



Internship Report

On

**“Employee Satisfaction at Apparels
Village Limited”**

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Date of Submission: 25th April , 2019



Letter of Transmittal

Date: 25th April, 2019

Dr. S M Sohel Rana
Assistant Professor & Associate Head
Department of Business Administration
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Subject: Submission of Internship Report on “Employee Satisfaction at Apparels Village Limited

Dear Sir,

It is a great delight to present my entry level position report on the temporary position titled "Employee Satisfaction at Apparels Village Limited" This report was relegated by me amid my examination period in Apparels Village Limited."

I gave my best exertion in preparation of this report. Any weaknesses or imperfection may emerge as I am new or fledgling for this sort of occupation. I will wholeheartedly respect any clarification and recommendation about any view and origination disseminated in my report.

I might want to thank you for your sort heated cooperation in setting up my report.

Sincerely yours,

Md. Shamim Shikder
ID: 153-11-250
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Declaration

I thus announce that the entry level position report entitled "Employee Satisfaction at Apparels Village Limited" submitted in incomplete satisfaction of the prerequisite for the level of Bachelor of Business Administration (BBA) at Daffodil International University.

I additionally affirm that this report is interestingly arranged by me after the consummation of 3 months' entry level position at Apparels Village Limited.

Md. ShamimShikder
ID: 153-11-250
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Approval Certificate

This is to support that this report entitled "Employee Satisfaction at Apparels Village Limited" submitted to Daffodil International University in association with the foundation's entry level position program is a bona fide record of work done by "Md. Shamim Shikder" under my watch at the "Apparles Village Limited", Marketing Division, Khagan, Birulia, Savar, Dhaka.

Supervisor

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



Acknowledgment

Above all else, I need to express my most profound thanks and dedication to Almighty God for gift me with the capacity, quality and patience and to stay dynamic in my proposal.

An exceptional obligation is because of my decent educator, Dr. S M Sohel Rana, Assistant Professor and Associate Head, Department of Business Administration, Faculty of Business and Economics who has been my scholastic chief for the course of BBA. He was top dog enough to allocate her significant time to give me her modest direction, motivation musings, adequate and appropriate headings for the fruitful preparation of this report.

I am likewise very grateful to all Apparels Village Limited authorities, who work to give me the fundamental information and itemized explanation that arranged this report and the entry level position think about. I might likewise want to thank the staff at the Apparels Village Limited for their significant cooperation and help. It will be uncalled for on the off chance that I don't give them thanks since we can do nothing without their cooperation.

I am likewise grateful to my Family for their constant a wide range of backings all through the getting ready report.

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Executive Summary

This investigation is the outcome of my entrance level position program at Apparel Village Limited as far back as a fourth of a year. The reason behind the doled out educational projects is to appreciate specialist satisfaction, which is the reason I expected to get the representatives judicious locale of obligation so I could cooperate clearly with them to grasp their points of view and their association with their association. Occupation satisfaction is the conclusion of satisfaction or joy that an individual gets from his or her movement. The investigation demonstrates that specialist satisfaction depends to a great degree on occupation progressions, remuneration system, duty in fundamental initiative structures, work environment, vocation improvement opportunity, boss information, association with senior administration, attempt to-home flexibility, etc. The case for this examination was Apparel Village Limited's present specialists. Printed overviews were scattered among 150 respondents and all of the surveys were amassed and taken as the investigation information. MS Excel has investigated the information. Regardless of differences in sentiments made by the specialists of the association on what the investigation was coordinated, the examination demonstrates that representatives are content with their movement destinations.



Table of content

SL	Content	Page No
Chapter One		
Introduction		
1.1	ORIGIN OF THE REPORT	1
1.2	Objectives of the Study	2
1.3	Scope of the Study	2
1.4	Methodology of the study	2
Chapter Two		
Organizational History		
2.2	Company at a glance	4
2.3	Mission	4
2.4	Vision	5
2.5	Products of AVL	6
2.6	AVL Equipment's	7
2.6.1	Knitting unit	7
2.6.2	Dyeing unit	7
2.6.3	LAB SECTION	7
2.6.4	Shrinkage Test Machine:	7
2.6.4.1	Stenter Machine:	8
2.6.4.2	Functions of Stentor Machines:	8
2.7	GARMENTS UNIT (Knit)	8
2.8	Woven Unit	9
2.9	Manpower	11
2.9.1	Knit	11
2.9.2	Woven Unit	11
2.10	Organizational Structure	11
Chapter Three		
Literature Review		
3.1	Job satisfaction	12
3.2	Three important dimension of job satisfaction:	13
3.3	Factors Influencing Job Satisfaction:	13
3.4	Rules & Regulation-Attendance:	17
3.4.1	Rules & Regulation-Casual Leave:	18
3.4.2	Rules & Regulation-Sick Leave	18
3.4.3	RULES & REGULATION-EARNED LEAVE	18
3.4.4	Rules & Regulation- Maternity leave	18
3.4.5	Code of Conduct - TO DO	19
3.4.6	Code of Conduct - don't do	19
3.4.7	Rules & Regulation:	20
Chapter 4:		
Analyses		
Question 1:	Are you a permanent employee of Apparels Village Limited?	21
Question 2:	How long have you been working for this organization?	22
Question 3:	Does your work give you a feeling of personal satisfaction?	22



Question 4:	Your work is according to your qualification and skills.	23
Question 5:	Employees are satisfied with the top management.	24
Question 6:	Working hour is satisfactory at Apparels Village Limited.	25
Question 7:	Supervisor treats the employees fairly whenever they perform good job.	26
Question 8:	Company provides satisfactory salary to the employee.	27
Question 9:	The work environment is safe and sound in Apparels Village Limited.	28
Question 10:	Organization provides opportunities for further career development	29
Question 12:	Employees have enough opportunities for professional growth.	30

Chapter 5
Summary of Study Findings:

Recommendation	34
Conclusion	36
References	37
Appendix	38-40



SL No.	Content	Page No.
Fig4.1	Pie Chart showing the result (%) of question 1	21
Fig 4.2	Pie Chart showing the result (%) of question 2	22
Fig 4.3	Pie Chart showing the result (%) of question 3	23
Fig4.4	Chart showing the result (%) of question 4	24
Fig4.5	showing the result of question 5	25
Fig4.6	Chart showing the result of question 6	26
Fig 4.7	Chart showing the result of question 7	27
Fig4.8	Pie Chart showing the result (%) of question 8	28
Fig 4.9	Pie Chart showing the result (%) of question 9	29
Fig 4.10	Pie Chart showing the result (%) of question 10	30
Fig 4.11	Pie Chart showing the result (%) of question 11	31
Fig 4.12	Pie Chart showing the result (%) of question 12	32



Chapter One

INTRODUCTION

With the advent of the 21st century, globalization and association between multinational and foreign companies are having an impact on the economies of the third world, including Bangladesh. Bangladesh's various business conglomerates institutions and other companies are working in such a way to address this ever-increasing competition in order to meet challenges both locally and internationally. The development-oriented conglomerate business influences the socio-economic sector in such a way that after a few years our country becomes a middle-income country. A garment industry plays a major role in a country's sustainable development. It is recognized that the RMG sector is the barometer of the national economy that this development industry is well connected with employment and environment. Bangladesh has undertaken the internship training program for its students in order to develop skilled professionals in this particular area, Daffodil International University. As a partial and essential requirement of BBA degree, the authority has placed me to Apparel Village Limited, for having practical experience in this sector for three months' internship program.

1.1 ORIGIN OF THE REPORT

This report is an internship report prepared to complete the BBA program as a requirement. The internship's primary objective was to provide the student with an "on - the - job" exposure and an opportunity to translate theoretical concepts into real - life situations. Students are placed in companies, organizations, research institutions and the garments sector. In this regard, I was assigned to Apparel Village Limited after the completion of the BBA program; for my internship report under the supervision of Sir Dr. S M Sohel Rana, Associate Head & Assistant Professor, Faculty of Business & Entrepreneurship Daffodil International University, I chose the topic "Job satisfaction of employee at Apparel Village Limited."



1.2: Objectives of the Study

The study's objective is to gain an understanding of the practical human resource activities and related knowledge I have gained from abstract training, university education, and various Apparel Village Limited document.

Objectives:

- To find out Job satisfaction level of employees at Apparel Village Limited.

1.3: Scope of the Study

The study report is prepared in term of the three months of internship program the report covered all the aspects of AVL employee's job satisfaction.

1.4: Methodology of the study

The present examination depends on enlightening investigation utilizing essential data to investigate the destinations. A very much organized survey was utilized to gather the essential data.

Basic irregular testing technique was utilized among the example size of 150 employees of. Apparels Village Limited. In this investigation rate examination have been utilized as the exploration instruments.

Nature of the report:

Exploratory report

An exploratory research project is an attempt to lay the ground work that will lead to future studies, or to determine if what is being observed might be explained by a currently existing theory. Most often, exploratory research lays the initial ground work for future research.

Data Collection: Data were collected using a structured questionnaire survey. Information collected to deliver this report is both from primary and secondary sources.

Sample Size

Sample size was 150 employees of AVL.

Primary Data:

- Face to face discussion with executive and officer
- Observation during my internship period.



- Survey questionnaire

Secondary Data:

The secondary data are collected from Apparel Village Limited. secondary sources like annual report, Broachers and company website.



Chapter Two Organizational History

2.1 History and short introduction of Apparel Village Limited

It's an instant of exult to introduce ourselves to our clients and patrons. We corroborate whatever we have achieved; its credits should be directed towards our clients. We instigated our journey in 2002 as a concern of Faiyaz Group in the name Apparels Village Ltd. (AVL). AVL is a vertical knit composite textile unit having an average daily production capacity of 40,000 pieces of knit garments with ladies, gents and kids' items. As a composite knit textile, AVL boasts a dyeing unit with a production capacity of 9.4 tons per day and the knitting unit with a production capacity of 5 tons per day. Regular capital reinvestment is an integrated part of the company's management idea and has resulted in new state of art Woven unit with a production capacity of 6,000 pieces woven garments per day. As an export oriented company, AVL mostly caters for customers based in the European and the American (north & south) countries. The prominent buyers of AVL are C&A, Oviessa, NKD, Arientation, and SRG Apparel. We have come all the way more than one decade with self-reliance, integrity and superiority of being proficient to meet our valued customer's requirements by producing top worth garments in an amusing atmosphere and meeting timely delivery.

2.2 Company at a glance

Company Name	Apparels Village Ltd
Address	37, Khagan, Birulia, Savar
Corporate Office	Level 5, Plot- 7/1, Block A, Aurongozeb Road, Mohammadpur, Dhaka – 1207
Business type	Apparel Exporter & Manufacturer
Legal Status	Private Limited Company
Nature of production	Knit Composite, Woven
Export percentage	100%
Land area	2, 10,000 Sft.
Total covered area	1, 81,000 Sft
Year of establishment	2001
Year of commercial production	2002
No of production lines	Knit 21, Woven 06
Minimum age of worker	18 years (certified by a medical officer)
Minimum wages	BDT 5300
Working hours	8 hours a day
Membership	BGMEA (3583)
Trade Bank	1. Agrani Bank Limited 2. South East Bank Limited



Annual Turnover	Knit \$24 million
	Woven \$14 million

2.3 Mission

Excellence in Quality, Quality in People

We are committed for the predictable improvement in the arrangement of giving items and administrations to the clients through on time conveyance and upgrading clients' satisfaction by methods for predominance.

2.4 Vision

Attain market leadership with top notch and unique product quality through honest, efficient and empowered employees.



2.5 Products of AVL

Age Range

- Kids
- Girls
- Boys
- Gents
- Ladies
- Babies

Styles (Woven)

- Basic Formal Shirts
- Party Shirts
- Casual Shirts

Styles (Knit)

- T-shirts
- Polo Shirts
- Tank Tops
- Hoodies
- PJ Sets
- Baby Suits
- Shorts
- Underwear
- Trousers

Fabric

- Single Jersey
- Auto man Jersey
- Honeycomb Pique
- Lycra Pique
- Diamond Pique
- Single Lacoste
- Double Lacoste
- 1×1 RIB
- 2×2 RIB
- 1×1 RIB with Lycra
- 2×2 RIB with Lycra
- Flat Black RIB
- Irregular RIB
- Interlock
- Interlock Double
- Lacoste
- Fleece
- France Terry
- Herringbone
- Thermal/ Or Waffle
- Yarn Dy ed





2.6 AVL Equipment's

2.6.1 Knitting unit

Our weaving unit has a variety of most recent, PC controlled sewing machines from presumed worldwide brands. There are weave interlocks, ribs and pullovers in any example or structure as required. Complete floor territory in sewing is around 14,000 sft. The limit is 5 tons for every day. There are 8 level weaving machines that can sew jacquards, plain, stripes and self-plans with a limit of 8500 pieces for every day.

2.6.2 Dyeing unit

The complete floor region in coloring unit is around 8500 sft. Other than machine set-up space, there is space for group planning, wet texture stockpiling. So as to scatter the warmth, advance from coloring machines, the shed stature has kept to av. 24ft. With enough window opening and air exhaust frameworks.

2.6.3 LAB SECTION

The research facility and office space has been set-up in the middle of coloring and completing unit at first floor level. It has built in transparent arrangement so the exercises in coloring and completing unit can be watching completely from that space. This space is completely secured under air conditioning framework to guarantee smooth and open to workplace.

Type of Machine	Manufacturer	Capacity
Atmospheric machine	Ugolini	10 becar
Sample dryer	Ocean	5 kgs
High Temperature Sample dyeing	Ugolini	16 becar
High Temperature Sample dyeing	Ugolini	8 becar
Colour matching cabinet	Ugolini	1
Spectro Photo Meter	Gretagmacbeth	1
Shrinkage Test Machine	Siemens	5 kgs
Colour fastness	Innolab	8 becar
Wight measuring machine	Daratex	400 g

2.6.4 Shrinkage Test Machine:

Shrinkage is the procedure in which a texture decreases than its unique size, for the most part through the procedure of clothing. Cotton texture experiences two fundamental disservices of contracting and wrinkling amid resulting washing.



2.6.4.1 Stenter Machine:

The stenter machines utilized for extending textures. The reason for the stenter machine is to bringing the length and width to pre decide measurements and furthermore for warmth setting and it is utilized for applying completing synthetics and furthermore shade variety is balanced. The primary capacity of the stenter is to extend the texture width insightful and to recuperate the uniform width.

2.6.4.2 Functions of Stentor Machines:

- settings done by the Stentor for lycra fabric, synthetic and blended fabric.
- Width of the fabric is controlled by the Stentor.
- Finishing chemical apply on fabric by the Stentor.
- Loop of the knit fabric is controlled.
- Moisture of the fabric is controlled by the Stentor.
- Spatiality controlled by the Stentor.
- GSM of the fabric is controlled by Stentor.
- Fabric is dried by the stenting process.
- Shrinkageproperty of the fabric is controlled.
- Curing treatment for resin, water repellent fabric is done by the stenter.

2.7 GARMENTS UNIT (Knit)

The all out floor territory in pieces of clothing is around 78,500 sft spreading over more than five stories. This zone is containing machine territory, office space, cutting segment, completing segment, completed products space and rest-room offices. Convenience arrangements are at opposite sides of each floor, one for male one for female. The full territory is secured with false roof to guarantee a stylish view just as a decent workplace. The all out floor is outfitted with sufficient lighting and ventilation frameworks.

List of Machines:

Sl	Name of Machine	Brand	Unit	Total
1	Plain Machine (Auto)	Juki	Set	263
2	Plain Machine (Manual)	Juki/Brothers	Set	83
3	Overlock	Juki/Pegasus	Set	232
4	Flatlock C/B	Juki/Pegasus	Set	84
5	Flatlock F/B	Juki/Pegasus	Set	29
6	Button Hole	Juki	Set	13
7	Button Stitch	Juki	Set	13
8	Rib Cutter	Ida	Set	10
9	Picoding	Kansai	Set	2
10	Eskabbling	Kansai	Set	2
10	Kansai (PMD)	Kansai	Set	5
11	Feed of the Arm		Set	9
12	Snap Button		Set	15
13	Barteck	Juki	Set	8
14	Cutting Machine		Set	11
15	Heat Transfer		Set	3



16	Metal Detector		Set	1
				783

2.8 Woven Unit

The all out floor territory in pieces of clothing is around 45, 000 sft spreading over more than five stories. This region is containing machine region, office space, cutting area, completing segment, completed merchandise space and rest-room offices. The all out floor is furnished with sufficient lighting and ventilation frameworks.

List of Machine (Sewing for 6 lines)

SL	BRAND	DESCRIPTION OF MACHINARIES	QNTY/NOS	Model No
1	JUKI	China Made, Direct Drive, Semi Dry Head, High Speed, 1-Niddle, Lockstitch Sewing Machine & An Automatic Thread Trimmer, Comp. Set with “JUKI Brand” China Made SC920B Control Box, CP18A Panel Board, Malaysia Made Table & Stand.	220	DDL9000BMSWB
2	JUKI	OVER LOCK 05 THREAD	12	
3	KANSAI	Japan Made, 4 – Needle, Double Chain Stitch Machine & Standard Accessories, For Shirt Fronting Compt. Set with 220V AC 250W China Made Clutch Motor, Malaysia Made Table & Stand.	06	DFB1404PSF
4	JUKI	2 NEEDLE lock stitch	12	DDL9000BMSWB
5	JUKI	Japan Made, Flat Bed, 1-Niddle, Double Chain Stitch Machine with Reverse Feed & Standard Accessories, Compt. Set, with 220V AC 250W China Made Clutch Motor, Malaysia Made Table & Stand.	12	MH481U
6	JUKI	Japan Made, Computer Controlled, High Speed, Lock stitch Button Sewing Machine & Standard Accessories Compt. Set with Compact Type AC Servo Motor with China Made Control Box, Malaysia Made Table & Stand.	14	LK1903ANSS301 /MC598KSS
7	JUKI	BUTTON HOLE	12	
8	NGAI SHING	COLLAR FORMING	3	
9	NGAI SHING	COLLAR TURNING	3	NS76A



10	NGAI SHING	CUFF FORMING	3	NS85P
11	JUKI	BARTEKING MACHINE	3	
12		SNAP BUTTON MACHINE	4	
13		BUTTON PULL TEST MACHINE	1	
14	NGAI SHING	NECK PRESS	3	
15		COMPRESSURE	1	
			309	

List of Machines (Cutting for 6 lines)

SL NO.	DESCRIPTION OF MACHINARIES	QNTY/NOS	BRAND NAME	Remarks
1	CUTTING MACHINE 10 "(For K.M)	4	FOR KM	
2	BAND KNIFE	1		
3	CUTTING TABLE 20 MTRS X 2.15 MTRS	2		
4	CUTTING CLAM	48		
5	CUTTING PANNEL CHECKING TABLE	2		
6	HAND GLOVES	6		
7	SELF	4		
8	FABRIC INSPECTION MACHINE	2		
	TOTAL	69		

List of Machines (6 lines)

SL NO.	DESCRIPTION OF MACHINARIES	OF	QNTY/NOS	BRAND NAME	Remarks
1	IRON TABLEVACCUAM TABLE WITH COMP		17	Nisho Brand Model	
2	FOLDING TABL		17	OSHIMA	
3	Finishing QC. INSPECTION TABLE		17		
4	SELF FOR KEEPING SHIRT		6		
5	TAG GUN MACHINE		2	HK BRAND	
6	MOISTURISE MACHINE		1	PLAY BOY HK	
7	METAL DETECTOR		1	LOCK INSPECTION	
8	Boiler (Cochran Brand Model)		2		
	TOTAL		6		



2.9 Manpower

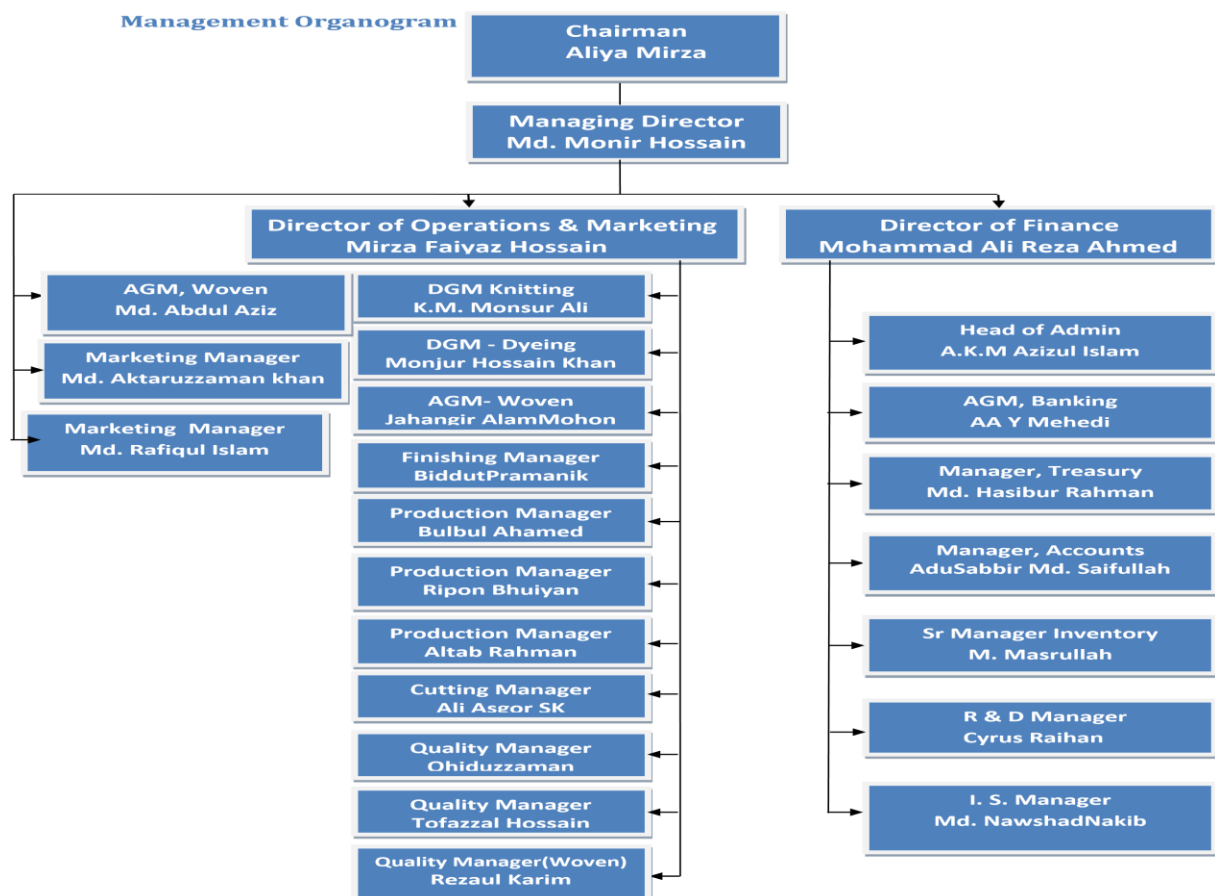
2.9.1 Knit

AVL has a warm gathering of more than 2250 laborers. Out of them, approx. 250 are at regulatory measurement. This gives us an amazing organization advantage with a supervision extent of 1 boss to 10 age staff.

2.9.2 Woven Unit

AVL has a close woven family of more than 650 employees. Out of them, approx 50 are at managerial level.

2.10 Organizational Structure





Chapter Three

Literature Review

3.1 Job satisfaction

Usually work satisfaction or laborer satisfaction described diverse ways. A couple of individuals believe that how content an individual is with his or her movement, toward the day's end whether they like their action or individual perspectives like the possibility of the action or not. On the other hand, it's not as clear as the definition, some social affair of people think. They believe that this technique incorporates a multidimensional mental response to one's action. A champion among the most as frequently as conceivable used definitions in legitimate research is that of Locke (1976), who describes the articulation "a pleasurable or positive eager state coming about in light of the assessment of one's action or work understanding." Spector In 1997, 14 customary perspectives were recorded. They are- Appreciation, partners, correspondence, coincidental points of interest, condition of business, nature of work, affiliation, personal growth, techniques and frameworks, open entryways for progression, affirmation, security and oversight. Occupation satisfaction can similarly be found in the particular setting of issues that impact the work understanding and the idea of their working life for delegates. As to relationship with explicit elements, for instance, general success, stress at work, work control, home-work interface and working conditions, it can similarly be understanding. In India an "Examination of Factors Affecting Employee Satisfaction of open and Private Sector" contemplated that laborers will all in all adoration their movement if they get what they acknowledge. Examination exhibited that by far most of the agents in india are not content with their action beside two or three folks in exchange division and female in guidance portion.

The complete activity fulfillment dimension of guys is found higer than that of lady. What's more, fabricating level employment segment fulfillment level is extremely poor.

A Few Definition of job satisfaction are quoted as follows:

According to E.A. Locke- "Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience." According to Fieldman and



Arnold-“Job satisfaction will be defined as the amount of overall positive affect or feelings that individual have towards their jobs.” According to Andrew Brin- “Job satisfaction is the amount of pleasure or contentment associated with a job. If you like your job intensely, you will experience job-dissatisfaction.”

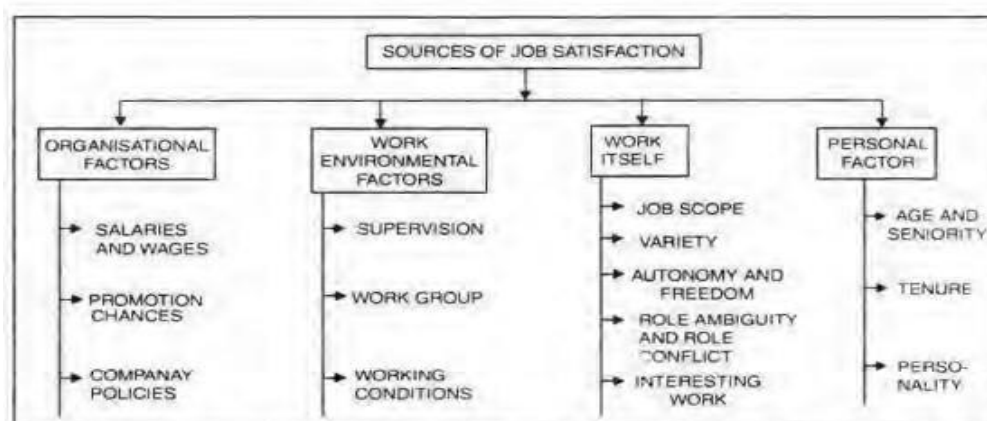
3.2 Three important dimension of job satisfaction:

1. Job satisfaction cannot be seen; it can only be inferred.
2. Job satisfaction is determined by how will outcomes meet the expectations or exceed it. If any employee faces any situation that organization is paying less amount according to his workload and other department people are receiving good amount than him, then surely dissatisfaction occurs. He will show a negative attitude there. On the other hand, if he is paid with a good amount automatically he will show a positive attitude towards his organization.
3. Job satisfaction can be count by the job attitudes. Positive attitude is conceptually signaled of job satisfaction and vice versa.

These two terms are used interchangeable, yet there are differentiates between these two terms. Occupation satisfaction is a specific subset of outlooks. Moods are the reflector parameter about one's feelings towards an occupation, objects. Outlooks are suffering, anyway satisfaction is dynamic and it keeps advancing. It can diminish quickly than it made. Subsequently chiefs need to give more thought to work satisfaction dependably.

3.3 Factors Influencing Job Satisfaction:

There are a few factors that impact work fulfillment. These examinations have uncovered steady relationship of specific factors with the activity fulfillment. These components are





clarifying through the graph:

Figure: Factors Influencing Job Satisfaction

A. Organizational Factors:

The organizational factors which affect job satisfaction are:

1. Salaries and wages:

Money is the most basic factor for fulfilling ones needs. Money also satisfies the foremost component of necessities of Maslow's model of satisfaction. Wages and pay rates expect a tremendous activity in affecting work satisfaction. Other than specialist consistently imagines that money is impression of the organization stress for them. Thirdly, it is considered as a picture of achievement since higher pay reflects more elevated amount of responsibility towards affiliation.

Non-cash related focal points are moreover basic. All around, specialists don't grasp the essential focal points plan. They need a remuneration system which is clear sensible and as per their craving.

Promotion:

Another considerable factor that affect job satisfaction because of following reason

- Promotion indicates on employee's worth to the organization which is highly morale boosting. This is true fact in case of high level jobs.
- Employee consider their promotion as the ultimate achievement in his career and when it is realized, he feels satisfied
- Promotion involves positive changes.



2. Company Policies:

Various leveled techniques are essential factors for choosing the action satisfaction of agents. An oppressive and significantly complete structure causes despise among the agents where as an open and larger part rule structure makes entrancing business demand towards them.

The legitimate methodologies can make positive and negative suppositions among the specialists. Demanding game plans can mix a failure and liberal and sensible methodology can stream satisfaction inside the delegate's mind.

B. Work Environment Factor:

This includes following factors

1. Supervision:

Supervision is another important factor of job satisfaction. There are two dimensions of supervisory styles. They are

Employee Centeredness- here the supervisor takes personal interest in employee's welfare.

Participation- allow the employees in decision making process which will affect their job. This can create a highly appreciated environment for employees.

2. Work Group:

The nature of work group will have effect on job satisfaction in following ways

- a.** A friendly cooperative group provides opportunities to the group members to interact with each other. It can create a source of support, comfort, advice and assistance to the individual group members.
- b.** a stronger group is possible only when the members have similar attitudes and values, thus a great source of satisfaction can be formulated.

3. Working conditions:



It is alluring for each employee to have a superior working condition as they lead to increasingly physical solace. Temperature, moistness, lighting, ventilation, working hours, working environment tidiness and sufficient instruments and gear are factors expected to decide work fulfillment. Poor condition may prompt worker disappointment. Furthermore, as appeared in the figure underneath, all representatives are not fulfilled or disappointed with the positive and ominous workplace

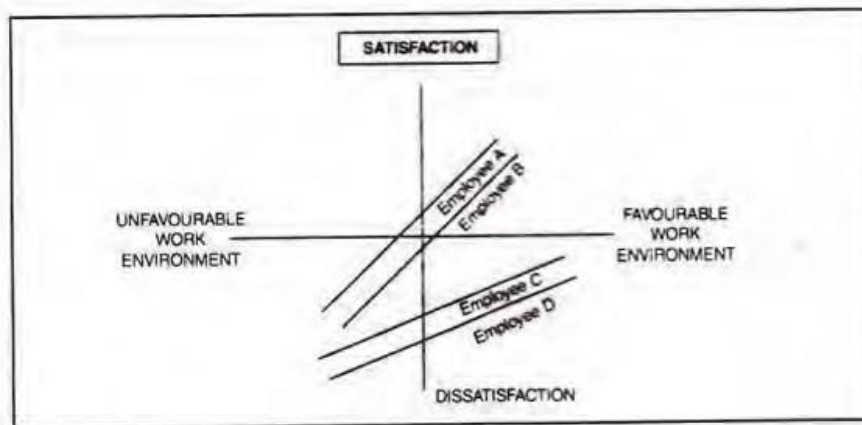


Figure: Working Condition

As appeared in figure, all the four representatives are disappointed when the working conditions are horrible. Nonetheless, as the working conditions begin getting to be good, the activity fulfillment of representatives A and B increments while worker's C and D have a little increment in fulfillment.

C. Work itself:

The content of work also plays a significant role for measuring job satisfaction

(a) **job scope:**

The higher the level of this factor which includes job responsibility, work pace and feedback, higher the level of satisfaction.

(b) **Variety**

Variety of job work is effective but that should be in a moderate amount. Excessive or less variety causes both stress and monotony which can create job dissatisfaction.

(c) **lack of freedom and autonomy:**

Employees do not like it when their every step is determined by the authority supervisor. It creates helplessness and dissatisfaction.



(d) Role ambiguity and role conflict:

This can lead confusion and conflict among the employee as they don't know what is their task and what is expected of them.

(e) Interesting work:

A challenging and interesting work always provides a status of satisfaction towards employee. On the other hand, boring and monotonous work creates a sense of worthless feelings.

D. Personal Factors:

The identity characteristics and qualities additionally decide the activity fulfillment level. Worry wart and pessimistic disapproved of individuals will dependably gripe about everything which likewise incorporates work. Then again constructive attributes individuals are constantly sure and they have the charm to perk up different workers and make them fulfilled about the activity.

Some of the important personal factors are:

a. Age and Seniority:

The maturity of people comes with the age. They become realistic, less idealistic so that they easily accept available resources, rewards and always satisfied about the situation. People who do not move up with the time are more likely to be dissatisfied in every situation of their life including job sector.

b. Tenure

Residency is a fundamental factor in ensuring proficient soundness. Long - term residency width agents are particularly content with their movement. Fear of occupation setback can make a hopeless identity. Only a long - term residency can empower them to plan a future and thusly make them feel satisfied.

c. Personality:

A couple of characteristics of personality are direct related to business satisfaction. For instance, certainty, advancement, confirmation, feeling of freedom, challenge, and obligation. The higher the Maslow's require chain of significance, the higher the satisfaction of the movement. So the officials must ensure that other than outfitting them with a sound working environment, the delegate has positive characteristics.



3.4 Rules & Regulation-Attendance:

automated and manual.

- Automated: Head Office, Parks
- Manual: Factories, Projects

A beauty time 15 minutes for in-time BUT should be balanced without-time. For three (03) late or leave passage one day's fundamental compensation will be deducted. For constant late participation or unapproved nonappearance will consider as unfortunate behavior.

3.4.1 Rules & Regulation-Casual Leave:

- 10 Days Entitled Per English Calendar Year
- It cannot be avail more than thee (03) days at a time
- Leave must apply in prescribed form and get it approved by HoD before going to the leave.
- Approved leave form must be submitted to HRD at least two (02) days prior to commencement of leave.
- Leave cannot be availed both prefixing and suffixing any weekly day off or declared public holiday

3.4.2 Rules & Regulation-Sick Leave

- 14 days entitled per English Calendar year
- Certificate requires from enlisted therapeutic professionals supporting for over 3 days' ailment.
- Absent because of affliction must be educated to announcing chief through SMS/email.
- Leave must be regularized inside three (03) days from the date of come back from wiped out leave.

3.4.3 RULES & REGULATION-EARNED LEAVE

- One day for each 18 days for work (for example 20 days in a year).
- Required 180 days of administration with the organization for appreciate this leave
- Maximum 40 days' pay will be in-cashable amid definite repayment
- Required 365 days of administration with the organization for leave in-cashable



- Leave must apply in recommended structure and get it affirmed by HoD before setting off to the leave.
- Approved leave structure must be submitted to HRD no less than two (02) days preceding beginning of leave.

3.4.4 Rules & Regulation- Maternity leave

- Required 180 days of service with the company.
- 16 Weeks (8 weeks pre-natal & 8 weeks post-natal).
- Required certificate from registered medical practitioners with Expected Date Of Delivery (EDD).
- Declaration of nominee who will get benefits in absence of her.

3.4.5 Code of Conduct - TO DO

- Promote the Aim and Believes of Apparel Village Limited
- Maintain highest level of professional behavior, ethics, integrity, and honesty
- Maintain a safe and respectful work environment
- Treat everybody with respect and dignity
- Avoid all conflicts of interest between work and personal affairs
- Formal greeting and professional manner is expected during official communication
- Wear ID card properly
- Maintain positive attitude

3.4.6 Code of Conduct - don't do

- Disclose any secret data of the organization to any individual
- Misuse official position for doing any untrustworthy work
- Accept any sort of installment, blessing or satisfaction from outsider where organization has any sort of intrigue
- Use any language or carry on with associates, chief or subordinate in any way, which is inappropriate.



- Taking cash/profits by or giving cash or advantages to any representatives of the organization
- Falsifying, messing with, harming or causing loss of manager's legitimate records
- Consider gossip and spread it
- Gossiping in office with colleagues amid office hour
- Using ear telephone/earphone to listening melody in office
- Use of internet based life destinations (Facebook, Tweeter and Instagram and so forth.) amid office hour
- Take or give credit from or to any worker by and by
- Smoking in the workplace.
- Influence of liquor/tranquilizes in working environment

3.4.7 Rules & Regulation: Professionalism

- Treating revealing boss as a conceivable coach
- Well prepping and suitable spruce up
- Following the social standards of organization
- Maintaining an inspirational frame of mind
- Speaking unmistakably and talking up when essential
- Avoiding office legislative issues and tattles
- Being charming and deferential to colleagues



Chapter 4: Analyses

In this section I have used a questionnaire for the analysis of my topic- “Job Satisfaction of Employee a”. The questionnaire survey was distributed among the people of present Apparel Village Limited employees from different department. My respondent number was 150. The question patterns are in “Likert scale”.

Number of question-13

Number of respondents-150

Pattern of Questionnaire-Likert scale

Question 1: Are you a permanent employee of Apparels Village Limited?



RESPONSE	NUMBER OF RESPONDENT
YES	108
NO	42
Total	150

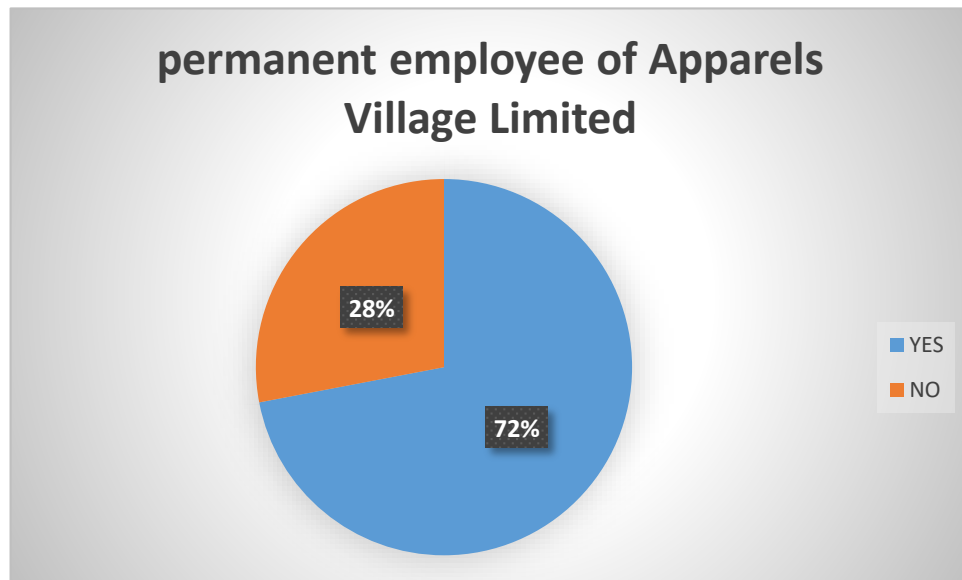


Fig4.1 -Pie Chart showing the result (%) of question 1

Review result: Among the quantity of 150 respondents the 108 individuals runs with Yes, and another 42 is give their answer No.

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

RESPONSE	NUMBER OF RESPONDENT	PERCENTAGE
Less Than 1 Years	50	33%
1 to 2 years	40	27%
2 to 4 years	40	27%
4 years and above	20	13%
Total	150	100

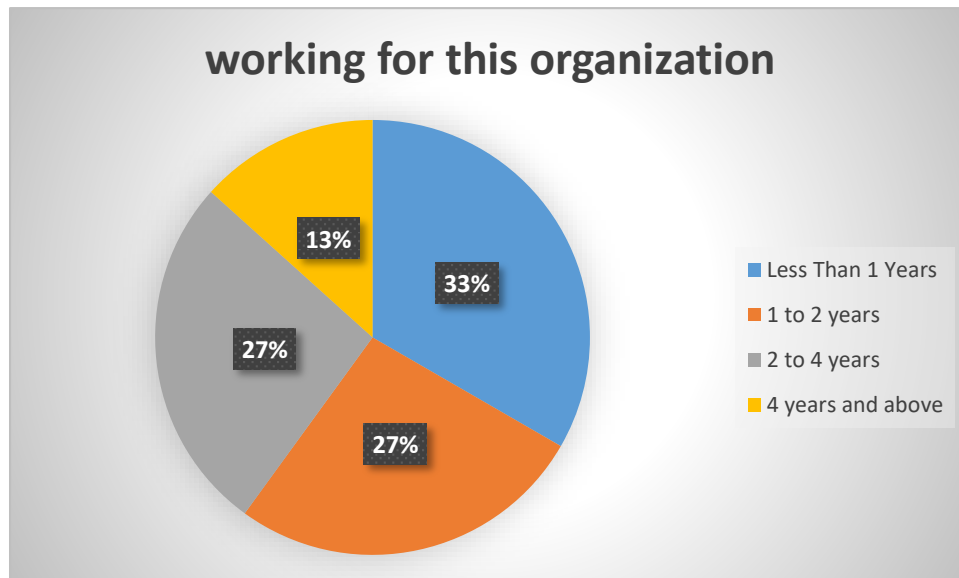


Fig 4.2: Pie Chart showing the result (%) of question 2

Review result: among the quantity of 150 respondents the 50 individuals remain with organization less 1 years, 40 People remain with 1-2 years, 40 individuals remain with 2-4 years and 20 individuals remain with 4 years or more.

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

RESPONSE	NUMBER OF RESPONDENT	PERCENTAGE
Yes	85	57%
No	65	43%
Total	150	100

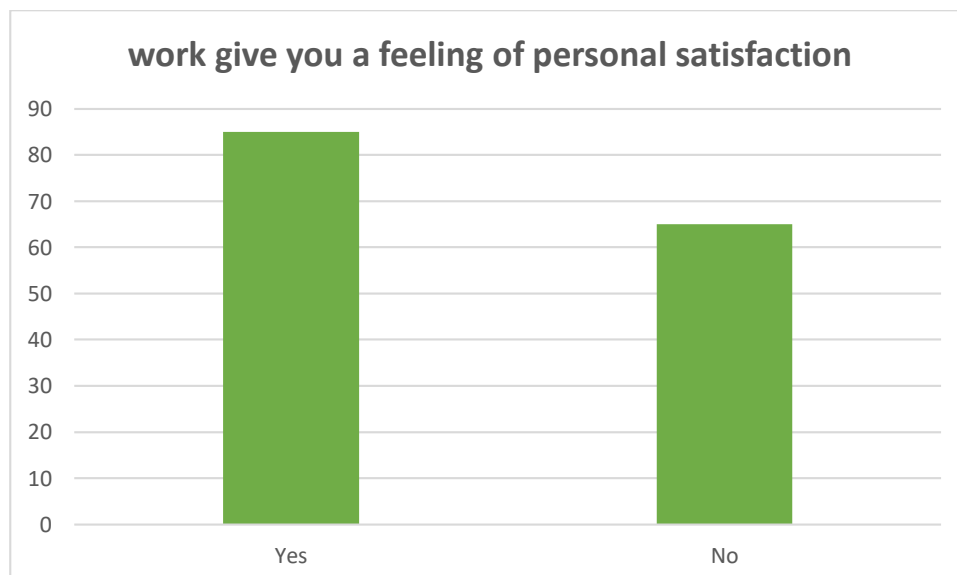




Fig 4.3: Pie Chart showing the result (%) of question 3

Study Result: The quantity of respondents are 150. Here both are Equal 57% concur with this inquiry and 43% are Disagree.

Question 4: Your work is according to your qualification and skills

RESPONSE	NUMBER OF RESPONDENT	PERCENTAGE
Strongly disagree	25	17%
Disagree	35	23%
neutral	10	07%
Agree	45	30%
Strongly agree	35	23%
Total	150	100

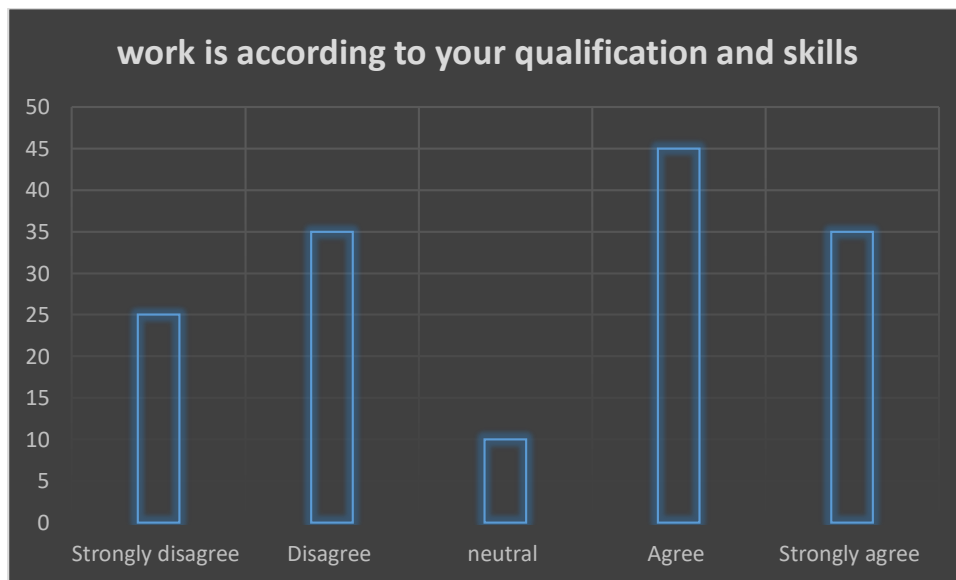


Fig4.4: Chart showing the result (%) of question 4

Study Result: Among the quantity of 150 respondents the 45 individuals runs with Agree, 10 neutrals, 35 individuals Disagree, and 35 emphatically concur. 25 unequivocally oppose this idea. That implies AVL organization's Employer are fulfilled about this inquiry and here 53% respondents are concur and 40% respondents are oppose this idea. Just 7% respondents are impartial about this inquiry

Question 5: Employees are satisfied with the top management.



RESPONSE	NUMBER OF RESPONDENT	PERCENTAGE
Strongly disagree	38	25%
Disagree	26	17%
neutral	12	8%
Agree	40	27%
Strongly agree	34	23%
Total	150	100



Fig4.5: showing the result of question 5

Review Result: Among the quantity of 150 respondents the 27% individuals runs with Agree, 17% individuals Disagree,23% firmly concur and 25% unequivocally differ and furthermore 8% respondents are nonpartisan.

Question 6: Working hour is satisfactory at Apparels Village Limited.

RESPONSE	NUMBER OF RESPONDENT
Strongly disagree	25
Disagree	30
neutral	15
Agree	30
Strongly agree	50
Total	150

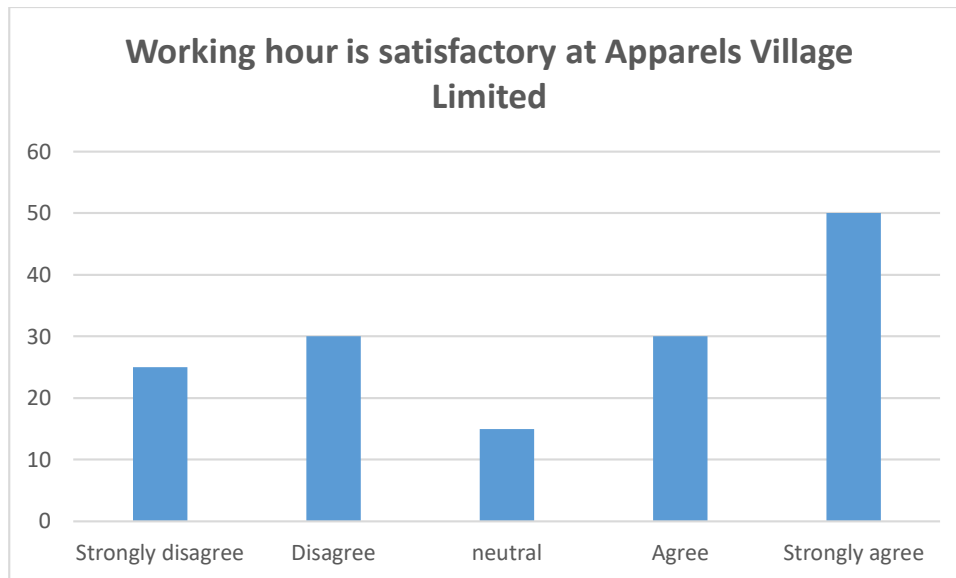


Fig4.6: Chart showing the result of question 6

Review Result: Among the quantity of 150 respondents the 30 individuals runs with Agree, 15 neutrals, 25 individuals Strongly dissent, and 50 emphatically concur. What's more, 30 with oppose this idea.

Here, we see manager are fulfilled about AVL'S WORKING HOUR

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

RESPONSE	NUMBER OF RESPONDENT
Strongly disagree	35
Disagree	40
neutral	15
Agree	35
Strongly agree	25
Total	150

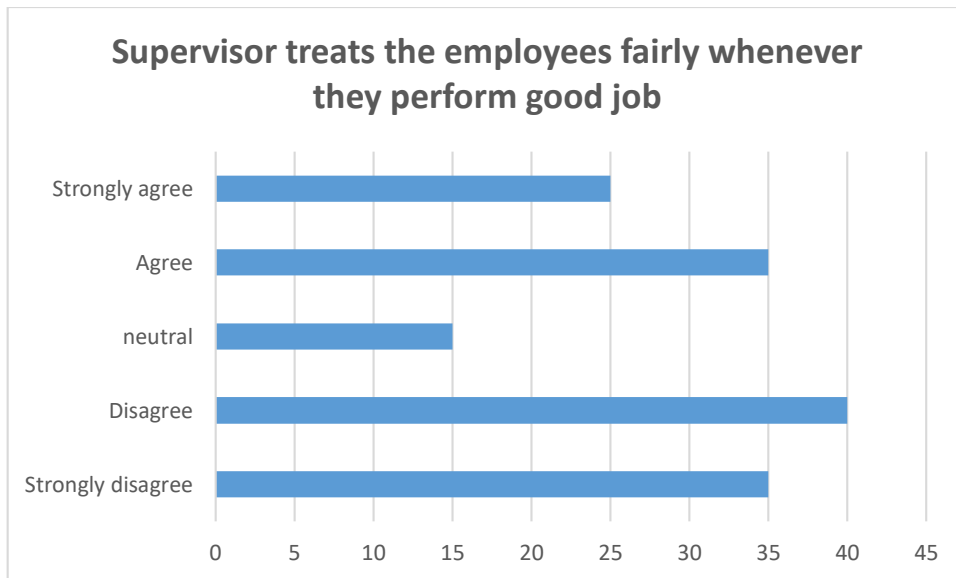


Fig 4.7: Chart showing the result of question 7

Review Result: Among the quantity of 150 respondents. Just the 23% individuals runs with Agree, 10% Neutral, 27% people differ and 17% emphatically Agree. Furthermore, a large portion of respondents about 27% are oppose this idea. Since They think Supervisor just give decently treat the individuals who are outstanding of him

Question 8: Company provides satisfactory salary to the employee.

RESPONSE	NUMBER OF RESPONDENT
Strongly disagree	25
Disagree	35
neutral	15
Agree	40
Strongly agree	35
Total	150

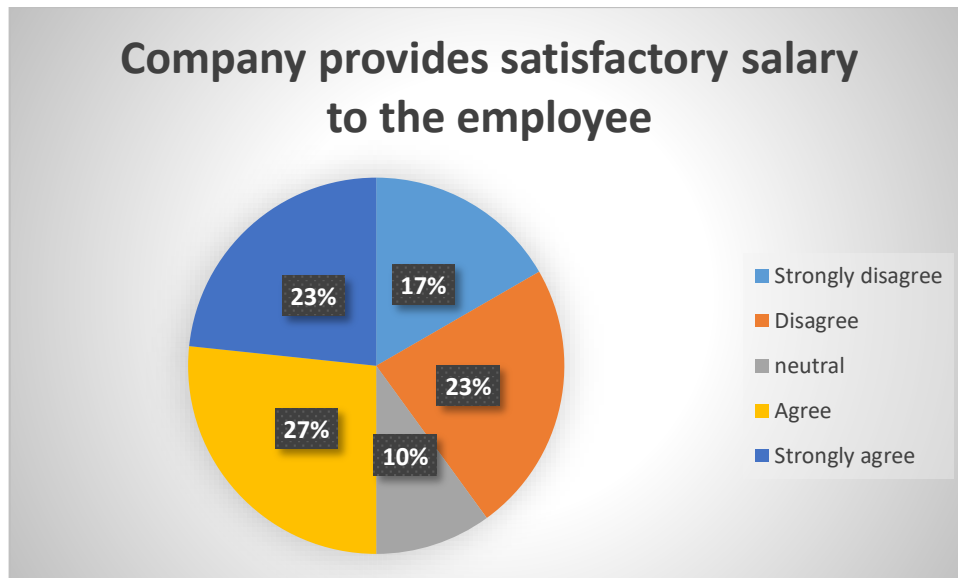


Fig4.8: Pie Chart showing the result (%) of question 8

Study Result: Among the quantity of 50 respondents the 27% individuals runs with Agree, 10% Neutral, and 23% individuals oppose this idea. 17% respondents who run with the appropriate response unequivocally differ and 23% firmly concur.

Question 9: The work environment is safe and sound in Apparels Village Limited.

RESPONSE	NUMBER OF RESPONDENT
Strongly disagree	26
Disagree	30
neutral	14
Agree	35
Strongly agree	45
Total	150

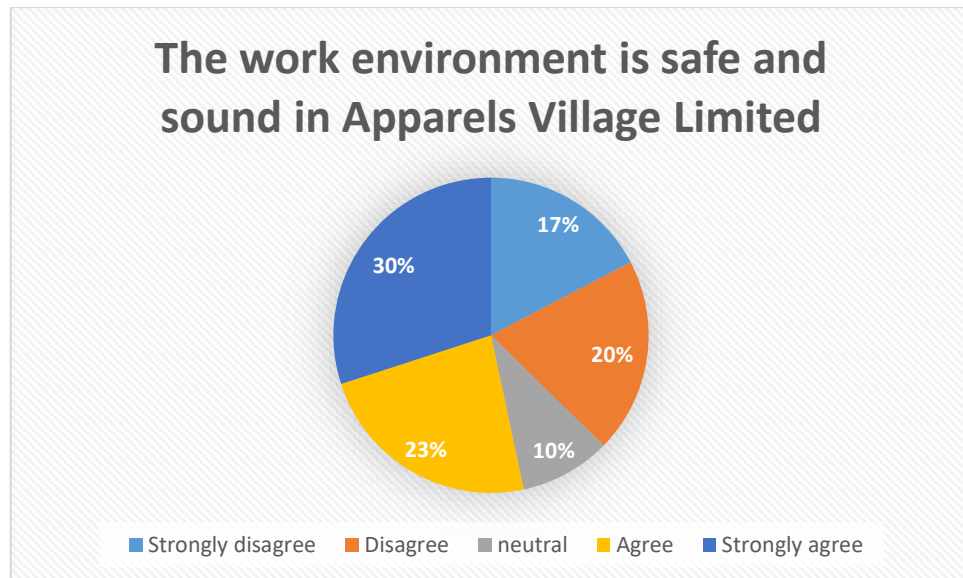


Fig 4.9: Pie Chart showing the result (%) of question 9

Review result: Among the quantity of 150 respondents the 23% individuals runs with Agree, 10% impartial, 20% individuals Disagree and 30% runs with emphatically concur and 17% respondents who run with unequivocally Disagree.

Question 10: Organization provides opportunities for further career development

RESPONSE	NUMBER OF RESPONDENT
Strongly disagree	26
Disagree	30
Neutral	14
Agree	35
Strongly agree	45
Total	150



Fig 4.10: Pie Chart showing the result (%) of question 10

Review result: Among the quantity of 150 respondents the 23% individuals runs with Agree, 10% unbiased, 20% individuals Disagree and 30% runs with emphatically concur and 17% respondents who run with unequivocally Disagree.

Question 11: Apparels Village Limited keeps motivating the employee to perform better

RESPONSE	NUMBER OF RESPONDENT
Strongly disagree	10
Disagree	20
neutral	10
Agree	60
Strongly agree	50
Total	150

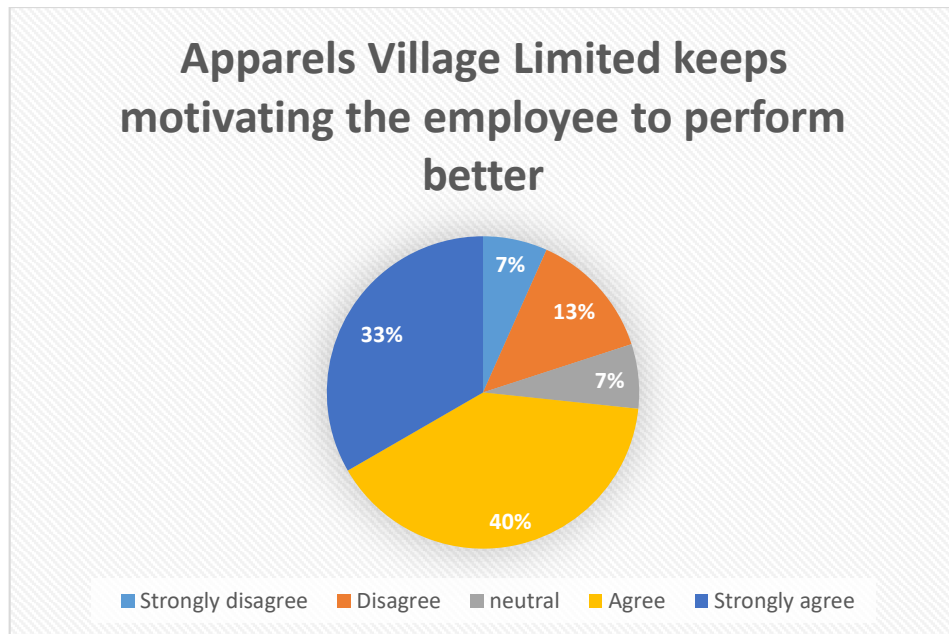


Fig 4.11: Pie Chart showing the result (%) of question 11

Review result: Among the quantity of 150 respondents the 40% individuals runs with Agree, 7% unbiased, 13% individuals Disagree, 33% emphatically concur and 7% respondents who runs with firmly oppose this idea.

Question 12: Employees have enough opportunities for professional growth.

RESPONSE	NUMBER OF RESPONDENT
Strongly disagree	20
Disagree	30
Neutral	18
Agree	52
Strongly agree	30
Total	150

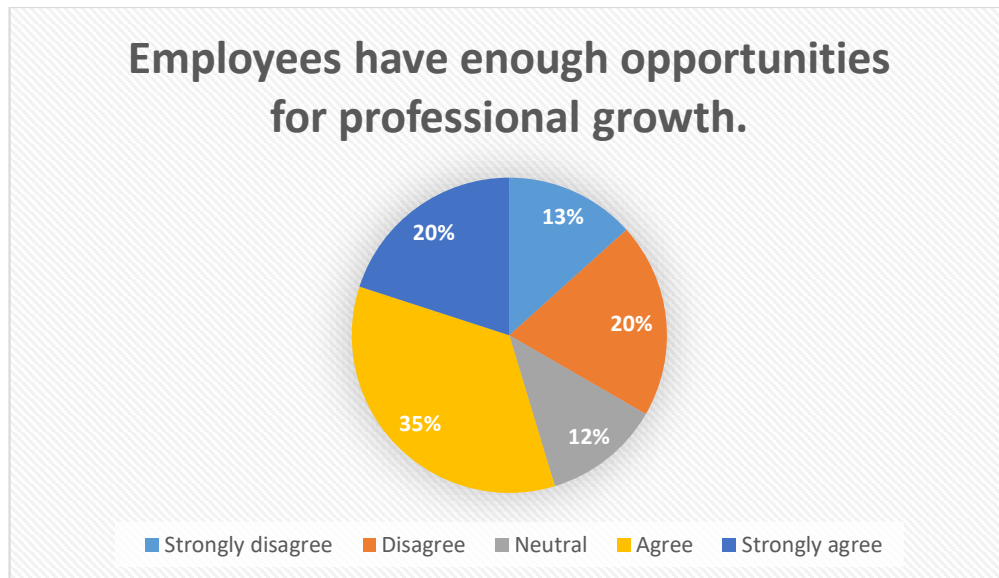


Fig 4.12: Pie Chart showing the result (%) of question 12

Overview result: Among the quantity of 150 respondents 13% individuals runs with unequivocally deviate, 20% individuals dissent, 12% impartial, 35% individuals runs with Agree, and 20% respondents who runs with emphatically concur.

Summery Result:

Question Number1: Among the quantity of 150 respondents the 108 individuals runs with Yes, and another 42 is give their answer No. Question Number2: among the quantity of 150 respondents the 50 individuals remain with organization less 1 years, 40 People remain with 1-2 years, 40 individuals remain with 2-4 years and 20 individuals remain with 4 years or more. Question Number3: The quantity of respondents are 150. Here both are Equal 57% concur with this inquiry and 43% are Disagree. Question Number4: Among the quantity of 150 respondents the 45 individuals runs with Agree, 10 neutrals, 35 individuals Disagree, and 35 unequivocally concur. 25 firmly oppose this idea. That implies AVL organization's Employer are fulfilled about this inquiry and here 53% respondents are concur and 40% respondents are oppose this idea. Just 7% respondents are nonpartisan about this inquiry. Question Number5: Among the quantity of 150 respondents the 27% individuals runs with Agree, 17% individuals Disagree, 23% firmly concur and 25% unequivocally differ and furthermore 8% respondents are unbiased. Question No 6: Among the quantity of 150 respondents the 30 individuals runs with Agree, 15 neutrals, 25 individuals Strongly deviate, and 50 unequivocally concur. What's more, 30 with oppose this idea. Question Number7: Among the quantity of 150 respondents. Just the 23% individuals runs with Agree, 10% Neutral, 27% people differ and 17% unequivocally Agree. What's more, a large portion of respondents about 27% are oppose this idea. Since They think Supervisor just give reasonably treat the individuals who are outstanding of him.



Question Number8: Among the quantity of 50 respondents the 27% individuals runs with Agree, 10% Neutral, and 23% individuals oppose this idea. 17% respondents who run with the appropriate response emphatically differ and 23% firmly concur. Question Number9: Among the quantity of 150 respondents the 23% individuals runs with Agree, 10% unbiased, 20% individuals Disagree and 30% runs with unequivocally concur and 17% respondents who run with emphatically Disagree. Question Number10 : Among the quantity of 150 respondents the 23% individuals runs with Agree, 10% impartial, 20% individuals Disagree and 30% runs with emphatically concur and 17% respondents who run with unequivocally Disagree. Question Number11: Among the quantity of 150 respondents the 40% individuals runs with Agree, 7% unbiased, 13% individuals Disagree, 33% emphatically concur and 7% respondents who runs with unequivocally oppose this idea. Question Number12: Among the quantity of 150 respondents 13% individuals runs with firmly deviate, 20% individuals dissent, 12% nonpartisan, 35% individuals runs with Agree, and 20%respondents who runs with unequivocally concur.



Chapter 5

Summary of Study Findings:

Findings

1. 72% survey result is positive that means AVL's employer are satisfied in this company
2. This survey report show need more care about employer because most of the employer doesn't stay for long time
3. The number of respondents are 150. Here 57% agree with this question and 43% are Disagree
4. Among the number of 150 respondents the 45 people goes with Agree, 10 neutrals, 35 people Disagree, and 35 strongly agree. 25 strongly disagree. That means AVL company's Employer are satisfied about this question and Shere 53% respondents are agree and 40% respondents are disagree. Only 7% respondents are neutral about this question
5. Among the number of 150 respondents the 27% people goes with Agree, 17% people Disagree, 23% strongly agree and 25% strongly disagree and also 8% respondents are neutral.
6. Among the number of 150 respondents the 30 people goes with Agree, 15 neutrals, 25 people Strongly disagree, and 50 strongly agree. And 30 with disagree.
Here, we see employer are satisfied about AVL'S WORKING HOUR
7. Among the number of 150 respondents. Only the 23% people goes with Agree, 10% Neutral, 27% people disagree and 17% strongly Agree. And most of respondents about 27% are disagree. Because They think Supervisor only give fairly treat those who are well known of him
8. Among the number of 50 respondents the 27% people goes with Agree, 10% Neutral, and 23% people disagree. 17% respondents who go with the answer strongly disagree and 23% strongly agree.
9. Among the number of 150 respondents the 23% people goes with Agree, 10% neutral, 20% people Disagree and 30% goes with strongly agree and 17% respondents who go with strongly Disagree.



10. Among the number of 150 respondents the 23% people goes with Agree, 10% neutral, 20% people Disagree and 30% goes with strongly agree and 17% respondents who go with strongly Disagree.
11. Among the number of 150 respondents the 40% people goes with Agree, 7% neutral, 13% people Disagree, 33% strongly agree and 7% respondents who goes with strongly disagree.
12. Among the quantity of 150 respondents and 55% respondents who runs with unequivocally concur. AVL organization Train them who are as of late join this organization and give half yearly re-train them the individuals who are work here.

Recommendation

My Study finding over all demonstrates that most representatives are happy with their responsibility to Apparel Village Limited. Albeit dependent on the consequences of the investigation and the end drawn from it, the accompanying proposals are sketched out which can be followed so as to keep up the present state and build up the future work situation Satisfaction in the association:

1. Introduce distinctive productive enlistment frameworks to make it simpler for representatives to alter with the new work environment.
2. The condition and culture in the work environment must be re-imagined so that dullness in the working environment can't happen. The organization can put some extravagant indoor cordial trees inside the workplace house to keep the earth clean and oxygen agreeable.
3. Arranging some educational modules, for example, yearly cookout of the organization can occur each year so representatives holding with one another can be practical as they are available at this point.
4. A input session for the representative can be propelled each week to help remain viable in the organization's inward correspondence..
5. Strategic Planning in such manner, Apparel Village Limited has much arrangement for development. To anticipate representative deficiency or overstaffing, they can complete interest determining.
6. Representative Climate Survey-These overviews help in understanding worker's discernment and points of view of the association. Worker atmosphere study helps in improving working states of the association by distinguishing existing issues and



furthermore gives answers for known problems.it considers representative's fulfillment and disappointment and territory that require improvement. This expands worker's resolve as they feel their conclusion matter. Clothing Village Limitedcan do this once per year to improve working society and worker inspiration.

7. Development of Department-The Human Resource Department is entirely little with just 06 workers, considering the all out number of representatives which is similarly more, they can grow the human asset division to oversee things all the more easily.
8. Inspiration is the key achievement factor for each representative to play out their activity exercises. Organization can present different persuasive apparatuses, for example, grant giving service for worker of the month can be presented division shrewd.
9. Perceived and aggregate individual execution Company can start execution compensate framework in each office. This execution reward will be a compelling device for decreasing turnover rate, non-appearance and will assumes a critical job among the representatives to create them.
10. Employees' connection towards association without a doubt characterizes the fulfillment dimension of workers towards employment. To upgrade the connection organization can mastermind different worry projects, for example, occasion sponsorship program. By organizing such exercises individuals will be more include with the organization. This can improve and strengthen the connection of workers towards association.
11. Salary Survey-This should be possible every year or if nothing else at regular intervals two guarantee their pay offering match current market patterns. This is imperative in enlisting the correct sort of individuals for the correct activity.



Conclusion

From the previously mentioned report, it very well may be comprehended that Apparel Village Limited is one of the main client created business associations. In this manner, since it is a vast combination, all dimensions of staff are working there. Since my temporary position program was gone for understanding the dimension of occupation fulfillment, I needed to pick up the pragmatic region of duty and representative responsibility so I could collaborate with them to assess their perspectives and associations with the association. I attempted best to legitimately and in a roundabout way ask and gather data. I had great access to the distributions of the organization, however. For all intents and purposes and exactly, past examinations on this issue have discovered that activity fulfillment depends to a great extent on the quantity of interrelated segments, for example, work environment, wage, preparing, and so forth. In spite of contrasts of assessment about what the investigation was led by the association's representatives, what the examination observes to be profoundly happy with their work.



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Appendix

“Employee Satisfaction of Apparels Village Limited”

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 Apparels Village Limited. 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:

Your Position:

Work Category:

1. Are you a permanent employee of Apparels Village Limited?
 - a) Yes.
 - b) No.

2. 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.

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

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 Apparels Village Limited.

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 Apparels Village Limited.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

10. The overall facilities in Apparels Village Limited is comparatively better.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree



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11. Apparels Village Limited 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

Thank You for giving your valuable time.