

Internship Report
On
Compensation Management Practices Of
Graphics Textiles Limited
Supervised By
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Submission Date: 17.072018

LETTER OF TRANSMITTAL

Gouranga Chandra Debnath
Assistant Professor,
Department Of Business Administration
Daffodil International University,
Dhaka.

Subject: Submission of Internship Report.

Sir,

I have the pleasure to inform you that, I have accomplished my internship report on Graphics Textiles Limited. I tried to know about the Implication of **Compensation Management Practices** in Graphics Textiles Limited. I have tried to give my best to prepare the report and concentration during preparing the report.

I would like to thank you for your support and guidance during my Internship and help to preparing the report. I hope that you would be kind enough to see inconveniences or mistakes that may have appeared beyond my knowledge.

Sincerely Yours,

Nilom Tonua Ahmmed

ID:143-14-1596

Program: MBA

Daffodil International University

Student Declaration

I am declaring this report titled “Compensation Management Practices of Graphics Textiles Limited” submitted by me to Daffodil International University for the degree of Masters of Business Administration is a unique work.

I also pronounce that the report has not been submitted previously either partly or whole to any other Institution or university for any Degree, Diploma, Associate-ship, Fellowship, Internship and other similar title.

.....

Nilom Tonua Ahmmed

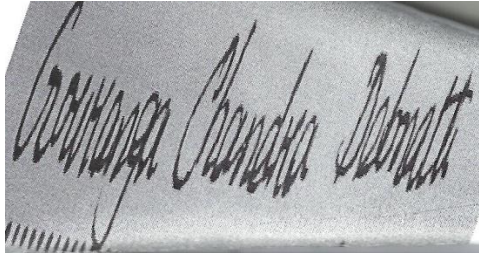
ID:143-14-1596

Program: MBA

Daffodil International University

Supervisor Certification

This is to endorse that this report titled with “Compensation Management Practices of Graphics Textiles Limited” submitted to Daffodil International University in association with the institution’s internship program is a authentic record of work done by “**NilomTonuaAhmmed**” under my supervision at the “Graphics Textiles Limited,225 Tejgaon,Dhaka-1208

A photograph of a handwritten signature in black ink on a light-colored surface. The signature reads "Gouranga Chandra Debnath".

Supervisor

Gouranga Chandra Debnath

Assistant Professor

Department Of Business Administration

Daffodil International University

Acknowledgement

The achievement of this report is not the same as in time without the help of some individual whose stimulus and advice made it occur. First of all I would like to thank my supervisor **Gouranga Chandra Debnath** for supervising me in my Internship program. Without his contribution this report would not have been successful.

I am thankful and grateful to all the faculty and staff associates of Daffodil International University and specifically, Daffodil International University School of Business. This report is a culmination of the four years I have spent here and all that I have learned.

I am specially grateful to Mr. Imran Hossain, (General Manager) of Graphics Textiles Limited and a number of officers of Graphics Textiles Limited for considering it meaningful to permit me.

I also thank my All teacher, Classmate and Classmates who helped me by providing enlightening directives and information to prepare this report. I was carefully attached with them in this internship period. Deprived of this internship would have been very difficult to complete. I thank my parents, and few of my friends who support me, constantly contribution support.

Lastly I want to thank them who are helping me and my genuine gratitude to all those who are participated to make the statement.

Executive Summary

Last three month I give my full effort to completed my Internship programsited at the Graphics Textiles Limited. Meanwhile my internship program was directed to appreciate compensation management practices. I gathered some pratical knowledge and accountabilities of the operative. As a result I ask them and cooperate by their opinions and support of the Company. I obtain to gather sufficient knowledge and help from that company.

In the era of globalization, it is too much difficult for an organization to sustain in the competitive market challenging with others. So, to compete with other organizations, an organization needs to use its human resources in an efficient & effective way. There is no way to sustain in the completion without the suitableuse of human resources.

To get the high productivity or high performance from each employee an organization must do better compensation management practices. On the other hand, Sound Compensation/Reward System brings peace in the relationship of employer and employees. So in this report, I have tried to discover compensation practice in Compensation Management Practices of Graphics Textiles Limited. To accomplish that I have done internship program. To do internship analysis I have gathered information about compensation of different job station. A marketplace survey has been conducted for designing recompense system in Graphics Textiles Limited.

The studies on this issue empirically and practically learn that better reward practices largely be contingent on the quantity of consistent mechanisms and things. Like office Knowledge, skill, exercise, neutral upgrade policies, fair judgement. Despite modifications in decision comes from personnel and staff of the company related to this part, which detections of the average level content in reward management achieves.

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Chapter-01

1.1 Background of the study

Compensation is a relation between their co-workers and industry standards. It is not always possible to provide employees completely a reasonable compensation. But vital thing is to consider it when hiring new employees or increasing wages or salary for existing employees.

Employees need to be adequately compensated for their time and effort, skills and knowledge. Compensation is a key factor that attracting and keeping the best employees in the organization and ensuring that the organization has a competitive edge in an increasingly competitive market. Employee dissatisfaction regarding compensation can lead to absenteeism, turnover, job dissatisfaction, low performance, strikes and grievances. Majority of labor-management disputes are related to compensation.

Compensation is ranges from wages or salary to anything that has a positive effect on the health, mind and general well-being of employees satisfaction. Non-monetary compensation means without money compensation can come in different forms that could be tailored to the preferences of the employee. Here is Some examples include: bonus, award, recognition, involvement in decision making, discounts, training in other business areas, work/life balance and benefits packages.

Some Organizations manage compensation honor the workers achievement by some motivational tools like salary. Sharing the profit and bonus. This help to attain the objective of the organization Organization paying top performers and rewarding by some incentives.

Determining of main wages by the rule of Govt. wages, salary or basic salary should be fixed. The company should be paid the worker for their work on time. No more delay will allowed for paying the salary. If employee work overtime organization pay the incentives on time. If company rules that pay for wok then pay actual work what employee do. If paying system is time related then count the time.

Compensation benefits and packages which accumulated for selection, recruitment and exercise of expense for hire new workers and staff. Reward also ensure companies are arguement with the laws of labor for equal judgement.

1.2 Objective of the study

Compensation is something a lot of people take for granted. It is a major tool of an organization. Man, Material, Machine and Money is very crucial for compensation management. Among these man has been considered to be most important factor contributing to organizational effectiveness and efficiency.

1.2.1 Broad objective

Compensation management of Graphics Textiles Limited. To gain a practical experience. There are four basic objective of compensation: forecasting employee's effort, attracting quality employee's, retaining top performance and motivating employee. To know about the benefits, Compensation practices of Graphics Textiles Limited.

1.2.1 Specific Objective

- To understand the Compensation Practices of Graphics Textiles Limited.
- To identify the employ compensation practices of Graphics Textiles Limited
- Identify the problem of compensation management of Graphics Textiles Limited
- Recommendation for the problem of compensation management of Graphics Textiles Limited

1.3 COMPANY PROFILE

Graphics Textiles Limited is a world class casual shirts manufacturing company. The company known for its state of the art production facility, extensive and unique research, training and development center and high skilled trained human resources. Which has formed a small garment factory established in 2014 in to a supreme institution of premium shirts design and manufacturing industry.

1.3.1 Brief profile of the Company

Graphics Textiles Limited is a renowned group in the world's fashion market. Being the pioneer and one of the largest in the Bangladesh.

Graphics Textiles Limited is a private limited company. It has a positive contribution to the economy of Bangladesh. They are the largest export oriented garments Manufacturing company in Bangladesh. They believe in quality and time and highly emphasized in sustaining a concerted harmony in its working process and its situation.

Graphics Textiles Ltd has a large garments in which more than thousands people work. This Garments contributing the growing economy of Bangladesh and help to maximize rapid export growth. This textile Industry properly follow the BGMEA rules and regulations.

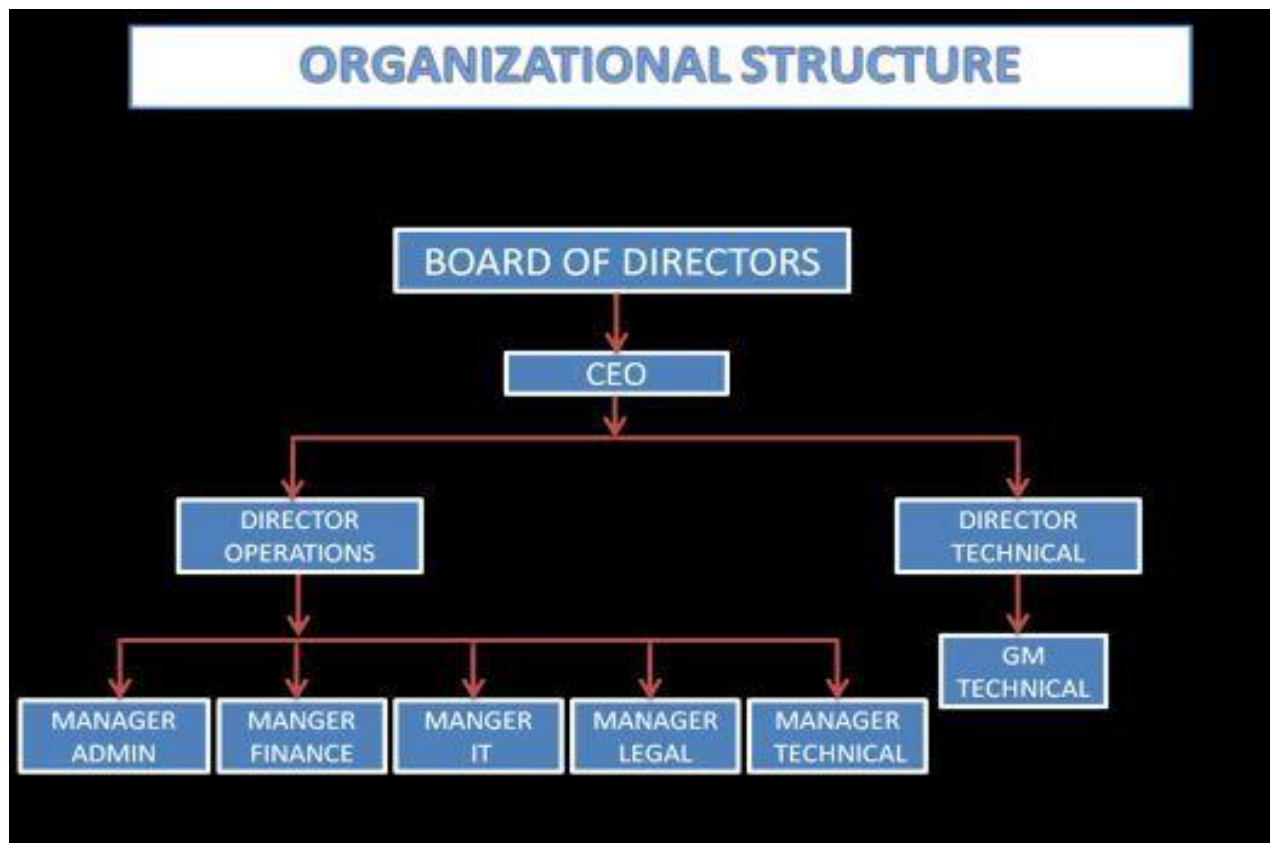
At present Graphics Textiles Limited is one of the leading premium shirts manufacturers, employing 700 people. Graphics Textiles Limited always focus on quality improvement of product and value addition, adoption of top of the line technology, commitment towards maintaining safe and healthy workplace for the workers and strict adherence to customer's

compliance requirements. This group has become one of the most popular suppliers of the leading global fashion houses.

Last 10 years many Garments industries rising in our country and they do well in Garments line and contributing rising our export. Graphics Textiles is one of them. This Textiles company properly follow the guideline of BGMEA and maintaining worker well fare.

The whole HR functions and compensation management policies of Graphics Textiles Ltd comes to this report. How this company evaluate and monitor the performance of workers we can know this by study of whole report. Explain the factors and tools very specifically and by proper justification.

1.3.2 Company Structure



1.3.3 Missions:

- Continue the corporate with profitability.
- Create career opportunities for workers.
- Contribute to the development of the country.
- Delighting our clients
- Sustain performance
- Achieving excellence in process and expertise
- Building culture of cost awareness
- Leveraging through capable people
- Leadership through innovation
- Trust in new product design

1.3.4 Vision:

- To be the leading garment industry of Bangladesh.
- To ensure the safety, efficacy and usefulness of our products.

Chapter-02: Topic Description

2.1 Compensation

Compensation is the remuneration which is given to the workers for the work they do into the organization. In other words, an employee is entitled to both the financial and the non-financial benefits in return for his influence to the organization.

Compensation includes that, “The total compensation which includes a host of benefits that protect and expand the lifestyle and health of workers and their families”.

2.1.1 Definition of Compensation

According to Henderson “A step by step approach for designing a remuneration system that recognizes job requirements, employee related knowledge and skills and performance related incentives that link individual, work unit and organizational performance”.

Compensation is the total cash and non-cash payments that organization give to an employee in exchange for the work they do. Salary, Bonus and other benefits are included in compensation.

2.1.2 Key components of compensation include:

1. Basic pay or Salary (hourly or salary wages)
 2. Bonus pay
 3. Recognition and Reward
 4. Benefits (insurances, standard vacation policy, retirement)
 5. Other non-cash benefits
- I. **Salary and wages:** A wage is financial compensation or payment, personnel expenses, labor paid by a company to an employee in argument for work done. Payment may be calculated as a fixed sum for each task accomplished (a task wage or piece rate) or at an hourly or daily rate (wage labor) or based on an easily statable quantity of work done.
 - II. **Bonuses:** Bonuses, which are usually paid in a single lump at the end of the year or paid in half year, are way of providing performance incentives. Profit-sharing plans are a more formal way of distribution or given bonuses, but they're not as effective for rewarding individual performance and compensating employees for meeting their goals.
 - III. **Recognition or Reward:** In this term of reward and recognition employee wants to get rewarded. It's one kind of motivation also. When people gets reward or recognized they try their best to achieve it over and again. Company should have a

good reward system, So that everybody has a chance to get recognized and satisfied also.

- IV. Benefits (insurances):** Employer-sponsored health insurance is fairly standard among medium-size corporations. Plus, it's a benefit that has great value to workers.

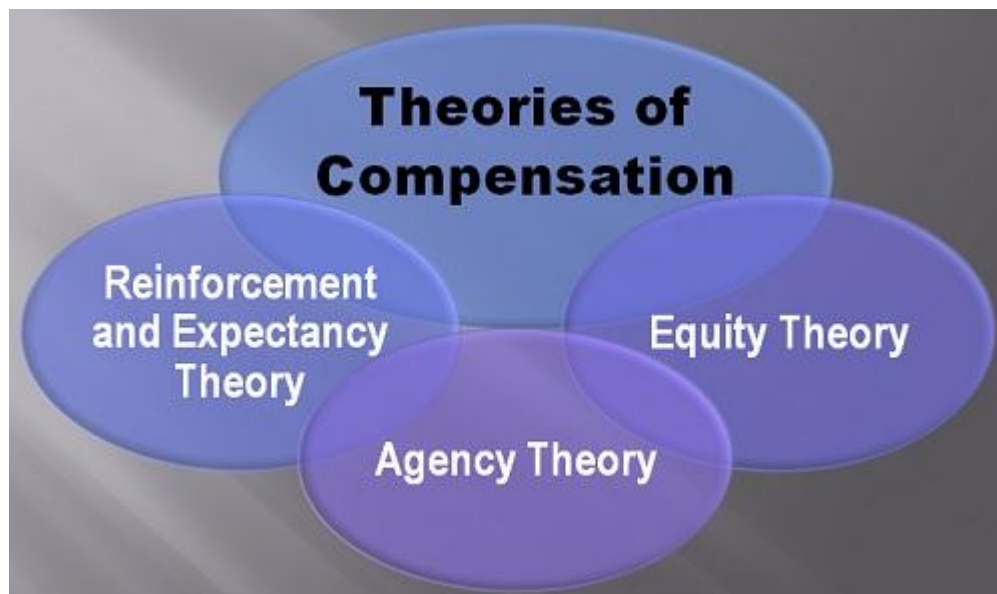
- V. Non-cash Benefits/Compensation:** Other forms of compensation to consider include employee assistance plans, which can provide all from psychological counseling to legal assistance; discounts on company products; the use of a company cars; and any other incentives that motivate employees and give your company a modest advantage.

2.2 Compensation Theory

2.2.1 Reinforcement and Expectancy Theory: This theory is based on the assumption that, the reward-earning behavior is likely to be repeated, i.e. a worker would do the same thing again for which he was approved once.

2.2.2 Equity Theory: According to this theory, there should be equity or the uniformity in the pay structure of an employee's remuneration. If the employee feels he is not being paid fairly for the amount of work he does in a day will result in lower output, increased turnover and high absenteeism. The remuneration system should comply with three types of equity:

- A. **Internal Theory:** The employee perceives the fairness in different pay for different jobs based on the nature of work involved, i.e. he must feel that pay discrepancies among the jobs are reasonable.
- B. **External Theory:** The employee should feel the justice in what they are being paid is in line with what other players in the same industry are paying to their workers for the same kind of job.
- C. **Individual Theory:** The employee perceives the pay disparities among the individuals who are performing the same kind of a job and within the same society. Usually, an individual with more experience gets high salary as compared to the fresher irrespective of the landscape of a job.

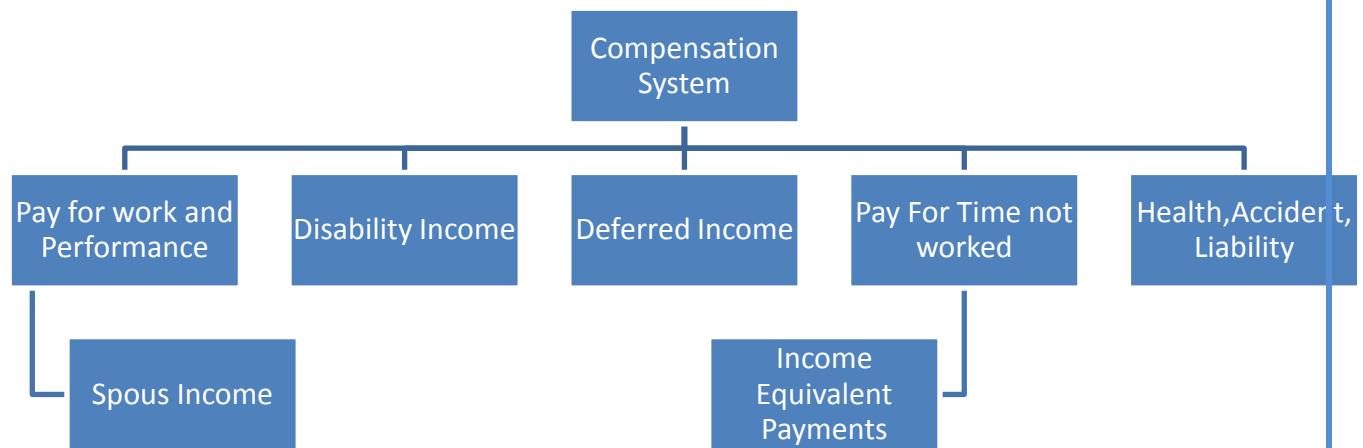


2.2.3 Agency Theory: This theory states that both the employer and the employee are the stakeholders of the company, and the salary paid to the employee is the agency cost. The employee will try to get an increased agency cost whereas the employer will try to

minimalize it. Hence, the remuneration should be obvious in such a way that the interest of both the gatherings can be allied.

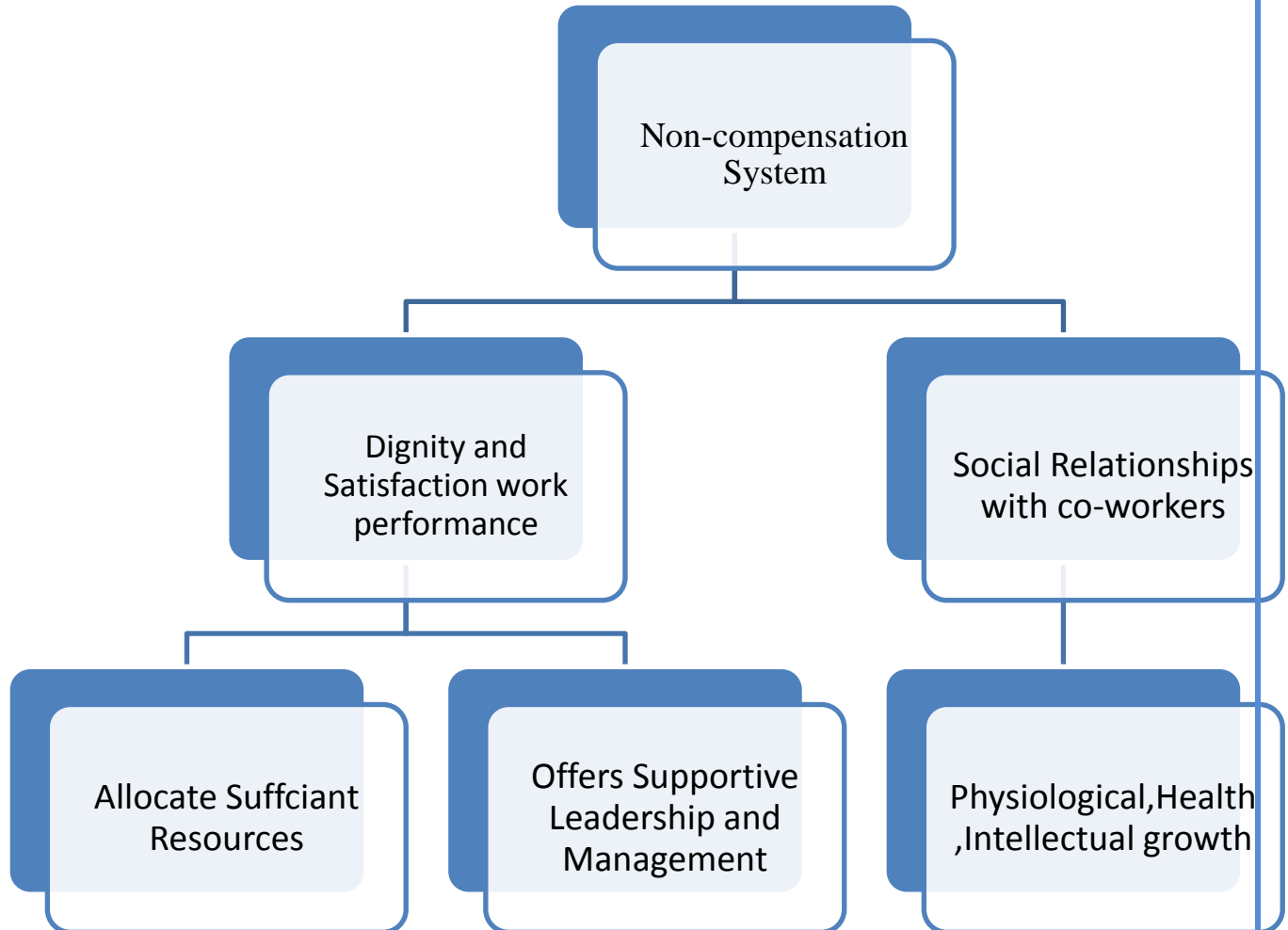
2.3.1 Compensation System

According to Henderson Compensation system depends on organization rules and payment system. It take some point. Like, Economies scale available through group purchasing, the benefits through tax and regulation and government laws requiring certain.



2.3.2 Non-Compensation System

According to Henderson Non-compensation system contains many of the components that behavioral scientists have been telling for 50 years as critical improving workplace performance.



2.4 Compensation Study Framework

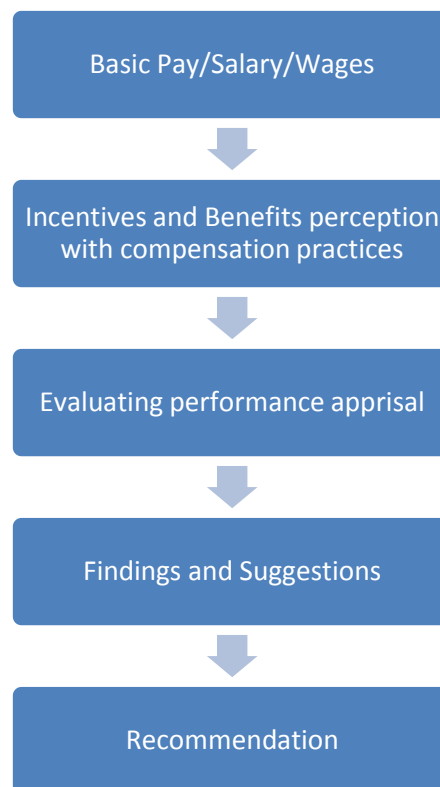
This report on the basis of Graphics Textiles Limited recompense management. I worked on three basic components one is basic pay and other two is incentives and welfares. Basic pay is the employee salary which are given from the association. It excludes extra lump sum recompense such as bonuses or actively pay, as well as benefits and advances.

Compensation mainly awarded for outcomes and output of work done slightly than for time worked. Incentive pay which is also recognized as pay-for-performance. Because the prospect of financial recompense is supposed to be an incentive for an employee to remain driven,

work hard and going for the best possible results or outcome. Commission, where sales employee get paid a part of each sales they make, is a common form of incentive pay.

Sources

1. Employees and executives
2. Annul Report
3. Websites
4. Compensation Books
5. Survey



Chapter-03: Data Collection and Methods

3.1 Data Description

Data was collected through previous publication, annual report, leaflets, archival annals and reliant on comment. Key basis of information is exposed over meeting and comment.

To discover available scheme problem, ineffectiveness I had to spend long time with the workshop and its employees. Generally, research method means, to collect data used in study work. The study was conducted at Graphics Textiles Limited.

3.2 Ways of Data Collection

3.2.1 Primary Data:

Primary data collected directly to deliver the Graphics Textiles Limited. Companies employees & benefits bundle through face to face communication. It is the systematic collection of information directly from respondents using survey.

- ❖ Discussion with the Manager, Sr. Executives and executives.
- ❖ Questioning employee and worker.
- ❖ Daily note keep.

3.2.2 Secondary source of Data:

Some secondary data some collected from many places. This material help to make this report.

- ❖ Policy book of Graphics Textiles Limited.
- ❖ Different papers and manuals of Graphics Textiles Limited.
- ❖ Different circulars of Graphics Textiles Limited.
- ❖ Text book.

3.3 Information Processing Methods:

To make this report meaningful and presentable, I used primary and secondary research base. I collected most of the data came from my remark and work experience. Primary data came from my experience, remark, unstructured interview. On the other hand secondary data has been collected through internet, different journals, and regular reporting.



Chapter-04: Data Collection And Analysis

4.1 Data Collection

Now a days for data assembly everyone use Questionnaire survey method. So here I also used this method. In this data collection Compensation was measured by a scale $\alpha = .97$ composed of five items on five-point type scale where 1 = strongly disagree to 5 = strongly agree.

4.2.1 Salary and Wage

- ❖ Wages & salary breakdown is 60% Basic and 40% allowances.
- ❖ Any work after 8 hour will be treated as overtime. Mentionable here that maximum total working hours a day are 10 hour and per week 60 hours.
- ❖ A worker will get double payment the basic for working overtime more than 8 hours.
- ❖ Overtime calculation: $\text{Basic} \div 208 \times 2 \times \text{actual O.T. hours}$. 208 means total working hours in a month = $(26 \times 8 = 208)$.
- ❖ No employee is permitted to work above 10 hours a day & 60 hours weekly
- ❖ In every seven days of week one day is off as weekly holiday.

4.2.2 Incentives:

- ❖ Company pay attendance bonus 300 tk. for full attendance in the month & deduct 200 taka for 01 day absent in the month.
- ❖ Transportation facility.

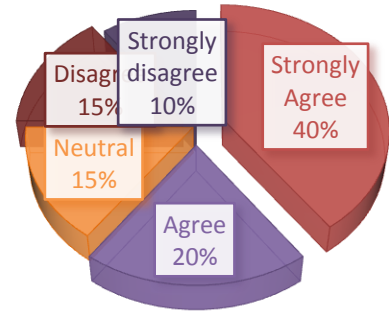
4.2.3 Facilities:

- ❖ Two festival bonuses paid to every employee in a year. Equivalent to two basic of wages/salary during two Eid festive.
- ❖ Provided free Medical facilities. To face any emergency company provides free ambulance services.
- ❖ Leave encashment: after completion of year if any employee who does not enjoy portion of earned leave or leave not granted as per rules, the amount of that leave paid in cash.

4.2.4 Leaves & Holidays:

There are 5 types of leaves are provided to the employee in a year.

- ❖ Festival holiday- 12 days with full pay.
- ❖ Casual leave- 10 days with full pay.
- ❖ Earned leave- 14 days with full pay.
- ❖ Sick leave- 14 days with full pay.



4.2.5 Annual Increment

Annual increment is given in accordance with BEPZA regulations. Special increment also given those who demonstrate extraordinary experiences or skills.

4.2 Employee Compensation Practices

1. I think that company provide basic salary is appropriate for me.

Explanation:

From the table, It can be observe that 40% employees are strongly agree with the current salary and 20% are agree where 15% employees are neutral, 15% are disagree and 10% are strongly disagree.

Employee Opinion	Frequency	Percent
Strongly Agree	8	40%
Agree	4	20%
Neutral	3	15%
Disagree	3	15%
Strongly disagree	2	10%
Total Frequency	20	100%

Figure: 4.2.1 employee respondent's basic salary

Observation:

Most of the employees are strongly satisfied with current salaries. 40% of employee think that they are satisfied with the basic salary. 15% and 10% employee are disagree and strongly with salary. Because they desire more from the job of their position. But Company should take this seriously. Without the turnover rate will rise.

2. I think that employees get promotion regularly.

Explanation:

From the table, observe that 20% employees are happy, 15% are agree, 25% are neutral, 10% employee disagree and the rest of 30% are disagree.

Employee Opinion	Frequency	Percent
Strongly Agree	4	20%
Agree	3	15%
Neutral	5	25%
Disagree	2	10%
Strongly disagree	6	30%
Total Frequency	20	100%

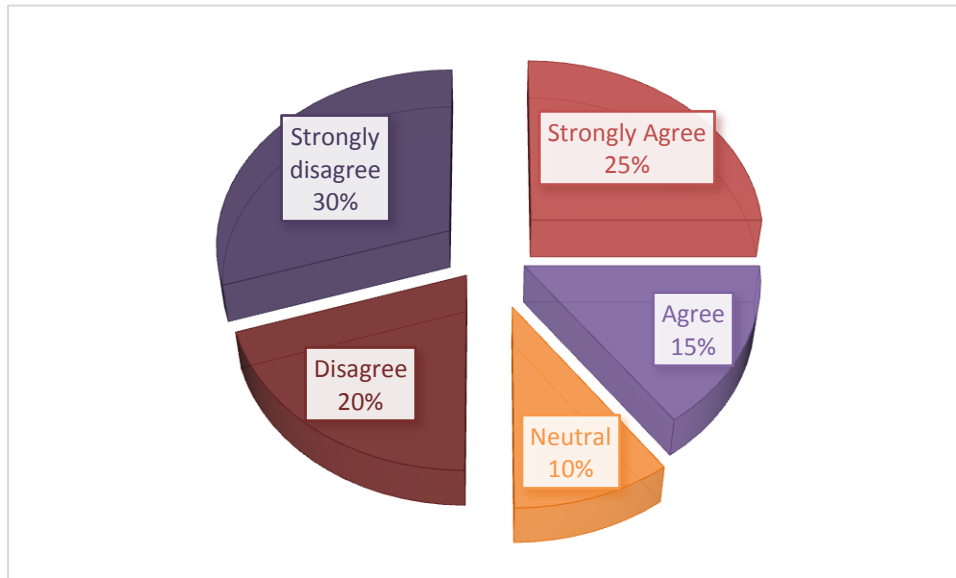


Figure:
4.2.2

employee respondent's on promotion

Observation:

Most of the employees are think that they did not get promotion regularly. 30% of employee are not satisfied with promotion. They think that Company should give promotion regularly or Company should give something that can satisfy employee not to leave the job. But 25% of employees are neutral means that some employees have to stay in the job because they didn't have any alternative job.

- I think that company have a good working environment for me.

Explanation:

From the table, it observe that 40% employees are strongly agree, 20% are agree, 5% are neutral, 15% employee disagree and the rest of 20% are disagree.

Employee Opinion	Frequency	Percent
Strongly Agree	8	40%
Agree	4	20%
Neutral	1	5%
Disagree	3	15%
Strongly disagree	4	20%
Total Frequency	20	100%

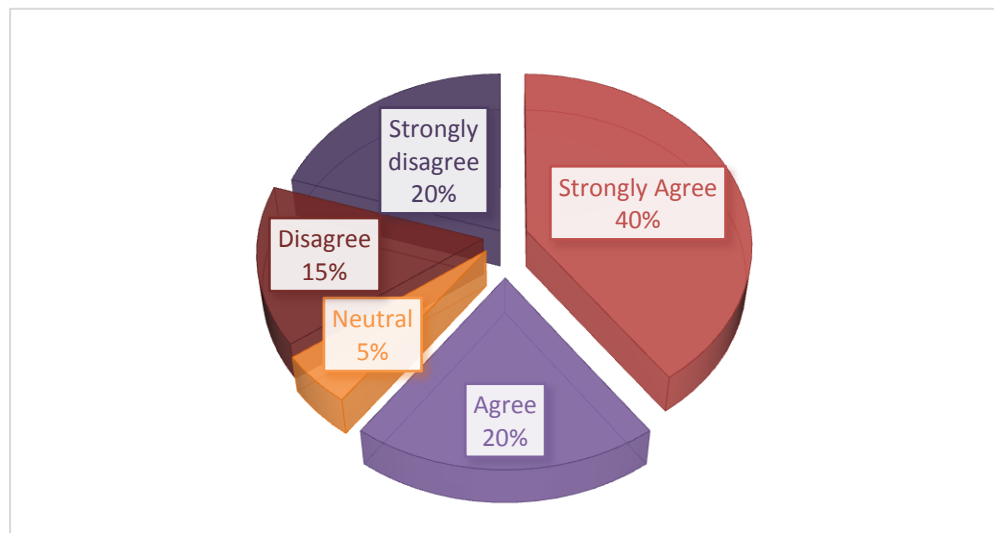


Figure: 4.2.3 employee respondent's on working environment

Observation:

Employees are happy and also satisfied with the working environment. 40% of employee think company give them a good working environment. In side company everyone is co-operative. Everyone is like a family. Almost 60% of employee are happy with company working environment.

- I think that Organization provide the bonus on time.

Explanation:

From the table, it clearly observe that 35% employees are strongly agree, 10% are agree, 20% are neutral, 25% employee disagree and the rest of 10% are disagree.

Employee Opinion	Frequency	Percent
Strongly Agree	7	35%
Agree	2	10%
Neutral	4	20%
Disagree	5	25%
Strongly disagree	2	10%
Total Frequency	20	100%

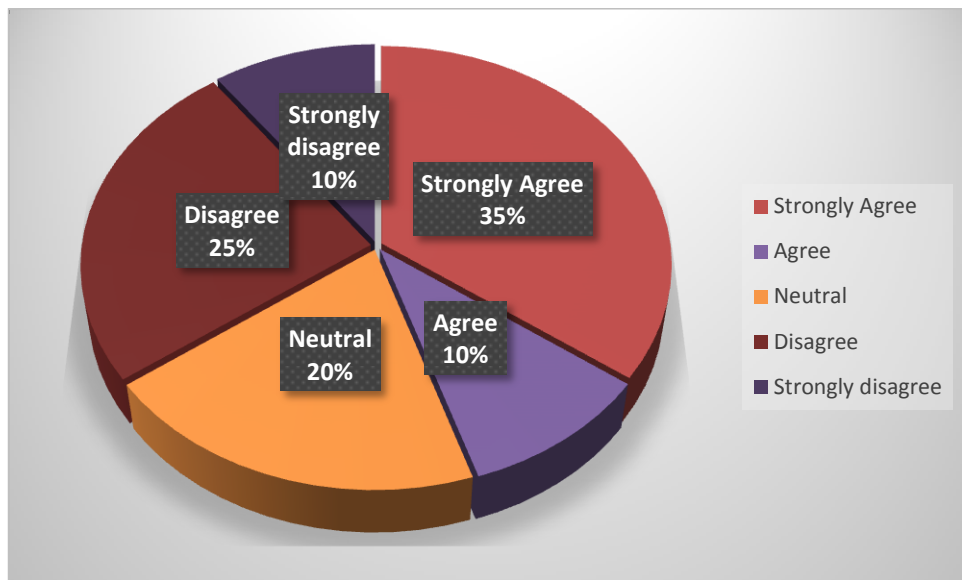


Figure: 4.2.4 employee respondent's on bonus time

Observation:

Employees are happy or satisfied with the bonus. 30% strongly agree and 10% are agree. Like 45% of employee happy with the bonus which is provided from the company. Company has a good bonus structure for the employees.

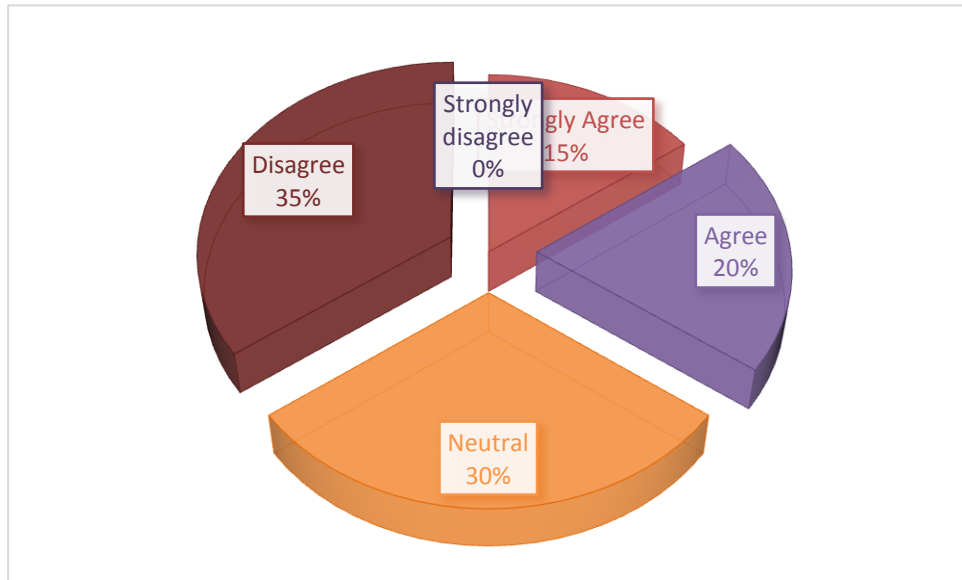
- I think that company provide reward on time.

Explanation:

From the table, it observe that 15% employees are strongly agree, 20% are agree, 30% are neutral, 35% employee disagree and the rest of 10% are disagree.

Employee Opinion	Frequency	Percent
Strongly Agree	3	15%
Agree	4	20%
Neutral	6	30%
Disagree	7	35%
Strongly Disagree	0	10%
Total Frequency	20	100%

Figure: 4.2.5
employee
respondent's
on reward



Observation:

35% of employees are

disagree. That means company doesn't provide the reward regularly. Or company doesn't reward the rightful worker. So company needs improvement in remuneration system.

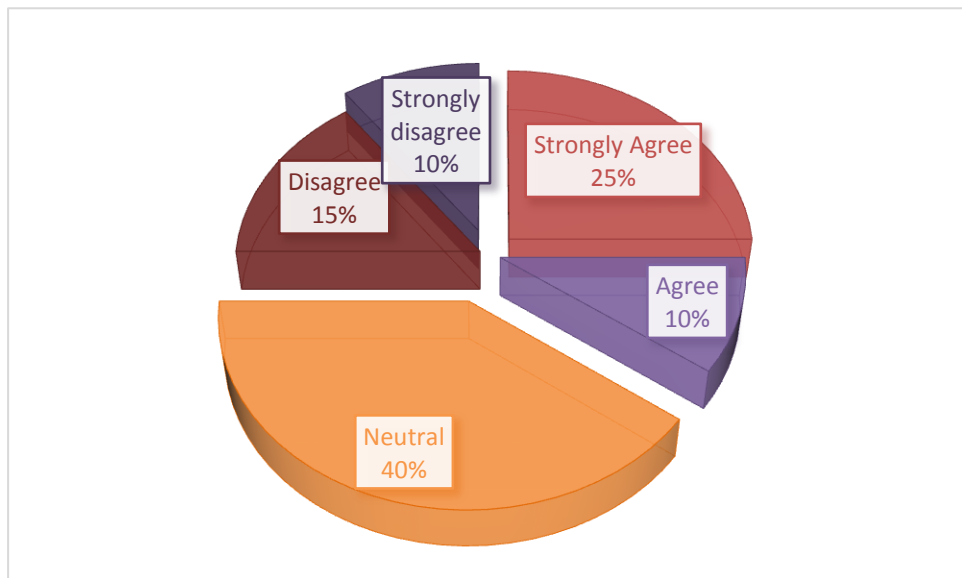
6. I think that company provide overtime regularly.

Explanation:

From the table, it observe that 25% employees are strongly agree, 10% are agree, 40% are neutral, 15% employee disagree and the cessation of 10% are disagree.

Employee Opinion	Frequency	Percent
Strongly Agree	5	25%
Agree	2	10%
Neutral	8	40%
Disagree	3	15%
Strongly disagree	2	10%
Total Frequency	20	100%

Figure: 4.2.6
employee
respondent's
on overtime



Observation:

40% employees are neutral that means Company give them a good overtime bonus or employees are satisfied with the overtime payment. But company always have to take it as consideration the some how they manage but in the long run it will not give them better benefit.

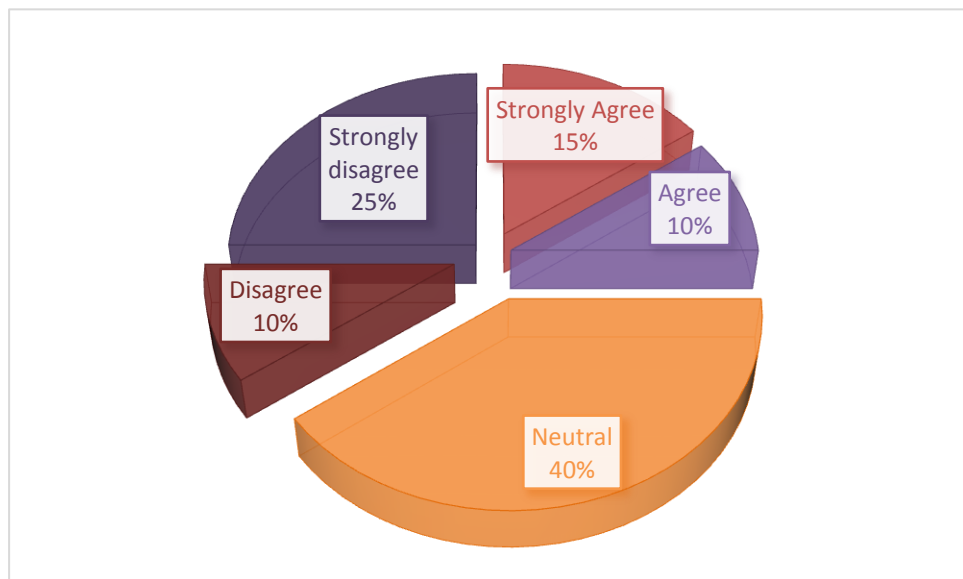
- 7. I think that company has a good compensation structure.

Explanation:

From the table, it observe that 15% employees are strongly agree, 10% are agree, 40% are neutral, 10% employee disagree and the rest of 25% are strongly disagree.

Employee Opinion	Frequency	Percent
Strongly Agree	3	15%
Agree	2	10%
Neutral	8	40%
Disagree	2	10%
Strongly disagree	5	25%
Total Frequency	20	100%

Figure:
4.2.7
employee
respondent's
on
compensation
structure



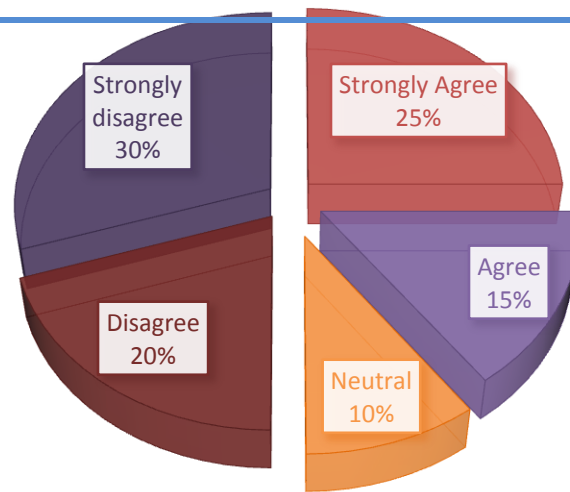
Observation:

I think that reimbursement structure is not strong enough. Almost 35% employee is not satisfied with the compensation. 40% are neutral because if they leave or quit the job doesn't have any other job or alternative.

- 8. I think that company provide much medical and insurance facilities.

Explanation:

From the table, it observe that 25% employee



s are strongly agree, 15% are agree, 10% are neutral, 20% employee disagree and the rest of 30% are disagree.

Employee Opinion	Frequency	Percent
Strongly Agree	5	25%
Agree	3	15%
Neutral	2	10%
Disagree	4	20%
Strongly disagree	6	30%
Total Frequency	20	100%

Figure: 4.2.8 employee respondent's on medical & insurance facilities

Observation:

In medical and insurance facilities company must be developed the situation. Most of the company giving safety and medical for employee. So in here the observation says that company needs a better medical and insurance facilities.

- I think that company provide a good incentives.

Explanation:

From the table, it observe that 10% employees are strongly agree, 30% are agree, 15% are neutral, 25% employee disagree and the rest of 20% are disagree.

Employee Opinion	Frequency	Percent
Strongly Agree	2	10%
Agree	6	30%
Neutral	3	15%
Disagree	5	25%
Strongly disagree	4	20%
Total Frequency	20	100%

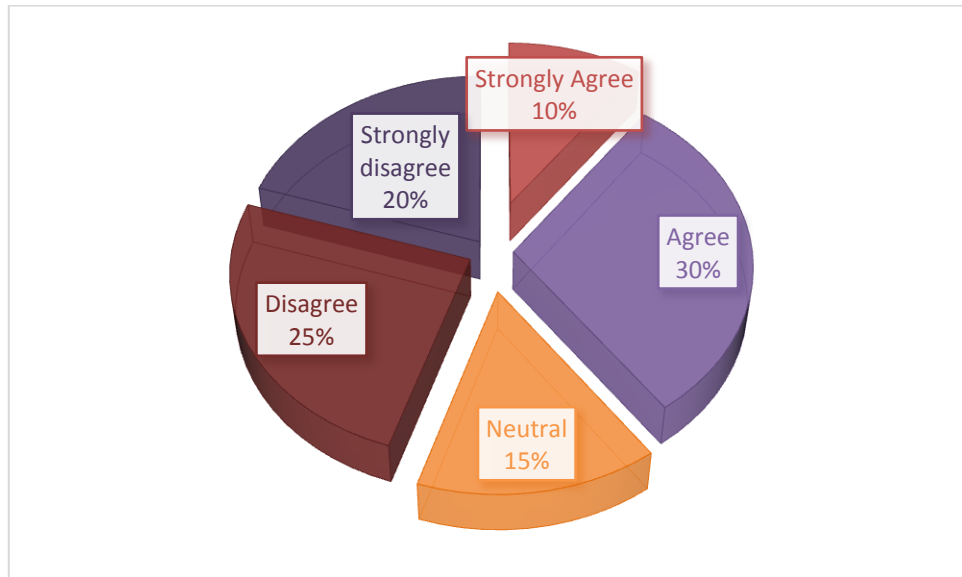


Figure: 4.2.9 employee respondent's on incentives

Observation:

Incentives system of the company are not so good at this time. But day by day they are developing it. Right now company didn't give much incentives. But they are working on it. Right now $20\%+25\%=45\%$ employees think company needs to give much incentives to the employee.

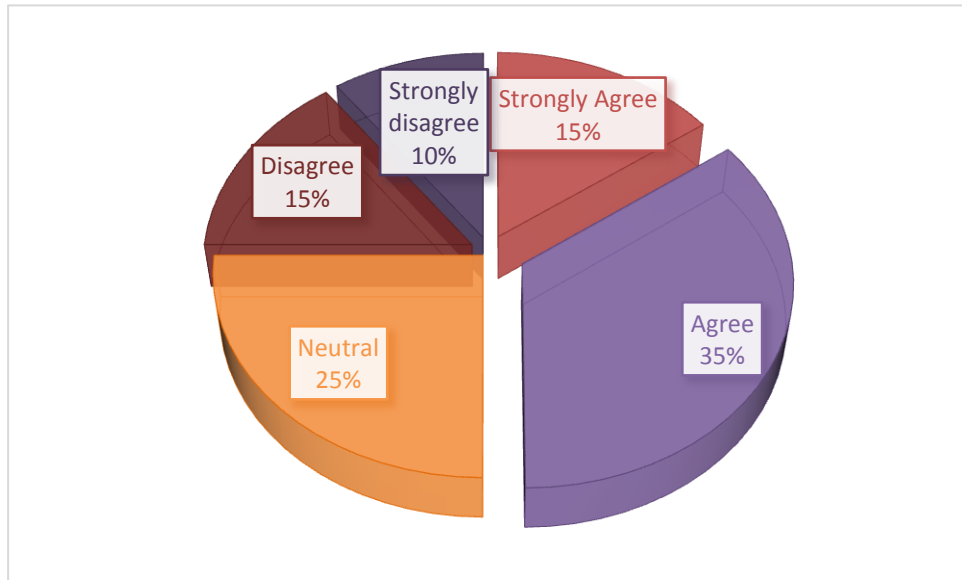
10. I think that employee performance appraisal is correct.

Explanation:

From the table, it observe that 15% employees are strongly agree, 35% are agree, 25% are neutral, 15% employee disagree and the rest of 10% are disagree.

Employee Opinion	Frequency	Percent
Strongly Agree	3	15%
Agree	7	35%
Neutral	5	25%
Disagree	3	15%
Strongly disagree	2	10%
Total Frequency	20	100%

Figure:
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Observation:

In the graph it clearly see that company are not interested in performance appraisal. Company gets benefit from the employee but they overlook or avoid his performance to appraise.

Chapter – 5: Conclusion

5.1 Findings

- ✚ 25% employees of Graphics Textiles Limited think that they are paid less. According to them, they deserve more salary. Some of them blamed that someone who serves for any other same position.
- ✚ Almost 40% of the employee think that company should give promotion regularly. They think that organization doesn't give proper promotion what they deserve.
- ✚ Working condition of the company is very good. 40% of employee think that working environment of the company is better than other company.
- ✚ In addition 20% staffs of Classic Shirts Ltd think that festival bonus is good. Rest 10% of staffs thinks that it is poor. That means most of the employees of Graphics Textiles Limited like their festival bonus.
- ✚ According to the result of gender based employee satisfaction it can be said that men's are satisfied than women. It is also found in research that the staff who gets more salary are highly satisfied and dissatisfaction mainly comes from the lower paid staffs.
- ✚ In addition, the outcome of this analysis shows that 10% staffs of Classic Shirts Ltd think that overall compensation benefit of Graphics Textiles Limited is good. 15% of them think that it is excellent. 40% of staffs were not interested to give their feedback about overall compensation benefits of Graphics Textiles Limited. and rest 25% of staffs think that overall compensation benefit of Graphics Textiles Limited is bad.
- ✚ Graphics Textiles Limited does not provide any life insurance policy which I have come to know while working there. They have a fund for the employees. But they need to give insurance to their employee.

5.2 Recommendations

- Increase salary of staffs as 25% staffs are dissatisfied with their salary. Competitors may take this opportunity and hire talent staffs of Graphics Textiles Limited by offering them attractive salary.
- Providing more facilities to increase job satisfaction. There are lots of area they have to develop.
- Employee safety should be more developed. Right now they have only a narrow fire exit.
- Overtime and Bonus must be provide on time. Payment should be not due any of employee. Because it will cause a bad effect on employee performance.
- Performance appraisal should be on 360 degree format. It will help the company to find out the actual performance of employee.
- Incentives system should be more developed. Some allowance should be paid. Like mobile, transport.

5.3 Conclusion

Development needed each and every side of the organization. There is always a scope for development in the organization. Every organization try to get this opportunity. Graphics Textiles Limited. Organizaion like Graphics TextilesLtd. Diversity its business through product quality . Today business world changes day by day that's why Graphics Textiles Ltd. take the chances to more intiative its products design and using new new technology as well.

This is anpositive hint of cominggrowth of Human Resource Management and manufacture department of Graphics Textiles Limited.Finally the finish whole research about Graphics Textiles Ltd. we gather knowledge its compensation management and how the management decision made about compensation. The company become developing day by day. So that many competitive challenges comes in front it .

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Appendix

1. I think that company provide basic salary is appropriate for me.
2. I think that employees get promotion regularly.
3. I think that company have a good working environment for me.
4. I think that Organization provide the bonus on time.
5. I think that company provide reward on time.
6. I think that company provide overtime regularly.
7. I think that company has a good compensation structure.
8. I think that company provide much medical and insurance facilities.
9. I think that company provide a good incentives.
10. I think that employee performance appraisal is correct.