COMPARATIVE MANAGEMENT MODELS

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Abstract. Foreign Management Models play a significant role in studying various aspects and approaches of global business practices. This article provides a comprehensive analysis of international management models, highlighting their importance in shaping corporate strategies, leadership styles, and enhancing management efficiency within organizations. By examining the practical application of international experience, the article focuses on developing innovative approaches and effective work methods in management. It analyzes the distinctive features of foreign models and the processes of adapting them to local conditions. The article aims to critically review the best international practices in management and explain how they can be successfully implemented in local businesses.

Key words: Management, international practices, effective work, focuses on developing

Introduction. Global management, foreign approaches, corporate evolution, management revolution, innovative strategies, leadership paradoxes, local adaptation, transcultural management, hybrid management, new economic realities, intercultural integration.

Management is not only the spirit shaping each organization but also a unique mosaic of ideas and styles clashing worldwide. Each country discovers new forms of management based on its economic and cultural characteristics, yet these forms never remain completely isolated. Foreign management models, in turn, are shaped through these clashes and syntheses — new economic conditions, cultural differences, and technological advancements constantly modify and renew them. At this point, the limitations of simple management approaches become evident, and the need for transcultural approaches grows stronger.

Which model is better for organizations? Why do some approaches work more effectively while others fail? This article analyzes how organizations achieve success globally through foreign management models and questions how these models "face" local conditions and must be adapted to fit our own economic culture. Learning and sharing experience are essential parts of today's management, so we propose viewing global management styles from a more complex and nuanced perspective.

Studying foreign management models primarily involves historical and practical research. However, today this field is not limited to theoretical approaches but is continuously updated in response to rapid changes in the global economy and interactions between different cultures. For example, academic works by Hofstede and Mintzberg reveal not only how culture affects management but also the complexity of decision-making within organizations. However, these studies are mainly based on large corporations, and their approaches often present challenges for smaller companies in practice.

In today's global landscape, studying management based only on theoretical models is insufficient. For instance, the success of the "Kaizen" philosophy in Japan does not guarantee similar success in European or American markets. Such cases demand new and advanced approaches based on real situations and conditions, not just theoretical knowledge. Considering the unique circumstances of countries and organizations, each management model "faces" challenges differently and adapts to new formats.

According to our research methodology, studying global management goes beyond information found in books. On the contrary, examining real-life entrepreneurship, companies, organizational changes, educational processes, and concrete examples helps identify the real reasons for management success or failure. Combining classical methods with new technologies facilitates consideration of each company's unique characteristics.

The core aspect of the methodology is using interactive analysis and transcultural methods. By studying the economic and cultural context of each country, organizational decision-making processes, and sharing experiences, the goal is to create new management approaches. This process involves experimental methods where each success or failure is analyzed individually, and new research is initiated for every management model.

Data analysis involves not only numbers and statistics but also understanding the business language, decision-making uncertainties, and even psychological factors in each country. For example, management differences between Europe and Asia create unique approaches in business cultures. The success of each model is influenced by individual decisions, teamwork, and group dynamics. Our analysis is not based solely on dry statistics but focuses on integrating these data with personal decisions and group situations.

For instance, democracy and openness often ensure high management efficiency in European companies, but some European models may not work for American or Korean companies. In Japan, teamwork and systematic work are highly valued, whereas competitiveness and individual approaches are prioritized in India. This is because management principles and approaches vary in appearance in each region and culture.

Teaching through examples helps understand the practical application of each management model. For example, Indian IT companies aim to combine teamwork and innovative approaches in management. However, this may sometimes be ineffective in Japan. Similarly, Korean and American companies require management styles adapted uniquely to their context.

Although the "Kaizen" philosophy in Japanese corporations has demonstrated effectiveness, applying this model correctly in other regions demands new interpretations and methods. The sustainable development strategy implemented in Scandinavia has ensured high efficiency globally, but challenges arose when applying this model in other countries.

Evidence is not limited to numbers and statistics but also involves observing changes occurring at every human level within organizations. Our analysis includes personal decisions, teamwork, and psychological states within organizations. Foreign management models are not evaluated solely on statistics but are adapted to real situations through analysis of organizational activities and internal changes.

Conclusion. Foreign management models are not merely widespread tools for enhancing organizational efficiency but are the outcomes of global business and intercultural integration processes. Understanding global management is not limited to scientific theories based on a few large companies or approaches. On the contrary, it requires considering the unique characteristics of each culture, economic conditions, and technological advancements. Studying international management essentially means adapting each approach to the local context and identifying how they achieve success in changing environments.

Corporate evolution and the management revolution are essential components of these processes. Global markets, intercultural integration, and new economic realities shape new management strategies and leadership styles. New and innovative management models focus on rapid adaptation to change, effective decision-making, and responding to business dynamics. This leads to the creation of unique, hybrid management systems for each organization.

It is important to understand that studying global management based on a single model is insufficient. Each company, organization, and leader must develop their own strategy and management approach. The success of management lies not only in theoretical experiences and scientific research but also in understanding how changes occur in the decision-making processes of individuals within each team in practice.

In conclusion, foreign management models and their application in local contexts form an interdependent system. Real success can be achieved not only by adopting global approaches but also by adapting them to our own economic and cultural conditions. When transcultural management approaches and global systems merge, the opportunities to discover and develop a unique path for each organization expand.

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