This present study is on “Human Resource Management Practices in Architectural Organizations of the Bangladesh.” The study refers to the architects’ perceptions of Human Resource Management (HRM) practices in the architectural industry, where the employee architects are the “assets” considered by the firm, and somehow these influences the job satisfaction of them. Human resource is an important issue in any company. Knowing how to manage the Human resources is essential for the management of the firm. Apparently, it seems to be a less important factor in the Architectural organizations, but like other companies, the human resource has a great impact even for the architectural firms. In Bangladesh, the human resource management practice is newly introduced. Still, some companies don’t have the separate human resource department and manager. Also, some companies don’t treat the human resource as a valuable resource for the enterprise. In spite of that, some companies take the human resource very seriously and positively and try to manage this department with great care. Architecture is one of the developing businesses in Bangladesh, and there are still scope and possibilities for improvement in this area. Architects are known as the visual artists, and their creative works are considered as the art merged with the science of building construction for the humans’ basic need living hood. Now, when this art of building construction is in the business field, it is required to put this in the parameters of business, (e.g., marketing, accounting, management, Finance and HRM). With fulfilling these criteria architecture can be a successful business, and the architects can be the most valuable asset of this business. The best practice of HRM means the performance-based HRM, its originated from U.S. organizations and it has become the model for a significant number of enterprises in the world. The best practice framework is the universal HRM practice, which is applicable to any situations and ensure high quality of management. In the present globalization trend, the best possible practices have logical foundation, global dimension and the recent human Resource Management changes in organizations also have changed their direction to a current trend. The new trend of Performance-based HRM system must have unique aspects that reflect from both the characteristics of traditional and performance-based on best practice in HRM. The purpose of the present study is to find and know about the factors that show the perceptions of the Architects, of the HRM practices and how these perceptions affect their job satisfaction.