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| Title | **Keith Davis’s Human Relations Theory could create Human Relations to reach Sound Industrial Relations (SIRs) in the Garment Sector of Bangladesh** |
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| Abstract : Purpose: In this study, an attempt has been made to analyze the prospect of Keith Davis’s Human Relations Theory in developing and maintaining SIRs in the garment sector of Bangladesh. Methodology: A review of the available literature on the Garment sector in Bangladesh revealed that there are frequent industrial unrests in Bangladesh Garment Sector. Still, none of the industrial relations theories can play a role in developing and maintaining SIRs in Bangladesh's garment sector. This condition has enthused the authors to develop a conceptual framework based on Keith Davis Human Relations Theory to create Human relations to reach SIRs in the Garment sector of Bangladesh. Findings: The study provides a conceptual framework mainly based on Keith Davis’s Human Relations Theory which can create human relations to reach SIRs in the garment sector of Bangladesh. Furthermore, the Keith Davis’s Human Relations Theory can be considered as the avenue to cover the unitary approach's view and the views of Dunlop System theory, pluralistic theory and social action theory. Research Limitations: The researchers developed a conceptual framework based on Keith Davis’s Human Relations Theory to develop and maintain SIRs in the garment sector of Bangladesh but its empirical study is yet to be conducted. Originality: The current state of labor relations in Bangladesh's garment industry is discussed in the study. There has been literature on industrial relations, SIRs and Human Relations theory. The relevant literature review shows that not a single study has been conducted to date to investigate if the Keith Davis Human Relations Theory can promote SIRs in Bangladesh's garment sector. |
| Sustainable Development Goal(s) (SDG) |
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