



An Analysis of the Human Resource Management Practices of “BANGLADESH HUMAN CAPITAL”.



Prepared for

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Letter of Transmittal

Date: January 20, 2019

Professor Mohammed Masum Iqbal, PhD
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Subject: Submission of Internship Report

Sir,

In respect to you informing that, it is my great pleasure that today I am submitting my report for practicum named **“An Analysis of the Human Resource Management Practices of Bangladesh Human Capital.”** This is the first time I prepared a report based on my practical experience and I have tried my best to complete the study in a proper way despite some limitations. This report is based on my observations during the 16 weeks long practical **“An Analysis of the Human Resource Management Practices of Bangladesh Human Capital.”** the cordial cooperation of bank training in the officials, books and websites. I hope you will find this report meaningful. I also expect that proper assessment will be given on my report considering the limitations of this study. Within the time limit, I had to prepare this report as comprehensive as possible. But there may be some unwanted mistakes for which, I beg your kind consideration.

Your benign and authoritative advice will encourage me to conduct further flawless research in future.

Sincerely yours,



.....
Md. Abu Nayeem
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Student's Declaration

I hereby solemnly declare that the work presented in this dissertation has been carried out by me and has not been previously submitted to any other University/College/ Organization for an academic qualification/certificate/diploma or degree.

The work I have presented does not breach any existing copyright and no portion of this report is copied from any work done earlier for a degree or otherwise.

I further undertake to indemnify the department against any loss or damage arising from breach of the foregoing obligations.

Sincerely,



.....
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LETTER OF ACCEPTANCE

This is to certify that the internship report titled “**An Analysis of the Human Resource Management practices of Bangladesh Human Capital**” has been prepared by Md. Abu Nayeem, ID: 021-11(2)-109, Department of Business Administration, Faculty of Business & Entrepreneurship, Daffodil International University under my supervision. The report has been recommended for submission.

I wish him all success in life.



.....
Professor Mohammad Masum Iqbal, PhD
Department of Business Administration
Faculty of Business and Entrepreneurship
Daffodil International University

Acknowledgement



First of all, I express my deep gratitude to the Almighty Allah who created and nurture me in this transitory world. I also have to put my heartfelt respect and gratitude for the kindness and cooperation that was provided to me to complete my dissertation assigned report on the topic **“An Analysis of the Human Resource Management practices of Bangladesh Human Capital**. In preparing my report, I have taken great assistance and support from some persons of **Bangladesh Human Capital” at 147/a-1, Monipuripara (2nd floor) airport road, Tejgaon dhaka-1215.**

Finally, sincere thanks to my dissertation supervisor **Mr. Mohammad Masum Iqbal, PhD, Profesor & Deán** at Daffodil International University for his appropriate suggestions, moral support and invaluable co-operation from time to time in completing the report successfully

However, to my best, I tried very hard and worked very sincerely on this report to make an informative one.

At last my sincere apology goes to the readers for my conceptual and printing mistakes, if there is any.

Executive Summary

This report is prepared as requirement of the Internship of BBA program at Daffodil International University. This report focuses three months working experiences in 147/a-1, Monipuripara (2nd floors) Airport Road, and Tejgaon Dhaka-1215. This report will give a clear idea about the operational strategies, overall activities and “Evaluation of Recruitment and Selection Process of Bangladesh Human Capital”. The report mainly consists of three part and six chapters. In Chapter-1, Introduction of the report consists of origin of the report, objectives, methodology of the report and also some limitations in doing the report. In chapter-2, the report defines about the background, rationale, objectives & ideology of Profile of Bangladesh Human Capital, mission, vision, products, management structure, organizational structure, and business principles and others. In Chapter-3, provides brief idea about the functions of Evaluation of Recruitment and Selection Process of Bangladesh Human Capital, which includes Recruiting Process of Bangladesh Human Capital, Types of Recruiting, Job Applications, Preliminary Phone Interview, Face to face Interview and Selections, Steps in the Hiring Process, Medical Processing, Manpower Export, Saudi Arabia Visa Application Form, Manpower Export to KSA are described here. Import performance from different point of view is presented in this chapter. This chapter is also deals with export, and export performance as well as other related aspects. In Chapter-3, Expressing business and an overview of Bangladesh Human Capital. and Chapter-4 Finding, Recommendations, Conclusion. 147/a-1, monipuripara (2nd floor) airport road, Tejgaon dhaka-1215, and worked performed by me as an internee in this branch. Finlay there are some identified, and some recommendations & Conclusion to overcome those limitations.

For the continued expansion of the manpower system, a number of issues pose serious threats to the Bangladesh Human Capital and these are needed to be carefully addressed. In this study it is tried to find out the performance and operations of “Evaluation of Recruitment and Selection Process of Bangladesh Human Capital”.

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CHAPTER ONE

Introduction



CHAPTER -1 INTRODUCTION

1.1 Background of the Study:

Bangladesh human capital is a global business advancement consultancy with a pro in East Asia. Set up in 2016, the organization runs deals and authorizing software engineers for its customers and undertaking market evaluations, expediting channel associations, raising capital and managing licensed innovation issues. its administrations stretch out past that of customary counseling as the organization is known for playing a hands-on job in executing its customers' market section techniques.

Bangladesh human capital has its base camp in Saudi Arab, UAE, Qatar, Malaysia. The majority of its 80 or more representatives are multi-lingual and situated in Asia. Bangladesh human capital's center segments are Fast Food Restaurant, Catering, Food and Beverage, Agriculture, Cleaning and Maintenance, Medical, hardware, telecoms, coordinate and life sciences, car, vitality, programming, online business, retail and assembling. Its customers in these fields range new companies, mid-showcase firms and multinationals and incorporate Kudu Restaurant, Herfy Restaurant, National Aqua Culture, NADEC, Taxi Restaurant, Riyadh Foundry and Arabian Service Company

The organization likewise works with governments and financial advancement offices to advance fares and pull in remote direct speculation, with customers including the Saudi Government, a few us states and the u's area of expertise for universal exchange.

1. 2 Origin of the Study:

This report depends on a temporary job program. Bangladesh Human Capital masterminds temporary position program to accumulate reasonable learning about Man control exercises pursued by Bangladesh Human Capital for University understudies of program of Bachelor of Business Administration. Each understudy must complete an explicit task, which is relegated by Bangladesh Human Capital. Thusly, a report dependent on the activities is to be submitted to the expert of Bangladesh Human Capital. I select Bangladesh Human Capital for my temporary position. In any case, I have arranged my give an account of Evaluation of Recruitment and Selection Process of Bangladesh Human Capital as it is doled out by my boss. I have attempted to share my viable learning and encounters in the report that I accumulated amid my temporary position period and present it in the ideal and right way.

1.3 Scope of the Study:

The extent of this paper is constrained to the hierarchical structure, foundation, and destinations, capacities, and enrollment execution of Bangladesh Human Capital all in all. The extension is additionally restricted to significant components of Recruitment and Selection process, the way toward Recruiting and choosing personals, the updates and the player strategies for present day procedure, observing and documentation of Bangladesh Human Capital.

1.4 Significance of the Study:

I know Bangladesh Human Capital is the biggest labor in Bangladesh in the private segment. I additionally realize that Bangladesh Human Capital is assuming imperative job in the financial improvement of Bangladesh by accepting 26% of the aggregate settlement that Bangladesh earned and the job of Bangladesh Human Capital is extremely calculable being developed.

1.5 Objectives of the Study:

The study has been conducted with the following objectives:

- 1) To explore the recruitment and selection process of Bangladesh Human Capital.
- 2) To evaluate the recruitment and selection process of Bangladesh Human Capital.
- 3) To find out the problems of existing recruitment and selection process of Bangladesh Human Capital.
- 4) To make recommendations to overcome the existing recruitment and selection process of Bangladesh Human Capital.

1.6 Methodology of the Study:

Both the essential just as the optional type of data was utilized to set up the report. The subtleties of these sources are featured underneath:

Primary Sources:

- 1 Customer and historical data of customers.
- 2 Interviews and practical works with the officers as well as the trainers and the course coordinator of Bangladesh Human Capital for our internship course.

Secondary Sources:

❖ Internal Sources:

- ✚ Bangladesh Human Capital Manual.
- ✚ Bangladesh Human Capital Annual Report.
- ✚ Business Principal Manual.
- ✚ Business Instruction Manual.

❖ External Sources:

- ✚ Different books and periodicals related to the man power sector.
- ✚ Newspapers.
- ✚ Website information.

1.7 Limitations of the Study:

- ✚ As an internee I was unable to obtain indispensable experiences of different departments.
- ✚ Details of many aspects of the services of Bangladesh Human Capital have been skipped in this report due to various constraints, including time and space, security reason.
- ✚ One of the main barriers in writing this report was the confidentiality of data. Though I had access to lot of information regarding the performance of the organization, I was unable and not authorized to use this information due to legal restrictions

CHAPTER TWO: Profile of Bangladesh Human Capital



2.1 An Overview of the Bangladesh Human Capital:

Bangladesh Human Capital Manpower is the Local driving in creative workforce arrangements, interfacing human potential to the intensity of business. Bangladesh Human Capital Manpower serves both huge and little associations overall industry divisions through our brands and contributions Bangladesh Human Capital Manpower Solutions, Experts, Manpower.

Bangladesh Human Capital Manpower began little yet developed quick, we began with a lady's yearning to enable jobless individuals to interface with managers and discover employments to a one-stop-shop. Bangladesh Human Capital Manpower is a pioneer and capable organization in the business; our consistent pledge to our clients has earned us acknowledgment for being a dependable colleague through a demonstrated reputation with our customers.

Bangladesh Human Capital Manpower is controlled by a group of youthful experts with various foundations crosswise over various enterprises, including business the board, HRM, innovation, back, deals and enrollment. The group additionally unites an abundance of universal experience over the area.

2.2 Business Philosophy of the Bangladesh Human Capital:

The reasoning of Bangladesh Human Capital is to the standards of labor. The advertiser, perception is that Bangladesh Human Capital ought to be very unique in relation to other exclusive and oversaw worldwide labor working in Bangladesh, Bangladesh Human Capital to develop as an innovator in the business instead of a supporter. The initiative will be in the region of administration, steady exertion being made to include new sizes so customers can get extra in the matter of administrations approach with the necessities and prerequisites of the nation' developing society and creating economy.

2.3 Aims of Bangladesh Human Capital:

Points implies what Bangladesh Human Capital doing. The essential goal of building up Bangladesh Human Capital everywhere throughout the nation is to create and additionally the use of labor standards in the business segment. We have an accumulation of chosen laborer in different classes with subtleties in our site so that, our customer can have picked specialist according to their interest. With this, we have fabricated a polite and expert association with the majority of our Clients.

2.4 Mission of Bangladesh Human Capital:

At Hudson, our organization mission is basic: we need to be the world's best at helping businesses make authoritative progress through individuals. At each progression of the association with our customers and hopefuls, we convey esteem, guidance and master perspective.

2.5 Vision of Bangladesh Human Capital:

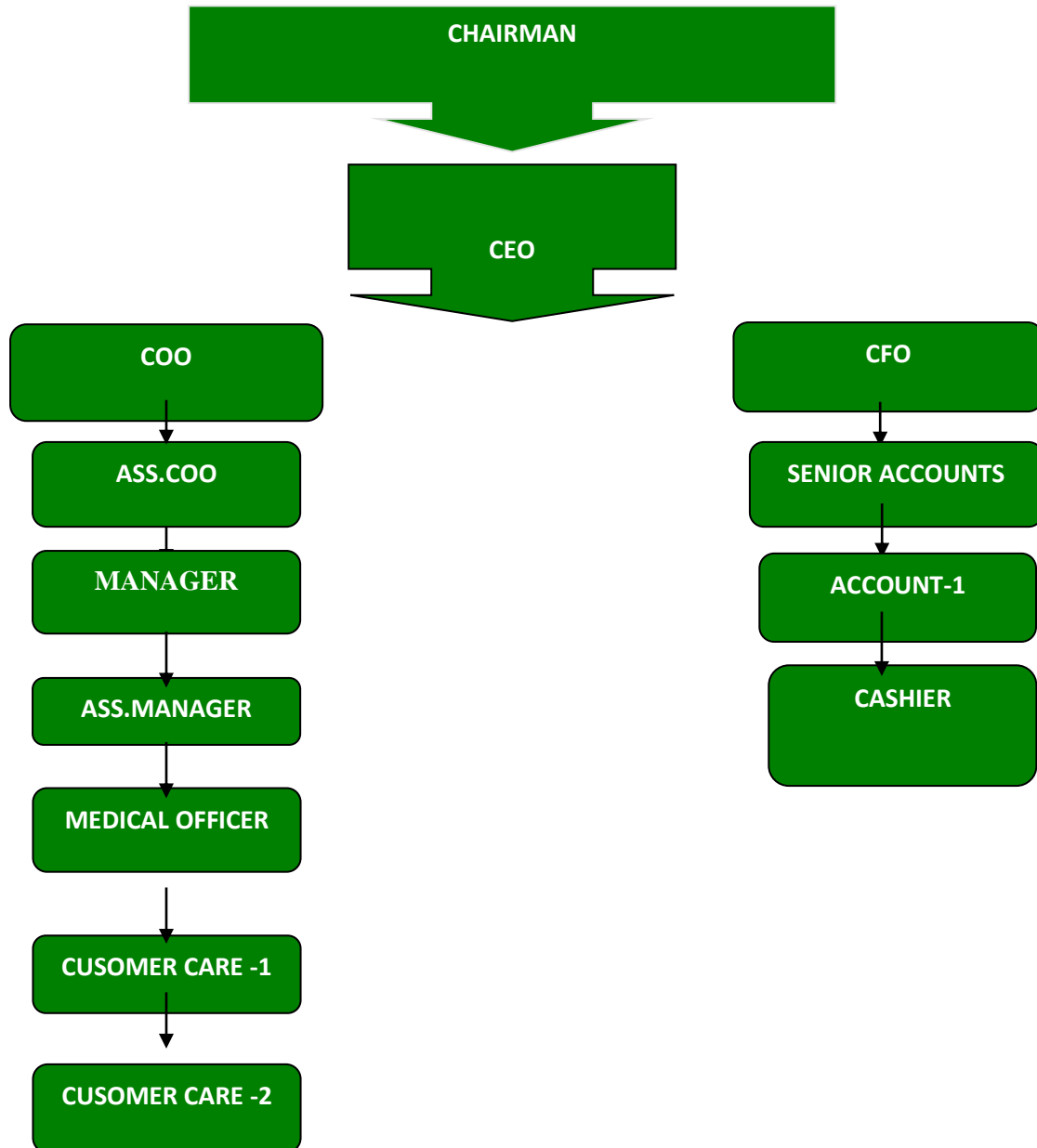
We are committed to maintain the standards of Integrity, Quality Service, Industry, Creativity and Professionalism for our Clients, Shareholders and Stakeholders. We try to offer labor arrangements which advantage both the business and the worker; and be a corporate enrollment specialist who is dependable, legitimate and submitted. We consider ourselves to be head worldwide corporate labor selecting office from Sri Lanka. We make a scaffold for whatever is left of the world for a fringe less inquiry and position plan of action where competitors can be sourced and set wherever the ideal worker boss match be found internationally. We offer clerical, talented, semi-gifted and extensive volume incompetent enlisting arrangements.

2.6 History:

Established in the year 2016, The Bangladesh Human Capital Ltd has offices in three countries and conducts business all over the world with its Headquarter located in Dhaka, Bangladesh. With over four decades of experience in employment consultancy and manpower recruitment, The Bangladesh Human Capital is the leading agency when it comes to manpower. Bangladesh Human Capital gained the leading position of human resource export of Bangladesh. We are proud of our position. The company also played a significant role in developing stillness of the personal in their so sophisticated fields and our client has been well satisfied with us. The Bangladesh Human Capital has gained a wide range of experience in this field for decades. It is recognized as the leading organization in manpower export and it was possible due to the hard work of its staff members, their dedicated service and an efficient management. I am confident that The Bangladesh Human Capital will always endeavor to achieve great success in the coming years for manpower recruitment

2.7 Corporate Structure:

The corporate structure of Bangladesh Human Capital is given in following feature-



THE HUMAN RESOURCE PLANNING PROCESS:

Assess Your Current Human Resource Capacity:

Begin by taking a gander at your present HR condition of play. This will include dissecting the HR quality of your association crosswise over variables including representative numbers, abilities, capabilities, encounter, age, contracts, execution evaluations, titles, and pay. Amid this stage, it's a smart thought to assemble understanding from your supervisors who can give true input on the human asset issues they confront, and additionally regions in which they think changes are essential.

Forecast future HR requirements:

You will at that point need to take a gander at the future HR needs of your association and how HR will be connected to meet these authoritative objectives. HR supervisors will ordinarily take a gander at the market or sectorial patterns, new advances that could mechanize certain procedures, and also industry examination so as to check future necessities. Obviously, there are various elements influencing human asset arranging, for example, common representative wearing down, cutbacks, likely opportunities, retirements, advancements and end of agreement terms. Most importantly of this, you should comprehend the objectives of the association: are you entering another market, propelling new items or administrations, venturing into new zones. Gauging HR request is a mind boggling undertaking dependent on a few elements. Being educated and grabbing a chair, or if nothing else an ear, at meeting room level is fundamental on the off chance that you are to make exact HR projections. A powerful human asset plan strolls the scarcely discernible difference among free market activity. By surveying the present HR limit and anticipating future necessities you ought to have a reasonable image of any holes that exist. Utilizing your HR conjecture, you can all the more likely judge if there will be an abilities hole, for instance. Would it be advisable for you to up aptitude existing workers or select representatives who are as of now qualified in explicit territories? Are altogether present workers being used in the correct zones or would their aptitudes be more qualified to various jobs?

Integrate The Plan with Your Organization's Overall Strategy:

After you've surveyed your present HR limit, anticipated future HR requests and recognized the holes, the last advance is to coordinate your HR plan with your authoritative procedure. On a down to earth level, you will require a devoted spending plan for HR selecting, preparing or redundancies, and you will likewise require the executives purchase in over the business. You will require participation and the important funds so as to execute the arrangement and a cooperative methodology from all divisions to incorporate it. Find out about the advantages of vital human asset the executives.

CHAPTER THREE

Recruitment and Selection Process of Bangladesh Human Capital



3.1 RECRUITING PROCESS OF BANGLADESH HUMAN CAPITAL:

Steps in the Recruiting Process:

Before getting a contender for a livelihood position, an association encounters a very much arranged enrolling process. This strategy has three key stages, including organizing, enlistment, and delegate assurance. Human resource masterminding is the time when an association settles on the amount of laborers they are wanting to contract and the scopes of capacities they expect of these delegates. The association should then balance their necessities with the typical number of qualified hopefuls in the work feature.

3.2 Types of Recruiting:

A couple of associations work with an enlistment master to find applicants, especially for progressively hoisted sum occupations. Especially broad associations, may not successfully choose hopefuls, yet rather do post open positions on their association site.

3.3 Job Applications:

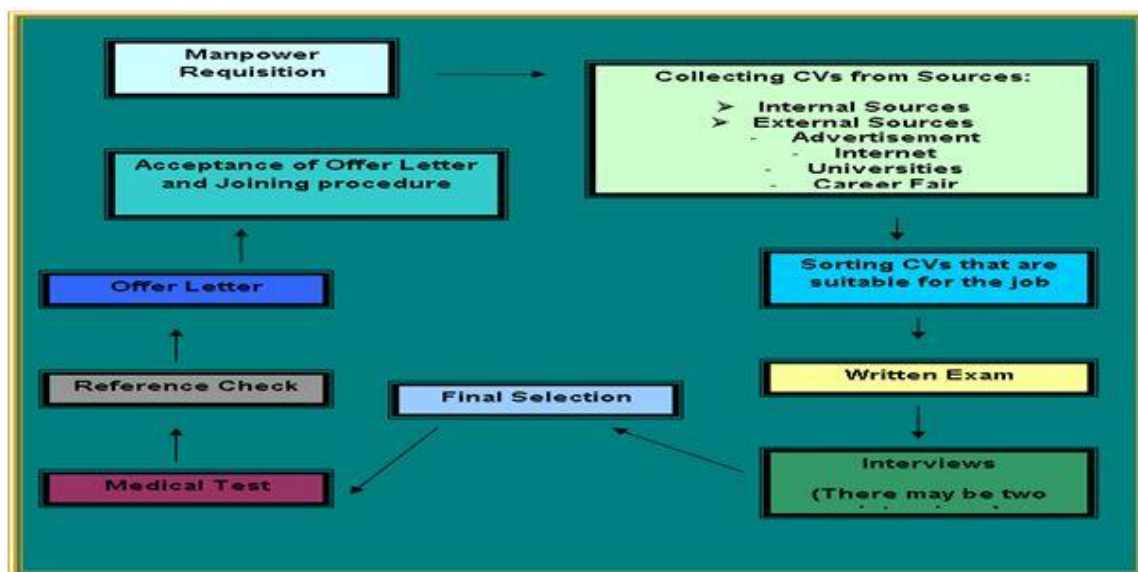
A couple of associations use capacity the administrators programming to recognize applications for business and to screen and pick plausibility to meet. The action application process will anticipate that competitors should show a resume and starting letter by methods for email. A couple of directors still grade toward that applicants apply eye to eye.

3.4 Preliminary Phone Interview:

Driving a preliminary phone meet is fundamental for gaining information about the hopeful establishment, work history and experience. Right when our work expert leads a starter meet, the objective is to choose if the hopeful has the basic aptitudes and abilities for the movement opportunity.

3.5 Face to face Interview and Selections:

In this period of the selection and assurance process, the contracting administrator reviews the applications and resumes the business ace sent to her. The contracting boss respects the possibility to converse with eye to eye; correspondence about the gathering and booking is generally managed by the work ace. extra meeting by the equivalent contracting director or maybe a board of questioners.



3.6 STEPS IN THE HIRING PROCESS:

Listing Jobs on Company:

Most greater associations, and various smaller associations, post available jobs on their association site. Occupation competitors can filter for livelihoods, review work postings and apply for vocations on the web. Occupation searchers may have the ability to set up mission for new business administrators to inform them by methods with respect to email of new openings. A couple of associations plan meets on the web.

Posting Jobs Online:

Associations that are viably selecting hopefuls won't simply post occupations on their site yet will moreover post vocations on business sheets and other occupation areas. Vocations may be posted on general occupation sheets like Monster just as on claim to fame districts like BD JOBS, for example.

Social Recruiting:

Associations are logically using social enrolling to source plausibility for work on Facebook, Twitter and other long range relational correspondence districts, and furthermore to analyze hopefuls they are contemplating contracting.

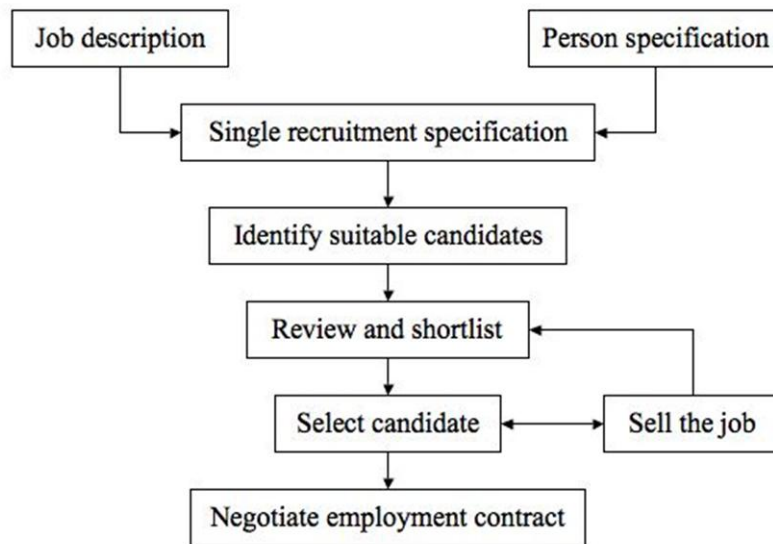
Interview Process:

The meeting procedure doesn't involve landing required a position meet, meeting and landing a position offer. By and large, it is unpredictable and may include numerous meetings. Here are the means associated with the meeting procedure.

Hiring Process :

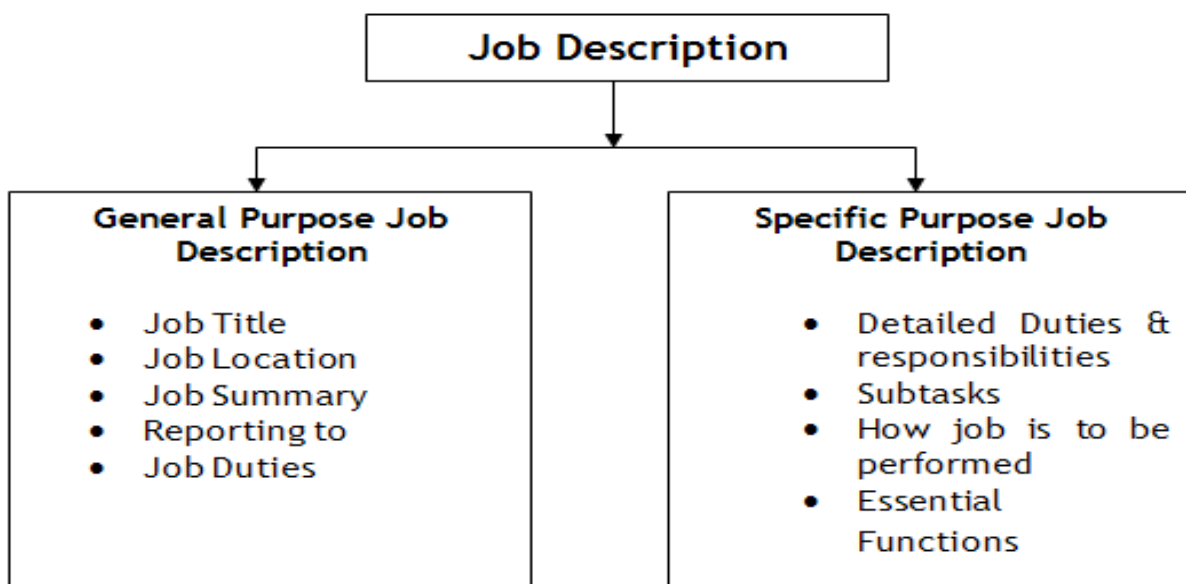
Here's a review of each progression in the procuring procedure, including applying for occupations, talking with, work testing, record verifications, and employment offers, alongside tips and guidance for each progression in the contracting procedure.

Recruitment & Selection Process



Job Description:

It for the most part incorporates obligations, reason, duties, degree, and working states of a vocation alongside the activity's title, and the name or assignment of the individual to whom the representative reports. It might indicate the functionary to whom the position reports.



Person Specification:

The individual assurance is a portrayal of the capacities, capacities, experience, learning and distinctive properties which a contender must need to play out the movement commitments. Request questions and decision tests should similarly get from the individual detail and be proposed to bring out increasingly confirmation on candidates against the criteria. The individual specific should in like manner be used to form your advancement for the position.

Person Specification				
	Essential	Desirable	Training Available	Candidate Assessment
Qualifications	Level 2 English & Maths	NVQ level 3 Sales	Product knowledge Sales Training	CV application form
Skills	Clean Driving Licence verbal communication negotiation skills	Bid writing		Interview
Personal Attributes	Goal driven Resilience & tenacity Stress tolerant	Planning & strategising Persuasiveness Adaptability		Interview/ References
Experience	CRMS Achieving sales targets Customer service	Making presentations Salesforce CRMS	IT Support Sales Mentoring	CV application form Test
Knowledge	Principles and practices of sales The sales area	Basic business principles	Induction & Monthly meetings	CV application form

Laura McHarrie © The Hidden Edge

Training and Development:

Preparing is an instructive procedure which includes the honing of abilities, ideas, changing of demeanor and increasing more information to improve the execution of the representatives.



Importance of Training and Development:

Contention and the business condition keeps changing, and accordingly it is fundamental to continue learning and get new capacities. The hugeness of getting ready and enhancement is according to the accompanying:

- Optimum utilization of Human resources
- Development of skills
- To increase the productivity
- To increase profitability
- Improve the morale and corporate image

Need for Training and Development:

Getting ready and progression of laborers is an extravagant activity as it requires a ton quality commitments from guides and furthermore agents. Here are several essential reasons why the association endorses getting ready and headway sessions.

- To set up the benchmark of enhancement so far in the execution enhancement exertion
- To prepare about the explicit activity obligation
- To test the new technique for expanding the profitability

Advantages of Training and Development:

Preparing and improvement has a cost connected to it. In any case, since it is gainful for organizations over the long haul, they guarantee workers are prepared normally. A few favorable circumstances are:

1. Enables workers to grow new aptitudes and builds their insight.
2. Enhances proficiency and profitability of the people just as the groups.
3. Legitimate preparing and improvement can evacuate bottle-necks in tasks.

Disadvantages of Training and Development:

Despite the fact that there are a few favorable circumstances, a few downsides of preparing and advancement are referenced beneath:

1. It is a costly procedure which incorporates masterminding the right mentors and drawing in workers for non-income exercises.
2. There is a hazard that after the preparation and improvement session, the representative can leave the place of employment.

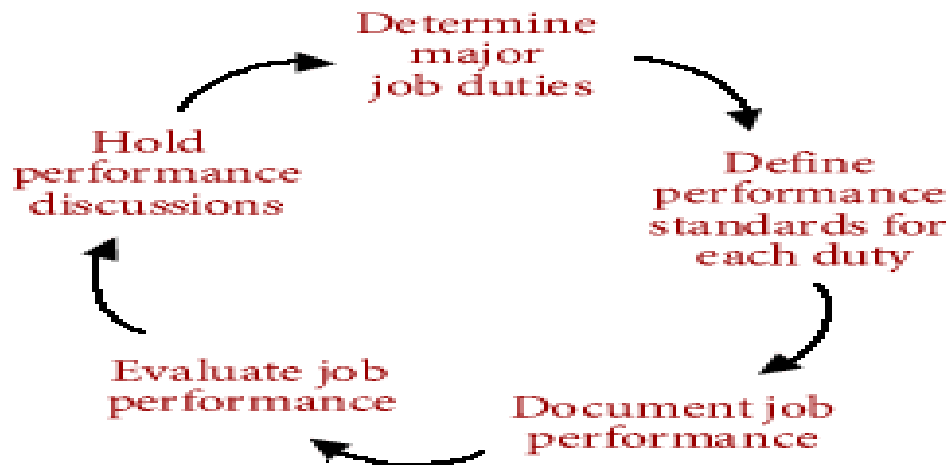
Training and Development Process:

Ventures for preparing and advancement forms are:

1. Decide the need of preparing and advancement for people or groups
2. Build up explicit targets and objectives which should be accomplished
3. Select the strategies for preparing
4. Lead and execute the projects for representatives

Performance Management:

The correspondence procedure incorporates clearing up desires, setting targets, distinguishing objectives, giving input, and checking on results.



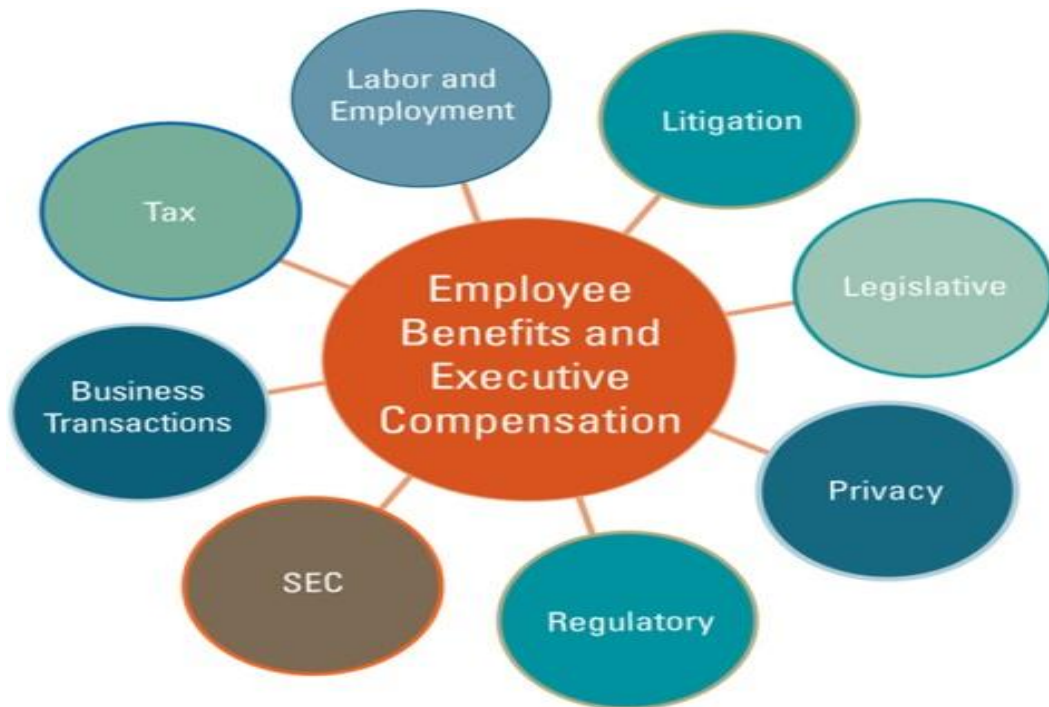
Managing Employee Performance:

Directing execution and giving info is definitely not a separated event, focused in a yearly execution overview. It is a nonstop strategy that happens reliably.

- Goals and objectives are discussed reliably, in the midst of enlistment get-togethers. This gives a structure to ensure specialists achieve results through training and shared info.
- At the completion of the execution time span, you review the delegate's execution against foreseen targets, and also the strategies used and rehearses appeared in achieving those objectives.

Employee Compensation & Benefit:

Representative advantages commonly refers to retirement designs, wellbeing life coverage, life coverage, handicap protection, tour, worker stock possession designs, and so on. Advantages are progressively costly for organizations to give to representatives, so the range and alternatives of advantages are changing quickly to incorporate, for instance, adaptable advantage designs



Direct Compensation Components:

- Base salary
- Premium payments
- Conditional programs

Indirect Compensation Components:

- Protection programs
- Paid Leave

Organization Career Management:

This far reaching perspective of authoritative vocation the executives frameworks talk about the arrangement of profession arranging and the board rehearses accessible to associations and investigates routes by which associations can utilize vocation frameworks to address their issues. Unique consideration is given to profession the board practices and how they frame an integrative framework for individual's improvement inside associations.

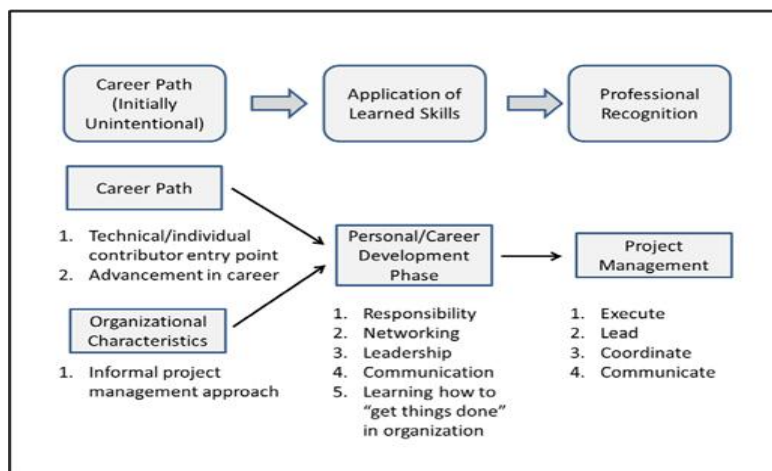
Moving from the vital dimension to the down to earth level the real human asset the board exercises that shape the vocation the board framework the following area of the section diagrams an extensive arrangement of HRM rehearses, which can be led by associations to design and deal with representatives' professions. Proof is displayed with respect to the degree to which these practices are really connected in authoritative settings. In light of the two information and conceptualization, six measurements are used to show the nature and job of these practices.

The Utilization of Career Practices:

The significance and conspicuousness of hierarchical profession arranging and the executives as a component of HRM have been broadly perceived. Authoritative profession frameworks involve a three-level system of methodology, strategy, and practice. At the handy dimension, one may locate various exercises and practices that expect to enable associations to deal with the vocations of workers, specifically administrative and proficient professions. A fitting framework should mean to guarantee a fit between individual needs and goals and hierarchical prerequisites.

Formal Education as Part of Career Development:

With this training, the association chooses individuals of administrative or specialized potential and sends them to a program of formal examination as a major aspect of their improvement way. When the association has recognized a preparation or instruction hole in the close or far future, these projects can correct the issue with this long haul approach.



Promotion:

Advancements allude to the whole arrangement of exercises, which impart the item, brand or administration to the client. The thought is to make individuals mindful, draw in and initiate to purchase the item, inclination. There are a few kinds of advancements. Over the line advancements incorporate publicizing, official statements, buyer advancements.



Demotion:

A downgrade is a necessary decrease in a representative's position or occupation title inside the hierarchical progression of an organization, open administration office, or other body, except if there is no decrease in pay. A downgrade may likewise prompt the loss of different benefits related with a progressively senior position and additionally a decrease in compensation. Downgrade is frequently misjudged just as the inverse of an advancement, anyway it is just a single method for experiencing a decrease in work level.



Labor Management Relations:

Work Management relations are the most puzzled game plan of relations that any HR Manager needs to oversee. Capable upkeep of work relations helps the HR Managers in working up a pleasing circumstance inside the affiliation which, consequently, helps the relationship in sufficiently achieving its goals and targets.

Statutory compliances:

An affiliation may settle on the organizations of a HR Consultant in order to keep up the legitimate necessities in association with the present work laws of the country. This is progressively basic for an association having its business stretched out to different grounds, along these lines.

Labor Relations Management:

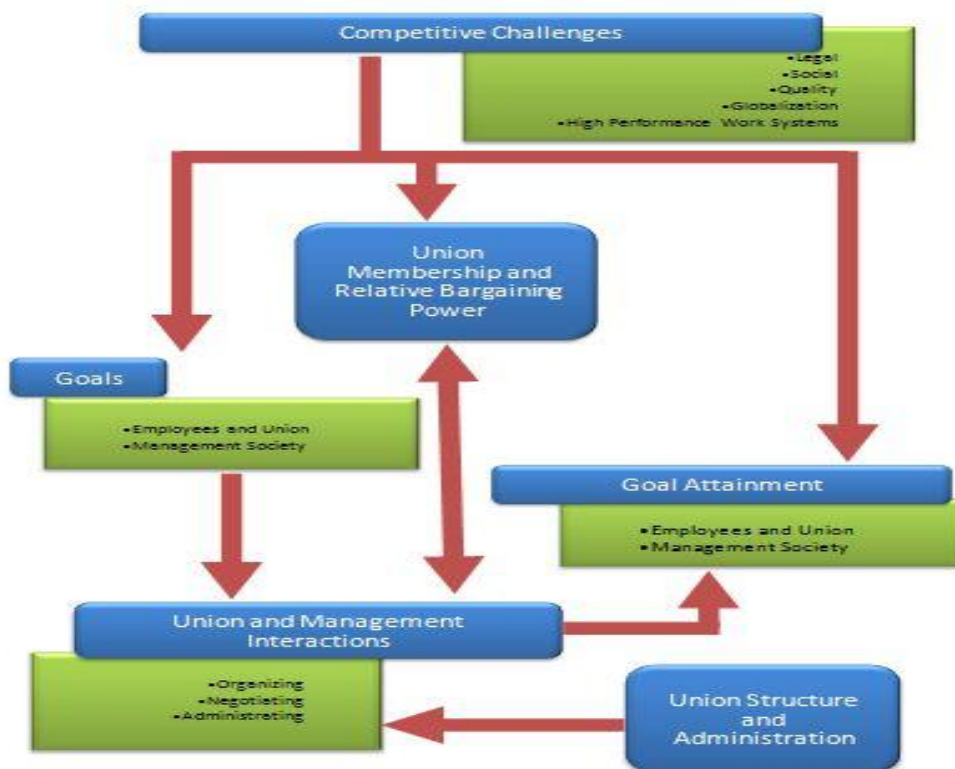
Conflicts and separating relations at workplace unfavorable impact the general effectiveness of the affiliation. Beside growing authentic bills, such a condition adds to stirring up a circumstance of uncertainty among work and hampers their motivation levels.

Labor Union Dealing and Avoidance:

Work audit and laborer satisfaction thinks about are basic instruments in looking over the powerlessness of the satisfaction measurements of work in the association. It helps in understanding the circumstance of the business' methodologies and techniques inverse the specialist's wants. The gaps inside the present game plans and laborer's wants are then worked upon by the HR Consultant to upgrade the satisfaction measurements of work, in like manner contributing in avoidance of trade relationship inside the affiliation.

Labor Grievance Management:

The HR Consultants work with an impartial approach in opening up an obvious and convincing correspondence line between the concerned social affairs, close by putting in their critical data sources wherever vital to wrap up with a pleasant and legitimate response for the issue. Such an activity also empowers in working up a positive work relations condition inside the affiliation. Further, a proactive information framework made by the HR Consultant staggeringly helps in lessening the rate of protests among the work.



CHAPTER FOUR

Findings, Recommendations & Conclusion



CHAPTER FOUR

Problems, Recommendations and Conclusion

4.1 Problems Identified:

1. The organization did not have any written policy about the requirements of various positions except some position.
2. There was a standing committee of recruitment, but the committee found inactive, even i did not see such practical practices.
3. The organization has very little interest to new generation worker.
4. Sometimes the CV with familiar reference are given importance to recruit in selected positions.
5. Although any employee got terminated due to some illegal activities he or she might have gained that position again without any punishment and in those cases no rules or regulation were followed by the organization

4.2 Recommendations:

1. To become a better organization, the company has to follow the standard policy & should be maintain updating if required.
2. The Company has to setup a recruitment department with a profession recruiter head & must be followed the local Labor law policy like employment agreement, Salary & others benefit also has to maintain proper Job Description.
3. For business expansion, Development & turnover, it requires to hire fresh candidates' as well as experience candidates.
4. To become a market leader company has to hire the right people for the right position even it's referred by the higher authority.
5. Company has to follow local & international Labor law policy for termination should be maintain strictly.

4.3 Conclusion:

Enlistment is a basic issue for any affiliation. Enlistment and decision empowers a relationship to assess the chance and pick the best work compel who will lead the relationship in future. So the affiliation should give more weight on picking a person. A person who can pass on sent the relationship to the extent progression, characteristics and ethics. On a very basic level the profitable resource for any affiliation is their understanding based successful workers. The affiliations ought to dynamically careful on this issue to ensure the quality and ethics.

So we can without a lot of a stretch find the Human resource practice, enrollment and assurance process, specialist satisfaction and relations at Bangladesh Human Capital is an outstandingly made and convincing one. As a worldwide association for making the technique dynamically practical Bangladesh Human Capital should explore the enlistment and assurance method of other overall association of home and abroad. That can make Bangladesh Human Capital perfect in choosing people and the association will get capable specialists that will grow the effectiveness and pay.

4.4 Reference

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