

Editorial Note

The IIUC Studies is a peer-reviewed scholarly journal, aims at publishing original articles on a wide range of topics that represent a variety of interdisciplinary interests. The Journal seeks to bring academic researchers from within the country and beyond, on a similar forum, to let them share the views and findings with others who are working for a similar objective and strive to provide space for new researchers for contributing to the field of multidimensional research experiences for academic purpose and policy framing. There are six articles in this issue focusing on multidisciplinary aspects related to HRM, Islam and rural disputes, Islamic culture and globalization, Foreign trade and economic growth, and English literature.

Mohammad Aktaruzzaman Khan, Nazamul Hoque, and A. M. Shahabuddin empirically examine the effects of HRM practices on the management performance of public service organizations in Bangladesh. Public service, especially in a developing country, is believed to safeguard the national property for allocating goods and services timely, and reasonably to the inhabitants of the country. The paper raised the question of whether the public service in their HR practices is sincere for equal and equitable distribution of products and services effectively. In doing so, this study employed a mixed-method approach consists of surveys and interviews with key informants of two Bangladesh Civil Service (BCS) cadre. Drawing from the empirical findings, the authors discuss the mixed effects of HRM practices that employee training positively and commensurate compensation negatively predict employee performance, however, performance appraisal feedback is not a significant predictor. The authors call for BCS authority to create a more comprehensive and favorable compensation policy, and interactive performance appraisal system. The study encourages future scholars to further examine these differences.

Muhammad Rafiqul Hoque and Muhammad Mustaqim Mohd Zarif's article explores the structure and operational mechanism of Shalish - a traditional rural dispute resolution system in Bangladesh. It seems that this dispute resolution system, being very informal and flexible in nature, has no organized structure and operational mechanism. Based on the authors' critical observation of several Shalish events in a rural area of the country and discussion with some Shalishkars and disputants, this qualitative inquiry finds the system is well-structured and its operational mechanism is quite effective, albeit with some limitations. Given the constraints of context and resources, the paper recommended including a local Alim (Islamic Scholar) in all Shalish to address properly Shari'ah-related disputes (e.g.: family and inheritance). Shalishkars need training through workshops and seminars in legal, moral, and Shari'ah issues to upgrade their experience and quality of dispute resolution.

Md. Cholem Ullah, from a cultural perspective, looks at the relationships between Islam and globalization. The paper explores the nature of Islamic culture and its interaction with the west as part of the fundamental factors and challenges the west they employ and form the policies in dealing against Islam.

The author depicted how will ummah meet challenges where Islam is attributed with terrorism and other allegations in this milieu of cultural globalization. The future of Islam and its culture depend on Muslim ummah's ability and their uncompromising mindset by making the new global order that can infuse religious norms like solidarity, community, and identity, also highlighted in the paper.

Shah Asadullah Mohd. Zobair and Myne Uddin explore the time series data of economic growth indicators and foreign inflow of funds to Bangladesh to investigate the nature of the impact of such fund inflows on economic growth. The article used the World Bank database for a period ranging from 1976 to 2017. Drawing from the empirical findings of data analysis using the ARDL approach, the authors identified foreign direct investment as a crucial external factor for the growth of the Bangladeshi economy while two other ways of fund inflow – foreign aid and remittance are negatively associated with this regard. The authors recommend creating a more investment-friendly environment, and effective policy and rules which will enhance the capital formation of the foreign remittance.

Sharmina Khanom in her study investigates the impact of trade openness on Bangladesh's economic growth using annual time-series data for the period from 1972-73 to 2015-16. The author employed such econometric tools as unit root test, cointegration test, and error correction model to investigate the relationships between the variables which revealed a positive association between exports and GDP whereas opposite relation was found between import and GDP. The paper finally recommended enhancing export earnings.

In the final article, Sajjadul Karim and Mohd Muzhafar Bin Idrus explain how Toni Morrison's work – *The Bluest Eye* is extraordinarily significant in addressing the different sides of American literature, and the lives of the Afro-American people. Though in a democratic country, people generally hold the same value, there are still prejudices in the concepts of beauty and worthiness. Morrison argues that the survival of the dark ladies in a white-dominated society depends on loving their way of life and dark race and rejecting the models of white culture or white excellence. This article attempts to examine *The Bluest Eye* from the perspective of empowerment of blacks and African Americans and their value system which still relevant and prominent even in the 21st century.

Finally, we would like to thank the contributors to this issue for sharing their research and findings that will assist each of us to foster and promote a more sustainable future.

Note: The Journal's House Style was not followed for the last paper due to its very nature.