

Comparative Analysis of Educational Management Worldwide

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ABSTRACT

This study offers a comprehensive comparative analysis of educational management systems across the globe, focusing on governance structures, policy implementation, and evolving challenges in various national contexts. Through a historical and contemporary lens, it explores how countries like the United States, Finland, Singapore, South Africa, and Brazil navigate centralized and decentralized models, resource allocation, and technology integration. By examining localized practices alongside global trends, the research identifies best practices and areas of persistent inequality. It emphasizes the influence of socio-economic conditions, cultural values, and political agendas on educational policy and administration. The study highlights the importance of adaptive strategies, inclusive leadership, and international collaboration in addressing modern educational challenges. Ultimately, it underscores the value of cross-national learning to inform more equitable, effective, and innovative educational management worldwide.

Keywords: Educational Management, Comparative Education, Global Education Systems, Governance in Education, Decentralization and Centralization, Education Policy, Equity in Education.

INTRODUCTION

Education systems across the globe are deeply influenced by a multitude of cultural, economic, political, and historical factors, resulting in diverse approaches to educational management. While each system is shaped by unique local needs and challenges, they collectively reflect universal efforts to optimize learning processes and outcomes for individuals and societies. Educational management, as a discipline, operates at the intersection of resource allocation, policy implementation, and administrative oversight. Its core purpose is to establish effective structures and practices that facilitate the delivery of quality education. How nations organize and govern their educational institutions, as well as the policies that underpin these structures, reveal both shared global aspirations and contextual nuances. This comparative analysis examines the varied frameworks of educational management worldwide, considering the balance between centralized and decentralized models, the role of governmental and private entities, and the impact of technological advancements. By exploring these dimensions, the study seeks to identify patterns, disparities, successes, and areas for improvement across diverse systems. The growing recognition of education's critical role in fostering socio-economic development, reducing inequality, and promoting global citizenship has intensified the need for robust and adaptable educational management strategies. In this context, understanding how different countries approach governance, funding, curriculum design, and stakeholder engagement offers invaluable insights for policymakers, educators, and researchers alike. Moreover, the challenges facing educational systems today ranging from resource scarcity and socio-economic disparities to demands for digital transformation, underscore the importance of strategic management. As globalization continues to blur geographical boundaries, comparative studies of educational management have become increasingly relevant, enabling cross-national learning and collaboration. This work aspires not only to illuminate the distinct practices and philosophies driving global education systems but also to contribute to the collective pursuit of more equitable and effective education for all [1, 2].

Historical Context of Educational Management

Educational management, as a distinct field of study and practice, has evolved considerably over the centuries, shaped by cultural, political, and technological transformations across the globe.

Understanding its historical context offers valuable insights into how various educational systems have adapted to meet societal needs. Initially, educational management emerged as a concept in ancient civilizations like Greece, China, and India, where education was closely tied to philosophical traditions and the administration of statecraft. These early systems predominantly favored the elite, reflecting societal hierarchies and underlying political ideologies that continue to influence modern educational practices. During the Industrial Revolution in the 18th and 19th centuries, Western nations began to formalize education systems, spurred by the need for an educated workforce. This period marked a pivotal shift towards publicly funded education and the concept of standardized curricula, with significant contributions from thinkers who emphasized the importance of structured, accessible education for all, laying the groundwork for contemporary educational management principles. Parallel developments occurred in non-Western regions, where colonial influences reshaped indigenous education practices and spurred the integration of Western models. The post-colonial era further encouraged localized educational governance, reflecting national identities and priorities. In the 20th century, educational management expanded its scope with the rise of globalization and technological advancements. Comparatively, managerial approaches began to embrace strategic planning, quality assurance, and stakeholder involvement, aiming to enhance educational outcomes and equity. This era witnessed the widespread adoption of educational leadership frameworks, heavily influenced by business management concepts, to optimize resource allocation and encourage innovative pedagogical methods. Consequently, educational management today reflects a complex tapestry of historical legacies, addressing diverse challenges within varied cultural contexts across the globe. Understanding these intricate developments allows current leaders in the field to devise policies that honor the past while navigating future demands [3, 4].

Global Perspectives on Educational Management

Educational management globally employs diverse approaches shaped by cultural, socioeconomic, and political factors. This perspective blends context-specific and universal elements. For instance, Scandinavian countries highlight a democratic ethos in educational administration, fostering collaboration, decentralization, and teacher autonomy, contrasting the hierarchical models found in many Asian systems, which focus on top-down methods, strict curricula, and performance assessments rooted in societal values of discipline and collective responsibility. Global educational management also confronts challenges like integrating technology, promoting inclusivity, and maintaining quality amid population growth and limited resources. In Africa, resource scarcity drives community-based educational initiatives and technology use to enhance access and quality. Meanwhile, North America emphasizes data-driven strategies to improve student outcomes, customizing teaching methods through analytics. Shared challenges, such as globalization's effects on curricula and cross-border collaborations, underscore the need for adaptability in educational management. As globalization merges local and international educational norms, management strategies must foster intercultural competencies and global citizenship. By drawing from diverse practices, educational leaders can create responsive policies that balance local priorities with international best practices, promoting inclusive and innovative educational systems [5, 6].

Comparative Frameworks

In the realm of educational management analysis, the use of comparative frameworks plays a pivotal role in systematically evaluating and understanding the diversity and effectiveness of educational systems worldwide. These frameworks provide structured methodologies to assess disparate educational practices by establishing criteria that allow for the juxtaposition of different national approaches and outcomes. A comparative framework generally involves defining key performance indicators, such as student achievement disparities, resource allocation efficiency, governance structures, and cultural adaptations within educational curricula. By comparing these indicators across various countries, stakeholders can discern patterns of success, identify potential areas for reform, and adapt strategies that are responsive to local and global educational demands. At the core of these frameworks lies the concept of benchmarking, which allows educational policymakers to draw lessons from top-performing education systems and tailor approaches that fit local contexts. Comparative analysis also underscores the importance of contextual variables, such as economic resources, societal values, and government policy directives, all of which can profoundly influence educational outcomes. Varied models, such as external models that utilize standardized tests for evaluation and internal models focusing on stakeholder engagement, offer differing perspectives and can be employed to suit distinctive educational objectives. In addition, applying a comparative lens helps illuminate inequalities within and between countries, fostering a data-driven

dialogue on how to bridge these gaps and promote equitable educational opportunities for all students. By embracing such comprehensive frameworks, policymakers and educators worldwide can better navigate the complexities of educational management, ultimately enhancing learning experiences and outcomes on a global scale [7, 8].

Case Study: United States

The landscape of educational management in the United States is a unique mix of federal, state, and local governance, reflecting the country's sociopolitical diversity. U.S. educational policy is decentralized, granting significant autonomy to state and local authorities. The federal government sets broad standards, enforces civil rights in education, and provides funding to promote equal access across socio-economic lines. This creates tailored educational strategies based on regional needs but also leads to disparities in quality and resources among states and districts. Local school districts play a crucial role, having substantial authority in curriculum, funding, and hiring. This fragmentation results in varied educational experiences based on location, often linking funding disparities to economic inequalities. Typically, school funding comes from local property taxes, which reinforces these differences. However, federal programs aim to reduce inequities by directing resources to underserved populations and safeguarding students with disabilities. Accountability in U.S. education is also notable, driven by landmark policies that promote standardized testing and yield frameworks for evaluating school performance. Although these measures seek to enhance accountability and student outcomes, they often lead to debates on balancing test preparation with nurturing creativity and critical thinking. Thus, the U.S. educational management system embodies a complex interplay of local autonomy, federal guidance, and responsive policies aimed at meeting diverse educational demands [9, 10].

Case Study: Finland

Finland's educational management is notable for its unique approach and impressive results in academic achievement and student welfare. Centered on egalitarian values, the Finnish education system prioritizes equality and accessibility, ensuring every student, regardless of socio-economic status, receives quality education. This is reflected in its comprehensive school system, which offers free education from pre-primary to higher education and additional resources like meals, healthcare, and transportation, eliminating barriers to learning. A key aspect of Finland's success is its well-trained teaching staff, with teachers required to hold master's degrees, ensuring strong content knowledge and teaching skills. They also have substantial classroom autonomy, allowing lessons to be customized for diverse student needs, supported by a national curriculum that sets broad goals while enabling flexibility in execution. This empowerment leads to innovation and job satisfaction among educators, which significantly enhances educational outcomes. Finland's dedication to teacher development highlights the belief in the importance of skilled educators for student success. Moreover, Finnish educational management emphasizes continuous improvement and research-informed policymaking, integrating educational insights to enhance learning environments. The focus on student-centered learning promotes critical thinking, creativity, and problem-solving, with unstandardized assessments that favor learning processes over rote memorization, thereby fostering overall development. Ultimately, Finland represents an educational model that successfully merges student well-being with academic achievement, demonstrating a balance of policy, practice, and innovation in global educational management [11, 12].

Case Study: Singapore

Singapore's educational management system stands as a paragon of efficiency and success, often cited as a global benchmark. The nation's journey from a modest post-colonial economy to a thriving educational hub underscores the efficacy of its policies and strategic foresight. At the core of Singapore's educational success is its well-articulated vision and unwavering commitment to meritocracy. This vision is underpinned by a distinctive centralized approach, where the Ministry of Education meticulously controls and coordinates policies, curricula, and teacher training, ensuring uniformity and high standards across the board. A hallmark of Singapore's system is its emphasis on nurturing future-ready citizens through a balanced development of cognitive and non-cognitive skills. The curriculum is continually reformed to align with future economic needs, evidenced by the integration of STEM education, critical thinking, and digital literacy from primary levels. Furthermore, Singapore's success can also be attributed to its robust teacher training programs, which are highly selective. Teachers undergo rigorous preparation, equipping them with innovative teaching methodologies and specialized training to cater to diverse learning needs, reinforcing the quality of education delivered. The pursuit of educational excellence in Singapore is also visible through its infrastructural investments. Technologically advanced, state-of-the-art facilities enhance learning environments, making education both engaging and effective. Despite the highly

centralized nature of its system, Singapore has innovatively incorporated flexibility, offering varied pathways such as the Integrated Program, which allows for creativity, self-directed learning, and a broad-based education. This adaptability ensures that educational pursuits are not only aligned with national economic strategies but are also personally rewarding, tailoring education to individual strengths and aptitudes. Consequently, Singapore's educational management system has not only prepared its citizens for the intricacies of the modern world but has also solidified its status as a leader in global educational paradigms [13, 14].

Case Study: South Africa

South Africa's educational management landscape is a tapestry woven with both historical complexities and contemporary challenges. The legacy of apartheid continues to cast long shadows over the nation's educational system, contributing to significant disparities in access to quality education across different demographic groups. As South Africa transitions into a post-apartheid era, the government faces the formidable task of reforming the system to achieve equitable educational opportunities for all citizens. This challenge is met with a commitment to policies aimed at redressing historical injustices and bolstering the capacity of the educational sector to cater to a diverse and growing population. Central to these reform efforts is the implementation of inclusive education initiatives that seek to integrate learners with diverse needs into mainstream schools. This approach underscores the Department of Basic Education's drive towards greater inclusivity, highlighting a shift towards learner-centered pedagogies and differentiated teaching methodologies. The South African Schools Act of 1996 is pivotal in these reforms, mandating the provision of quality education to all learners and promoting equity in educational resources. Despite strides in policy development, the educational management system grapples with systemic issues, such as striking teacher-student ratios, infrastructure deficits, and varying levels of school performance across different provinces. Professional development for educators remains a cornerstone of enhancing educational quality and efficacy in South Africa. Programs that focus on augmenting teaching skills and knowledge aim to elevate academic outcomes, particularly in under-resourced schools where student performance often lags. Moreover, the integration of digital technologies into classrooms represents a budding transformation in educational delivery, although inconsistencies in access reinforce existing divides. South Africa's pursuit of a robust educational management system is further complicated by socio-economic factors, creating a dynamic interplay between policy implementation and the practical realities faced by educational institutions. Despite these challenges, there exists a concerted effort across governmental and non-governmental organizations to foster educational environments that not only address past inequities but also prepare for the future demands of a globalized society [15, 16].

Case Study: Brazil

****5.5. Case Study: Brazil**** Brazil's educational management showcases complex challenges, historical inequalities, and innovative policies. As the largest country in South America, it seeks to improve educational outcomes for a diverse population. The decentralized education system, shared among federal, state, and municipal governments, allows for local adaptations but leads to significant discrepancies in funding and quality. Wealthier areas like São Paulo have better resources than the North and Northeast, which face underfunding and higher dropout rates. Key initiatives like the Fund for the Maintenance and Development of Basic Education aim to redistribute resources equitably, ensuring minimum funding per student nationwide. Despite some progress, local governance inefficiencies remain. The National Education Plan sets measurable goals for access, equity, and quality, but faces challenges in implementation due to shifting political priorities. The Bolsa Família program ties financial aid to school attendance, effectively boosting enrollment among vulnerable groups. Nonetheless, challenges such as overcrowded classrooms and a shortage of trained teachers persist, exacerbated by the pandemic's impact on marginalized communities' access to education. Brazil's experience highlights the potential of targeted reforms and the ongoing need for stronger accountability in achieving lasting educational improvements [17, 18].

Challenges In Educational Management

In educational management, significant challenges require adaptive strategies and innovative solutions. One major issue is the disparity in resource allocation, affecting education quality across regions and socioeconomic groups. Factors such as varying governmental policies, economic constraints, and sociopolitical climates contribute to this inequity. In developing countries, inadequate funding often results in poor facilities, outdated materials, and low educator salaries, while wealthier areas benefit from abundant resources, reinforcing global educational gaps. Another challenge is integrating technology in

education. Although digital tools promise major advancements in teaching and learning, their implementation faces hurdles like digital literacy, cybersecurity, and the technology access divide. The fast pace of technological change necessitates ongoing professional development and strategic planning for educational managers. Additionally, managing diverse student populations and fostering inclusive environments is crucial. Educational leaders must understand diverse student needs and develop curricula that promote equity and respect. Addressing the mental health and well-being of students and staff is also increasingly essential. The need for continuous reforms complicates management, as educational systems must evolve alongside societal changes. Balancing traditional values with innovative practices is vital for preparing students for the future. Engagement with stakeholders—governments, educators, parents, and students—is necessary to advocate for reforms that align with the contemporary demands of the 21st century. Despite these challenges, the commitment to providing quality education for all highlights the resilience of educational managers globally [19, 20].

Innovative Practices in Educational Management

In contemporary educational management, innovative practices are reshaping learning and administration. These practices enhance operational efficiency, prioritize student outcomes, and leverage technology to create robust educational ecosystems. A key trend is the adoption of data-driven decision-making. Institutions are relying on analytics to reveal patterns in student performance, attendance trends, and socio-emotional well-being. This data-centric approach allows educators and administrators to make informed decisions, tailor educational experiences, set realistic goals, and strengthen student support services. Another trend is the integration of digital technologies into management practices, transforming traditional methods. Virtual learning environments, augmented reality tools, and AI-driven platforms provide personalized learning opportunities and streamline administrative functions. These technologies help schools adapt to changing educational needs, enabling collaboration and continuous development. Innovations also foster global collaboration, promoting the sharing of best practices and resources across borders. The emphasis on inclusivity and equity in educational management has led to practices aimed at removing barriers to education. Schools are adopting models that highlight community involvement, recognizing the important roles of stakeholders like parents and local organizations in educational success. By creating environments where diverse voices contribute to planning and implementation, institutions nurture a culture that values diversity and promotes equity. Together, these innovative practices redefine educational systems, cultivating environments for holistic growth and lifelong learning for all students [21, 22].

Future Trends in Educational Management

Educational management is undergoing significant changes due to global factors like technology, demographics, and societal needs. A key trend is the use of artificial intelligence and data analytics in decision-making. Institutions can now analyze data related to student performance, attendance, and administrative tasks to develop evidence-based strategies. Predictive analytics allows for proactive support for at-risk students, while AI tools enhance operational efficiency and resource allocation, marking a shift toward data-driven governance where educational leaders utilize scientific insights for systemic improvements. Another trend is the globalization of education management models, spurred by collaboration among nations and institutions. Cross-border partnerships and online platforms facilitate shared expertise and benchmarking. Countries with strong education systems inspire reforms worldwide, although there is a challenge in balancing universal strategies with cultural nuances. Educational managers must integrate inclusivity frameworks that respect diversity while addressing regional needs. The movement towards sustainability and equity in education management is also gaining traction, with institutions adopting eco-friendly practices and advocating for equitable access, especially in underserved areas. As schools face resource constraints, adaptive leadership and innovative funding are necessary for progress. Future-oriented managers must ensure policies align with environmental responsibility and social justice, reflecting how educational management is evolving in a complex, interconnected world [23, 24].

Policy Recommendations

In devising policy recommendations for educational management on a global scale, it is essential to address the diverse challenges and varying contexts that different nations face. One key recommendation is the establishment of an adaptable framework that allows educational policies to be tailored to specific cultural, economic, and social conditions. This requires fostering collaboration among international education bodies to share insights and best practices, thereby creating a repository of knowledge accessible to all countries. Training and professional development for educators should be prioritized

within this framework, ensuring that teaching methodologies are aligned with contemporary educational paradigms and technological advancements. Furthermore, the introduction of robust and equitable funding mechanisms is vital. Investment in education should be both sufficient and sustainably planned, taking into account long-term goals for educational success across all demographics. Policymakers are advised to employ data-driven decision-making processes, utilizing analytics to gauge the effectiveness of existing educational programs and identify areas for improvement. This facilitates the integration of innovative learning opportunities, such as digital and blended learning environments, which can reach marginalized and rural communities, promoting inclusivity. Crucially, policy recommendations must also focus on the importance of equity and accessibility in education. Governments should enact reforms that eliminate barriers for disadvantaged groups, ensuring equal opportunities for academic success. This includes implementing inclusive curricula that respect and represent diverse backgrounds and fostering environments that encourage critical thinking, creativity, and problem-solving skills. By prioritizing educational equity, policy frameworks can contribute to reducing social inequalities and driving economic growth, ultimately enhancing the quality of life worldwide. In essence, these policy suggestions emphasize the necessity for a balanced approach that accommodates both local needs and global educational objectives, while fostering interconnectedness and shared progress in the educational domain [25, 26].

CONCLUSION

The comparative analysis of educational management systems reveals a dynamic landscape shaped by cultural, economic, and political influences. Countries employ a spectrum of governance approaches, from highly centralized models like Singapore's to decentralized frameworks like those in the United States and Brazil. While some systems, such as Finland's, excel in equity and innovation through strong teacher support and flexible curricula, others grapple with legacy issues and uneven resource distribution, as seen in South Africa and Brazil. Common challenges—ranging from technological integration and inclusivity to funding disparities—underscore the need for adaptive and context-sensitive management strategies. Despite the diversity in structures and priorities, a unifying theme emerges: the global imperative to deliver quality, equitable education that prepares learners for an interconnected world. By leveraging comparative frameworks and embracing international best practices, policymakers and educators can strengthen their systems to meet both local needs and global benchmarks. This study contributes to the growing discourse on educational transformation, advocating for strategic leadership, stakeholder engagement, and sustained investment in human and institutional capacity.

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