



THE RELEVANCE OF THE VALUE SYSTEM IN THE PERFORMANCE OF MULTINATIONAL COMPANIES IN KARACHI, PAKISTAN

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Abstract

This paper aims to explore the multinational companies operating in Pakistan that are convincingly aware of Islamic, cultural, and ethical values. To study a sample survey designed to gather and analyze information on the significance of these values? Do non-Muslim Pakistani multinational executives have scant knowledge of cultural, religious, and moral values? Is the impact of the existence of multinational companies on the local culture of Western values? Do the expectations differ to some degree from those of the locals? Will the contribution of foreign corporations to the host countries make a meaningful contribution to the socio-economic stability and economic growth of the host country? Will



the perception of the administrators of global corporations vary from that of multinational clients?

The targeted survey consists of two categories, i.e. multinational managers and multinational clients, and found that multinational managers are mainly Muslim in the education sector, while 96 percent of multinational respondents have been residing in the residential sector since birth.

When the Asian financial crunch severely affected the region, transnational businesses played a significant role in the rebuilding of Pakistan's economy and caused a considerable export-oriented character in economic development, the economy recovered rapidly compared to any other region with the aid of multinational companies.

Keywords: Multinational corporations, ethical values, economic growth, economic rebuilding, value system.

Introduction

Multinational Companies (MNCs) operate throughout the world, the role of these organizations in the development of foreign investment is crucial, the main objective of which is, first, to obtain capital and, secondly, to pay for success in the sector, there is no denying the fact that multinational companies have an influential role in the control of the manufacturing process, and the multinational firms are also contributing to communications, transport and power networks and are developing the world's IT network and space technology.

Large corporations with considerable activity in agriculture, petrochemicals, airlines, and other sectors, despite the competitive position of multinational companies, appear to face unique challenges to the elimination of local resources and the deprivation of jobs and income rights, as well as the reduction of the industrial growth of host nations, which can create an inevitable circumstance for such unprivileged and underdeveloped nations. MNCs affect invariably foreign and even the host markets, "investments by multinational corporations can have a large impact on a host country" (Caves 1974).

The purpose of this work is to draw attention to the prevailing situation of multinational corporations in Pakistan. Multinational companies have played a crucial role in Pakistan's growth, but have also contributed to the production, marketing, joint venture



(JV), and other relevant sectors. Multinational Companies are completely based on a group of companies engaged in the manufacture and sale of goods to the nearest countries through networks and alliances.

The study found that the business activities of multinational companies have a profound impact on the communities of developed and underdeveloped countries, this is the reason, multinational companies have been confronted with negative publicity, agitation, violence, and other forms of harassment.

It is a fact that, politically, most countries have accepted that foreign corporations have the best conduct to perform in the growth of industry and have a wide range of experience and knowledge in the international market. The multinationals are involved in the transfer of knowledge and how to organize and coordinate people to achieve quality, speed products to the market, or lower costs (Kogut 1992). There is a common misconception about the flow of investment across national boundaries. It is widely recognized that the flow of capital is not a distinguishing feature of a multinational company, but rather a flow from one country to another in anticipation of the future higher rate of return (Hymer, 1983). It cannot be overlooked that multinational corporations have implemented new technologies in manufacturing, power, and competitive strategies.

In the recent past, many research studies have focused on the role of multinational corporations in Pakistan's development, but they have covered the development process as well as the contribution to the promotion and growth of the economy, with particular reference to Pakistan. Government and multinational corporations are under foreign investment pressure and, on the other hand, multinationals are striving against competitors, international markets, power, and efficiency.

The notion of culture is the "software of the mind" that can influence people's thought patterns and behaviors. "Mental programming influences people's living and working all over their lives" (Hofstede, 2007). The philosophy is implied as a "complex whole which includes knowledge, belief, art, law, morals, custom, and any other capabilities and habits acquired by man as a member of society." (Tylor, 1871). At this juncture, it is important to understand that culture is the representation of beliefs, values, and practices of a group that is popularly cherished by society and it represents the people who share them.

Recent developments and events have evolved around multicultural communication and business practices as acute management apprehensions in multinational organizations. The economic climate has become broadly complicated and difficult as a result of



disparate standards, opportunities, and cross-cultural communication and concerns related to management ethics (Lather, 2010).

The researcher has begun to examine the knowledge and character of multinational corporations operating in Pakistan. The key challenges and issues facing the study are set out in the succeeding paragraphs.

1. Cultural Context:

The survey distinguishes the context of Muslims and non-Muslims and the notion of multinational corporations has also revealed that to be aware of differences in culture or religious cohesion.

Do multinational corporations active in Pakistan need to recognize Islamic values of ethics and culture? Are the Muslims more closely related to the relevance of these values?

Do Pakistan's non-Muslim multinational managers seem to have little knowledge of traditional, religious, and moral values?
Is the impact of the emergence of multinational companies on the local culture of Western ideals?

Do the expectations vary to some degree from those of the native respondents?

2 Competitiveness of multinationals:

The following issues are raised concerning the matter of multinational companies.

Are the benefits of MNCs in the fields of marketing, management, finance, and technology, some of which are truly global and some locally-oriented?

Are multinational companies active globally and locally in Pakistan? Is the global scope of the MNC operating in Pakistan under the control of a variety of variables?

3. There are significant problems, major challenges, and restrictions confronted by multinational corporations in Pakistan:



Are the existence and activities of multinational corporations in Pakistan have properly evaluated by the host constituents? Does the perception of global Management vary from that of the local respondents?

4. Contributions from international corporations to host countries

Do multinationals have meaningful contributions to the socio-economic stability and economic growth of the host country? Will the perception of the administrators of global corporations vary from that of multinational clients?

5. There were considerable positive energies of multinational corporations throughout the Asian financial crisis in Pakistan. The Asian financial crisis has indeed badly impacted the entire region, multinational corporations played a pivotal role in rehabilitating Pakistan's economy and contributed an export-oriented role in Pakistan's economic operations, and ultimately the economy bounced back as compared to other regions.

Pakistan has been confronting with the strategic response to economic growth and financial problems, and the following issues have been addressed in more detail:

(i) Multinational corporations that operate in Pakistan should be well familiarized with cultural, and ethical values or Islam, while the Muslim respondents should be further closely linked to the relevance of them. Pakistan's non-Muslim multinational management has no understanding of cultural, religious, and ethical values. The influence of Western norms on local culture due to the involvement of multinational corporations gravitates towards a low degree from the understanding of local respondents.

(ii) MNCs have obvious gains in the area of management, marketing, finance, and machinery, some of them internationally and some of them in the vicinity. Globally and locally focused multinational corporations conduct business in Pakistan, with the global scanning of active MNCs function under the influence of a variety of variables.

(iii) In Pakistan, the presence and activities of multinational corporations, as measured by the host constituents, there is a wide divergence of the perception of the multinational managers from those of the local respondents.



(iii) The multinationals have a positive contribution to the socio-economic transitions and economic growth of host country, and the understanding of the management of the multinational firms varies from that of the multinational clients.

(iv) Indeed, when the Asian monetary crisis relentlessly hit the region, multinational corporations also playing a key role in the rebuilding of Pakistan's economy and have furthered an export-oriented role in boosting the economy, and the economy promptly improved in comparison with further regions.

(v) The main objective of this research is to apply to the conduct of the multinational companies in Pakistan, which explains the events, such as suffering and difficulties. In this survey, the researcher claimed that there was discrimination between the Muslims and non-Muslims living there, that the feelings of multinational corporations were found against each other, because of this discrepancy was due to religion, according to a study that the multinational companies have successfully carried out their business activities in Pakistan, inquired the people to answer questions about their feelings about religion and social issues.

Interviews have been conducted within the context of the qualitative method since the qualitative approach is used to clarify the data collected through questionnaires. However, it is not only interviews that make it possible to get a more comprehensive overview of the value system and thus supplement the questionnaire survey with interviews of relevant respondents. The interview is a useful mechanism because it asks questions of a general nature and allows interviewers to "ask further questions in response to what is considered to be significant replies" (Bell and Bryman, 2018). The interview structure is set out in Appendix 1.

The results of the survey consisted of the intention, the definition of the research and study system of the multinational companies responsible for the development of Pakistan. It also outlines the economic growth policy and financial problems facing Pakistan and, ultimately, the conclusions drawn in the light of the survey of selected respondents.

Analysis and Discussion

Two classifications are there, i.e. transnational managers and multinational clients, for the focused study, then it is found that the multinational managers mainly Muslim and largely in the education field, only two multinational managers with doctorate degrees, 17



Master Degree managers and 29 college graduates, 96 percent of Multinationals operate in the residential sector.

There are 167 multinational clients in Pakistan, 3 percent of whom are non-Muslims and 97% of whom are composed of Muslims, 16 multinational clients with doctorate degrees in education, 36 Masters Degrees, 131 college degrees, the remaining 6 undergraduates, and almost 98 percent of Pakistan-based customers.

In this analysis of Islam, at the very least, it appears that Islamic teaching appeals to almost all people, and even to those who have been living in Pakistan for a long time, it is essential to recognize how the Muslims are fervently committed to Islam, then it offers a comprehensive and decent way of life deprived of discrimination in race, color, or social structure. The teachings conform to the Holy Quran and the Sunnah.

The researcher selected cultural and ethical principles to be fully studied, multinational companies interested in planning and conducting trade in all Muslim states, such as Pakistan, as they are fully familiar with Islamic culture, and further noted that business transactions must be carried out based on written contracts properly signed by the parties concerned.

All businessmen interested in establishing a company in Pakistan or any other Muslim republic must follow simple business ethics, all business parties must protect their business from corruption since the religion of Islam considers bribery to be a major offense while prohibiting all illegal business practices.

Hard work is a key Islamic virtue, Islam encourages charity to the poor and needy, and discourages begging practice. Islam incentivizes the employees and rewards for merit-based staff, and contributions to the business allowed in Islam, five-times daily prayer is the part and parcel of Islam, paying the Zakat to the needy, fasting, and making the Hajj pilgrimage to Makkah for purifying the souls.

The comprehension of supervisors of global organizations relies totally upon their moral qualities. For instance, chiefs of global organizations are smokers without their strict foundations, as is frequently rehearsed, however smoking is expressly precluded in Islam and leaves unwholesome wellbeing impacts. Islam generally ensures basic liberties and self-opportunity is explicitly set down in the Holy Quran and the Sunnah.

This examination distinguishes that the meaning of the arrangement of Islamic social qualities and morals should be perceived by the worldwide organizations, in the Arabic



expression of Allah, for example the unparalleled genuine God, all things and all individuals are shaped in the sky and the earth by Allah, including the Moon, the Sun, the Stars, the World, and any remaining vitalize and lifeless things, Allah isn't just the God of the Muslims yet additionally the outright God of the Universe.

Muslims and non-Muslims should comprehend the Islamic upsides of global organizations, and the positive perspectives on the Islamic social and moral upsides of non-Muslim respondents have additionally explained the way that a large portion of them have been living in Pakistan for over five years, and it is likewise noticed that all respondents from worldwide organization directors and clients are suitably educated.

(i) The finding observed that customers of Multinational Corporations understand the significance of Islamic cultural and ethical principles and the management of multinational companies must recognize that 62% of the customers surveyed are Muslims, believe in the teachings of the Holy Quran while seeing Islam as a comprehensive religion.

(ii) It is seen that except for the strict area, non-Muslim MNC chiefs in Pakistan know about Islamic social and moral standards and portray their significant stretch of abiding in Pakistan, with in excess of 50% remaining in Pakistan for 10 to 15 years.

It likewise called attention to that in the long stretch of Holy Ramadan, normally in Pakistan, working hours diminished from 8 to 6 working hours, and customary business begins a couple of hours late, and the worldwide organizations additionally change their functioning hours, non-Muslims don't eat anything openly places, and show fortitude with Muslims during the fasting month.

It cannot be ignored that cultural differences are an important consideration and must be respected. Multinational companies must face certain difficulties in understanding the Islamic culture, which is clearly different and unique in its nature, and foreign companies must find opportunities to operate in Pakistan.

(iii) On the positive effect of Western qualities on the nearby local area because of the inclusion of worldwide enterprises, the Western fortunate upsides of difficult work, high efficiency execution, and time-cognizance are completely perceived and decidedly saw by the Respondents on the neighborhood local area, the native models for the contemporary way to deal with advancement, showcasing, the board, and money.



The aberrant result of this overview is that worldwide enterprises work dependent on the requirements and requests of the nearby local area in Pakistan. Surely, most of respondents are instructed and are for the most part Muslims.

(iv) There are various clarifications for the effect of existing contenders of unfamiliar firms, comprising of four pieces of the interlinked impacts on nearby firms to contend effectively in worldwide business sectors, and the respondents recognized the upsides of global organizations in the fields of advertising, the board, and money, for example the reaction size of 7-1 on a given scale. One reason why various people who respond were from worldwide partnerships and didn't possess creation branches in Pakistan.

With regard to foreign direct investment worldwide, conventional development, i.e. land, labor, and capital, contributes to the benefit of competitors. It has provided a combined view of international capital, a competitive international industry that allows for cooperation between organizations.

(v) The multinational organizations manage goods and services relevant to the global market and follow universal criteria, electronic products as they fall within the framework of universal products, as such products require a specific label, known as local pressures, i.e. variations in consumer demand, and differences in distribution networks.

According to the opinion of the researcher, the business of multinational companies in Pakistan reflects the arrangement of global integration and local response, while focusing on the characteristics of demand in every country, the reality is that different marketplaces, with their specific necessities, are therefore particularly sensitive.

The global scanning capability of the multinational, which has strengthened transport services, and the computer network, which is in a position to deliver these services straight or indirectly, have had a positive impact.

The focus of this study is to find that culture is a significant aspect in the global scanning activities of multinational corporations, as they can identify variations in cross-culture and also recognize the knowledge of cultural differences within the national limits. Muslims and other nationalities value integrity, hard work, cooperation, mutual responsibility, loyalty, as these are the critical parts of any meaningful relationship.

(vi) There is a direct relationship to human well-being around the globe, instruments of negative externalities have an impact on the lives of many peoples, and there are indeed



many pollution problems arising from multinational activities, such as the sea, lakes, streams, and air.

This investigation exhibits the issues, solid fights have been made against the Multinationals for the unloading of mechanical waste. The United Nations Environment Program hosts prepared all gatherings, organizations, and organizations associated with sound administration, creation, and utilization of risky mechanical waste all throughout the planet.

(vii) Multinational Corporations made worldwide gainful commitments to every local area, in the limit of specialists in the field of innovation move, cutting edge innovation and advancement research, the exercises of global R&D brought about further developed buyer government assistance around the world, worldwide organizations are completely liable for speeding up parts of business life on the planet.

It is believed that the forces hostile to multinational corporations are questioning the past industrial and commercial growth that has contributed to the promotion of strikes, boycotts, and violence against multinational companies. In Pakistan, multinationals are accepted as a viable partner.

There is a way in which multinational companies have transferred technology that has led to the growth of the host nation, foreign capital investment in Pakistan attracts foreign investors needed to move technology through the launch of the Joint Ventures. Numerous Pakistani private entrepreneurs and companies are currently involved in joint ventures with foreign companies.

The innovation move of the worldwide partnerships add to the field of work, assets, and immediate and circuitous intensity of the host country, while the global organizations likewise furnish the host country with effectiveness gains as far as more powerful authoritative, showcasing, or efficiency abilities move to the neighborhood associations, and the host country receives direct rewards from the unfamiliar direct investment.

The examination proposes the positive part of global organizations in the development of labor abilities in the fields of science, innovation, and the executives. It likewise brings up that the presence of global organizations in the host nations beneficially affects the serious interaction of the host country and furthermore supports the presence of worldwide organizations.



(viii) Export-situated worldwide organizations, especially in the field of electronic items and joint endeavors between global organizations and Pakistani associations, are completely cognizant that the enormous size of Pakistan's economy and worldwide organizations overwhelm the assembling area.

There is no denying that Pakistani economy has gained experience from other economic models as a result of the currency crisis, that multinational corporations functioning in the region have played a key role in the Pakistani economy through engineering interacting, and that these MNCs have made value-addition in customer electronics.

Evaluating the results

(i) In response to cultural issues, the findings suggest that management of multinational corporations and other groups who agree with Islamic cultural, and ethical values are of great importance for business or investment in Pakistan and the multinational companies must understand the local cultural and ethical standards for the similar reasons.

Generally viewed the management of multinational companies and the customers of MNCs in the ethical and cultural variable scored at a high level without any alteration in education, faith and time of residence in Pakistan but vary in expectations for both groups and chi-square value of the religious context at the level of score 0.01 strongly signifies the difference.

In the religious context, the ordinary of Muslim executives is 5 when non-Muslims on a bipolar scale of 7-1 are 4, and the variation in perceptions between Muslims and non-Muslims is not statistically significant because the residence of MNC managers in Pakistan has been for a long time, the significance for the prohibitions of pork meat must be understood by multinational companies.

While dissecting the marvel, the researcher noted it was very significant for worldwide organizations to know regard and benevolence for ladies as a social variable in which global administrators scored 6 and perceived that directors of global organizations conceded to the question of regard and graciousness for ladies.

(ii) It has been discovered that, except for the strict area, non-Muslims in Pakistan's worldwide enterprises comprehend Pakistan's social and moral customs, as indicated by the buyer, that non-Muslim MNC supervisors don't completely comprehend the precepts and convictions of the Islamic religion.



(iii) The discoveries refute the previously mentioned proclamation; the MNC supervisors scored 5 on a bipolar size of 7-1, while the Muslim chiefs scored 4, the non-Muslim directors of worldwide organizations scored 6 on the reaction scale, as it demonstrated that 30% of the PhDs were prepared. Having perceived the effect of western worth on society as sure while the other 70% contrarily affect society, the 35% Master's certification has a positive effect of western qualities on nearby society when the 25% effect is positive, and 25 percent of Master's certificates have an adverse consequence of western culture on neighborhood society when the 15% effect is expressed decidedly.

(iv) It is recognized that the contenders of worldwide organizations working in Pakistan in the fields of financial matters, the executives, promoting, and innovation, additionally tracked down that the test esteem was not worthy, on the 7-1 reaction scale score of 4, the supervisors of the global organizations were apathetic regarding the feedstock position played by the contenders of the global organizations in Pakistan, the consolidated level of MNC creation in Pakistan is sufficient at 79%, when 15 years or more at 66%, 10 to under 15 years at 50%, 5 to under 10 years at 66% and under 5 years, as per reviews, 70% of Muslim directors concede that the item arrangement of Multinational Companies is splendid and just 6% of Muslim administrators say that it is very impressive.

(v) In Pakistan, some multinational corporations have an international focus on integration and collaboration, while others, based on global activities combining local culture, have seen culture as a major impact in global MNC scanning activities.

(vi) According to consumer survey, the host of monetary and non-economic complications experienced by managers of multinational corporations varies from consumer, with 14 problems caused by multinational companies.

There are several problems caused by multinational corporations, such as eco-friendly pollution, unnecessary rivalry with local economies, foreign exchange outflows, repatriation of earnings, job discrimination, favoritism, materialism, the perpetuation of the colonial mindset, distortion of local culture, and undermining of the local economy.

(vii) The respondents agreed on a positive commitment to the host country's financial turn of events and supportable monetary development, as 89% of the managers of global organizations endorsed and reacted decidedly, while 9% of the managers and 2 percent have no distinction of assessment among the respondents. The worldwide respondents have uncovered that they have made a positive commitment in various fields to Pakistan, for example, unfamiliar trade streams, innovation move, the board abilities, showcasing abilities, human resources advancement, innovation supply, work of neighborhood



nationals in the country's financial development, speculation and commitment to public recreation and improvement.

(viii) Both the client group and the administrators of the worldwide organizations agreed on the situation with the global organizations, particularly in mitigating during the emergency time frame, paying off the round obligations during the money emergency, boosting the fare related yield, 88% of the worldwide organizations reacted on the positive side, without any choices of 10% and 2 percent on the negative side.

Conclusion

The researcher has started the process of exact investigation, beginning from the thorough profile of the respondents, and decipher the observational materials. Given the significance of worldwide organizations and the different job, they play in regions like administration, advertising, innovative abilities, innovative work, monetary development, unfamiliar trade streams, business, human asset improvement, social skill, and security, the vital job of global organizations in advancing and supporting the global exchange can't be dismissed.



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Appendix-1

Date: _____

Questionnaire

Name _____ Gender _____ Age _____
Education _____

Interview on the Role of Multinational Companies operating in Karachi, Pakistan.

Please respond according to your first reaction to each statement. Circle your answer and write the score (7,6,5,4,3,2,1) in the blank on the right.

Which business deals with multinational companies as favorable and in the interest of the host country?

1. Joint venture with a multinational company.
2. Allow MNCS autonomous manufacturing branch to Operate without a local partner.
3. Allow MNCS consultancy /professional services office
4. Investor MNCS to join the Pakistan Offset program
5. Certain technology/product franchise only others, please Specify and rate.

Describe why Multinational Companies invest based on the following in Pakistan.

1. Tax incentive (attractive tax holiday).



2. Availability of abundant & low-cost raw material.
3. Presence of world-class basic industries.
4. Availability of improved communication service.
5. Presence of modern seaport and logistic facilities.
6. Presence of modern airports and Aviation facilities.
7. Presence of all other basic infrastructure facilities
8. Stab & fully convertible local currency.
9. Free inflow & outflow of foreign currency.
10. No rigid government regulation on transfer pricing.
11. Low-cost loans & good banking service.
12. The growing local market for various goods/services.

13. Poor /declining demand in MNC's home country.
14. Availability of cheap labor in Pakistan.
15. Peaceful business environment.
16. The increasing role of the domestic private sector.
17. Need for minimizing the costs of coordinating inputs.
18. Need for gaining or improving market share.
19. Avoiding the cost of broken contract/ensuring litigation.



20. Pakistan`s free-market economy/conditions

Are you agreed that Pakistan released the financial crisis fast with the help of multinational companies?

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Did the multinational companies play a vital role, when the region was facing financial crises?

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Instead of carrying on business alone, why the national company preferred to the partnership with the multinational companies?

1. Need for foreign technology.
2. Need for technical skills
3. Need for managerial skills
4. Needs for marketing skills
5. Need for additional capital.

To carry on business with any MNCS, why it is necessary to negotiate with local industrialist businessperson or the authorities?



1. The technology offered by the foreign company
2. National companies ownership share
3. Sharing/exchange of market information.
4. Pricing of raw material.
5. Pricing of finished products
6. Scope of the product range.
7. Plant size (economics of scale)
8. Scope and duration of the marketing agreement
9. Management set-up and board membership
10. Training for local personnel.
11. Financial resourcing and capital assets
12. Marketing research & customer intelligence
13. Product development research & innovation
14. Production cost management
15. Respect for local culture

What do you think about the ethical values and local culture regarding the information scanning capability of MNCs in Pakistan?

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What are the problems due to the act of Multinational Companies?

1. Ecological imbalances environmental pollution
2. Unwanted competitions with local industries
3. Grater foreign exchange outflow
4. Exploitations of local resources
5. Profit repatriation
6. Favoritism
7. Unfair access to local bank credit facilities
8. Brain drain from local industries to MNCs
9. New-colonialism
10. Distortion of local culture

Out of the following issues, which is a commitment to MNCS operation?

1. Competitive threats from other multinationals



2. The fast development of local companies
3. Local subsidy/support to the local industries
4. Nationalization of MNCs assets
5. Nationalization of the workforce
6. Security of qualified local manpower
7. Local bureaucracy delays / red tape
8. Language barrier/communication problem
9. Local resistance to change
10. Cultural barriers

What the following cultural and ethical values as understood by managers of MNCs for doing business in Pakistan?



1. Patience /presences
2. Deliberation/consultation instead of the hassle
3. The balance between maternal & spiritual tide.
4. Truthfulness
5. Prohibition of usury (interest)
6. Encouragement of partnership
7. prohibition of monopoly
8. prohibition of hoarding
9. prohibition of excess the profiteering
10. prohibition of land grabbing
11. prohibition of gambling
12. Avoidance of begging
13. Prohibition of cheating
14. Prohibitions of bilberry
15. Social responsibility to the community
16. Law equality a justice
17. Avoidance of smoking

18. Prohibition of pork
19. Prohibition of drug abuse and drug trafficking
20. Prohibition of murder & other crimes
21. Prohibition of suicide
22. Prohibition of homosexuality
23. Care for the elderly, the weak, and the poor
24. Belief in the Oneness of God (Allah)



How you access MNCs' knowledge on the following issues?

1. Pakistan business regulations and procedures
2. Islamic economic and financial systems
3. Islamic legal system
4. Local social values and customs
5. Islamic religious bus doctrines & beliefs
- 6.

How you access the contribution of MNCs on socio-economic developments for the host company?

1. Foreign exchange inflow

2. Technology transfer
3. Managerial skills
4. Marketing skills
5. Human resource development



6. Consumer welfare arising from more competition
7. Country industrialization thrust
8. Supply of technology
9. Employment of local nationals
10. Country`s economic growth

Please rate your agreement on the following variables which are believed to have contributed to the prosperity of Pakistan.

1. Presence of MNCs Corporations
2. Importance of foreign technology
3. God has given natural resources
4. Joint efforts of local industrialist
5. Dynamic trade relations with other countries
6. Presence of expatriates
7. Availability of trained local manpower
8. A patriotic endeavor of local citizens
9. Governments sound policies and support
10. Peaceful & conducive business environment