

Published with Open Access at **Journal BiNET**

Vol. 10, Issue 01: 553-562

**International
Journal of Business, Management and Social Research**

Journal Home: www.journalbinet.com/ijbmsr-journal.html

Comparative analysis of the government investments and revenue from different sectors in Bangladesh and its impact on the development of HRM sectors: A 20 years of study

Tanzida Akther¹, Moustaq Karim Khan Rony², Afsana Anowar³, Mst. Umme Habiba⁴, Ozifatun Jannat Akhi⁵, Elmee Tabassum⁶, Saraha Haque Nishat³, Khaled Ibne Riyad³ and Iftasum Era Shuha³

¹Department of Economics, Pabna College, Bangladesh

²College of Nursing, International University of Business Agriculture and Technology, Bangladesh

³Bangladesh Army International University of Science and Technology, Bangladesh

⁴Department of Marketing, National University of Bangladesh, Bangladesh

⁵Department of Computer Science and Engineering, Mymensingh Engineering College, Bangladesh

⁶Department of Geography and Environment, University of Dhaka, Bangladesh

✉ Corresponding author: ummehabiba.mkt.1415@gmail.com (Habiba MU)

Article Received: 23.11.2019; Revised: 12.12.2019 and Published online: 30 December 2020.

ABSTRACT

Human resource management divisions are such critical areas of both the public and private sectors that can regulate a country's socio-economic and financial status via generating and manipulating skilled workforces for all possible revenue sectors. Nominal GDP with purchasing power parity (PPP) of a nation is directly interlinked with the human resource policies. For such a developing country as Bangladesh, human resource development and management issues are often very challenging, when the government has to face the demands of a vast population with the least amount of resources. In this research, different highest to the lowest revenue sectors of our country have analyzed depending on the opinions of the HRM experts and the data records of the government, where a correlative study have preferred with the government invest to revenue scale for sector wise human resource development over twenty years. In all aspects, the correlation was significant, because only the highest emphasized sectors of the Govt. could ensure better subsidiaries, higher investments and phenomenal human resource management such as agriculture and textiles than the inferior looking sectors namely- healthcare and socio-economic. Comprehensive factorial analysis has taken place in this research which can help to figure out the concerns and prospects of the HRM sectors means skilful training facility, health insurance, gender discrimination, education level, corruption, public private partnerships, government policies and so on. A business friendly environment and job sector comparative education and training systems can ensure sound HRM in Bangladesh with proper and cutting edge integrative policies.

Key Words: HRM, investments and revenue, highest to lowest revenue sectors, public private partnership in Bangladesh and gender discrimination

Cite Article: Akther, T., Rony, M. K. K., Anowar, A., Habiba, M. U., Akhi, O. J., Tabassum, E., Nishat, S. H., Riyad, K. I. and Shuha, I. E. (2020). Comparative analysis of the government investments and revenue from different sectors in Bangladesh and its impact on the development of HRM sectors: A 20 years of study. *International Journal of Business, Management and Social Research*, 10(01), 553-562. **Crossref:** <https://doi.org/10.18801/ijbmsr.100120.58>



Article distributed under terms of a Creative Common Attribution 4.0 International License.

I. Introduction

Human resource management (HRM) is referred to the approaches of developing, managing, selecting, hiring, training and recruiting skilled employees of institutions, organizations and other sectors. Companies also profile factors like hiring, firing and motivating employees inside the HRM issues. HRM division is always interconnected to other contemporaries in competing and manipulating the service providers from outside (Arvind, 2011). The primary responsibility analogous with HRM involves staffing, skill evaluation, utility assessment, organizational brand value creation and professional development of workers. HR activity between the HR department and internal/ external agents seeks to examine how organizations HRM activities and responsibilities regulate among these agents (Morley et al., 2006). In the modern buy and sell places, human resource executives act as strategic partners like they are in the identification, development and taking an active role. HRM responsibility is developed from the HRM departments through making new business policies and legislations, which identify the basic to specific guidelines which can upregulate the market performances for the organizations' employees (Keegan et al., 2012). HR executives play essential roles in organizational success by which employees feel satisfaction and motivation. The major notifiable challenges for HR sectors are the consideration of the officers' farsightedness in managing the vital and accessory factors to render eye-catching options and logistics development for the next level projects (Guest and Woodrow, 2012).

Nowadays, human resource executives do more than they can do for the post interviews job candidates in positioning to develop modern HR leaders to promote their respective firms as their favourable workplaces. HR is playing a significant role in designing the duties and responsibilities of employees to achieve a community network, from where the customers' ad agents will get their best upon an organized policy of any pharm (Colbert and Kurucz, 2007; Rimanoczy and Pearson, 2010). HR experts are always engaged in ensuring a safe and managed supply chain depending on their demands to the market maintaining maximum quality via designing a favourable environment for the employees (Glade, 2008). HR practice and policies integrated with the regulation of business and sustainability goals have been promoting positively among the employees via improving morality issues, increasing engagement to skilled works and innovative thinking for higher productivity which improves the company's brand image, ensuring increased sales and public attractions (Meisinger, 2007; Schramm, 2011; Wilkinson et al., 2001). HR professionals always try to provide the organization's sustainability policy and achievements to date, including organizational recruitment strategies, materials and organizational marketing issues (Colbert and Kurucz, 2007). HRM issues in the present perspectives of Bangladesh are mainly circulating among few selective sections like administrative and legal issues only, alike other developing worlds (Budhwar and Debrah, 2001; Mahmood and Baimukhamedova, 2013). As a developing country, the public sector organizations are highly centralized while the unstatic private fields following more strategic human resource practices which refer a positive sign for the future economic development of Bangladesh. Developing different development policy regimes, institutional arrangements for a distinctive national HRM model is necessary (Chowdhury and Mahmood, 2012; Khan, 2013). The ultimate challenge for HR professionals is to understand the corporate landscape of the future (Reson and Lydia, 2012). HR developments usually process, widespread development programs and corpus development procedures should be swapped by personal employee development plans (PEDP) and accustomed development solutions. The particular tactics in the development process are resourced-consuming with endless processing and support systems. In Bangladesh, HR development planning procedure is conventionally hard to solemnize, meanwhile, it is pretentious by a quantity of individual human factors and interrelates with other HRM processes (Judrups et al., 2015). HRD jerks with a methodical investigation of the state, shadowed by the design, development, implementation, and evaluation of a solution (Sims, 2006).

HRD requires a high level of analytical and observational power, problem-solving skills, communication skills and commercial penetration into society (Dubois and Rothwell, 2004). In Bangladesh, HRD embraces huge economic potentialities and chances as- flexible employees' training, career framing, performance study and flourishing, counselling, sequence planning, mentoring, key findings from the employees, insurance, and infrastructural development (Mohiuddin, 2012). Human Resources (HR) has significant contributions to organizational development and manipulation of new human resources to bring advantages for overall commercial sectors (Khan and Jahur, 2016). Issues like recruitments, selection, development, compensation, retention, evaluation and promotion of personnel's are the key tasks for any HRM department, where proper business schooling and sustainable management systems can ensure a positive market assurance for any company (Milon, 2019). The research has conducted to understand the present status of the overall HRM sectors of Bangladesh, considering the superior to the inferior revenue sectors of the government as compared to the private. Besides, experts' opinion suggesting the issues that have been hampering the pace of the HRM sectors' prosperity for decades have studied. In addition, the initiatives to be taken for the consistent upliftment in both the public and private sectors have been analyzed side by side

II. Materials and Methods

Survey on the experts' opinions

In the current research, an outstanding survey at the corporate level was conducted targeting 200 experts from the HR departments of reputed domestic and international companies and institutions available in Bangladesh. Depending on the experts' opinions, a range of factors was classified and analyzed to figure out the real status of the HR sectors, including the factors hindering the progress in HR sectors such as-government policies about the loss projects (million US\$); fluctuations of the overall export-import ratio (%); number of skilled graduates moving abroad (K); money trafficking (million US\$); skilful training facilities; health insurance status; corruption; questionable surveillance; gender discrimination and so on. At the same time, experts' choice for the highest to the lowest revenue sectors were also identified as compared to the Govt. records.

HRM specific data collection from Govt. databases

The research also focused on the significant outputs of the HR sectors especially- the investments, profits, roles on GDP (%) and effective human resources (%) in the agricultural and industrial sectors for the past two decades (20 years), segmented into four different time scales. Comparative analysis of the total recruitments in the HRM sectors depending on the export-import ratio (EIR) and export-import annual changes (EIAC) was conducted depending on the government database on HRM sectors since 2000.

Geographic Information System (GIS)

The geographical significances on flourishing new HRM sectors were also considered firmly, through understanding the agriculture, healthcare, tourism, mining, information and communication sectors, export-import oriented areas, special economic zones and blue economic sectors, where few have been contributing and few are going to be contributed in the GDP in the coming decades.

Software tools

The statistical analysis and graphical presentation of the analyzed data were generated using 'R programming' (version R-4.0.2, for Linux) and 'GraphPad Prism' (version 8.2, for Mac OS). In portraying the geographical parameters referring to diversified objects relevant to the human resource development and management, 'ArcGIS' (Version 10.3) was favoured.

III. Results

In this research, most of the HR department experts picked agriculture, textiles, transportation, telecommunications and pharmaceuticals as the major Govt. revenue sectors. In contrast, health insurance, nutrition, power, health and socio-economic sectors are the most vulnerable revenue options (Figure 01. A). In comparison to the expert opinions, services, industrial processing and agriculture sectors are considered the most viable according to the government's records (Figure 01. C). According to the HR experts (% choice), few factors have been suppressing new sectors for human

resource developments such as- questionable recruitment system (QRS); tourism and emerging human resource sectors (TAEHRS); higher authority corruption (HRC) and lack of surveillance (LOS) were significantly recommended, while skilful training and trainers (ST); efficient market survey management (EMSM) and effective monitoring (EM) were chosen as minor (Figure 01. B).

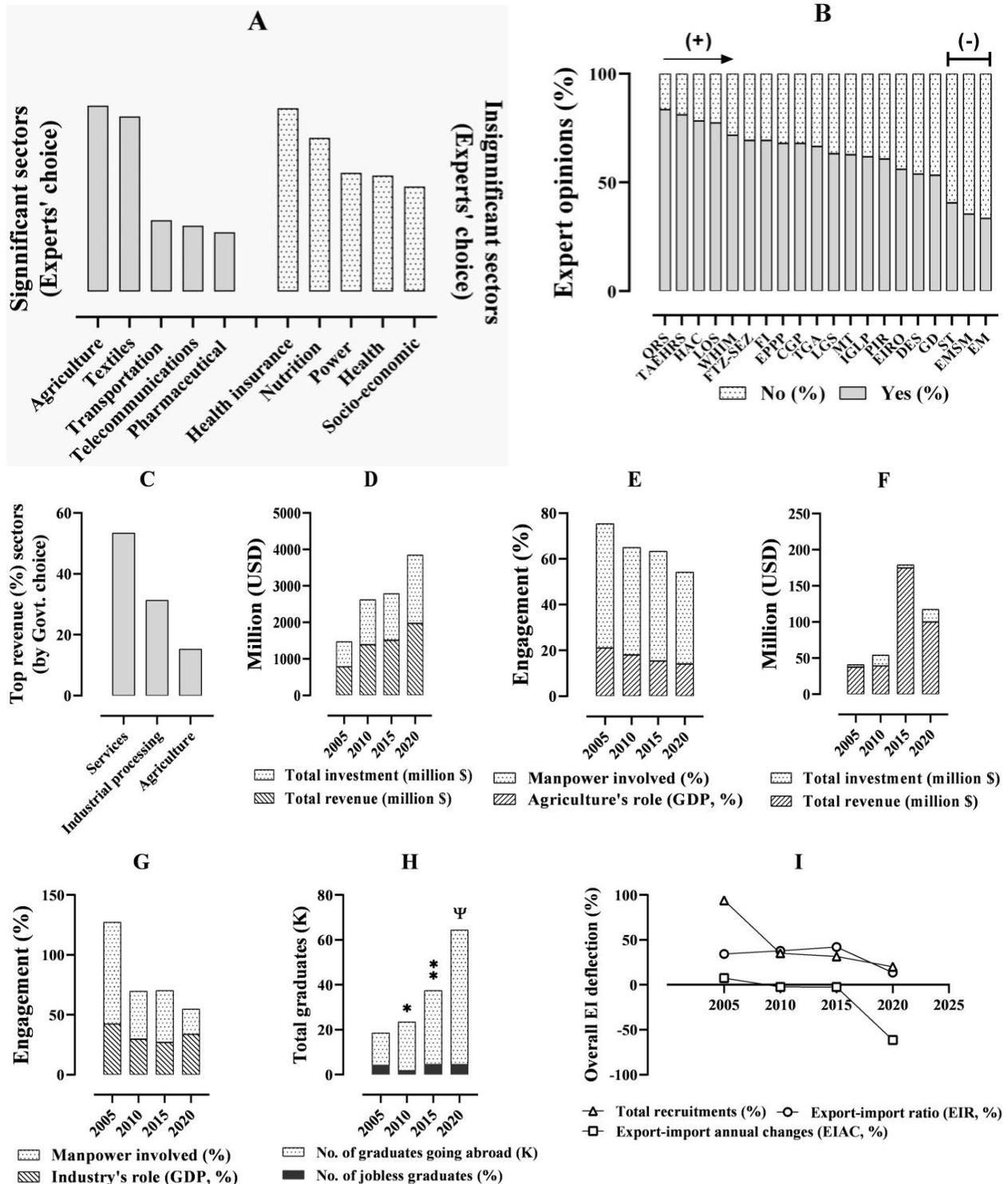


Figure 01. Illustration of the experts' opinion on a range of factors as mentioned in the questionnaire (A and B); the government recorded top three revenue sectors (C); the investments and revenues of four different time frames in agriculture sectors (D) and industrial sectors (F) including their roles in GDP (%) and total manpower (%) involved (E) and (G), respectively; the connectivity between job availability and the no. of students going abroad (H) and the no. of recruitments in HR sectors depending on EIR (%) and EIAC (%) (I)

The ratio between the total Govt. investment (million US\$) and revenue (million US\$) is extreme in agriculture sectors (Figure 01. D) than that of the industrial sectors (Figure 01. F). The agriculture

sectors are still strongly favoured by the government following the number of human resource in that sector (%) and their roles on GDP (%) of the country (Figure 01. E) as compared with the industrial sectors even till March, 2020 (Figure 01. G). It was also found from the online based data analysis that, there is direct connectivity between the decreased job sectors and the increased no. of skilled graduates going abroad (Figure 01. H).

Surprisingly, 2010 is referred best due to having an increased no. of abroad going graduates and also the increased recruitments in job sectors (Figure 1H*). A dramatic collapse in HR sectors in 2015, which provoked graduates to move overseas (Figure 1H**), which gradually increased over time and got the pick in 2020 (Figure 1Hψ). The no. of recruitments of manpower in different HR sectors fell far below the previous years at 2020 with the compromised EIR (%) at that time. An unexpected falling in the EIAC (%) has calculated in 2020 (Figure 01. I). Geographical data analysis revealed that the government is significantly forwarded in setting up of countrywide economic zones (Figure 02. a) as compared to the private sectors (Figure 02. b), especially to the northern and southern parts of Bangladesh. In total, 20 tourist hotspots were found according to the data analysis in this research throughout the country, where the full focus of both the government and private sectors are regulated on the Chattagram and Sylhet divisions (Figure 02. c).

The rest of the locations are still to be explored towards the foreigners to visit the sites so that new job opportunities develop and location specific human resource develops, depending on tourism and hospitality. The human resource working in agriculture is still found the largest than all other sectors (Figure 01. A and E). Rice is grown commercially all over the country and jute is grown in the north, north-east, central and southern Bangladesh. Despite exporting a phenomenal amount, tea is produced only to the north and north-east areas of Bangladesh (Figure 02. d). The human resource in the health care sectors is still in crisis to serve the best to the vast population. However, the healthcare facilities are scattered almost everywhere in the country, comprising both the government and private institutions and organizations (Figure 02. e).

The information and communication sectors are gradually developing and still to jump up radically along with the establishment of new HR sectors in 28 under High-tech construction parks around the country (Figure 02. f). The north and north-east areas possess the main skilled and semi-skilled human resources in the mining sectors of our nation (Figure 02. g) found in this current study. The export processing zones are still dependent on government surveillance and subsidiaries where a big lacking of public private partnership (PPP) has been observed (Figure 02. h). The present study, also portrays that, the blue economy of our country is still under development and there is immense potentiality to progress the GDP via manipulating the existing and new manpower for the vast maritime zones (Figure 02. i).

IV. Discussion

In this study, the experts of the HR departments of the top ranked private farms of Bangladesh pointed out agriculture, textiles and services as the primary sources of national revenues, which is directly similar to the government records of the past two decades. In contrast, the healthcare sectors and socio-economic sectors are the least contributing sector in the GDP (Figure 01. A and C). The choices of the HRM experts are directly similar to the findings of (Hasan et al., 2016). Our healthcare system is not so up to date and still plays a minimal role in national revenue. Many challenges are hampering our healthcare sector upliftment, resulting in comparatively less human resource development. Many of the Govt. healthcare professionals are entering into private sectors, can be considered as one of the most concerning issues for the less human resource development in government subsidiaries hospitals and institutions as suggested by (Islam et al., 2014).

Lack of skilful training, proper monitoring and corruption in the HRM are the significant choices of the experts for appropriate human resource management means- 59.4%, 66.5% and 83.5% respectively (Figure 01. B). The research revealed the evil impacts of corruption and questionable monitoring system on human resource development (Pulok and Ahmed, 2017), mostly found the same things, obtained in the present study. Corruptions in the public sectors are creating significant problems in HRM flourishment (Zafarullah and Siddiquee, 2001). Efficient public private partnership (EPPP) can

be a more significant way of economic success for a country in human resource sector developments as chosen by 67.9% of experts in this research (Figure 01. B), which directly mentions the exact outputs of (Hussain et al., 2012). Similarly, gender discrimination is another obstacle in generating the next experts in HR sectors (53.3%), as the results of other contemporary researchers on similar issues (Shoma, 2019). An excellent correlation has found between the total investments and revenues in the past two decades in the agriculture sector, creating lots of opportunities for the young skilled and semi-skilled generations (Figure 01. D).

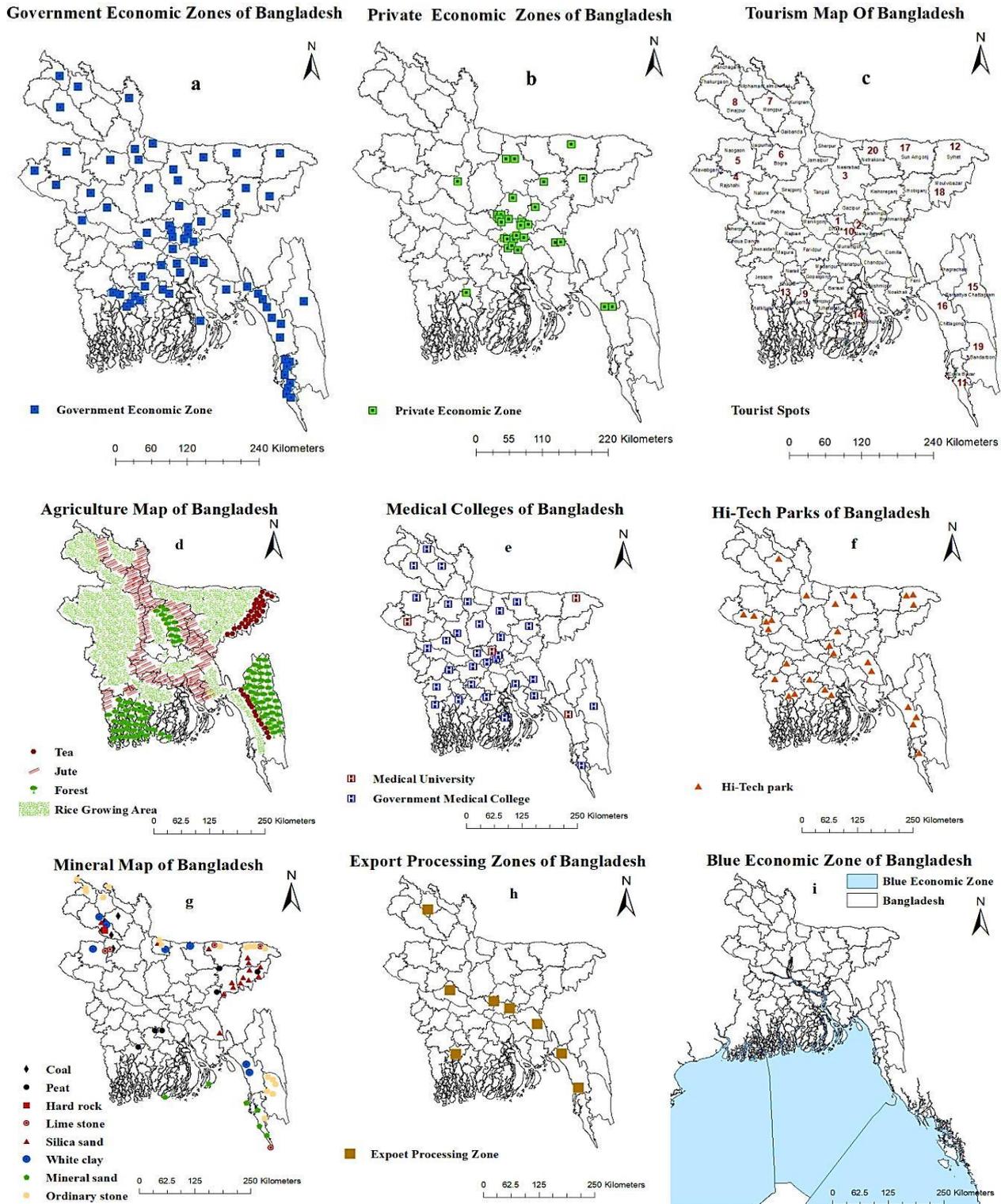


Figure 02. The Geographic Information System (GIS) illustrates different data like- the government economic zones (a); private economic zones (b); tourist areas (c); overall agriculture areas (d) healthcare providing areas (e); Hi-Tec parks as information and communication regulating areas (f); natural resource mining areas (g); export processing zone (EPZ) areas (h); and blue economic zones (i), of Bangladesh

Despite the progress in agriculture sectors, the number of engagements of people has been decreasing gradually (Figure 01. E). The same thing is facing the industrial and manufacturing sectors also (Figure 01. F). Lack of job security in the private sectors with the rapid increase in the number of jobless graduates and their tendencies of moving abroad for higher education, safety and security in professional life can be some major issue of losing a phenomenal amount of workforce each year (Figure 01. H). The idea directly intersects the analysis of other researches (Siddiqui, 2003). The (%) of EIR and EIAC have direct involvements in the overall recruitments in the HRM fields of Bangladesh over the past two decades (Figure 01. I). The output of the current research is pretty similar to the analysis of other established researches (Sapir and Lutz, 1981).

Many sectors are required to be developed for having a community development financially and globally, such as tourism and public health sectors. Lack of infrastructural development and financial supports suppresses the growth of the rural community of the touristic areas (Mondal and Haque, 2018). Similarly, there is significant malnutrition issue among the poor population of Bangladesh. Climatic changes have been deteriorating the public health situations day by day in Bangladesh (Fariba et al., 2009). Nutrition from dairy sources is still below the mark in Bangladesh though there are many initiatives taken to boost up the sectors. Probiotics based food products are growing their demand very rapidly throughout the world (Uddin et al., 2011), where most are derived from milk samples (Abdullah-Al-Mamun et al., 2016; Al Azad et al., 2020a; Al Azad et al., 2020b). But the sector is far behind due to having minimal human resources, ultimately the overall revenue from the public health sectors are coming very poorly. The agricultural products, especially economic seeds from the farmers, are collected and conserved very poorly in Bangladesh which renders a huge loss due to fungal spoilage at the storage (Al Azad et al., 2016), which means a scarcity of manpower and weak panel of HRM in the belonging ministry. If all the sectors can be improved by accessing skilled workers, then the socio-economic conditions will be radically changed. Designing of the realistic and working friendly education system through manipulating skilled human resources can be a long time and effective solution of developing skilled workforces at home and abroad (Lado and Wilson, 1994). The socio-economic conditions and overall development of a country much depend on the global issues such as the global COVID-19 pandemic issues (Akter et al., 2020), which can slowly but surely hampers a nation's HRM sector development.

GIS technology has revealed many essential parameters mentioning their roles in the economy and human resource development from multidimensional aspects in this study such as- newly developed and under developing special economic zones, agriculture sectors, healthcare, natural resource sectors, IT sectors and even the vast blue economic sectors as the golden opportunities of developing new manpower sources and running the cycle of the economy (Figure 02. a-i). The ArcGIS (Version 10.3) was used in this data analysis of the research following (Mollalo et al., 2020) for portraying the real features of the diversified sectors of HRM development, especially in Bangladesh.

V. Conclusion

The development of both the government and private sectors directly depends on their human resource management divisions so that skilled workforce can be manipulated for socio-economic and commercial developments. There is a strong connectivity between the economy and nominal GDP of any country. This linking in many extents simulates human resource policies over time. In this research, investment of the government to the revenue from different sectors have analyzed as compared to the private sectors considering the experts' opinion and Govt. data on HRM in Bangladesh. Agriculture, tourism, industrial and manufacturing sectors have emphasized in the current study in analyzing the involvement of total manpower to the investment and revenue ratio for consecutive two decades. At the same time, several factors have figured out comprising the experts' choice which can play vital roles in developing a country's financial profile globally such as- corruption, skilled manpower, jobless graduates, lack of public private partnerships (PPP), gender discrimination, highest to the lowest subsidized sectors of government and so on. A very positive correlation has been found between the amounts of revenue to the amount of total investment in the fluctuation of sector wise human resource developments in our country, where the private HRM sectors are dependent in many issues to the HR departments managed by the government directly. An

integrative approach among the private and public priority projects can develop the overall human resource in the vast job sectors of our country in the future.

Acknowledgements

The authors are glad to the experts participated in the survey for choosing and suggesting practical issues from different reputed business groups such as- Bangladesh Army International University of Science & Technology; Square Group; Beximco Group; NAVANA Group, Pran & RFL Group; Aftab Group; QC Logistics Ltd.; ACI Group; Apex; Meghna Group; Prime Bank; Sadman Group; Bank Asia; City Bank, National Bank and Islamic Bank Bangladesh Ltd. At the same time, the authors show their gratitude to 'TEAM RPG' for supporting all types of data analysis and presentation to publication standards. The research activity was conducted with the funding of Research Publication Guardians-RPG (Govt. license No. 05-060-06021).

References

- [1]. Abdullah-Al-Mamun, M., Hasan, M. J., Al Azad, S., Uddin, M. G., Shahriyar, S. and Mondal, K. J. (2016). Evaluation of potential probiotic characteristics of isolated lactic acid bacteria from goat milk. *Biotechnology Journal International*, 14(2), 1-7.
<https://doi.org/10.9734/BBJ/2016/26397>
- [2]. Akter, K. M., Tushi, T., Jahan Mily, S., Mohona, R. A., Anis, S., Chakraborty, A. K., Tabassum, E., Islam, T. U., Akhi, O. J., Nishe, I. S., Laxy, B. N., Zerine, S. S., Roble, A. J., Hossain, M. I., Ahmed, S. and Azad, S. A. (2020). RT-PCR Mediated Identification of SARS-CoV-2 Patients from Particular Regions of Bangladesh and the Multi-factorial Analysis Considering Their Pre and Post Infection Health Conditions. *Biotechnology Journal International*, 24(6), 43-56.
<https://doi.org/10.9734/bji/2020/v24i630121>
- [3]. Al Azad, S., Abdullah-Al-Mamun, M., Mondal, K. J., Alim, S. and Rahman, M. M. (2016). Range of various fungal infections to local and hybrid varieties of non-germinated lentil seed in Bangladesh. *Journal of Bioscience and Agriculture Research*, 9(01), 775-781.
<https://doi.org/10.18801/jbar.090116.93>
- [4]. Al Azad, S., Farjana, M., Mazumder, B., Abdullah-Al-Mamun, M. and Haque, A. I. (2020a). Molecular identification of a *Bacillus cereus* strain from Murrah buffalo milk showed in vitro bioremediation properties on selective heavy metals. *Journal of Advanced Veterinary and Animal Research*, 7(1), 62. <https://doi.org/10.5455/javar.2020.g394>
- [5]. Al Azad, S., Moazzem Hossain, K., Rahman, S. M. M., Al Mazid, M. F., Barai, P. and Gazi, M. S. (2020b). In ovo inoculation of duck embryos with different strains of *Bacillus cereus* to analyse their synergistic post-hatch anti-allergic potentialities. *Veterinary Medicine and Science*, 1-8.
<https://doi.org/10.1002/vms3.279>
- [6]. Arvind, A. (2011). Impact of organizational and individual factors on effectiveness of training factors on effectiveness of training programmes. Doctoral dissertation, Aligarh Muslim University, India.
- [7]. Budhwar, P. and Debrah, Y. (Eds) (2001). *Human resource management in developing countries*. London: Routledge.
- [8]. Chowdhury, S. D. and Mahmood, M. H. (2012). Societal institutions and HRM practices: an analysis of four European multinational subsidiaries in Bangladesh. *The International Journal of Human Resource Management*, 23(9), 1808-1831.
<https://doi.org/10.1080/09585192.2011.610339>
- [9]. Colbert, B. A. and Kurucz, E. C. (2007). Three conceptions of triple bottom line business sustainability and the role for HRM. *People and Strategy*, 30(1), 21.
- [10]. Dubois, D. D. and Rothwell, W. J. (2004). *Competency-based human resource management: Discover a new system for unleashing the productive power of exemplary performers*. Nicholas Brealey Publishing, USA.
- [11]. Fariba, A., Papreen, N., Collins, A. E., Ray-Bennett, N. S. and Abbas, B. (2009). Climate change and food security: health risks and vulnerabilities of the poor in Bangladesh. *International Journal of Climate Change: impacts and responses*, 1(4), 37-54.
<https://doi.org/10.18848/1835-7156/CGP/v01i04/37283>
- [12]. Glade, B. (2008). Human resources: CSR and business sustainability–HR's leadership role. *New Zealand Management*, 55(9), 51-52.

- [13]. Guest, D. E. and Woodrow, C. (2012). Exploring the boundaries of human resource managers' responsibilities. *Journal of business ethics*, 111(1), 109-119. <https://doi.org/10.1007/s10551-012-1438-8>
- [14]. Hasan, K. F., Mia, M. S., Rahman, M. M., Ullah, A. A. and Ullah, M. S. (2016). Role of textile and clothing industries in the growth and development of trade and business strategies of Bangladesh in the global economy. *International Journal of Textile Science*, 5(3), 39-48.
- [15]. Hussain, I., Farooq, Z. and Akhtar, W. (2012). SMEs development and failure avoidance in developing countries through public private partnership. *African Journal of Business Management*, 6(4), 1581-1589. <https://doi.org/10.5897/AJBM11.2526>
- [16]. Islam, A. and Biswas, T. (2014). Health system in Bangladesh: Challenges and opportunities. *American Journal of Health Research*, 2(6), 366-374. <https://doi.org/10.11648/j.ajhr.20140206.18>
- [17]. Judrups, J., Zandbergs, U. and Kazakovs, M. (2015). Competence based human resource development solution. *Engineering for Rural Development*, 14, 669-674. <https://doi.org/10.1016/j.procs.2015.12.382>
- [18]. Keegan, A., Huemann, M. and Turner, J. R. (2012). Beyond the line: exploring the HRM responsibilities of line managers, project managers and the HRM department in four project-oriented companies in the Netherlands, Austria, the UK and the USA. *The International Journal of Human Resource Management*, 23(15), 3085-3104. <https://doi.org/10.1080/09585192.2011.610937>
- [19]. Khan, M. A. and Jahur, S. (2016). Human resource development practices in some selected business enterprises in Bangladesh: An explanatory study. *Indonesian Management and Accounting Research*, 6(1), 16-32.
- [20]. Khan, S. I. (2013). High performance work systems in the context of the banking sector in Bangladesh. PhD Thesis, Trobe Business School, Faculty of Business, Economics and Law, La Trobe University, Bundoora, Victoria 3086, Australia.
- [21]. Lado, A. A. and Wilson, M. C. (1994). Human resource systems and sustained competitive advantage: A competency-based perspective. *Academy of management review*, 19(4), 699-727. <https://doi.org/10.5465/amr.1994.9412190216>
- [22]. Mahmood, M. and Baimukhamedova, A. (2013). International Briefing 29: Training and Development in Kazakhstan. *International Journal of Training and Development*, 17(2), 156-171. <https://doi.org/10.1111/ijtd.12006>
- [23]. Meisinger, S. (2007). HR's role in social responsibility and sustainability. *HR magazine*, 52(12), 8.
- [24]. Milon, M. (2019). Present scenario of human resource management (HRM) practices in the life insurance companies: Bangladesh perspective. *Canadian Journal of Business and Information Studies*, 1(6), 17-27. <https://doi.org/10.34104/cjbis.019.01727>
- [25]. Mohiuddin, M. G. (2012). Human resource development: Bangladesh perspective. *Journal of Human Capital Development (JHCD)*, 5(1), 9-22.
- [26]. Mollalo, A., Vahedi, B. and Rivera, K. M. (2020). GIS-based spatial modeling of COVID-19 incidence rate in the continental United States. *Science of the Total Environment*, 718, 138884. <https://doi.org/10.1016/j.scitotenv.2020.138884>
- [27]. Mondal, M. and Haque, S. (2018). Social, economic and environmental sustainability: The Implications to develop sustainable tourism in Bangladesh. *East West Journal of Business and Social Studies*, 6&7(2), 44-64.
- [28]. Morley, M., Valverde, M., Ryan, G. and Soler, C. (2006). Distributing HRM responsibilities: a classification of organisations. *Personnel Review*, 35(6), 618-636. <https://doi.org/10.1108/00483480610702692>
- [29]. Pulok, M. H. and Ahmed, M. U. (2017). Does corruption matter for economic development? Long run evidence from Bangladesh. *International Journal of Social Economics*, 44(3), 350-361. <https://doi.org/10.1108/IJSE-05-2015-0132>
- [30]. Reson, L. M. and Lydia, M. J. (2012). Towards a results-oriented public service in Kenya: The modern human resource management perspective. *International Journal of Business and Social Science*, 3(21), 265-271.
- [31]. Rimanoczy, I. and Pearson, T. (2010). Role of HR in the new world of sustainability. *Industrial and Commercial Training*, 42(1), 11-17. <https://doi.org/10.1108/00197851011013661>

- [32]. Sapir, A. and Lutz, E. (1981). Trade in services: Economic determinants and development-related issues. World Bank Staff Working Paper No. 480, 1-31.
- [33]. Schramm, J. (2011). FUTURE FOCUS-Promoting Sustainability-HR professionals are well-positioned to make a business case for sustainable and socially responsible practices. HR Magazine-Alexandria, 56(3), 88.
- [34]. Shoma, C. D. (2019). Gender is a Human Rights Issue: The Case of Women's Entrepreneurship Development in the Small and Medium Enterprise Sector of Bangladesh. Journal of International Women's Studies, 20(7), 13-34.
- [35]. Siddiqui, T. (2003). Migration as a livelihood strategy of the poor: the Bangladesh case. Bangladesh: Refugee and Migratory Movements Research Unit, Dhaka University.
- [36]. Sims, R. R. (2006). Human Resource Development Today and Tomorrow. IAP.
- [37]. Uddin, M. M., Sultana, M. N., Ndambi, O. A., Alqaisi, O., Hemme, T. and Peters, K. J. (2011). Milk production trends and dairy development in Bangladesh. Outlook on AGRICULTURE, 40(3), 263-271. <https://doi.org/10.5367/oa.2011.0056>
- [38]. Wilkinson, A., Hill, M. and Paul, G. (2001). The sustainability debate. International Journal of Operations and Production Management, 21(12), 1492-1502. <https://doi.org/10.1108/01443570110410865>
- [39]. Zafarullah, H. and Siddiquee, N. A. (2001). Dissecting public sector corruption in Bangladesh: issues and problems of control. Public Organization Review, 1(4), 465-486. <https://doi.org/10.1023/A:1013740000213>

HOW TO CITE THIS ARTICLE?

MLA

Akther, T. et al. "Comparative analysis of the government investments and revenue from different sectors in Bangladesh and its impact on the development of HRM sectors: A 20 years of study". International Journal of Business, Management and Social Research 10(01) (2020): 553-562.

APA

Akther, T., Rony, M. K. K., Anowar, A., Habiba, M. U., Akhi, O. J., Tabassum, E., Nishat, S. H., Riyad, K. I. and Shuha, I. E. (2020). Comparative analysis of the government investments and revenue from different sectors in Bangladesh and its impact on the development of HRM sectors: A 20 years of study. International Journal of Business, Management and Social Research, 10(01), 553-562.

Chicago

Akther, T., Rony, M. K. K., Anowar, A., Habiba, M. U., Akhi, O. J., Tabassum, E., Nishat, S. H., Riyad, K. I. and Shuha, I. E. "Comparative analysis of the government investments and revenue from different sectors in Bangladesh and its impact on the development of HRM sectors: A 20 years of study". International Journal of Business, Management and Social Research, 10(01) (2020): 553-562.

Harvard

Akther, T., Rony, M. K. K., Anowar, A., Habiba, M. U., Akhi, O. J., Tabassum, E., Nishat, S. H., Riyad, K. I. and Shuha, I. E. 2020. Comparative analysis of the government investments and revenue from different sectors in Bangladesh and its impact on the development of HRM sectors: A 20 years of study. International Journal of Business, Management and Social Research, 10(01) pp. 553-562.

Vancouver

Akther T, Rony MKK, Anowar A, Habiba MU, Akhi OJ, Tabassum E, Nishat SH, Riyad KI and Shuha IE. Comparative analysis of the government investments and revenue from different sectors in Bangladesh and its impact on the development of HRM sectors: A 20 years of study. International Journal of Business, Management and Social Research. 2020 December 10(01), 553-562.