AN EVALUATION OF THE JOB SATISFACTION OF DARAZ

SUBMITTED TO

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SUBMITTED BY

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LETTER OF TRANSMITTAL

Date: 20 December 2022

Professor Mohammed Masum Iqbal, PhD

Department of Business Administration

Faculty of Business & Entrepreneurship

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Subject: Application for the submission of internship report

Dear Sir,

With extraordinary delight, I'm presenting my temporary job report on "An Evaluation of the Job Satisfaction of Daraz," considering my three-month entry-level position at Daraz. This document was submitted as a necessary part of MBA instructional projects.

The analytical cycle has been really engaging, steady, and wise. I have endeavored to set up a solid report with my stage quality, and I invite your inquiries and will answer them completely. I'm dedicating all of myself to answering them.

Yours sincerely,

………………………

Md. Arif Hossan

ID: 213-14-330

Program MBA

Department of Business Administration

Faculty of Business & Entrepreneurship

APPROVAL CERTIFICATE

This is to attest to the accuracy of the internship report's "An Evaluation of the Job Satisfaction of Daraz" ready by Md. Arif Hossan, ID: 213-14-330, as a necessity of the MBA Program under the Department of Business Administration and the Faculty of Business and Entrepreneurship at Daffodil International University.

Submission of the report is advised.

Supervisor

Professor Mohammed Masum Iqbal, PhD
Department of Business Administration
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Daffodil International University.

STUDENT'S DECLARATION

I, Md. Arif Hossan, ID: 213-14-330, consequently announcing the inclusion of the internship report named "An Evaluation of the Job Satisfaction of Daraz" is only arranged by me straightforwardly after the finish of my internship at Daraz under the management of Professor Mohammed Masum Iqbal, Ph.D., Department of Business Administration, Faculty of Business and Entrepreneurship.

I guarantee the report is set up in a manner that lines up with my instructive objectives, not in view of suppositions about friendly issues.

Md. Arif Hossan

ID: 213-14-330

MBA Program

Department of Business Administration

Faculty of Business & Entrepreneurship

ACKNOWLEDGMENT

Most importantly, I might want to offer my sincere appreciation to you and truthfulness to the all-powerful God for giving me strength, quality, and persistence and for being progression in my offer.

My fair supervisor, Professor, has an excellent commitment. Mohammad Masum Iqbal, Ph.D., Dean and MBA Facilitator, Department of Business Administration, Faculty of Business and Entrepreneurship, was my scholarly head for the MBA course. He was the big enchilada enough to give me his valuable time to provide me with moderate guidance, upbeat music, and satisfactory and appropriate titles to set up the aftereffects of this report.

Reword I guarantee that the report is set up in a manner that is viable with my instructive objectives, not in view of presumptions about parties.
Reword I'm thankful to all of the Daraz specialists who have cooperated to make this report. I may wish to thank the workers as well at Daraz for their collaboration and assistance during this cycle. Finishing this task without their help is incomprehensible.

I'm likewise appreciativeto my family for assisting their family step by step through the report I arranged.

TABLE OF CONTENTS

EXECUTIVE SUMMARY

The web-based internet business industry is developing quickly, with many businesses like Amazon and Alibaba working in Bangladesh. This report gives an outline of the Daraz Bangladesh site domain, including data about the company's ongoing status and development patterns. My internship program at Daraz, which began more than a quarter of a year ago, produced this study. The objective of the relegated educational jobs is to see the value in master satisfaction, which the majority would consider common, and to acquire the specialist's wise region of responsibility so I could undoubtedly connect with them to make heads or tails of their opinions and connection to their alliance . "Occupation satisfaction" is the feeling of progress or bliss that an individual gains from their work. This study endeavored to assess the job satisfaction of Daraz Organization agents. It focuses on the near significance of factors in work happiness and their effects on the delegate as a whole. It likewise analyzes the impacts of organizational style, job knowledge, age, and distinctions in sexual orientation on perspectives toward job satisfaction. The result shows that pay, work proficiency, especially managed oversight, and companion associations are the fundamental factors adding to work satisfaction. Organizational specialists at Daraz achieved a higher level of job satisfaction and appreciated the experience of better offices and a stable working environment. Work experience is seen as the second-most significant variable influencing work satisfaction. These differences in direction and age have a relatively minor impact. The work satisfaction of people in the organization guarantees the satisfaction of the agents, premium in the work, obligation, and great work. Work satisfaction helps the organization achieve its goals instantly. At the organizational level, Daraz's laborers' satisfaction is for the most part certain. A couple of hazards and a couple of potential gains are in like manner analyzed by glancing through the basic pursuits fragment. Given the assessment, a couple of thoughts lead to a couple of ideas. The work satisfaction of this organization guarantees delegate satisfaction, work income, obligation, and satisfaction with any work. Work satisfaction helps the organization in achieving its targets right away.

CHAPTER ONE

INTRODUCTION

1.1 Introduction

contentment at work is how much a representative concurs with their assumptions for work and what rewards they get for accomplishing that work. It's an impression of how content and fulfilled the singular feels in their job, both intellectually and inwardly. Job satisfaction assumes a part in general life satisfaction, so it's critical to have an uplifting outlook towards one's workspace to encounter enduring bliss at work. An individual's point of view toward their job will be impacted by unambiguous factors, for example, pay rates; notwithstanding, this restricted point of view disregards different perspectives which can likewise influence demeanor, (for example, organization culture). Understanding these more extensive issues permits us to more readily value why certain workers are more joyful than others inside a similar position or association - in any event when wages stay unaltered. A more thorough strategy requires a lot of components to be integrated prior to a full perceptionof job contentment. Components like age, prosperity atmosphere, desires, and degree of need should be taken into account. Make a contribution at last to his job satisfaction in light of his family associations, financial prosperity, donning works out, activities of associations, etc.

1.2 Objectives of the study

 ❖ The following goals guided the study.
 ❖ To explain employees' contentment at work;
 ❖ To measure employees' contentment at work with Daraz;
 ❖ To offer suggestions for addressing the issue ;
 ❖ To uncover any issues concerning Daraz's employment happiness;

1.3 Methodology of the study

Too known, The approach is a gainful explanation of the succession of exercisesnecessary. That one temporary job record utilized graphic and insightful techniques. I dealt with a move toward

getting the temporary position document fabric and put into impact the record. These means incorporate inspecting procedures, questionnaire advancement, measurement series, and factual investigation.

Data Collection:

The strategy for assessment has been utilized to obtain realities for a glance. The data accumulated to offer this report is from both essential and optional assets. Test size: 12, populace length: 50.

Primary Data:

- Work area works in various branches of Daraz.
- Eye-to-eye conversation with the chief and official
- Perception during my entry-level position period.
- Study survey instrument

Secondary Data:

The secondary data are accumulated from Daraz.second-hand sources such as yearly reports, banners, as well as corporation destinations.

Nature of the Study:

Exploratory Analysis

An exact review undertaking is an endeavor to establish the groundwork with the reason to prompt a predetermination Study or to decide if what is noticed can be made sense of with the guide of current hypotheses. Frequently, exploratory Review shapes the essential reason for future Review.

Sampling Method:

A comfort testing technique has been performed for choosing tests.

Sample Size:

50 people have responded.

Data Analysis Technique:

MS Excel was used to evaluate the data.

1.4 Limitations of the study

➢ A portion of the data Having been given by the responders, be exact.

➢ The subject matter is restricted to enormous scope Daraz

➢ A portion of the laborers might wonder whether or not to respond to questions connected with pay and their relations with the manager.

CHAPTER TWO

ORGANIZATIONAL OVERVIEW

2.1 Background of the Organization

Daraz is a translation of an Urdu word that means the significance of 'Cabinet,' which represents the entire e-retail industry. Daraz began its private venture In Bangladesh, it is known as daraz. Com.Bd. It became the fourth web venture site in the middle of 2013. However, in addition to Daraz, other organizations such as OLX, clicked, ekhanei.Com, and others are active. Except for Daraz,Currently, there are over 20. active e-exchange groups. Daraz is an demonstrated Facebook page with 4,000,000 fans. It is a web-based business that wishes to find clients on the internet. Daraz is considered to be one of every web commercial centers and continues to focus on website improvement. As a result, when a customer searches for the best web-based webpage Google shows Daraz to be a the top result in the search engine. Daraz is the largest market in the South Asian region for online shopping. German Funding founded Daraz in 2012 and was the pioneer behind this web-based business venture. Daraz does business in five South Asian countries: Pakistan, Nepal, Sri Lanka, Bangladesh, and Myanmar. In 2018, a Chinese company called Alibaba acquired Daraz and purchased 100 percent of its shares. Daraz is progressing in its business venture in Bangladesh because the commercial center pioneer is one of the main organizations that do venture with a a variety of goods.

2.2 Mission, Vision, Objectives, and Goal

Mission:

It is Daraz's responsibility to compile the whole customer base, which it is now doing.

Daraz frequently provides a large number of suitable services to carry out this venture. Daraz additionally gives products at a low level viable price to encourage consumers should purchase something fortunately and Because of this, Daraz's slogan is "Happy Shopping."

Vision:

Daraz wants to snag the whole online consumer market.

Objectives:

There should be some goals to complete the assignment and fulfill the vision. Daraz also concentrates on a few goals to realize performance and latent potential and to meet those goals. It is they-

➢ Daraz is attempting to expand its operations by carefully collaborating with sellers to provide a fantastic Customers' online buying satisfaction

➢ Daraz hopes to gain a strong market proportion in the online industry by providing high-quality goods at the lowest possible price and delivering them in the shortest possible time.

➢ Daraz is committed to increasing its effectiveness and efficiency to improve the purchasing experience of its customers.

➢ Daraz also provides education to the vendor for them to function effectively and recruit gifted individuals who are dedicated relating to the activities of business to complete the task and locate and create beneficial resources for the business.

➢ Daraz is attempting to create similar organizational lifestyle with the assistance of Alibaba,where employees will have the chance to grow and contribute to the ROI of the company.

Daraz aspires not only to grow but also to influence the e-commerce sector in Bangladesh.

Goal:

Daraz's goal is to provide the best possible quality item at the lowest possible cost at all times.

2.3 Business of Daraz

Daraz acts as a middleman between sellers and customers, allowing vendors to showcase their wares while giving customers the chance to receive them all unexpectedly.It is a web-based B2B and B2C program. and this business venture rendition appears to have taken a positive attitude from the customers. Daraz is increasing its reach by adding additional sellers to its platform. supporter base even further. It is a place where customers can easily find sellers and select from a

wide range of product options. Daraz now offers eleven different classes. The classifications are as follows:

- Trendy items
- Devices & Smartphones
- Athletics & Tourism
- Television, music, and photography
- Playing games and Computer Use
- Life & Residence
- Kids, youngsters, and toys
- Makeup and Wellness

•Shop for groceries

Primarily, the website concentrates on the design endeavor within the credible stage, as the main goal becomes to make the clients feel happy, genuine, and dependable about shopping by purchasing the web design stock. Throughout the process of creating and acquiring unwavering quality, the website attempted to catch each classification. People nowadays do not just like looking for stock on the web, but they also like to settle on Governments, and Daraz Bangladesh has entered the Travel business and Travel sector as a result of this looming pattern. A posting of hotels, inns, and travel services in this category could be an effective method for providing Daraz clients with the best projects and arrangements. Clients are occasionally inundated with Daraz advertising offers to search for. However, there are times when gives appear in some cases,one time per year or at the year's end. Taking those offers, clients request even more extra contraptions from the entry. Daraz could be requested more frequently by a customer if separate messages are used. Daraz strives to provide customers with new and high-quality products to provide the best shopping experience possible. Driving manufacturers such as Samsung, Panasonic, LG, Walton, Apple, and others are providing full support to Daraz.Com by valuing transactions.

2.4 Organization and Management of Daraz

The experience Daraz's presence in Bangladesh first appeared in 2005. and starting there, the association is developing with its various divisions. At gift, 19 Center points are being worked external Dhaka and some internal Dhaka a couple of work environments are racing to run the association more prominent solidly. Daraz invites sellers to be essential for it as they show up. Sellers are given schooling bundles as they were locally available in Daraz. Since the The organogram is become increasingly prominent, complex, and important as the organization progresses. An outline depicts the hierarchical perspective on Daraz Bangladesh.:
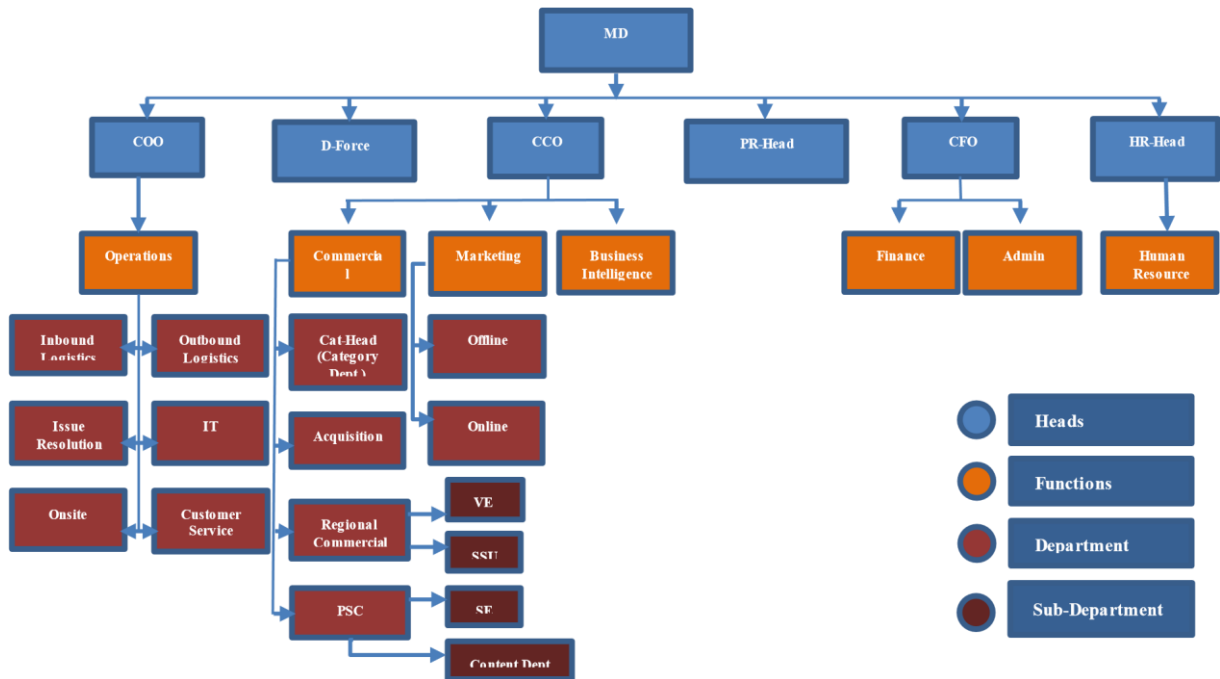

Figure: Daraz Organogram

The post of MD can be seen at the top of the diagram. Syed Mostahidal Haque is Daraz Bangladesh's creative Managing Director. He is the one who speaks for the

organization as an entire.

Crucial Departments:

Each division inside an association is significantly relying on the aspects and the type of employment. The offices are worked in their way to deal with finding lasting success from their variable. The divisions are loaded with a capable bundle of individuals to play out the functional activities in an extra effective manner. As Daraz is a Worldwide Organization inside the business of e-exchange, every division's action is arranged and carried out as indicated by their overall which is set with the guide of the central command of Alibaba. The indispensable branches of Daraz are:

- Financial Services
- Invoicing Division
- •Dept. of Marketing
- The Human Resources Division
- Industrial Division
- Division of Business Development
- Legislative Division
- Division of Sales Management
- •Information Technology Division
- The Public Relations Division
- •Onsite and Content Management Division
- Issue and Resolution Division
- Visual Design Division
- Operations Division
- Customer Services Division

Category Management Division

Every one of these previously mentioned divisions has its sub-divisions. Every one of the division's functional exercises is done in such a way that assists Daarz with being the best stage for online business in Bangladesh.

2.5 Commercial Department of Daraz

The commercial department is divided into the following inter - and intra:

Securing: The artworks of this division are to lease or gather by new sellers. After getting they send the pristine vendor to PSC for account confirmation.

Partner support center (PSC): This division's jobs are account checking, enacting obligations, deactivating a record, making the vendor's item stay with the guide of sending an item rundown to the substance the board division, and giving help to the pristine sellers who have enrolled through on-line.

Seller Support Unit (SSU): This branch screens the vendor's side interest in the seller center and makes a list of instances where expectations were not met the expectations of sellers and sends it to the Vendor Excellence Dept. To comparably Follow up with the intention of helping these sellers improve their overall execution.

Vendor excellence (VE): The movement of this division is to follow the dormant seller's record, find the issues, and keep a report of them. As per the data or discoveries, the VE division contacts the vendors and attempts to find the reasons the sellers for being latent, letting them know about their difficulties, prompting them about how they can work on the range of requests, offering fundamental help to sellers and takes care of their concerns if there might be any. In the wake of getting an issue from the vendor, the stressed VE workforce sends that trouble to the stressed division in sync with the kind of issue.

For example:

  i. The VE staff will refer set payment issues to the "Accounts Department" if they exist. Different departments handle different kinds of issues, but a VE's job is to simply forward the issue to the relevant department. This segment also provides education to uninformed sellers who are novices or vendors who have difficulties navigating the middleman (Actual Platform). There are two types of education:

  ii. Customers will be able training.

  iii. Boot camp -Physical exercise or offline training.

  Content control: This division tests the items in the merchandise presented through the vendor for making live. If the items are k, this division makes the item stay or seen, and

on the off chance that the items neglect to meet the negligible models, they reject the item and show the reason.

Category management: As Daraz sells unmistakable classes of products, this branch doles out a classification manager for each classification. Each class boss appears to be after each class.

Seller Engagement: This branch collaborates with the merchant and takes their cherished assessments to work on the office's methodology and remembers the seller for hierarchical decision-making.

Regional Commercial: The head of regional business controls unique hubs and places of work inside a specific location. For instance, Dhaka City.

CHAPTER THREE

LITERATURE REVIEW

Job satisfaction:

The phrase "work satisfaction" is clearly the outcome of a worker's shifting perspectives. These perspectives are connected with the task involved with really unambiguous elements as wages, oversight, the fearlessness of business, state of work, headway potential open doors, acknowledgment of execution, fair development of work, and social connection on job satisfaction in a tight scene.

The component of job satisfaction

Work fulfillment is a psychological concept. regarding one's job. Job happiness is not based on how much the outcomes differ from the presumptions. More people are willing to put in their own time and energy. and time to work execution. The terms "job satisfaction" and "work perspective" are interchangeable. While a negative attitude toward work is analogous to discontent, a positive attitude toward work is similar to satisfaction.

Definitions:

Some of the following definitions of job satisfaction include:

Work satisfaction is a broad and varied concept that can signify different things to different people, as demonstrated by Mullins (25). Motivation and work satisfaction are frequently linked, but little is known about how they interact. Motivation is unfulfilled. A more important measure of an internal state is an attitude of job contentment. This may be connected to the distinctive feeling of quantitative or conceptual acquisition.

According to Armstrong (2006), "work satisfaction" is a term that describes how people feel about their jobs. A positive attitude toward work demonstrates work satisfaction. A negative attitude toward work demonstrates work unhappiness.

As illustrated by Kallisky, (2007), work satisfaction is the agent's pride and occupation accomplishment. It is designed to be closely related to both productivity and confidential success. Work satisfaction implies participating in an errand, completing it well, and being receiving

payment for work completed. Meaningful work is the state of being eager about and content in one's work. The main aspect that results in affirmation, compensation, advancement, and numerous aims that add to a sensation of fulfillment is work satisfaction.

According to George et al. It illustrates that (21) job happiness is the diversity of viewpoints and beliefs that individuals have towards their current working conditions. The levels of job satisfaction that people experience can range from being incredibly satisfied to being absurdly unsatisfied. People may have different work-related characteristics, such as the type of work they do, the people they collaborate with, their superiors or subordinates, and how they feel about getting paid.

Significance of Worker satisfaction:

The success of any business depends on the pleasure of its specialists. A low rate of turnover is directly correlated with high laborer pleasure.As a result, keeping laborers satisfied with their jobs should be a crucial demand for any organization. While this is a self-evident truth in organizational processes, monetary ruts such as the continuous one appear to cause firms to overlook it.

Agents can be impeded from their roles and depart for a variety of reasons, including high stress, an absence of communication within the company, a lack of affirmation, or a limited open door for progress. If the leaders wish to reduce their turnover rate, they should successfully seek to chip away at these components. Even in a bad financial situation, turnover is an expense that should be avoided.

CHAPTER FOUR

ANALYSES

On this page, This study analyzed my topic using a questionnaire.- "**An Evaluation of the Job Satisfaction of Daraz**". The questionnaire survey was issued to current Daraz personnel from many sectors. 50 people responded to my survey. The question formats use a "Likert scale".
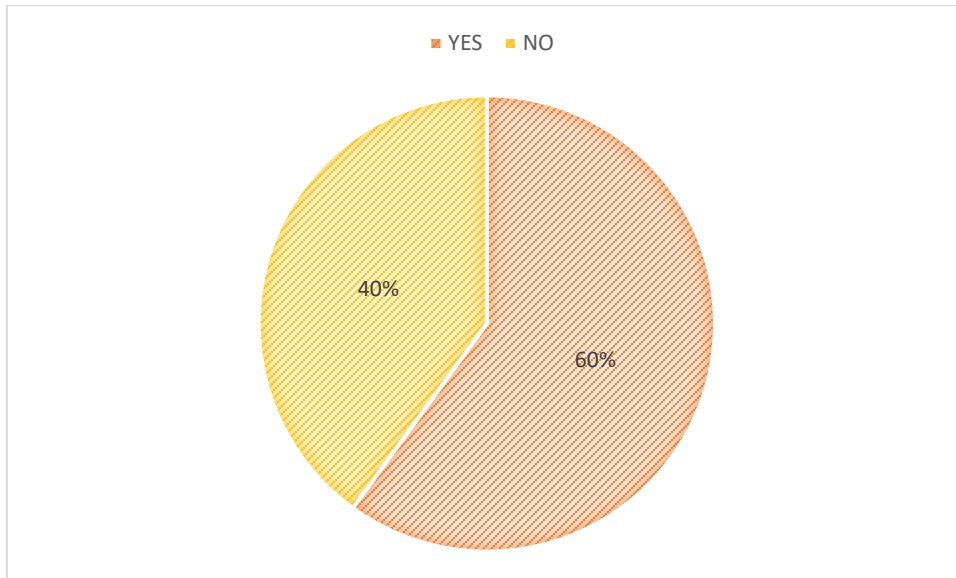
There are 13 questions.

50 respondents total

The pattern of the Questionnaire-Likert scale

Question 1: Are you a permanent employee of Daraz?

Reaction	How Many People Responded
Yes	30
No	20
Sum	50

Study result: Among the 50 respondents, 30 individuals go with Yes and another 20 offer their response No.

**Question 2: How long have you been working for this organization?**

Reaction	How Many People Responded
fewer than one year	5
1 to 2 years	15
2 to 4 years	15
4 years or older	15
sum	50

Less Than 1 Years · **1 to 2 years** · **2 to 4 years.** · **4 years and above**
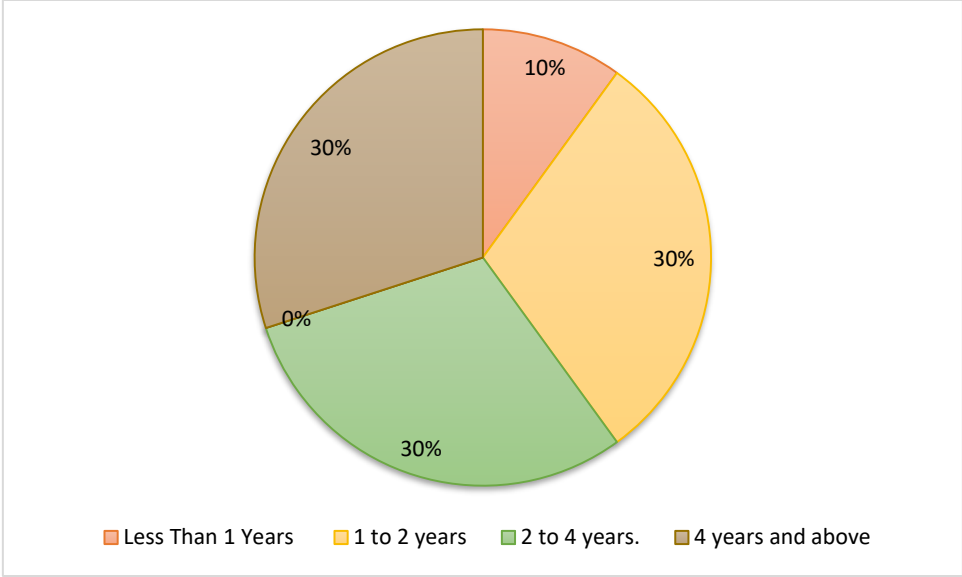
Overview result: Among the 50 responders, 10 remain with the organization for less than a year, 15 remain for 1-2 years, 15 remain for 2-4 years, and 15 remain for a long period or more.

**Question 3: Does your work give you a feeling of personal satisfaction?**

Reaction	How Many People Responded
Yes	25
No	25
Sum,	50
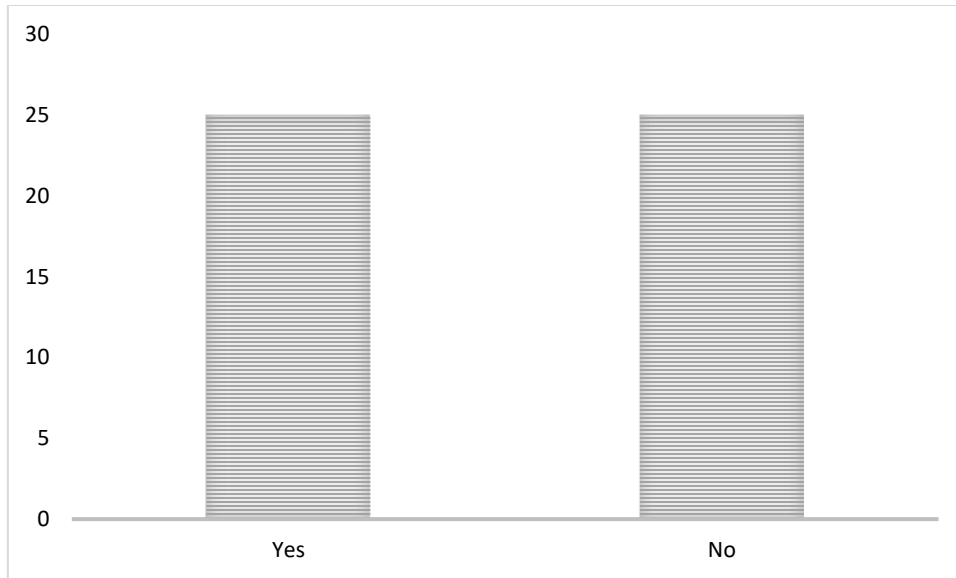
Summary Finding: There were 50 respondents. Both are equivalent in this situation—half agree with this inquiry and half disagree.

**Question 4: Your work is according to your qualifications and skills.**

Reaction	How Many People Responded
Strongly disagree	05
Disagree	10
neutral	05
Agree	10
Strongly agree	20
Sum	50
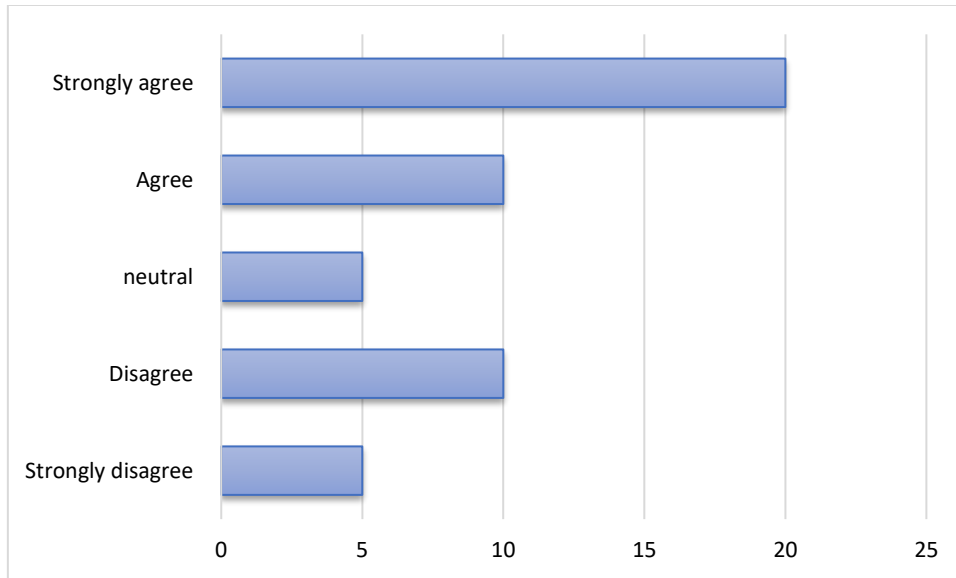
Study Result: Ten people agree, only five people disagree, ten people disagree, and twenty people strongly agree. 05 are highly opposed. That means DARAZ's Manager is pleased with this inquiry, with 60% of respondents agreeing and 30% disagreeing. Only 10% of respondents say they are unsure of the answer.

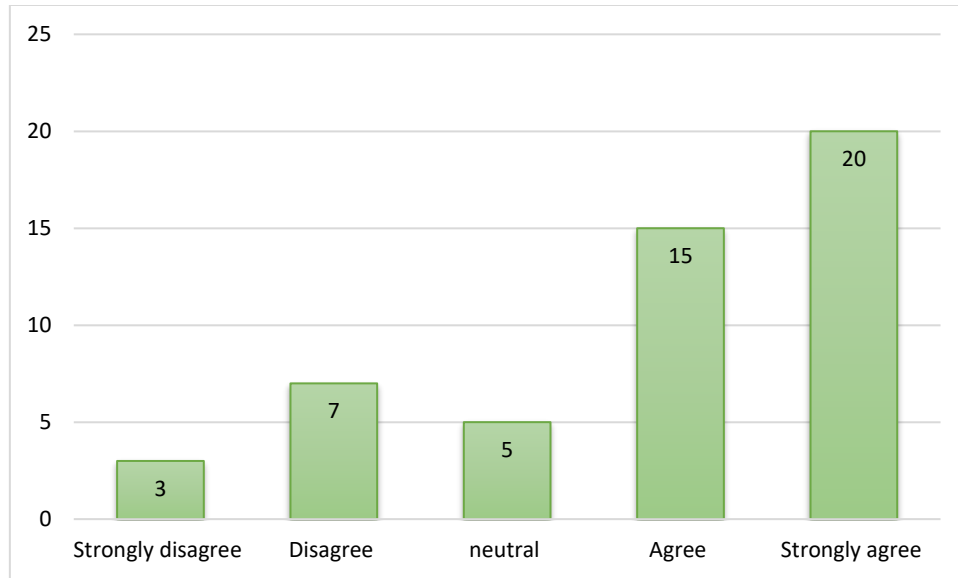**Question 5: Employees are satisfied with the top management.**

Reaction	How Many People Responded
Strongly disagree	15
Disagree	10
Neutral	00
Agree	18
Strongly agree	12
Total	50
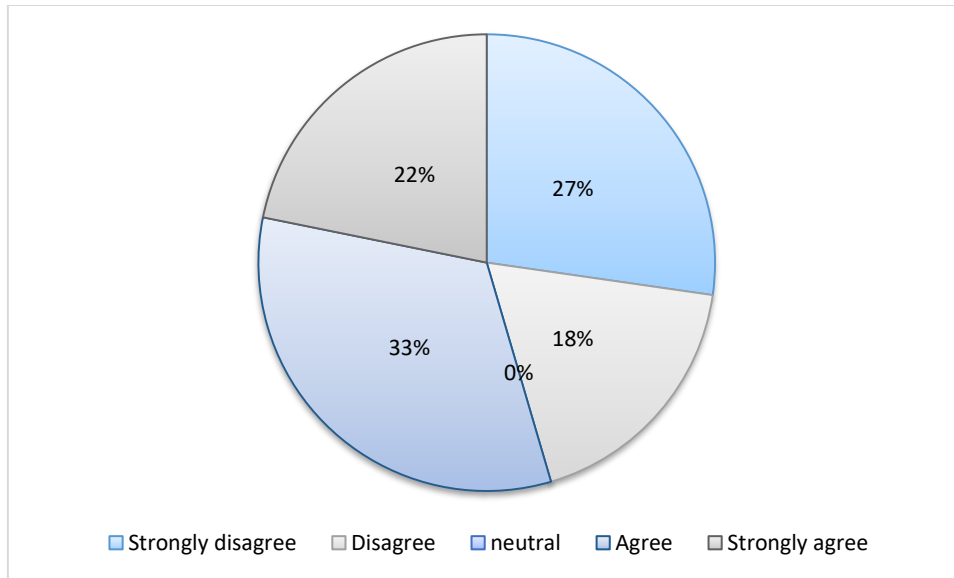
Overview Result: Among the 50 respondents 18% of people go with Agree, 18% of people Disagree,33% unequivocally agree, and 27% immovably conflict.

**Question 6: The working hour is satisfactory at Daraz.**

Reaction	How Many People Responded
Strongly disagree	03
Disagree	07
neutral	05
Agree	15
Strongly agree	20
Sum	50

Study Result: Of the 50 responders, 15 agreed, 5 were neutral, 3 strongly disagreed, and 20 were firmly opposed. There are also 7 clashes. Here, we can observe that the firm is satisfied with the Daraz working day.

**Question 7: The supervisor treats the employees fairly whenever they perform a good job**

Reaction	How Many People Responded
Strongly disagree	15
Disagree	10
neutral	06
Agree	09
Strongly agree	10
Sum	50
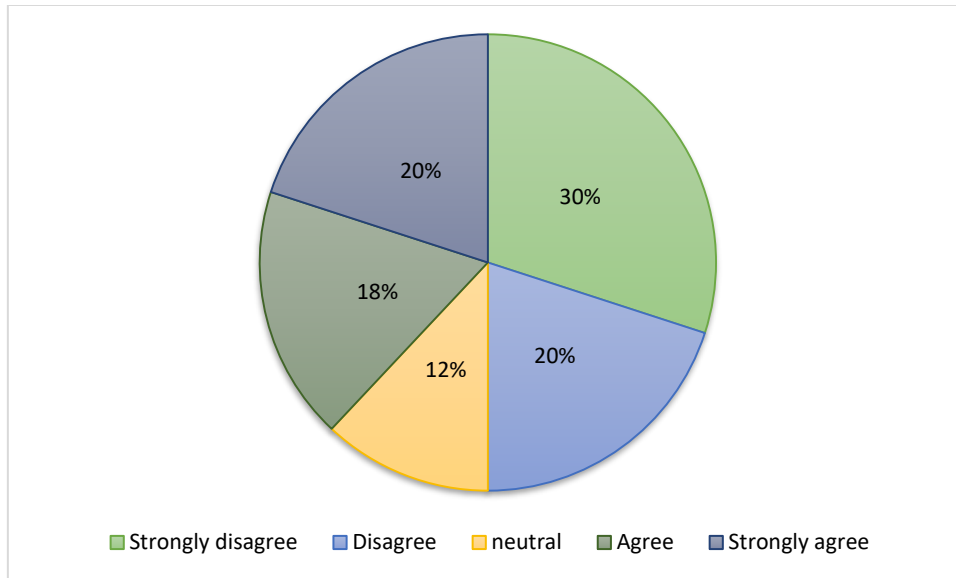
Overview Result: Among the 50 participants. Only 18% of respondents agree, 12% disagree, 20% disagree, and 20% strongly agree. Similarly, roughly 30% of responders disagree. Because they believe the supervisor simply rewards those who are exceptional to him.

**Question 8: Company provides a satisfactory salary to the employee.**

Reaction	How Many People Responded
Strongly disagree	10
Disagree	12
neutral	05
Agree	13
Strongly agree	10
Sum	50

NUMBER OF RESPONDENT

☐ Strongly disagree ☐ Disagree ☐ neutral ☐ Agree ☐ Strongly agree
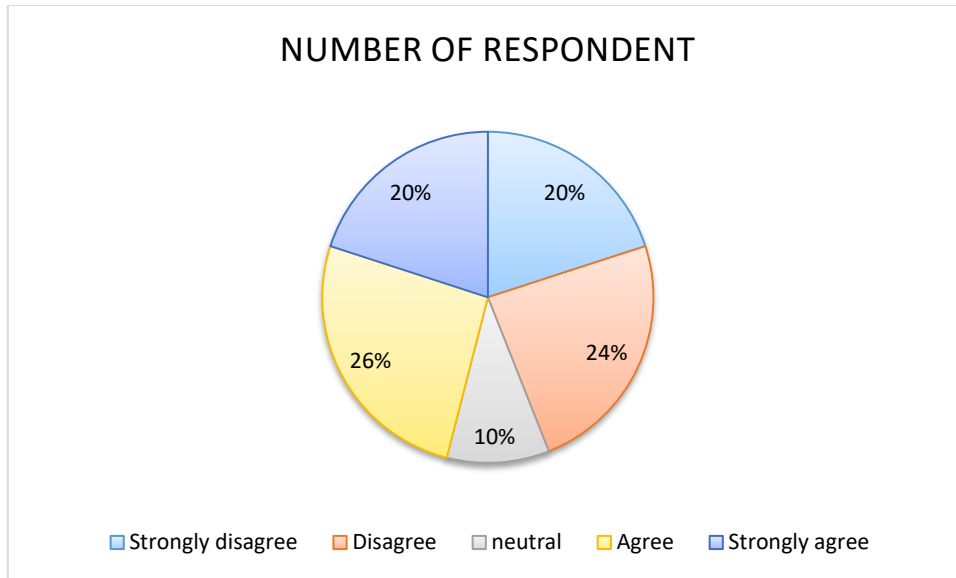
Study Result: Among the 50 respondents 26% of people go with Agree, 10% are Impartial, and 24% of people conflict. 20% of respondents who go with the reaction vehemently vary and unequivocally agree.

**Question 9: The work environment is safe and sound in Daraz.**

Reaction	How Many People Responded
Strongly disagree	0
Disagree	10
neutral	5
Agree	15
Strongly agree	20
Sum	50
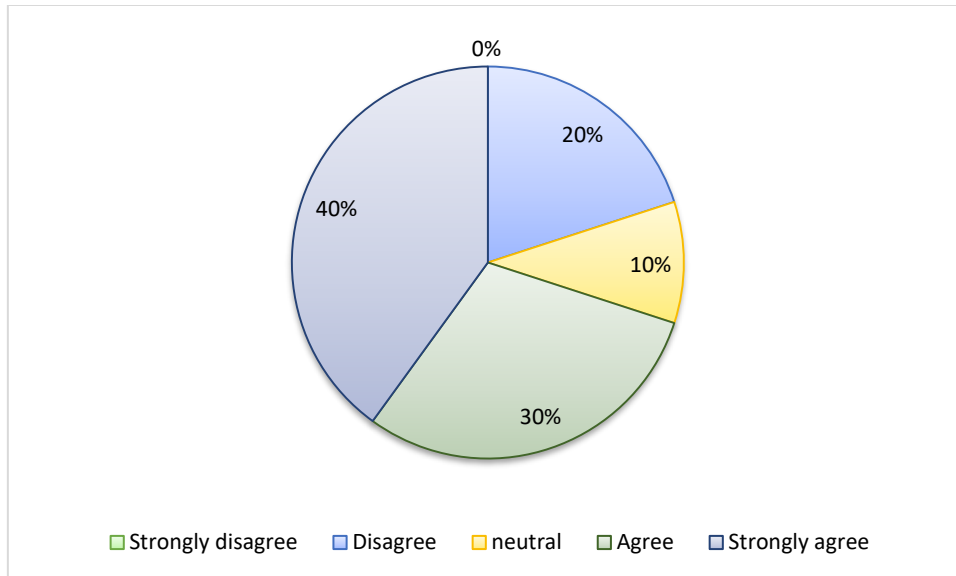
Review result: 30% of the 50 respondents agreed, 10% were fair-minded, 20% contradicted, and 40% vehemently agreed. There are no single respondents who immovably struggle.

**Question 10: The organization provides opportunities for further career development**

Reaction	How Many People Responded
Strongly disagree	0
Disagree	20
Neutral	05
Agree	20
Strongly agree	05
Sum	50
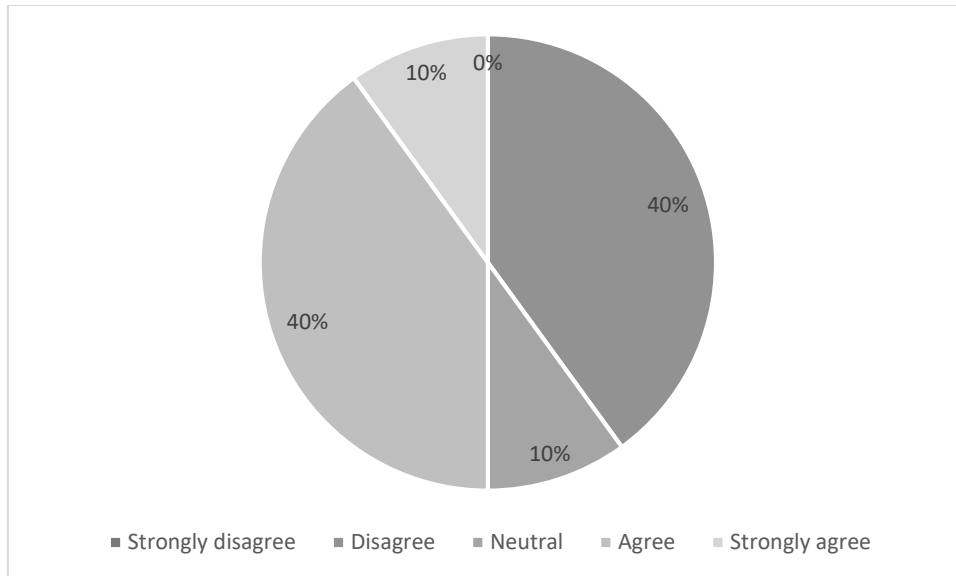
Overall, 40% of the 50 respondents agreed, 10% were fair, 40% disagreed, 10% agreed clearly, and there were no respondents who were irreconcilably conflicted. Overall, 40% of the 50 respondents agreed, 10% were fair, 40% disagreed, 10% were adamantly opposed, and there were no single respondents who were vehemently opposed.

**Question 11: Daraz keeps motivating the employee to perform better**

Reaction	How Many People Responded
Strongly disagree	0
Disagree	5
neutral	5
Agree	20
Strongly agree	20
Sum	50
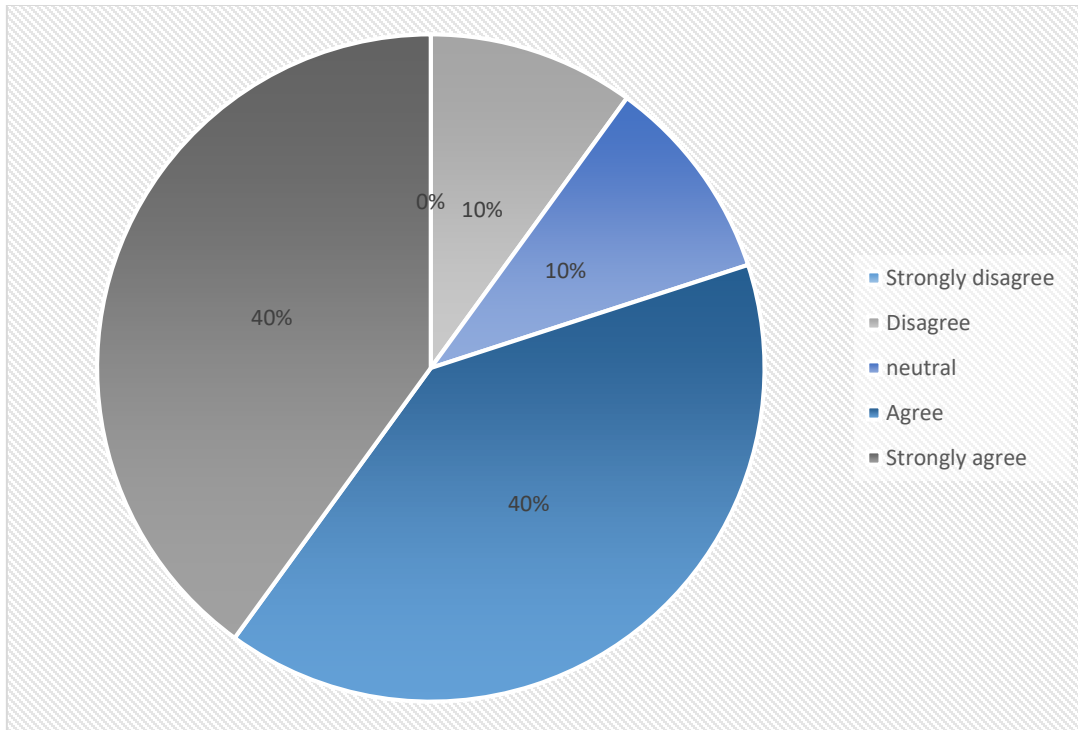
According to the findings of the study, 40% of those polled agree, 10% are undecided, 10% disagree, 40% strongly agree, and there are no respondents who strongly disagree.

Question 12: Employees have enough opportunities for professional growth.

Reaction	How Many People Responded
Strongly disagree	4
Disagree	10
Neutral	6
Agree	20
Strongly agree	10
Sum	50
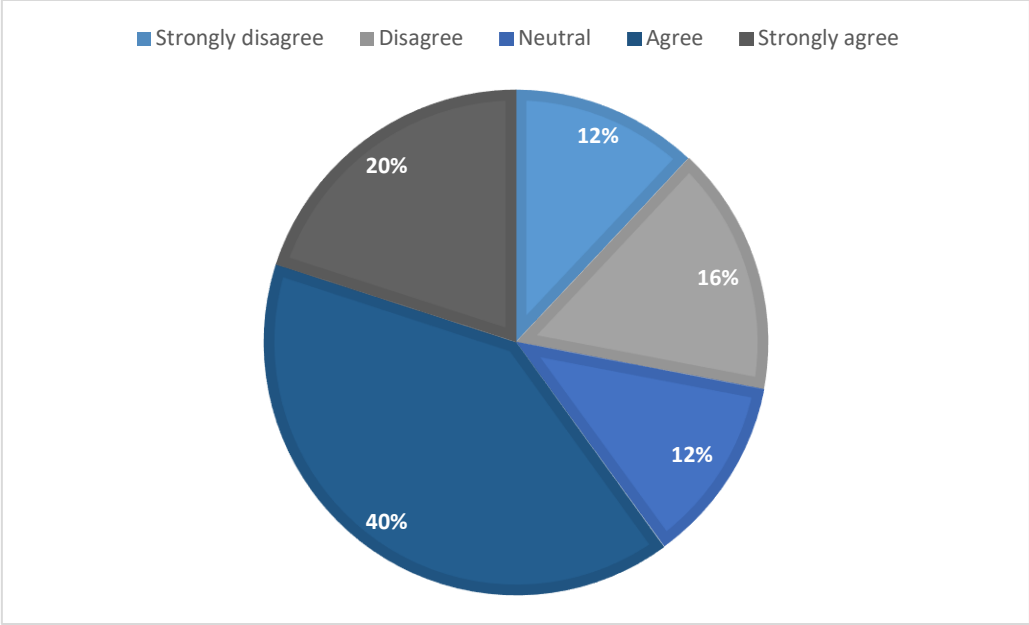
Overall, 12% of the 50 respondents strongly disagree, 16% wander, 12% are neutral, 40% agree, and 20% strongly disagree.

CHAPTER FIVE

PROBLEMS AND RECOMMENDATIONS

5.1 Problems Identified

1. Lack of work environment- due to which the workplace becomes monotonous.

2. Lack of feedback sessions, back office employees are not properly connected with effective internal communication of the company

3. Lack of Employee Climate Survey- Understanding the perception and attitude of employees in the organization because employees are not helped to improve the identifying actual problems with the organization's employment conditions problems and providing answers to well-known issues.

4. Lack of motivational activities- Due to the lack of motivational activities employees do not know about their work performance

5. Lack of Recognizing and consolidating performance- Daraz didn't get a performance reward that's why turnover rates and absenteeism are regular scenery of employee

5.2 Recommendations

According to this report's results, the overwhelming of agents are satisfied with their obligations to Daraz. However, According to the results of the investigation and the conclusions reached, the following suggestion is presented that can be followed to maintain the existing status and create the future work situation. Completion of the affiliation:

- ➤ Environmental Aspects of the Employment climate and culture should be reimagined so workplace dreariness can't happen. To keep the climate clean and oxygen-accommodating Organizations are welcome to install some ornate indoor-accommodating trees within the office building.

- ➤ Feedback session- Each week, a criticism meeting for the representative can be held, which will help to keep the organization viable on the inside.

- ➤ Employee Climate Survey- These reviews assist with figuring out representatives' insights and viewpoints on the association. The representative environment study aids in the organization's operational statuses by recognizing existing issues and providing solutions to known issues.It takes into account exemplary happiness and regret, recognizes regions that need to be improved. This builds workers' spirits as they feel their viewpoints matter. Daraz ca year to make it effective to do this. on the functioning society and representative inspiration.

- ➤ Motivational Activities- IThe main success criterion for each spokesperson to carry out their duties is inspiration. work exercises. Organizations can present different inspirational For instance, apparatuses grant giving services for workers of the month, according to division.

- ➤ Recognized and collective individual performance- The organization can start an exhibition-based rewardinside each office's jurisdiction.This presentation motivation will be an effective tool for reducing turnover and truancy as well as a significant instrument for a representative turn of events.

CONCLUSION

Considering the recently referenced research, Daraz is a fundamental business association with a surprising overabundance among its client base. Because the total is so large, delegates at There are workers at all ranks.Since my compact business program was planned to assess the level of occupation satisfaction, I needed to get reasonable areas of obligation and responsibility from agents so I could contact them to survey their points of view and relationship with the affiliation. I referenced and gathered data both clearly and indirectly. In any case, I had plenty of space to use connection arrangements. Previous research on this subject has unequivocally and empirically observed that work satisfaction is overall considering a few interrelated viewpoints such as

workplace, remuneration, orchestrating, and so on. Despite contrasts in the experts' assessments of the relationship on which the audit was based, assessments have shown that they are content with their positions.

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