



Internship Report
On
“Job Satisfaction of Employees of AKH
Group”

Supervised By

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Date of Submission: 12 December, 2018

Letter of Transmittal

Date: 12 December, 2018

Dr. S M Sohel Rana
Assistant Professor & Associate Head
Department of Business Administration
Faculty of Business & Entrepreneurship
Daffodil International University.

Subject: Submission of Internship Report on “Job Satisfaction of Employees of AKH Group”

Dear Sir,

It is a great pleasure to submit my internship report on the internship titled “**Job Satisfaction of Employees of AKH Group**” This report was assigned by me during my study period in AKH Group.”

I gave my best effort in preparation of this report. Any shortcomings or flaw may arise as I am new or beginner for this kind of job. I will wholeheartedly welcome any clarification and suggestion about any view and conception disseminated in my report.

I would like to thank you for your kind-hearted cooperation in preparing my report.

Sincerely yours,

Md. Rabby Islam

ID: 151-11-224

Program: BBA

Major in Marketing

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Declaration

I hereby declare that the internship report entitled “**Job Satisfaction of Employees of AKH Group**” submitted in partial fulfillment of the requirement for the degree of Bachelor of Business Administration (BBA) at Daffodil International University.

I also confirm that this report is uniquely prepared by me after the completion of 3 months’ internship at AKH Group.

Md. Rabby Islam

ID: 151-11-224

Program: BBA

Major in Marketing

Faculty of Business & Entrepreneurship

Daffodil International University

Certificate of Approval

This is to endorse that this report entitled “**Job Satisfaction of Employees of AKH Group**” submitted to Daffodil International University in association with the institution’s internship program is an authentic record of work done by “**Md. Rabby Islam**” under my supervision at the “**AKH Group**”, HR Division (Head Office).

Supervisor

Dr. S M Sohel Rana
Assistant Professor & Associate Head
Department of Business Administration
Faculty of Business & Entrepreneurship
Daffodil International University.

Acknowledgment

First & foremost of all, I would like to convey my heartiest gratitude and total devotion to Almighty God for blessings me with the ability, strength, patience as well as keeping me active in performing my thesis report tasks successfully.

A special debt is due to my respectable teacher, **Dr. S M Sohel Rana**, Assistant Professor & Associate Head, Department of Business Administration, Faculty of Business & Economics who has been my academic supervisor for the course of BBA. He was king enough to allocate her valuable time to provide me with her humble guidance, motivation thoughts, ample & applicable directions for the successful preparation of this report.

I am also extremely grateful to the all officials of AKH Group Hamayetpur, Savar are working who have sacrificed their valuable time in providing me necessary information and made detailed explanation that have contributed to the planning of this report and internship study. In addition, I gladly acknowledge the valuable cooperation and assistance I have received from the staffs of the AKH Group. It will be really injustice if I do not thanks to them because without their cooperation we cannot do anything.

I am also grateful to my Family for their continuous all sorts of supports throughout the preparing report.

Md. Rabby Islam

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Executive Summary

This study is the result of my internship program ran for the past three months placed at the AKH Group Hamayetpur, Savar is one of the reputed organization in Bangladesh. It has already developed reputation among the users. Therefore, the branch has all level of employees of the company. Since my internship program guided to understand the level of job satisfaction, I had to gain the practical area of responsibilities and of accountabilities of the employee so that I could cooperate with them to assess their views about and relations with the organization. I tried best to ask the staffs of the AKH Group Hamayetpur, Savar directly and indirectly to gather my information.

However, I had a good access to the company publications. My task was designed to understand the level of job satisfaction of the employee of the AKH Group Hamayetpur, Savar. To prepare this report I used primary and secondary data. The objectives of the report were understood level of job satisfaction of the employees of the AKH Group Hamayetpur, Savar. So, the research was designed to achieve it. From the previous studies on this subject I have practically and empirically learnt that job satisfaction largely depends on the number of interrelated components such as workplace, salary, training, lack of gender discrimination, neutral promotion policies. Despite differences in opinions made by the employees of the organization on what the study was conducted, what the study finds is that they are highly satisfied in their job.

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Chapter- 01

Introduction

1.1 Background of the Study

Employee is one of the key factors of the organization's success. An organization cannot succeed without a certain level of commitment and effort from its employees. Organizations often attempt to satisfy its employees to gain commitment and loyalty. However, it is not easy for the organizations to be successful in making individual satisfied because people work for a wide variety of different reasons. Some of the employees want material success while others might emphasize job challenging. Every individual standpoint, job satisfaction might be one of the most desirable outcomes that employees could obtain. Research indicates individual performance but also to the organizational level improvement (Luthans,2001).In recent times there has been a convergence of interest on the efforts by organization to examine conditions or factors that foster great job satisfaction and that will make positive contributions to the organization (Bartolo and Furlonger,1999). I had the opportunity to work in one of the most important company who earn overseas money by export product, this company name **AKH Group**. It is a big sector in our country for contributes foreign income. Now I get my report topic is **Job Satisfaction of Employee of AKH Group**.

1.2 Origin of the Report

As a participant of MBA Program of Faculty of Business & Entrepreneurship, Daffodil International University I have to submit internship report for partial fulfillment of the MBA Program. Our honorable teacher by **Dr. S M Sohel Rana**, Assistant Professor, Faculty of Business & Entrepreneurship authorized this report for internship program. As per the instruction my teacher, I have become interested to submit a report on **“Job Satisfaction of Employee of AKH Group.”**

1.3 Scope of the study

Job satisfaction of a Garments industry is very important and vast thing. It needs to update in a regular basis. Moreover, all Garments industry try to keep this information secret in this competitive market. So the study was basically tried to identify the job satisfaction followed by AKH Group. The study was also tried to identify and analyze the various expenses incurred by the AKH Group in a secretarial year.

1.4 Objectives of the study

Broad Objective:

The broad objective of the study is to assess this overall job satisfaction of the employee's of AKH Group.

Specific Objective:

Specific objectives of the study are as follows:

- i. To measure the overall employees job satisfaction of AKH Group.
- ii. To identify the employee's satisfaction on level of various factors of Job Satisfaction.
- iii. To identify the causes of employee job dissatisfaction.
- iv. To make suggestion for improving job satisfaction of AKH Group

1.5 Methodology of the study

The study has been conducted on personal interview of the employees of AKH Group. Who are working Hamayetpur, Savar, Dhaka. Bangladesh. as well as a questionnaire used to be collected various information related with job satisfaction and observation method is used in various sensitive issues to know the actual behavioral aspects of employees.

1.4.1 Sources of Data

There are two sources of data. The sources are given below:

i. Primary Data

Consist of Information that is collected from survey. Primary data are collected through questionnaire survey.

ii. Secondary Data

This source of data contains all the information and that are already exists somewhere. The secondary data are collected from annual report of AKH Group, web site of the AKH Group and brochures of the AKH Group.

1.4.2 Sample Design:

1.4.2.1 Selection of the study area:

AKH Group, Hamayetpur, Savar, Dhaka was considered as the study area of the research. The researcher objective was to job satisfaction level of the employees. Since the researcher area of internship study was HRM, the researcher tried to get idea, observe and understand the job satisfaction level of employee of the factory. To get the ideas about job satisfaction of employee's researcher tried to assess the status of job satisfaction of the AKH Group.

1.4.3 Total sample strength of the study:

In the study all 100 employees of AKH Group, Hamayetpur, Savar was considered as the total sample strength of the study which is a complete census.

1.4.4 Variables Covered:

The following variables have been used to conduct the analysis of this report:

- Salary
- Work environment
- "Nature of job
- Supervision
- Management style
- Co-worker relationship
- Opportunity of self development
- Promotional opportunity
- Decision making authority
- Security of job
- Opportunity to explore one's ability etc.

1.4.5 Data Collection & Instrumentation

Primary data has been collected through personal interview of the selected respondents of the employees of AKH Group, Hamayetpur, Savar. At the same time a questionnaire consisting of number of questions related with job satisfaction was given to select respondents. The instrument uses a five-point scale to rank the items. The ranges are as following:

- ✓ Strongly agree
- ✓ Agree
- ✓ Neutral
- ✓ Disagree
- ✓ Neither or not agree

The primary data has been collected through survey at AKH Group, Hamayetpur, Savar. I have taken probably 2 weeks to complete the survey. Primary Data collection process includes.

- Questionnaire survey

The secondary data are mainly collected from Annual report of AKH Group 2017, and factory website, published journal; internet publication. Secondary data collection process Includes.

- Website of AKH Group.
- Annual report of AKH Group 2017
- Company brochures

1.4.6 Instruments Used in Analysis

There are many tools which are generally used in analysis. Data analysis was done using descriptive statistics method comprising of percentage and tables. There are various figures, tables, charts, Analysis which are easier to understand. These instruments were used in the analysis data sources. Most of the cases tables and charts have been used to present the condition in an easier way. Statistical tools used are given below:

- Microsoft Word
- Microsoft Excel

1.6 Limitations of Study

Nothings ahead of limitation. The major limitations of the study are as follows:

- The key barrier in preparing the report was confidentiality data because information of the company is confidential and critical.
- Although the employees of AKH Group have been helpful, they didn't have enough time to provide, as they very busy with their assign works. So I face some problem when I work in AKH Group, Hamayetpur, Savar.
- Employee felt hesitation to provide their opinion on Job Satisfaction.
- Lack of experience to prepare Internship report properly.
- Money limitation.

Chapter-02

Profile of the AKH Group

2.1 History of the AKH Group



AKH was set up in the year 1997. Pretty much 15 kilometers toward the North from the nation's National Parliament in Sher-E-Bangla Nagar, Dhaka, and only by on the Dhaka-Aricha expressway, the Corporate Headquarters of AKH aggregate is arranged. different premises of this organization are situated at Hemayetpur and Tatuljhra in Savar, and Dhamrai in Dhaka. Open offices and advantages and in addition accessibility of workforce vital for materials and article of clothing industry are in the best shapes by nation gauges in and around those territories. Adding these points of interest to its very own aptitude and different qualities, AKH has now effectively advanced into a profoundly incorporated driving gathering in attire assembling and sending out from Bangladesh.

AKH completed entire tasks from its own premises. These premises of the organization are structured with the most present day and cutting edge processing plant determinations. The organization is on the edge of setting out after delivering woven textures soon, it has got 14 fruitful activity worried to autonomously connect with itself in sewing, coloring, printing, weaving, sewing, frill producing, bundling, washing, clearing and sending, and coordination's. It has aggregately floor space of more than 1.73 million square feet in various creation units, in excess of 17,500 individuals are presently working in AKH. The organization is month to month creating about 2.5 million bits of weave and sewed downy articles of clothing in its vertical sew division, and about 1.9 million bits of shirts and pullovers in its woven division. AKH accomplished all the social, modern and natural gauges and authentications required and praised locally and universally. In this way, having the vital sort of ETP isn't sufficiently only for AKH; rather, so as to convey the

assignment expertly reacting to the worldwide call, AKH now has practiced environmental awareness.

2.2 Company Profile of AKH Group

Head Office	:	133-134, Hamayetpur, Savar, Dhaka. Bangladesh.
Phone	:	(880-2) 7744001-8
Fax	:	(880-2) 7741830
E-mail	:	info@akhfashions.com
Chairman	:	<i>Mr. Delwar Hossain</i>
Managing Director	:	<i>Mr. Md. Shamsul Alam</i>
Dy. Managing Director	:	<i>Mr. Md Abul Kashem</i>
Contact Person	:	Md. Abul Kashem (Dy. Managing Director) E-Mail: kashem@akhfashions.com Moslehuddin Ahmed (Executive Director) E-Mail: muahmed@akhfashions.com
Year of Establishment	:	1997
Production Capacity/Monthly	:	1.2 Millions Pcs
Total Turnover	:	US\$ 50.00 million (2011)
No. of Workers	:	4290 Persons
Main Product	:	Woven Shirts (Men's/ Ladies/ Boys & Girls)
Main Market	:	USA, Canada & Europe, Japan
Buyers/Brands	:	<i>USA:</i> Gap, Wal-Mart, Kohls, PVH, Wrangler, Jc-Penney, Sears K-Mart Costco, Macy, EB, US Polo, BNR etc <i>UK:</i> Mackays Stores, Marks & Spencer, Debenhams, Shop Direct, Next etc. <i>Germany:</i> C&A, Metro, Aldi etc. <i>Canada:</i> Wal-Mart <i>Italy:</i> United Colour of Benetton <i>France:</i> Celio <i>Europe :</i> H&M, Kigili, Pierre Cardin, CV etc. <i>Japan :</i> ITOYOUKADO, TAKA-Q etc.
Suppliers (Fabrics)	:	Penfabric, Pentley (Malaysia), P.T. Argo Pantes, P.T. Unilon (Indonesia), Taksang (HK), Jiangshu Textiles

	(China), Arvind/ BVM (India), Monno Fabric, Beximco Textile, Unicom Textile (Bangladesh) etc.
Principal Bankers	: (1) Export Import Bank of Bangladesh Gulshan Branch, 75, Gulahsn Avenue Dhaka 1212. Bangladesh Phone: 9886296, 9862262, 8819711 Telex: 632125 EXN GL BJ. Fax: 880-2-8818703 E-mail: eximgul@bttb.net.bd. Swift # EXBKBDDH 007 (2) Agrani Bank Ltd. Purana Palton Corp. Branch, Dhaka 56 Purana Palton, Dhaka, Bangladesh. Phone: 8802-9560011, 9564769 Cable: PURANA PALTON, Swift: AGBKBDDHA034

2.3 Factory Details

	AKH Fashions Ltd.	Angshuk Ltd.	AKH Shirts Ltd.	AKH Apparels
Location	133-134, Hemayetpur, Savar, Dhaka – 1340, Bangladesh.	133-134, Hemayetpur, Savar, Dhaka – 1340, Bangladesh.	133-134, Hemayetpur, Savar, Dhaka – 1340, Bangladesh.	128, Hemayetpur, Savar, Dhaka – 1340, Bangladesh.
Telephone Nos.	(880-2) 7744001-8, 7741830-31	(880-2) 7744001-8, 7741830-31	(880-2) 7744001-8, 7741830-31	(880-2) 7744001-8,
Fax Nos.	(880-2) 8155640	(880-2) 8155640	(880-2) 8155640	(880-2) 7741830
Total Floor Space	126000 sft.	90000 sft.	140000 sft.	56000 sft.
No. of Lines	08	04	10	08
Capacity/Month	2,20,000 Pcs	110,000 Pcs	2,70,000 Pcs	2,20,000 Pcs
Nos. of Workers	1160	580	1390	1160

2.4 List of Machinery

Names of Machine	AKH Fashions Ltd.(Unit 1&2)	Angshuk Ltd.	AKH Shirts Ltd. (Unit – 01 & 02,03)	AKH Apparels Ltd
Plain Machine (Juki)	272 Nos.	132 Nos.	387 Nos.	230 Nos.
5 Thread Over lock (Juki)	24 Nos.	13 Nos.	36 Nos.	20 Nos.
3 Thread Over lock (Juki)	02 Nos.	01 Nos.	03 Nos.	02 Nos.
Feed of the Arm (Juki)	12 Nos.	09 Nos.	21 Nos.	10 Nos.
Double Needle (Juki)	12 Nos.	08 Nos.	16 Nos.	14 Nos.
Kansai Special	06 Nos.	04 Nos.	09 Nos.	06 Nos.
Button Hole (Juki)	17 Nos.	09 Nos.	22 Nos.	12 Nos.
Button Stitch (Lock Stitch) (Juki)	18 Nos.	12 Nos.	24 Nos.	13 Nos.
Barteck (Juki)	02 Nos.	01 No.	03 Nos.	02 Nos.
Band Knife (CKS)	01 No.	01 No.	02 Nos.	01 No.
Cutting Machine (KM)	03 Nos.	03 Nos.	08 Nos.	04 Nos.
Snap Button (Honrey)	08 Nos.	02 Nos.	10 Nos.	–
Thread Sucker (Local)	02 Nos.	01 No.	03 Nos.	02 Nos.
Collar Forming (Nagaishing)	02 Nos.	02 Nos.	04 Nos.	02 Nos.
Cuff Forming(Nagaishing)	01 No.	02 Nos.	02 Nos.	02 Nos.
Fusing (Machine) Kannegiesser	02 No.	01 No.	03 Nos.	01 No.
Front Placket Fuse (Nagaishing)	02 No.	01 No.	02 Nos.	01 No.
Steam Boiler 9 Local)	02 No.	01 No.	03Nos.	01 No.
Steam Iron (Silver Star)	28 Nos.	15 Nos.	38 Nos.	24 Nos.
Vacuum Table (Local) & Hashima	28 Nos.	15 Nos.	38 Nos.	24 Nos.
Metal Detector (Lock)	01 No.	01 No.	01 No.	–
Generator (FG WILSON)	02 No.	–	–	01 No.
Compressor (Swan & jukai)	02 Nos.	02 Nos.	03 No.	01 No.
Neck Press (Nagaishing)	02 No.	01 No.	02 Nos.	01 No.

Arm Hole Fuse (Nagaishing)	02 Nos.	Nil	05 Nos.	–
Side Seam Fuse (Nagaishing)	01 No.	Nil	03 Nos.	–
Slv. Placket Creasing (Nagaishing)	01 No.	Nil	Nil	–
Fabric Inspection Machine (UZU)	01 No.	01 No.	01 No.	–
Label Cutting Machine (Local)	02 No.	01 No.	03 Nos.	02 Nos.
Thread Rewinding Machine (Local)	02 No.	01 No.	02 Nos.	02 Nos.
Belt Binding Machine (Toyo)	01 No.	01 No.	02 Nos.	01 No.
Button Pull test (Nagaishing)	01 No.	Nil	Nil	–
Saddle Stitch (Yamata)	04	–	–	02nos
Picot & Fagoting machine (kansai)	–	–		02 Nos.
Yoke press & Collar notcher (NG)	02	01 no	01+02=03 Nos.	–
TOTAL	468 Nos.	243 Nos.	665 Nos.	383 Nos.

G. Total-462+242+621 + 383=1705 Nos.

2.5 Mission of AKH Group

AKH is always committed to venture out into the changing and challenging global market as a leading enterprise in the world apparel industry by satisfying its valued customers.

2.6 Vision AKH GROUP

- To work a standout amongst other attire in the worldwide market.
- To fulfill the esteemed clients, meeting their desire by giving quality items and administrations on time, and offering them the

best an incentive as far as quality, cost, ecological and other moral practices.

- To meet consistence gauges to guarantee a perfect workplace and get ideal dimension of profitability.
- To keep up the innovation drove direction in the business.
- To advance improvement guaranteeing impartial and measure up to open doors for all.
- To keep developing supporting ability in polished methodology looking for win-win terms; and
- To make strides toward environmental friendliness however much as could reasonably be expected.

2.7 Product Gallery of AKH GROUP





KNIT



FLEECE

Chapter-03

Management System of AKH Group

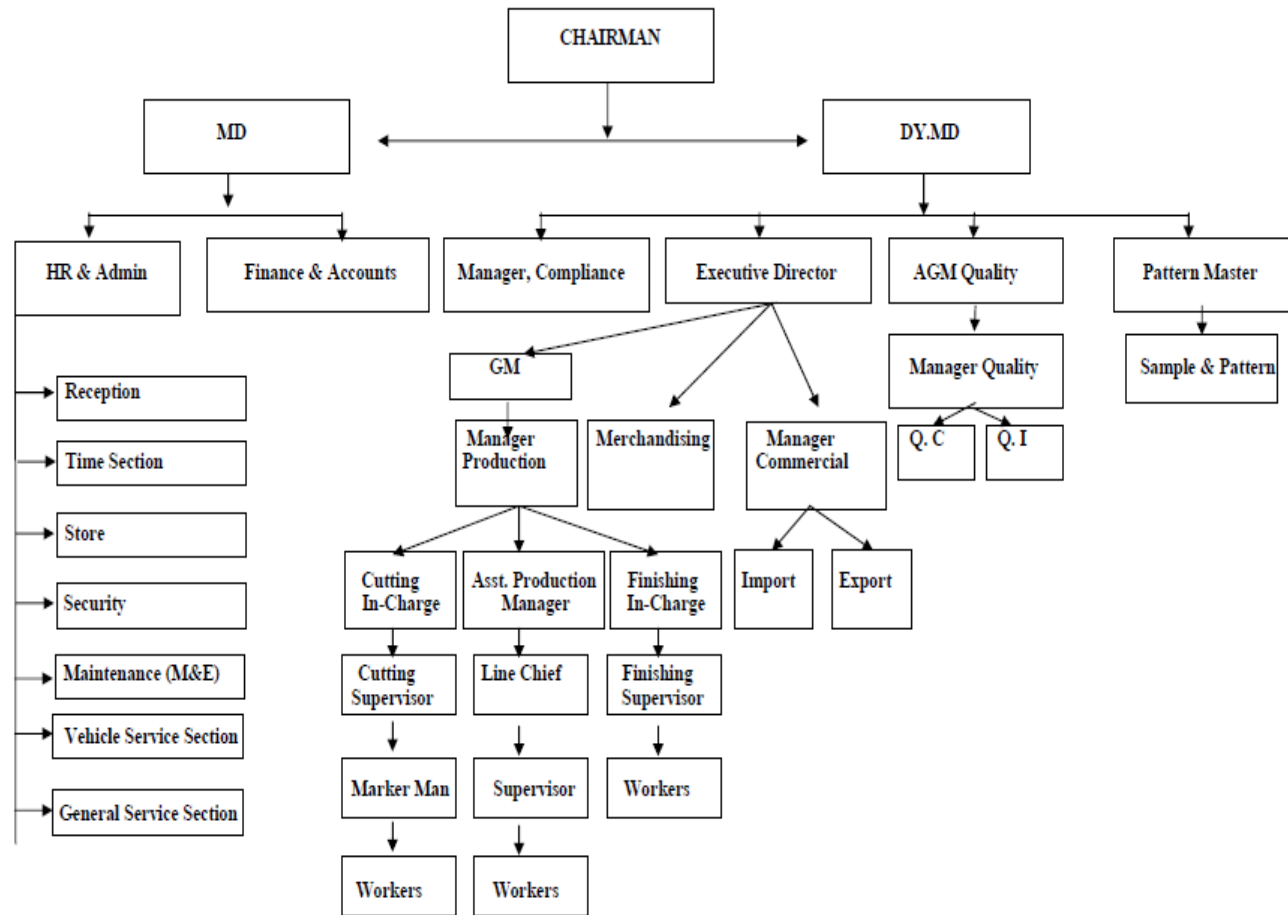
3.1 Manpower Management of AKH Group

The AKH Group is committed to ensure the best human workplace. They for the most part endeavor to correct the devotion. They have movement to upgrade their Human resource system and procedures through guidance, getting ready, correspondence and delegates affiliation. To meet that objective AKH Group has perceived eight (8) zones of noteworthiness. The association reliably compel to affiliation review, delegates open correspondence, course of action enhancement and coordination with the SA 8000 standard to consent to all state/neighborhood laws and assembling plant/mechanical law of Republic of Bangladesh to give a positive business condition that respect welcome the need of its laborers.

The association set out to prompt all laborers its to plan and position on the SA8000 standard. All specialists are instructed of the methodology and companions clarification upon execution. Proceeding each new specialist will be taught on SA8000 in new delegate's presentation. Irregularly amid the time the association will reaffirm its promise to the SA8000 game plan through delegate correspondence, for instance, office notice, explanation and back perseveres. The eight (8) distinguished zone are:

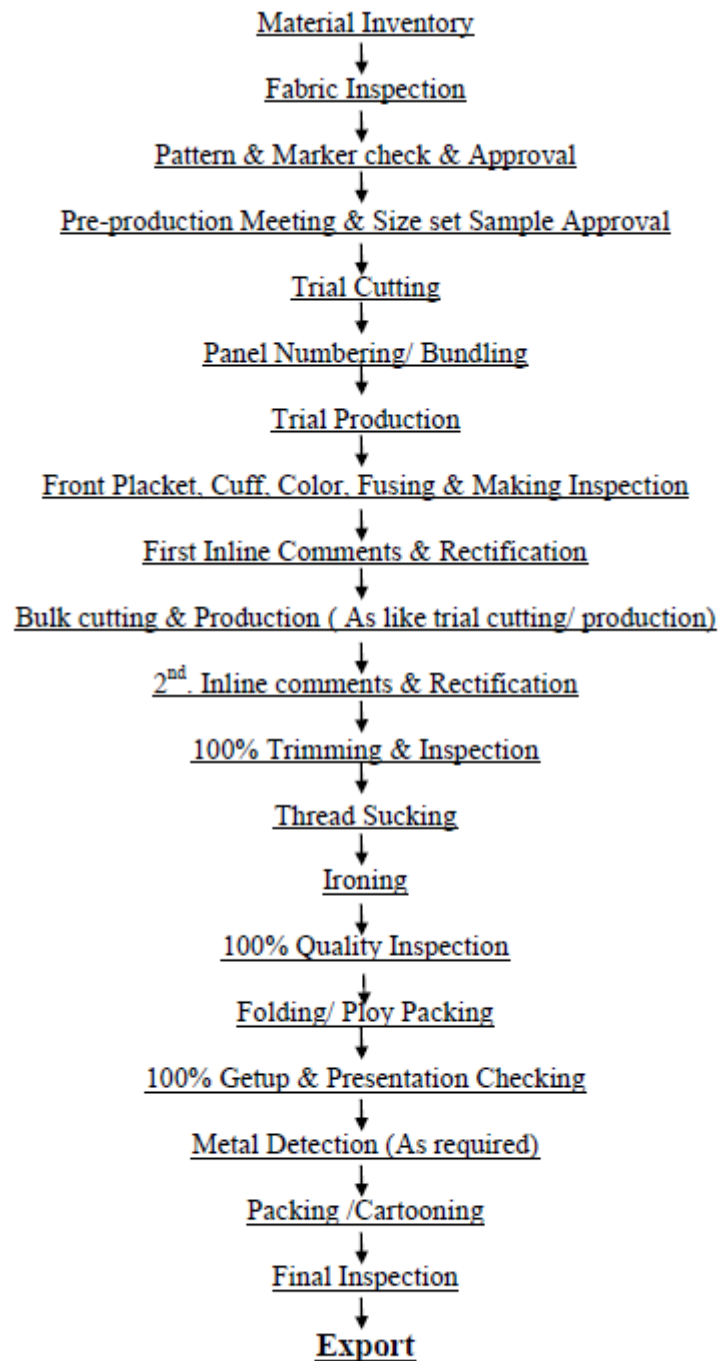
- I. Child labor
- II. Forced labor
- III. Health and Safety
- IV. Freedom of assembly/ Right to collectively bargain
- V. Discrimination
- VI. Disciplinary practice
- VII. Working hours
- VIII. Remuneration/ Compensation

3.2 Organizational of AKH GROUP



3.3 AKH Group (Woven Division)

Production Flow Chart



3.4 Sister Concerns of AKH GROUP

Woven Division AKH Fashions Ltd. (Unit 1&2) AKH Shirts Ltd. (Unit 1,2&3) Angshuk Ltd. AKH Apparel Ltd.	Knit Division AKH Knitting & Dyeing Ltd. AKH Knitware Ltd. AKH Stitch Art Ltd.	Accessory Division AKH Packaging & Accessories Ltd. AKH Trims Ltd.
Textiales Division AKH Textiles Ind. Ltd. (Proposed)	Washing Division AKH Washing Ltd.	C & F Division Sabah Trade International Ltd. Cargo Division AKH Cargo Service

3.5 HR Compliance AKH GROUP

AKH attempts to speak to its corporate mission. They generally keep up an abnormal state of corporate proficiency is fundamental at all dimensions in the entire association. Along these lines, they mastermind a lot of assets for preparing, improvement, consistence and inspiration. Knowing the human asset as one of its key achievement factors, it gives trainings to the start to finish worker's normal premise to help enhance generation quality and hierarchical efficiency.

As a functioning accomplice of the Signatory Fair exchange Consumers around the globe, AKH watches all arrangements of the work and in addition the processing plant laws and traditions relevant.

Thinking about the mankind as an essential factor of the gathering, the best administration of AKH relationally keeps up a decent connection with its workforce. The gathering keeps up such a work space in which the laborers can genuinely feel their working environment as their second home.

Offering need to the individual security and cleanliness of the working individuals AKH gives transport offices to its laborers who live separation places.

AKH offers focused wages and other money related advantages. Guaranteed professionals and qualified attendants serve restorative consideration at all of its units. Maternity consideration and advantages are given as needs be.

AKH offers safe and simple childcare office kept up via prepared sitters to laborers and representatives having minor kids not going to schools.

AKH awards exceptional impetus, extra, benefits and other stipend that are not obligatory in the given lawful prerequisites of the nation. A Workers' Welfare Committee keeps up crusade to create mindfulness among the laborers about their rights and duties.

AKH masterminded raining consistently to keep them constantly arranged to deal with various kinds of word related dangers. Firefighting gets an additional accentuation here. AKH practices departure bore at all of its premises on a standard timetable to ensure all individuals on its floors would securely, effectively and easily react to any crisis call for clearing.

AKH having a committed division to care for the issues that are entitled consistence in like manner terms yet it sees all these as a highbred positive inspiration activity in its own comprehension.

3.6

Department	Manpower
Administration	55
Commercial	42
Finance and Accounts	30
Merchandising	25
Store	65
Knitting	140
Dyeing & Finishing	457
Garments	3391
Mechanical	85
Sub Total	4290

Section wise Manpower

3.7 Management Medium

- Intercom Telecom
- Fax
- E-mail
- Written letter & Papers
- Oral

3.8 Management standard

- Consumer test is pushed to GM.
- Identical test is finished by lab in control.
- Sample is planned by master coloring expert.
- Sample is send to purchaser to endorse.
- Accepted test is returned and taken as STD. Test for generation.
- Assistant coloring expert gives family unit assignments to generation officer.

- Then make officer, with the manager for entire generation.
- On line and disconnected perfection check is finished by lab in control and coloring expert
- After coloring completing in control controls the completing procedure with supervision of make officer
- After completing material is checked by coloring expert
- Finally, GM check the outcome with coloring expert and choice is taken for discharge.

- **3.9 Duties and Responsibilities of Production Officer**

- To assemble the required data and guidance from the previous move or the smooth running of the area.
- To influence the lesser officer to see how to work the entire generation process.
- To coordinate creation test with the objective shade.
- To gather the creation test part test match to next generation
- To watched colored texture amid completing the process of pursuing and furthermore completing procedure
- To recognize questioned textures and answer to PM/GM for vital activity

- To talk about with PM about generally creation if vital
- To sign the store order and conveyance challenge without PM
- To execute the general floor work
- To keep up stacking and emptying paper

Chapter-04
THEORETICAL ASPECTS OF JOB
SATISFACTION

4.1 Employee

The general population or laborers or administrators who work in an organization, association or network are called worker. They are the workforce for each association. As a rule, an individual enlisted by a business to complete a specific occupation is a representative.

In economies, the expression "representative" implies an individual who works for an enterprise. The connection among manager and representative is unique in relation to that of the firm and a client or customer.

A representative as a rule needs to give a resume and have a meeting before being offered a specific occupation.

4.2 Definitions of Job Satisfaction

Occupation fulfillment is a standout amongst the most essential assets for any association. Distinctive creators give diverse definitions for the term work fulfillment. Some of them are included her from the book of D.M. Peptone "Inspiration and Job Satisfaction" which are given beneath:

"Occupation fulfillment is characterized as a pleasurable, enthusiastic, state coming about because of evaluation of one's activity. A powerful response to one's activity". Weiss

"Occupation fulfillment is general frame of mind, which is the aftereffect of numerous explicit demeanors in three zones in particular: Specific employment factors, Individual attributes, Group relationship outside the job". Blum and Naylor

"Employment fulfillment is characterized, as it is consequence of different dispositions the individual hold towards the activity, towards the related variables and towards the life all in all". Flicker

Employment fulfillment is characterized as "any commitment, mental, physical, and natural conditions that reason an individual honestly say, 'I am happy with my activity.'"

"Occupation fulfillment is characterized, as worker's judgment of how well his activity on an entire is fulfilling his different needs".Mr. Smith

"Employment fulfillment is characterized as a pleasurable or positive perspective coming about because of examination of one's activity or occupation encounters". Locke

4.3 History of job satisfaction

The term job satisfaction first brought to lime light by Hop pock (1935). He reviewed 35 studies on job satisfaction conducted prior to 1933 and observes. Job satisfaction is combination of psychological, physiological and environmental conditions that causes a person to say "I'm satisfied with my job". Such a description pointed out the variety of variables that influence the satisfaction of an individual but tell us nothing about the nature of job satisfaction.

Job satisfaction has been most defined by Peptone (1973) as a job, management, personal adjustment & social requirement. Morse (1953) said that Job satisfaction is dependent upon job content, identification with the co., financial & job status & priding group cohesiveness.

One of the biggest description to the study of job satisfaction was the Hawthorne study. The studies of Hawthorne (1924-1933), primarily credited to Elton Mayo of the Harvard Business School, sought to find the effects of various conditions (most notably illumination) on workers' productivity.

These studies ultimately showed how novel changes in work conditions temporarily increase productivity (called the Hawthorne Effect). It was later found that this increase results, is not from the new conditions, but from the knowledge of being observed.

4.4 Importance of job satisfaction

➤ Job fulfillment is imperative parameters of how representatives feel about their activity and an indicator of work conduct, for example, hierarchical, citizenship, Absenteeism, Turnover.

- Job fulfillment can fundamentally intercede the relationship of identity factors and degenerate work conduct.

- Common research finding is work fulfillment is related with way of life. This connection is equal importance the general population who are happy with the existence will in general be happy with their employments and the general population who are happy with their occupations tends to happy with their life.

4.5 Importance to employee and organization

Employment fulfillment and work related achievement are enter factor in close to home fulfillment, sense of pride, confidence, and self-advancement. To the business, work fulfillment brings a pleasurable passionate express that can frequently prompts a positive work frame of mind. A fulfilled boss is bound to be imaginative, adaptable, inventive, and faithful.

For the association, work fulfillment of its representative means a work constrain that is spurred and focused on astounding execution. Expanded profitability, the amount and quality yield every hour is by all accounts a side-effect of enhanced nature of working life. It is outstanding that the writing on the connection between occupation fulfillment and profitability is neither indisputable nor predictable. In any case, thinks about going back to Herzberg's (1957) have appeared at any rate low connection between's high confidence and high efficiency and it seems sensible that increasingly fulfilled workers will in general enhance an association.

Troubled workers, who are propelled by dread of loss of employment, won't give 100 percent of their exertion for long in any condition. Despite the fact that fear is an amazing spark, it isn't required one by any means, and furthermore when the risk is pulled back execution will decay.

Employment fulfillment conveys advantages to any association incorporates decrease in grumblings and complaints, non-attendance, turnover, and end; and enhanced promptness and specialist resolve. It is additionally connected with a more beneficial work drive and has been observed to be a decent pointer of life span.

In spite of the fact that there has been discovered just little relationship between's activity fulfillment and efficiency, Brown (1996) takes note of that a few managers have discovered that fantastic or charming workers is a precondition to fulfill or amuse clients, subsequently ensuring the "main concern".

4.6 Employees role in job satisfaction:

On the off chance that activity fulfillment benefits bosses, most likely the business will have the capacity to add to his or her very own fulfillment and prosperity at work. The accompanying recommendations can enable any business to discover individual occupation fulfillment: look chances to exhibit aptitudes and abilities. This arrangement regularly prompts additionally difficult work and more noteworthy duties, with specialist increments in pay and other acknowledgment.

Create incredible relational abilities. Boss' esteem and rewards brilliant perusing, tuning in, and composing and talking aptitudes.

Realize all the newer activity related information that causes you to perform undertakings all the more proficiently and successfully. This will remember weariness and regularly gets one took note.

Show imagination, activity and characteristics like these are esteemed by most associations and regularly results in acknowledgment and additionally in expanded duties and prizes.

Create collaboration and individual abilities. A vast piece of occupation achievement relies upon collaboration and the capacity to cooperate with other people to take care of business.

Tolerating assorted variety in individuals gets positive outcome any association. Acknowledge individuals with their disparities and their defects and figure out how to give and get valuable analysis.

The assessment of work is imperative for accomplishing objective of any association. Valuing the value of what one can lead to fulfillment with the work itself. This assistance to offer importance to one's presence that assumes an indispensable job in occupation fulfillment.

Figure out how to de-stretch is to a vital factor. Plan to escape wear out by creating solid pressure the executive's procedures.

4.7 Factors of job satisfaction

Bounce scar, the soonest specialist in employment fulfillment, in 1935 suggested that there are six noteworthy parts of occupation fulfillment. These are as under:

- The way the individual responds to disagreeable circumstances,
- The office with which he balanced himself with other individual
- The relative status in the social and financial gathering with which he recognizes himself
- The nature of work in connection to capacities, intrigue and readiness of specialist

- Security
- Loyalty

Herzberg, mouser, Peterson and cap well in 1957 reviewed more than 150 studies and listed various job factors of job satisfaction. These are briefly described one by one as follows:

1. Intrinsic aspect of job

Intrinsic includes all of the many characteristics of the work, which would tend to be constant for the work regardless of where the work is performed.

2. Supervision

Supervision of employment fulfillment relates to the relationship of specialist with his prompt bosses. Supervision, as a factor, for the most part impacts work fulfillment.

3. Working conditions

Working conditions incorporates those physical parts of condition which are a bit much a piece of the work. Working hours are incorporated this factor since it is essentially a component of association, influencing the people solace and accommodation similarly as other physical working conditions.

4. Wage and salaries

Wage and salaries includes all aspect of job involving present monetary remuneration for work done.

5. Opportunities for advancement

Opportunities for advancement include all aspect of job which individual sees as potential sources of betterment of economic development, organizational status or professional experience.

6. Security

Security is considered as the primary component of occupation circumstance, which prompts confirmation for proceeded with business, either inside a similar organization or inside same kind of work calling.

7. Company management

Organization the executives incorporates the part of specialist's quick circumstance, which is a primary capacity of authoritative organization and approach. It likewise includes the relationship of representative with all administration of organization bosses above dimension of quick supervision.

8. Social aspect of job

Social aspect of job includes relationship of worker with the employees specially those employees at same or nearly same level within the organization.

9. Communication

Correspondence is additionally a precondition of employment circumstance, which includes spreading the data toward any path inside the association. The variables like data of worker's status, data on new improvements, data on organization line of power, proposal framework, and so on, are utilized in writing to speak to this factor.

10. Benefits

Advantage in occupation incorporates those uncommon periods of organization strategy, which endeavors to set up the laborer for crises, ailment, seniority, too. Organization stipends for occasions, leaves and get-aways are involved inside this factor.

4.8 Reasons of low job satisfaction

Reasons why employees may not be completely satisfied with their jobs:

1. Strife between collaborators.
2. Strife between directors.
3. Not being opportunity paid for what they do.
4. Have pretty much nothing or nothing to do with basic leadership that influence workers.
5. Dread of losing their activity.

4.9 Effects of low job satisfaction

4.9.1 High Absenteeism

Absenteeism means is a habitual pattern of absence from duty or obligation. If there will be low job satisfaction among the employees the rate of absenteeism will certainly increase and it also will bring negative affect on productivity of organization.

4.9.2. High Turnover

High Turnover in human resource refers to characteristics of a given company or industry relative to the rate at which an employer gains and losses. If the employer is said to have a high turnover of employees the company have shorter tenure than those of other companies.

4.9.3. Training Cost Increases

As employees leaves organization due to lack of job satisfaction. Then Human resource manager has to recruit new employees. So that, the training expenditure will be increase.

4.9.4 Influences On Job Satisfaction

There are many factors that influence job satisfaction. For example, one recent study even found that if college student's majors coincided with their job, this relationship will have predicted subsequent job satisfaction. However, the main influences can be summarized along with the dimensions identified above.

The work itself

The clear concept of any work itself is a major source of satisfaction. For example, research related to the job characteristics approach to job design, shows positive feedback from any job and autonomy are two of the major job related motivational factors. Some of the most important constituents of a satisfying job uncovered by survey include interesting and challenging work, work that is not boring, and the job that provides status. Wages and salaries are acknowledged to be a significant, but complex, multidimensional factor in job satisfaction. Money not only helps people achieve their basic needs bedevil need satisfaction. Employees often seek pay as a reflection of how management views their contribution to the organization. Marginal benefits are also important. If the employees have flexibility in choosing the type of benefits they prefer within a total

package, called a flexible benefit plan, there is a significant increase in both benefit satisfaction and overall job satisfaction.

Promotions

Promotional opportunities are seeming to have a significant effect on job satisfaction. Because promotion in any job takes number of different forms.

4.10 What is the impact of job satisfaction?

Many managers subscribe that a satisfied worker is necessarily a good worker to any organization. In other words, if management keeps the entire worker's happy, good performance would automatically have followed by. There are two propositions concerning in relation to the satisfaction performance. The first proposition based on traditional view says that satisfaction is the effect rather than the cause of performance. This proposition indicates that efforts in a job lead to rewards, which results in a certain level of satisfaction. In another proposition, both satisfaction and performance are considered to be functions of rewards.

Various research studies indicate that to a certain level of job satisfaction affects employee turnover, and consequently organization can gain from lower turnover in terms of lower hiring and training costs. Research shows an inverse relationship between job satisfaction and absenteeism. If job satisfaction is high there would be low absenteeism, but if job satisfaction is low, it is more likely to lead a high absenteeism.

4.11 What job satisfaction people need?

Each employee wants:

1. Recognition as an individual work
2. Meaningful assigned task
3. Ample opportunity to do something worthwhile
4. Job security for himself and his family

5. Good wages competitively
6. Adequate benefits in job
7. Opportunity for improvement
8. No arbitrary action- a voice a matters affecting him
9. Satisfactory working condition and working environment
10. Competency leadership whom he can admire and respect as persons and as bosses.

SATISFACTION WITH COMPENSATION LEVELS

1. Overall I am satisfied with the company's compensation package
2. I am satisfied with the medical benefits
3. I am satisfied with the conveyance allowance
4. I am satisfied with the retirement benefits
5. I am satisfied with the reimbursement of the expenses as per the eligibility
6. I am satisfied with the holiday (vacation) eligibilities

SATISFACTION WITH TASK CLARITY

1. Management decisions are Ad Hoc and lack professionalism (reverse scaled)
2. Rules and procedures are followed uncompromisingly
3. My job responsibilities are well defined and clear

SATISFACTION WITH CAREER DEVELOPMENT

1. I have adequate opportunities to learn and grow
2. I get opportunities to handle greater responsibilities
3. My skills and abilities are adequately used at work

From all above we can conclude level of job satisfaction of our employees.

4.11.1 Rating Scale

Rating Scale is a standout amongst the most well-known strategies for estimating work fulfillment. This scale used to gauge Job fulfillment is incorporated:

Minnesota Satisfaction Questionnaires: Minnesota Satisfaction Questionnaires gets a reasonable picture of appropriate fulfillments and disappointments of representatives.

Set of working responsibilities Index: Job Description Index Measures Job fulfillment on the measurement distinguished by Smith, Kendall, Hullin.

Doorman Need Identification Questionnaires: Porter Need Identification Questionnaires is utilized just for the executive's work force and spins around the issues and difficulties looked by supervisors.

4.11.2 Personal Interviews

Personal Interviews method facilitates an in-depth exploration through interviewing of job attitudes. The chief advantage of this method is that additional information or clarifications can be achieved promptly.

4.11.3 Action Tendencies

By the Action Tendencies technique, Job fulfillment can be estimated by making inquiries and social affair data on how they have a craving for acting as for specific parts of their occupations. This technique gives representatives greater chance to express their inclination on the loose.

In an examination on American workers, Hop pock distinguished six factors that added to work fulfillment among them. These are as per the following:

1. The manner in which individual responds to disagreeable circumstances.
2. The offices with which he alters himself to different people.
3. His relative's status in the social and monetary gathering with which he recognizes himself.

4. The idea of work in connection to the capacities, intrigue and arrangement of the laborers.

5. Security.

6. Faithfulness.

Since human asset supervisor frequently fill in as mediators between workers and the board in struggle they are worry with Job fulfillment or general occupation frames of mind with the representatives.

Philip apple white has recorded the five noteworthy segments of Job fulfillment .as

1.

Different constituents that ought to be added to this five are person's perspective about the work itself and about the way of life as a rule; the person's wellbeing, age, dimension of desire. Singular way of life, societal position and political and social exercises would all be able to add to the Job fulfillment. From these constituents an individual's frame of mind toward his or her activity might be sure or negative.

4.11.4 Job Enlargement

The hypothesis of employment development started after World War II. It is essentially crafted by arranging the activity in order to relate the substance of the activity to the limit, real and potential, of laborers. Occupation development is essentially neglectful herald of the idea and theory of employment plan. Stephan proposes three essential suspicions behind the idea of employment expansion. Yield in any association will increment if:

1. Specialists capacities are completely used

2. Specialist has more power over the work

3. Specialists enthusiasm for work and working environment is invigorated.

Occupation augmentation is a conventional term that comprehensively implies adding more and distinctive undertakings to a particular employment. It might augment the quantity of assignment the representative must perform and mix it up. At the point when additional basic undertaking are added to an occupation, the methodology is called even employment extension. This likewise obviously adds enthusiasm to the work and diminishes dullness and fatigue.

To check unsafe impacts, the designing variables associated with every individual activity must be cautiously broke down. Maybe, the gathering lines can be abbreviated so that there will be more lines and less specialists on each gathering. In addition, rather than doling out one representative each occupation and after that permitted to choose for him/herself to sort out the work. Such changes allow increasingly noteworthy social contacts and more prominent authority over the work procedure.

4.11.5 Job Rotation

Occupation pivot includes occasional assignments of a worker to perform diverse arrangements of employment exercises. It is one approach to handle work routine is to utilize the activity turn. At the point when a movement is never again difficult, the worker is turned to another activity, at a similar dimension that has comparative aptitude necessities.

Numerous organizations are searching for an answer for at work fatigue through efficiently moving specialists starting with one occupation then onto the next. This training gives extent of more assortments and allows workers to take in extra aptitudes. The organization assembles benefits since the specialists are fit the bill to play out various diverse occupations in case of a crisis.

Chapter- 05

Analysis and Finding

5.0 Questionnaire Survey analysis

5.1 Data analysis:

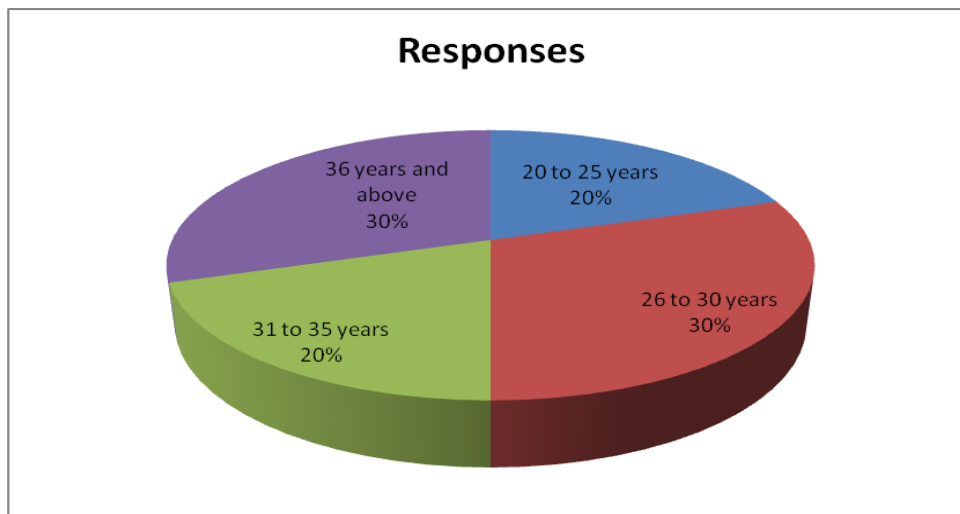
In this section the data analysis of Job Satisfaction of as Employee of AKH Group put to various employee attributes and job satisfaction over the performance of AKH Group shown briefly. The results are presented according to the various employee quality dimensions. Each dimension consists of its own specific questions. The results of the report are presented according to these questions that were asked to the respondents with the help of a structured questionnaire. The results of this study are as follows:

Part-A: Socio-demographic characteristics of the Respondents

Table:1- Age category

Age	Responses	Percentage
20 to 25 years	20	20%
26 to 30 years	30	30%
31 to 35 years	20	20%
36 years and above	30	30%
Total	100	100%

Source: Primary Data



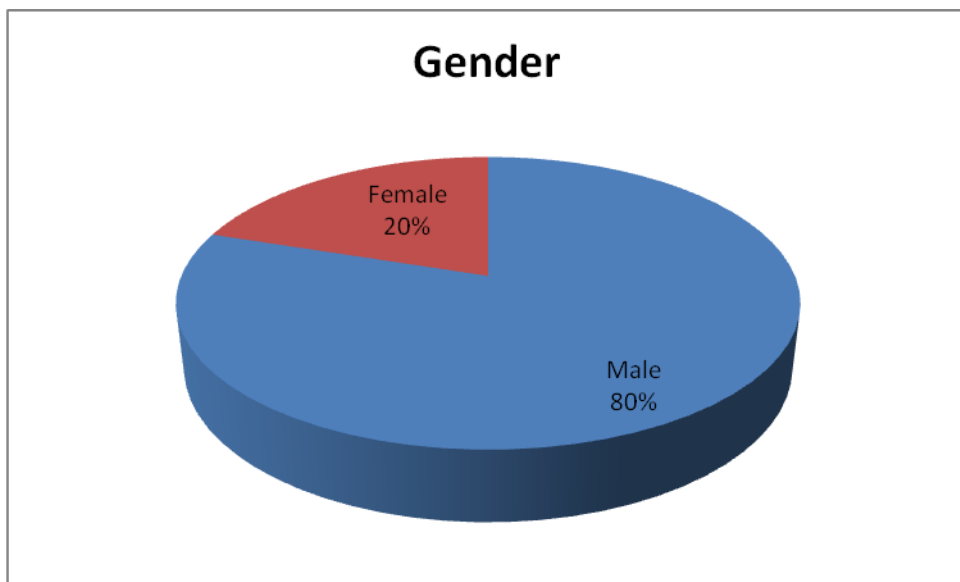
Interpretation

The graph shows that 20% respondents were 20 to 25 years old, 30% respondents were 26 to 23 years old, 20% respondents were 31 to 35 years old and 30% respondents were above 36 years and above.

Table 2: Gender

Gender	Responses	Percentage
Male	80	20%
Female	20	20%
Total	100	100%

Source: Primary Data



Interpretation

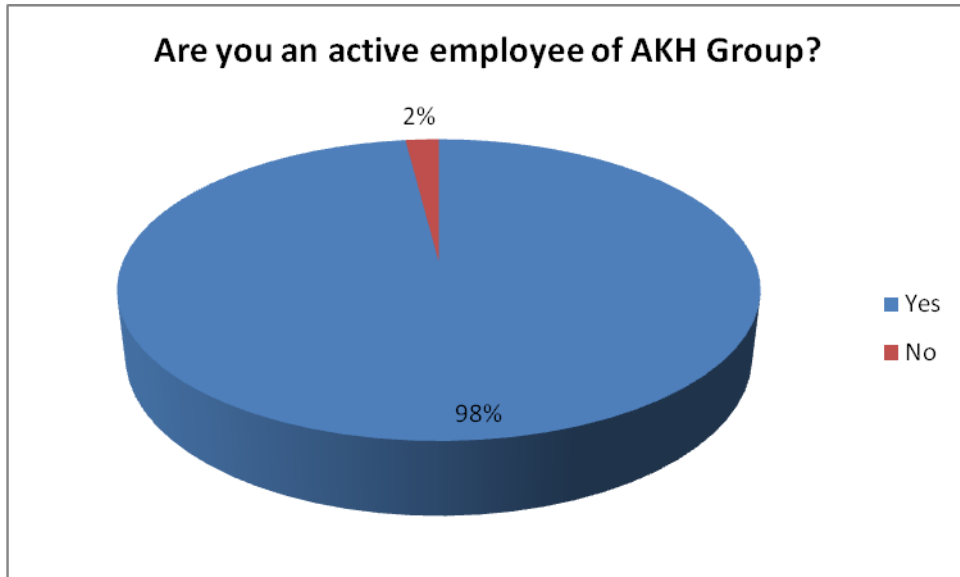
Out of 100 respondents surveyed, most of the respondents (80%) were male, and rests of the respondent (20%) were Female.

Part-B: Results related to Job Satisfaction of Employee of AKH Group

Table 3: Are you an active employee of AKH Group?

Opinion	Responses	Percentage
Yes	98	98%
No	2	2%
Total	100	100%

Source: Primary Data



Interpretation

Out of 100 respondents surveyed, most of the respondents (98%) were active, and rests of the respondents (2%) were not active.

Table 4: Does your work give you a feeling of personal satisfaction?

Opinion	Responses	Percentage
Yes	60	60%
No	40	40%
Total	100	100%

Source: Primary Data



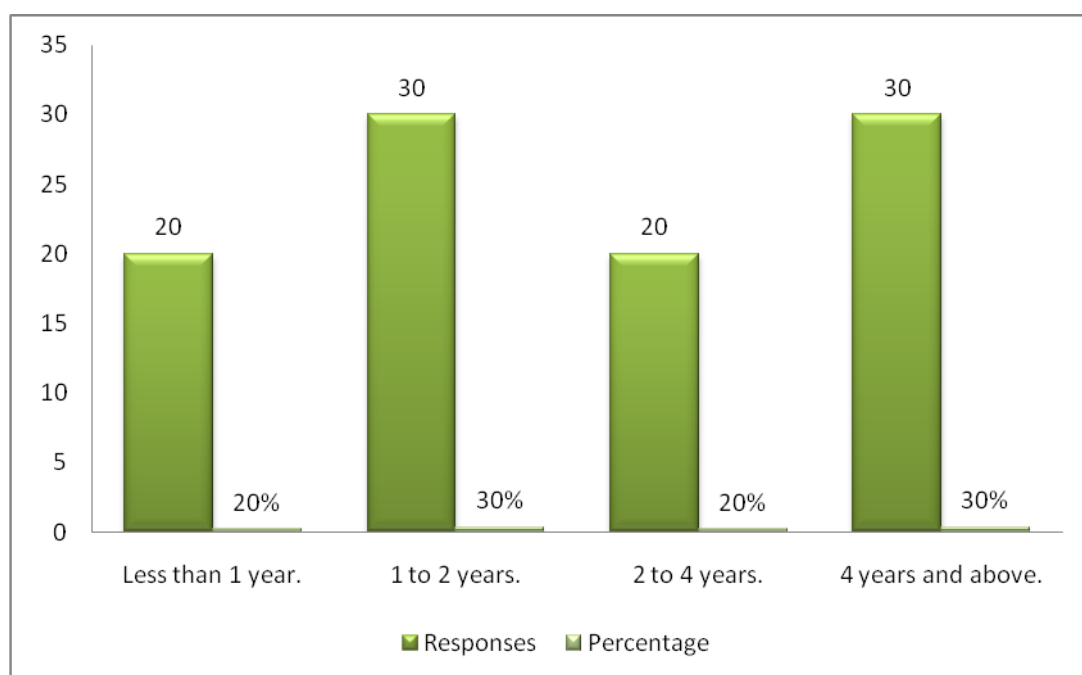
Interpretation

Out of 100 respondents surveyed, most of the respondents (60%) were satisfied and rests of the respondents (40%) were dissatisfied.

Table: 5 How long have you been working for this organization?

Opinion	Responses	Percentage
Less than 1 year	20	20%
1 to 2 years	30	30%
2 to 4 years.	20	20%
4 years and above.	30	30%
Total	100	100%

Source: Primary Data



Interpretation

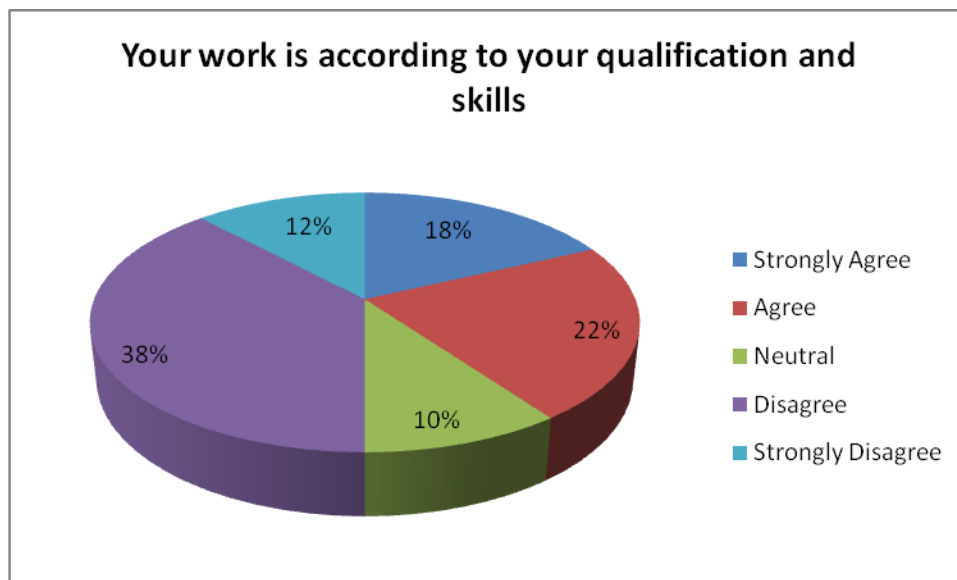
From the bar-chart we show that 20% respondents were less than 1 year, 30% respondents were 1 to 2 years, 20% respondents were 2 to 4 years and 30% respondents were above 4 years and above.

Table 6: Your work is according to your qualification and skills

Opinion	Respondents	Percentage %
---------	-------------	--------------

Strongly Agree	18	18%
Agree	22	22%
Neutral	10	10%
Disagree	38	38%
Strongly Disagree	12	12%
Total	100	100

Source: Primary Data



Interpretation

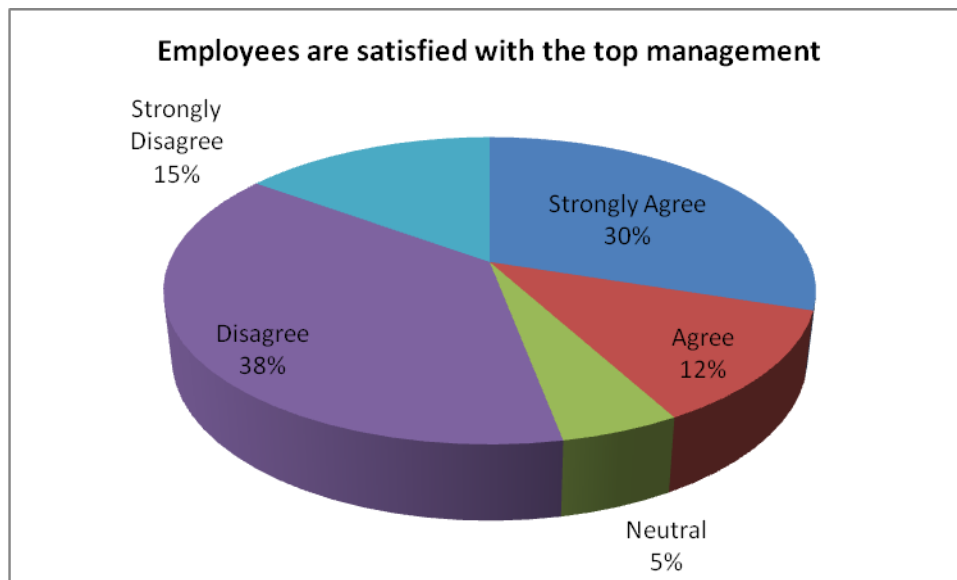
From the result of survey, its found that the Strongly Agree (18%) in second position there are Agree (22%), third position there are neutral (10%), fourth position there are disagree (38%) and Strongly disagree (12%). So work is according to your qualification and skills of the poor.

Table 7: Employees are satisfied with the top management

Opinion	Respondents	Percentage %
Strongly Agree	30	30%

Agree	12	12%
Neutral	5	5%
Disagree	38	38%
Strongly Disagree	15	15%
Total	100	100%

Source: Primary Data



Interpretation

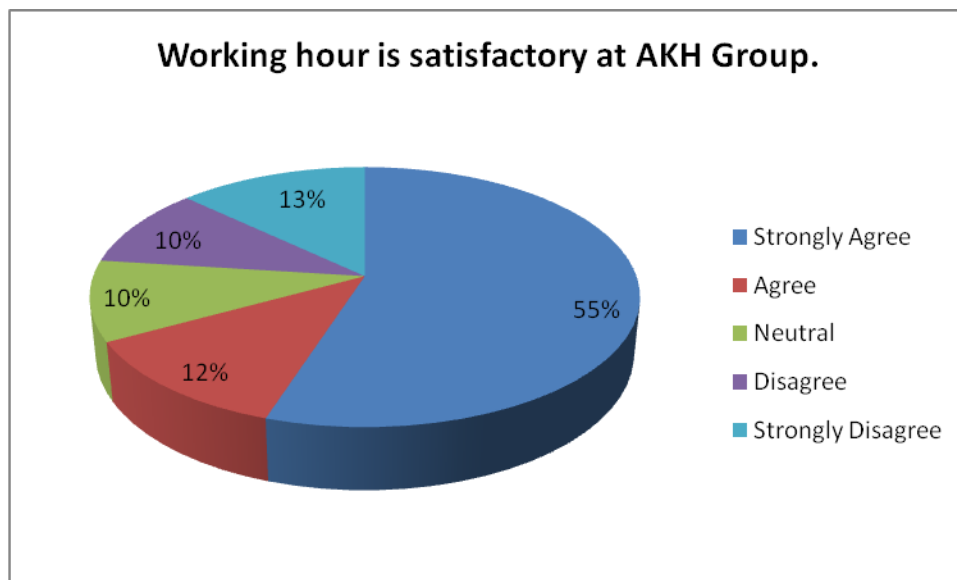
From the result of survey, its found that the Strongly Agree (30%) In second position there are Agree (12%), third position there are neutral (5%), fourth position there are disagree (38%) and Strongly disagree (15%). So employees are satisfied with the top management of the poor.

Table 8: Working hour is satisfactory at AKH Group.

Opinion	Respondents	Percentage %
---------	-------------	--------------

Strongly Agree	55	55%
Agree	12	12%
Neutral	10	10%
Disagree	10	10%
Strongly Disagree	13	13%
Total	100	100%

Source: Primary Data



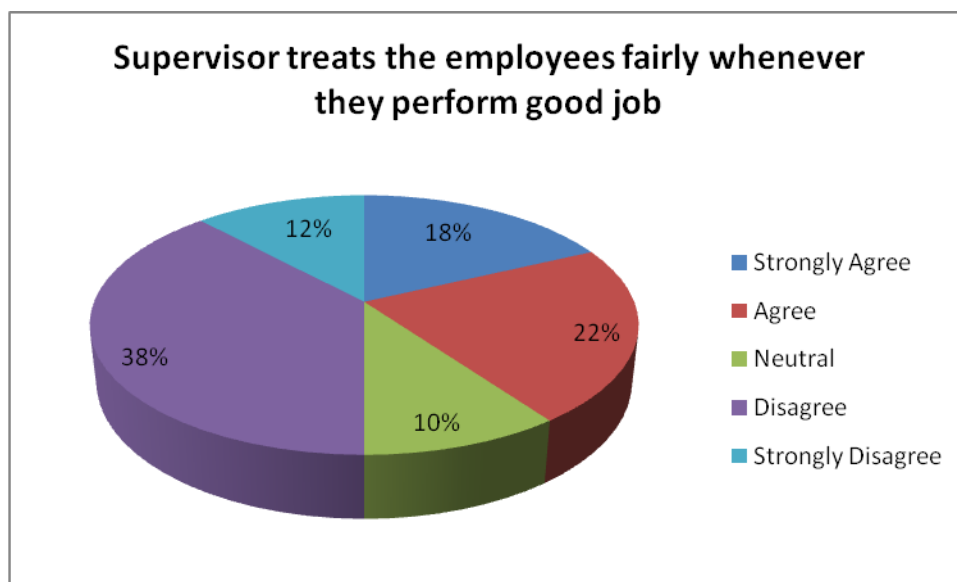
Interpretation

From the result of survey, its found that the Strongly Agree (55%) In second position there are Agree (12%), third position there are neutral (10%), fourth position there are disagree (10%) and Strongly disagree (13%). So working hour is satisfactory at AKH Group of the very good.

Table 9: Supervisor treats the employees fairly whenever they perform good job

Opinion	Respondents	Percentage %
Strongly Agree	18	18%
Agree	22	22%
Neutral	10	10%
Disagree	38	38%
Strongly Disagree	12	12%
Total	100	100

Source: Primary Data



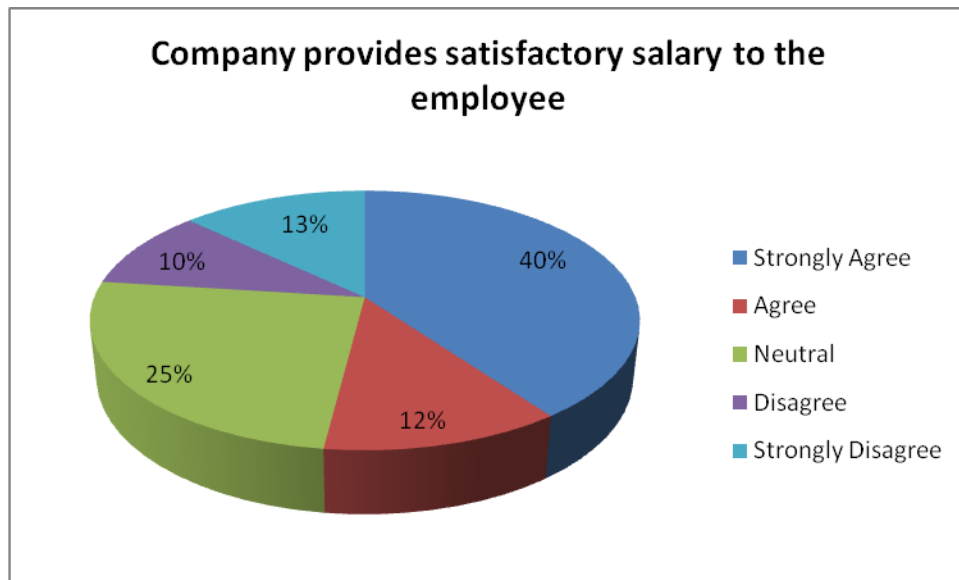
Interpretation

From the result of survey, its found that the Strongly Agree (18%) In second position there are Agree (22%), third position there are neutral (10%), fourth position there are disagree (38%) and Strongly disagree (12%). So Supervisor treats the employees fairly whenever they perform good job of the poor.

Table 10: Company provides satisfactory salary to the employee

Opinion	Respondents	Percentage %
Strongly Agree	40	40%
Agree	12	12%
Neutral	25	25%
Disagree	10	10%
Strongly Disagree	13	13%
Total	100	100%

Source: Primary Data



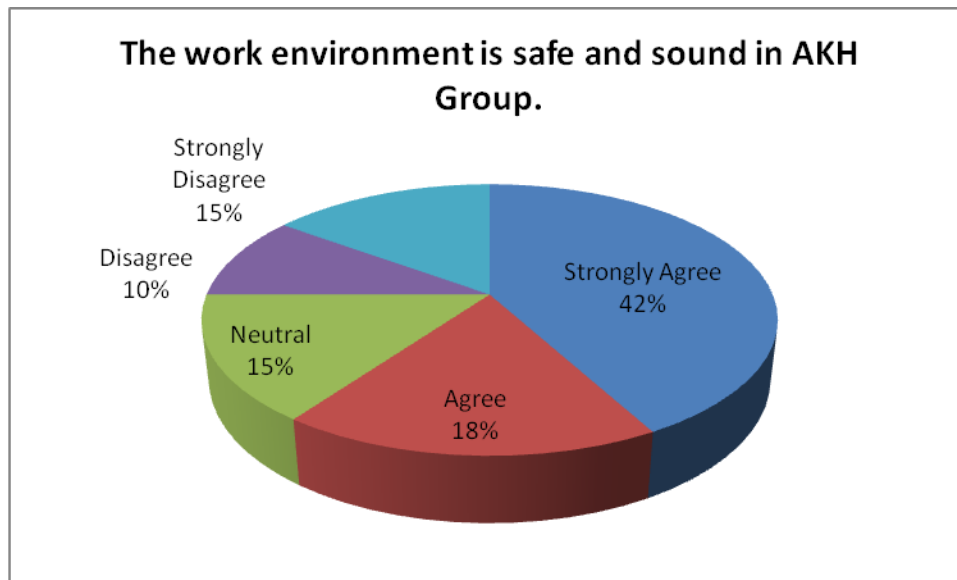
Interpretation

From the result of survey, its found that the Strongly Agree (40%) In second position there are Agree (12%), third position there are neutral (25%), fourth position there are disagree (10%) and Strongly disagree (13%). So Company provides satisfactory salary to the employee of the superior.

Table 11: The work environment is safe and sound in AKH Group.

Opinion	Respondents	Percentage %
Strongly Agree	42	42%
Agree	18	18%
Neutral	15	15%
Disagree	10	10%
Strongly Disagree	15	15%
Total	100	100%

Source: Primary Data



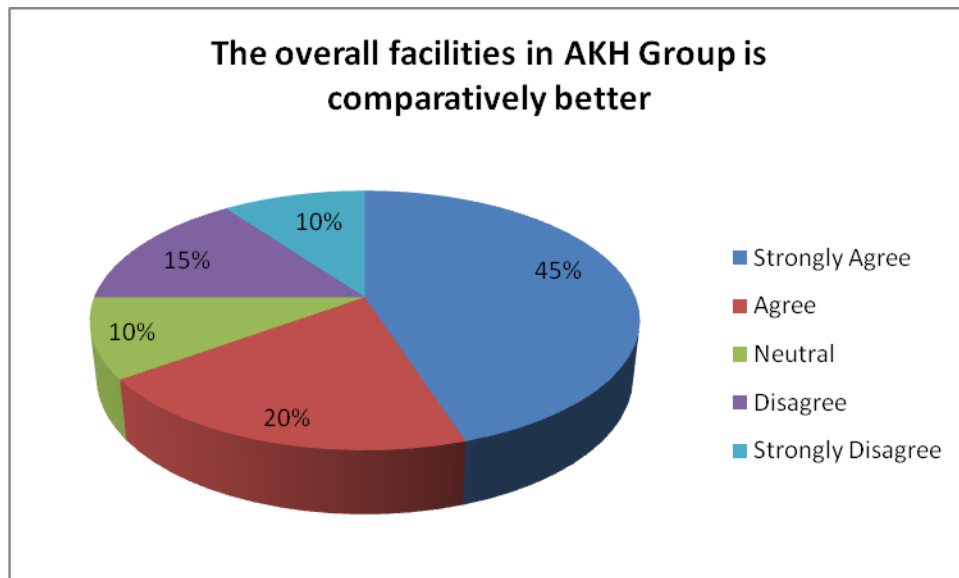
Interpretation

From the result of survey, its found that the Strongly Agree (42%) In second position there are Agree (18%), third position there are neutral (15%), fourth position there are disagree (10%) and Strongly disagree (15%). So work environment is safe and sound in AKH Group of the very good.

Table 12: The overall facilities in AKH Group is comparatively better

Opinion	Respondents	Percentage %
Strongly Agree	45	45%
Agree	20	20%
Neutral	10	10%
Disagree	15	15%
Strongly Disagree	10	10%
Total	100	100%

Source: Primary Data



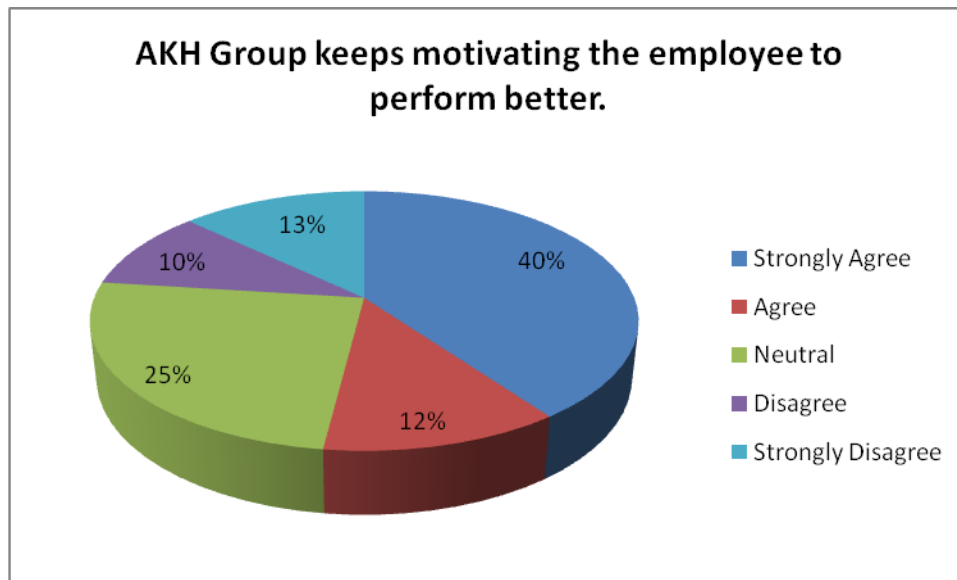
Interpretation

From the result of survey, its found that the Strongly Agree (45%) In second position there are Agree (20%), third position there are neutral (10%), fourth position there are disagree (15%) and Strongly disagree (10%). So overall facilities in AKH Group is comparatively better of the very good.

Table 13: AKH Group keeps motivating the employee to perform better.

Opinion	Respondents	Percentage %
Strongly Agree	40	40%
Agree	12	12%
Neutral	25	25%
Disagree	10	10%
Strongly Disagree	13	13%
Total	100	100%

Source: Primary Data



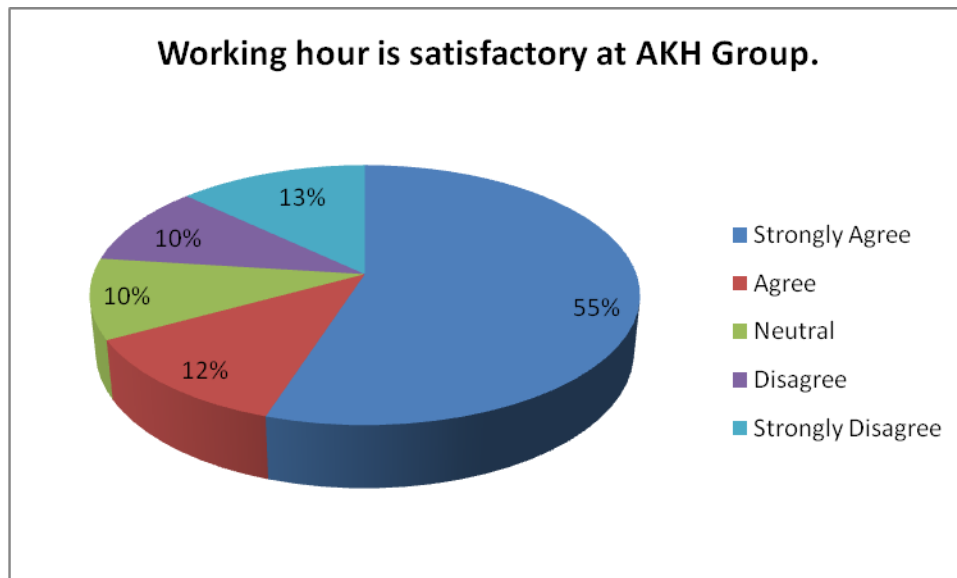
Interpretation

From the result of survey, its found that the Strongly Agree (40%) In second position there are Agree (12%), third position there are neutral (25%), fourth position there are disagree (10%) and Strongly disagree (13%). So AKH Group keeps motivating the employee to perform better of the superior.

Table 14: Employees have enough opportunities for professional growth.

Opinion	Respondents	Percentage %
Strongly Agree	55	55%
Agree	12	12%
Neutral	10	10%
Disagree	10	10%
Strongly Disagree	13	13%
Total	100	100%

Source: Primary Data



Interpretation

From the result of survey, its found that the Strongly Agree (55%) In second position there are Agree (12%), third position there are neutral (10%), fourth position there are disagree (10%) and Strongly disagree (13%). So Employees have enough opportunities for professional growth of the very good.

5.2 Findings of the Study

Our examination has been of AKH Group. In view of their reactions to the inquiry and also on the examinations; the accompanying certainties can be contemplated.

- It can be said the larger part respondents are happy with their working hour and salary.
- It can be said that larger part respondent's superior does not treats the workers reasonably at whatever point they perform great job.
- It can be derived that there is a huge communication gap between different level of management which can be a barrier in creating appropriate corporate relationship and it can affect the efficiency of work.

- Top the board of AKH Group continues rousing the representative to perform better of the prevalent.

Chapter- 05

Conclusion & Recommendation

5.1 Recommendations

Based on the findings we hope AKH Group should keep focus on following matters:

- AKH Group should improve work according to employee's qualification and skills.
- AKH Group should more careful to the top management of the organization.
- Supervisor of AKH Group should make a friendly relationship with employees.
- AKH Group should give more attention to personal accomplishment and recognition of the employee to increase the level of job satisfaction.
- Managers of AKH Group should concern about the facility and demand of junior level of employee rather than selective officers by removing biasness.

5.2 Conclusion

Every organization tries best to satisfy their employees. AKH Group must identify and measure the level of job satisfaction of the employees and its relative importance. AKH Group has its operational wing to identify job satisfaction factors to improve the level of satisfaction which is vital to any company.

From the study we have found that the overall job satisfaction of AKH Group is satisfactory. Employee is at the positive level showing an average overall job satisfaction. Generally, the job satisfaction of employee significantly depends on salary, efficiency in work, fringe benefit, supervision quality and employer relations. The remaining three factors, leadership style and work ability do not have significant statistical evidence to improve the job satisfaction of AKH group. HRM of AKH group should give concentration to future that would be determined by a combination of creative thinking and solid strategy. Therefore, dynamic leadership should constantly focus on the changing moment of scenario, competitor's movement and the needs of the employee. However, an ample scope is open to further study on the basis of larger sample.

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B. Others

1. AAKH Group Annual Report 2015- 2016
2. Journals
3. Documents

C. Website:

Website: <https://www.akhfashions.com>

Appendix

Sample of Questionnaire

“Job Satisfaction of Employees of AKH Group”

Dear respondents, the purpose of this survey is to collect data for an internship report which is largely based on the quest to find out the job Satisfaction of *Employees of AKH Group*. It would be a big help for me if you kindly take a moment and go through the questionnaire and answer them according to your own experience. All the information of yours will be kept as highly confidential.

Name:

Marital Status:

Gender: Age:

Work Category:

1. Are you an active employee of AKH Group?
 - a) Yes.
 - b) No.

2. Does your work give you a feeling of personal satisfaction?
 - a) Yes.
 - b) No.

3. How long have you been working for this organization?
 - a) Less than 1 year.
 - b) 1 to 2 years.
 - c) 2 to 4 years.
 - d) 4 years and above.

4. Your work is according to your qualification and skills.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

5. Employees are satisfied with the top management.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

6. Working hour is satisfactory at AKH Group.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

7. Supervisor treats the employees fairly whenever they perform good job.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

8. Company provides satisfactory salary to the employee.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

9. The work environment is safe and sound in AKH Group.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

10. The overall facilities in AKH Group is comparatively better.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

11. AKH Group keeps motivating the employee to perform better.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

12. Employees have enough opportunities for professional growth.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

13. What comment/recommendation do you have in your mind that you want to share?

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Thank You for giving your valuable time.