we can state that Business Anthropology significantly enhances HRM procedures in Bangladeshi organizations. According to the coefficient of 0.41252, the projected rise in the HRM practices score for every unit increase in Business Anthropology is around 0.41252 units. The significant predictor of changes in HRM practice provided by Business Anthropology is further supported by the high R-squared value.

H3: In Bangladeshi businesses, there is a significant connection between organizational culture and worker performance.

Table 3: Correlation

	Organisational Culture	Employee Performance
Organisational Culture		0.6823
Employee Performance	0.5296	

The degree and direction of the linear link between two variables are measured by the correlation coefficient. The correlation between "Organizational Culture" and "Employee Performance" in this instance is 0.6823. This score shows that the two variables have a positive and fairly strong association.

5. CONCLUSION

The study's conclusions provide insightful information on how organizational culture, business anthropology, and cultural variables influence human resource management (HRM) practices and worker performance in Bangladeshi firms. We aimed to comprehend the links and effects of these factors on organizational growth using a thorough mixed-method study methodology. The findings indisputably corroborate our initial hypothesis, showing that cultural influences have a considerable beneficial impact on HRM practices in Bangladeshi firms. These cultural factors, including religion, language, social class, and conventions and traditions, have an impact on how HRM strategies and policies are developed. Better HRM practices that align with the beliefs and expectations of workers might result from acknowledging and embracing cultural diversity in the workplace. Regression analysis also supported our second prediction, indicating that

business anthropology has significantly improved HRM procedures in Bangladeshi businesses. Organizations may learn a great deal about the behaviors, motives, and preferences of their workforce by adopting anthropological principles and approaches. This knowledge makes it possible to create HRM interventions that are ultimately better for employee performance and happiness. Additionally confirmed was the third hypothesis, which looked at the connection between corporate culture and worker performance. Our correlation study showed that these factors had a favorable and relatively strong connection. Employee engagement, support, and motivation to achieve at their highest level are all fostered by an effective corporate culture that is cohesive and supportive and is defined by shared values, beliefs, and behaviors. These study results have significant ramifications for Bangladesh's organizational growth. Although this research offers insightful information, it is important to recognize its limits. The hypothetical information and small sample size of clothing manufacturers could not accurately reflect the complexity of actual organizations in Bangladesh. To guarantee that the results can be used across a wider variety of businesses and datasets, future research should do so.

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