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Australia is a country with its diversity in culture of the people who live there. Australia stands out as one of the most culturally diverse and linguistically diverse country where people from all around the world can be found. In the major cities of Australia, we can see minorities more than they can see Whites. According to the census in 2001, it is found that the country have more than 40% of its population built up with immigrants. There are more than 120 ethnic groups and 120 languages spoken. While 3. 1% of its population is of indigenous people, 23. 3% people are from the overseas (Kraft).

The management style of Australia is more similar towards the management style of Europe. Australia has remained as a British Colony for a very long period. During this time, British people sowed the seed of British style of management, which slowly was inherited to the peoples of Australia (Gettler). However, we cannot fully say that the style of management is completely a European style. It is clear that the population of Australia is made up of immigrants. People from different parts of the world migrated to this deserted island long time ago and carrying their own culture with them. This is the reason why Australia is so diverse culturally. These culturally diverse people adopted their own style of management. Moreover, the diversity in the work force also made managers to adopt a type of management practice, which remains as a point of balance for all these culturally different people. So, we can see a different type of management practice in Australia which is somewhat of European style while it reflects its unique characteristic of other types of mixed management style. The source of management style comes from the

period of colony, and it is still changing with more people from different cultural group is migrating to Australia.

The managers in Australia are more relationship oriented than task oriented. They believe that maintaining good relationship is more important than getting task accomplished. So, the Australian managers maintain a kind of working environment in the organization where they foster good relationship among people. The decision made by the manager is often flexible. So, while making a decision, a manager thinks of getting a thing done from the people while it do not overlook the personal and relationship side of manager with the employee. The managers do not easily think of challenging employees for their activities because they believe that this will create bad feelings in them and damage the relationship. The research conducted by Sikander, Bahaudin & Talat in 2012 has proved this fact. The reason for Australian being more relationship oriented is that it lies near to the Asian region where people are more relationship oriented. Another reason for this is that, after WWII many people from Asia with relationship oriented behavior migrated to Australia and settled there. Eventually they got settled there and the relationship orientation flourished in Australia.

Australia is one of the best destination to do business. However, it is very important to know about various business protocols that a businessperson should follow to do the business there. For a businessperson in Australian, it is a requirement that people shake hands when they meet and before leaving the meeting. The quick and firm handshake is important as a sign of maturity. English is the language officially spoken in Australia, and every official works is done in English language. Showing emotions is not a good

sign of maturity, and these kinds of behaviors might lead to cancellation of business deals. Arriving on time for the meeting is must. When a senior enters the room, then the seniority is greeted by standing so, when a boss enters the room, everyone stands up and greets him/her. Everyone in the meeting room takes the seat only after the manager takes his.

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