

(2015) emphasizing fairness, inclusivity, and the moral stewardship of authority.

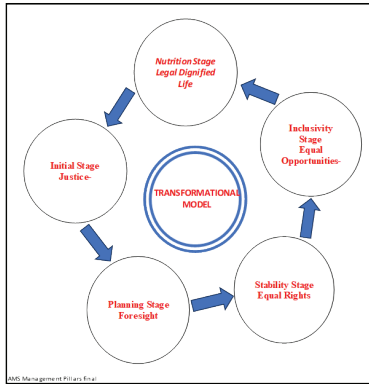


Figure.3 TMMS Pillars

Procedural Transformational Model:

The above figure-3 indicates the working procedure and interactive model of TMMS that illustrates an interdependent circular movement and sequence of operation in an anti-clock direction. This is an operational structure encompassing Justice, Foresight, Equal Rights, Equal Opportunities, culminating Legal Dignified Life. It is also a cyclical process demonstrating that how the ethical governance system emerges from the continual interaction of these moral values that ensuring both structural integrity and societal sustainability.

Initial Stage – Justice:

Justice is a corner stone of a social justice system represents the preliminary point of all social equity and cohesion. Justice as a foundational pillar that ensures equality before the law and acts as a moral and legal protection against any sort of the harm bias and discrimination. It creates the ethical framework necessary for unlocking the equal rights, opportunities and serve as the foundational base of sustainable and inclusive societal progress.

Planning Stage – Foresight:

The concept of Foresight highlights about the ability of a management at all levels to anticipate future needs, that allows enough time for the preparation and to handle those challenges. Above all “today’s decision secures the well-being of tomorrow”. In this regard TMMS vision is “foresight exceeds the prediction”. Hence, it enables all

the decision-makers to strategies in peace time with wisdom where the progress remains sustainable and morally grounded.

Stability Stage - Equal Rights:

The Equal rights have the core importance is this system and emphasize the establishment of unshakeable foundation of a just and stable society. Hence forth, this principle guarantees that every individual irrespective of race, gender, and status must enjoys the same legal and human rights.

Inclusivity Stage - Equal Opportunities:

Like the equal rights Equal opportunities are the fundamental in this proposed structure, which ensure that all citizens, regardless of the background or circumstance, have the unbiased access to education employment healthcare and equally participation in social cultural and political life.

Nutrition Stage - Legal Dignified Life:

Ultimately a dignified life represents the culmination of all the preceding stages. Where it grounds the realization of justice, foresight, equal rights and opportunities within a framework of lawful protection and moral responsibility. Then a person with legal dignified life participates and serves in the best capacity of the societal organization, which are secured only under the divine mechanism.

CONCLUSION

The starvation is an instrumental, consistent bone of contention and one of many reasons of restlessness and oppression in the society. It has been used as a tool to desensitize and control the human-being in the society, where human power prioritizes the profit over people and power over compassion. The empirical results confirm that integrating Divine Moral Values with Human Power Values are vital to harvest the desired outcome. Consequently, this study provides a foundation to refine the governance, enhance the investigative method and improve management structure. Henceforth, recommends to the future researchers to focus on refining the related proposals to enhance the accuracy and relevance.

RESEARCH METHOD

A systematic review approach was employed to analyze the diverse scholarly and institutional sources pertinent to this study. As displayed in Figure 2, the review process followed by the structural approach to evaluate only documents concerning the two primary domains. The Divine's incontrovertible Moral Values (DMV), and the Human Power Values (HPV). The diagram presented in the figure.1 categorizes to the reviewed documents which is demonstrating the inclusion and exclusion criteria applied across the both domains. Initially identified total of 399 documents from the credible published sources, including peer-reviewed journals, academic proceedings, conference papers, books, and government publications. This review encompasses works spanning from 200 BCE to 2024 CE, which is reflecting the enduring relevance of divine moral and human power values across the civilizations. During this screening process excluded 90 documents because of its duplication limited relevance or methodological inconsistency and remaining 309 documents qualify for DMV and 90 for HPV analysis. This is a wide temporal scope intentionally adopted to see through the continuity and consistency of divine moral and human power values which remain stable across the time and cultures. Total reviewed documents: in the initial phase 90 documents were screened out, while the remaining 309 provided substantial evidence supporting the Transformational Model of Management Structure for developing countries.

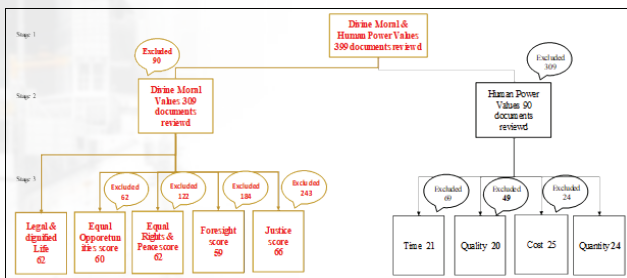


Figure.1 Flow Chart of Divine moral & Human power Values

Data Conception and Explanation

A visual representation of the proportional significance of each value domain titled "Divine Moral vs. Human Power

Values" is presented below in Figure.2. This pie chart highlights the relative distribution each ethical value as follows: Justice occupies major portion of DMV, 17% (largest blue section), Foresight: 15% (orange section). Equal Rights: 15% (gray section), Equal Opportunities: 15% (yellow section), Legal Authority: 16% (light blue section), Time: 5% (dark green section), Quality: 6% (dark blue section), Cost: 6% (brown section), Quantity: 5% (dark gray section) respectively.

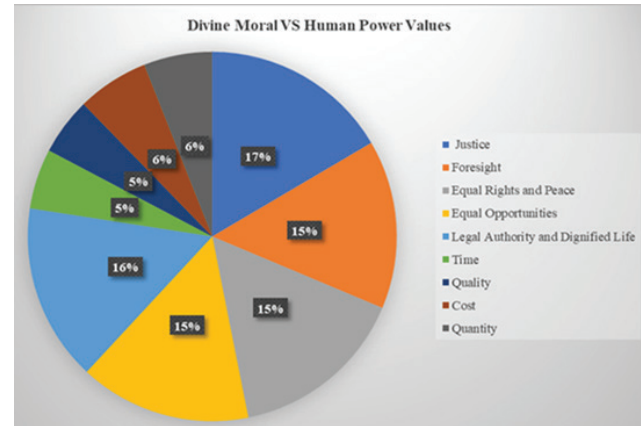


Figure.2 DVM VS HPV

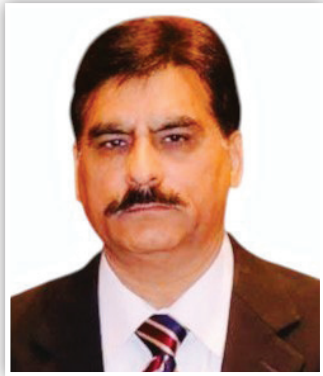
RESULT ANALYSIS

The outcome of this research has provided solid foundation to Transformational Model Management Structure. Therefore, this model has divided these values into two primary domains: Divine Moral Values (DMV) and Human Power Values (HPV). Then accordingly, this breakdown incorporates the number of credible sources moral value rankings occurrences and accuracy within each timeframe.

Transformational Model:

This Transformational Model Management Structure for developing countries is based on a unique thought process that is developed on the principle of a legal dignified life. It aligns with the belief that recognizing the inherent dignity and inalienable rights of all family members that forms the cornerstone of freedom, justice and peace in this world (UN, 1948a). This model builds upon the Universal Declaration of Human Rights (UN 1948b) and complements the objectives of the United Nations Sustainable Development Goals

Developing Transformational Management Model for Emerging Nations



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INTRODUCTION

The twenty-first century begins with an era of optimization where Transformational Model Management Structure (TMMS) of developing countries aiming to foster the inclusive institution sustainable growth and societal reforms. The exploitative governance structures are especially prominent in Africa, Southeast Asian nations, and Middle Eastern regions within the Global South. Often this oppressive system isolates the individuals from their indigenous cultural heritage, ethical values, and indigenous knowledge structures. In return detachment led to the desensitization of the societies, eroding communal bonds and deteriorates indigenous collective moral vision. The decline in indigenous creativity and critical thinking hampers the innovation, causes stagnation in research and development, that signals a civilization losing its moral direction, and ultimately ethical foundations. Therefore, this Transformational Model of Management Structure for developing countries, recommends the reorientation of human governance, that reinstates moral values as the core of decision-making and institutional conduct. TMMS aspires to rebuild the social fabric, ensuring that humanity not

only to survive but thrives ethically, intellectually, and spiritually. Although, this critical evaluation reveals that the Divine Moral Values have gained continues increase significance and consistency particularly during the 610 CE to 2024 CE. It is evident that a significant societal shift towards ethical values is observed which is surpassing the HPV utilitarian considerations like cost, quantity, and time in importance and impact. While HPV remain vital for systemic operational efficiency, it largely reflects a material and the procedural approach to the management. This substantial disparity: 309 moral values sources versus 90 focusing on human power values yet it proves the influence and dominance of moral aspect across the history. Therefore, the findings confirm that there is a global trend exist toward the moralization of governance structures. The TMMS study discovered instead to divorce, but vouch for integration of the moral and power values to form a unified and balanced system that improves both governance efficiency and the human dignity. Above all TMMS presents a transformative pathway toward achieving equitable sustainable and ethically wide-ranging systems of governance and institutional reforms.