

**“An Evaluation on Employee Satisfaction of  
Mondol Knitwear Ltd”**

**Mondol  
Group**



**Daffodil**  
*International*  
**University**

**An Internship Report  
On  
“An Evaluation on Employee Satisfaction of Mondol Knitwear Ltd”**

**Prepared for**

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Program: MBA

Major in HRM

Date of Submission: 20<sup>th</sup> December, 2019



## Letter of Transmittal

20<sup>th</sup> December, 2019

Dr. S M SohelRana

Associate Professor and Associate Head

BBA Program, Permanent Campus

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Daffodil International University Datta Para, Chou Baria

Ashulia Model Town, Savar, Dhaka

**Subject: Submission of the Internship Report.**

Sir,

I feel honored to present my internship report on “**An Evaluation on Employee Satisfaction of Mondol Knitwear Ltd**”, which I have done as one of the main requirements for the completion of MBA degree. I am looking forward to your sincere judgment regarding this report.

I am delighted to get the opportunity to do my internship in a reputed organization Mondol Knitwear Ltd. like Export oriented garments factory in Bangladesh. I enjoyed preparing this report which enriched my practical knowledge of the theoretical concepts which I have learned from different courses.

I sincerely hope and believe that my Internship report will secure your approval and serve its purpose. During the progression of preparation due to various limitations there may be some mistakes. However, I apologize for those and beg your kind consideration in this regard.

Yours truthfully,

---

Md. Shazzatur Rahman

ID: 183-14-086

Program: MBA

Major in HRM



Daffodil International University

### **Supervisor Declaration**

This is to certify that Md. Shazzatur Rahman, Id#183-14-086, Program MBA, Major in HRM, Daffodil International University has completed his internship in Mondol Knitwear Ltd. under my supervision. He has always maintained communication with me and has followed gives necessary advice. Under my guidance and supervision, he has successfully prepared an internship report on “An Evaluation on Employee Satisfaction of Mondol Knitwear Ltd”. I wish him every success in life.

---

Dr. S M Sohel Rana

Associate Professor and Associate Head

BBA Program, Permanent Campus

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## Student Declaration

I am Md. Shazzatur Rahman, student of Master of Business Administration (MBA) program, at the DIU-Daffodil International University, declaring that, this internship research report on the topic of “An Evaluation on Employee Satisfaction of Mondol Knitwear Ltd.” has only been prepared as a partial fulfillment of the Master of Business Administration (MBA) program and have not been previously submitted to any other University/Collage/Organization for any academic qualification/Certificate/Diploma or any other degree. The report contains no material previously published or written by anyone except where due reference is made in the text of the appendix part.

This Research report is not prepared for any other purpose like reward or publication.

Thanking you,

---

Md. Shazzatur Rahman  
ID # 183-14-086



## Acknowledgement

At first I would like to pay my gratitude to the Almighty Allah for giving me abilities to work hard. I am also grateful to my parents who provided me with the necessities of life since my early childhood.

Many people contributed in the making of this report. I would like to thank my academic supervisor of the internship program Professor **Dr. S M Sohel Rana** for giving me the opportunity of preparing this report & for his effortful supervision. He also provided me some important advice and guidance for preparing such a type of new idea-based report. Without his help, this report could not have been a comprehensive one.

My deepest appreciation and special thanks goes to **Md. Majedul Islam Shuvo, (Assistant Manager of Production department)**, for extending his support in compiling this report. I would specially like to thank Osman Gani and Kazi Toufiqul Islam officer of Mondol Knitwear Ltd. Who helped me a lot during my internship period with valuable advices, guidance and necessary information.

I must mention the wonderful working environment and group commitment of this factory that has enabled me a lot of deal to do and observe the office services during my internship period of three months.

Lastly, I would like to thank MBA department at Daffodil International University and for the development of such an important & firm curriculum of report required for MBA.



## Executive Summary

I have prepared my internship report based on the three months long internship program that I have successfully completed in Mondol Knitwear Ltd. Export oriented garments in Bangladesh as a requirement of my MBA program in Daffodil International University. This report is focus on “An Evaluation on Employee Satisfaction of Mondol Knitwear Ltd”

The first chapter shows different aspects of report like introduction, objective of the report, scope of the report, limitations.

In Second chapter shows company overview. In this section different important data about Mondol Knitwear Ltd. is provided like Background of the organization, corporate information of the organization, corporate governance, mission, vision, Products and services, Porter’s five forces and SWOT analysis.

The Third chapter is all about the project. Definition of job satisfaction, importance factors, compensation, increment criteria and calculation, employee benefit, workers facilities, compliance and CSR, importance of industrial relation, performance appraisal, promotion of Mondol Knitwear Ltd.

In chapter four I mentioned actually those things that I have learned in my internship period.

The five chapters show the analysis part that I have collected the data from Mondol Knitwear Ltd. employees.

In chapter six I mentioned Findings and Recommendations, Conclusion, References.

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*Chapter 1*  
*Introduction Part*



## **1.0 Introduction of the Report:**

After freedom when country's conventional things of trade seem not surrender anticipated result, in late 70s the government and a area of business people – youthful, taught and energetic, started on improvement of non-traditional things of send out. By the year 1983, ready-made pieces of clothing (RMG) developed to be non-traditional send out situated sector most promising within the financial setting of the nation. Today, ready-made garments sector not only earn maximum foreign currency but also engage many unemployed people in productive industry. Labor are the key of this industry. So it is needed to make sure that these labors are treated fairly at their workplace and getting their fare compensation. Human Resource Management department of an organization takes care of the human resources part of the company to gather the best efforts from the labors and also from the employees by providing proper evaluation, decisions, leading, training, benefits, compensation etc. Human resource management department also encourages individuals to set personal goals and rewards, guiding them to shape their behavior in accordance with the objectives of the organization that employ them.

MondolKnitwear Ltd is a place where I could learn the HRM practices. As an intern student I have got the opportunity to work with this organization for three months and acquire idea about real HRM practices in the world.

As a part of my MBA program, I have done my internship program under the Human Resource Management of “MondolKnitwear Ltd.” This practical part will be evaluated by my honorable academic supervisor. For that reason I have prepared this report on the basis of my practical experience and submitted to my supervisor. The topic of the report is “An Evaluation on Employee Satisfaction of Mondol Knitwear Ltd”.

## **1.1 Background of the Report:**

It is an imperative opportunity of the understudies to know almost the field of trade through the internship program. Internship program may be a idealize mix of the hypothetical and commonsense information. In readymade articles of clothing (RMG) division human asset play a imperative part. In this ponder I would like to share my involvement after working with a RMG company named Mondol Knitwear Ltd. In internship my venture was in a broader viewpoint of HR administration. I have conducted a little investigate work on Employee Satisfaction of Mondol Knitwear Ltd.



## **1.4 Objective of the Report:**

The specific objectives of this report are:

- To evaluate employee satisfaction at Mondol Group.
- To find out the company's proper rules & regulations under HR department for the employees.
- To suggest on how to improve the employee satisfaction at Mondol Group.

## **1.5 Scope of the Report:**

In order to prepare this report on the topic of “An Evaluation of overall Employee Job Satisfaction of Mondol KnitwearLtd” it will be needed to the study of the environment and human resource practice of the organization which runs under the regulation of effective HR policy.

## **1.6 Methodology of the Report:**

Methodology is the process, technique, or method of observation, survey and analysis. In order to collect the above mentioned information and data following potential sources has been used. In order to meet the data requirement and collect the above mentioned information following sources has been used:

### **1.6.0 Primary Sources:**

- ✓ By talking with the employees and the management of the organization.
- ✓ From practical working environment.
- ✓ Data collected through observation of the company's activity.

### **1.6.1 Secondary Sources:**

- ✓ Organizational profile of Mondol Knitwear Ltd.



- ✓ Annual report of the organization.
- ✓ Office file and documents.
- ✓ Internet and Newspaper.
- ✓ HRM related books, articles, journals.
- ✓ Websites of the organization.
- ✓ Different internship report and presentation.
- ✓ Books and articles from library study.
- ✓ Some of my course elements as related to this assignment.

### **1.7 Limitations of the Report:**

In every work, there are some limitations. However, it is a great opportunity for me to do this project. Some restraints are disclosed below:

- Large-scale research was not possible within the three months.
- The website of the company does not provide enough information.
- Relevant data and document collection were difficult due to the organization confidentiality.
- Most of the workers have lack of knowledge. So they didn't answer properly.
- Management is very busy for that reason they couldn't help me to prepare the report.
- To complete such kind of report need a lot of experience. But I had very little experience in this work field. So errors are possible in this report.





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## *Chapter 2*

# *Organizational Part*



## 2.0 Overview of MondolKnitwear Ltd:

Mondol Knitwear Ltd. its quality measures and is locked in in fabricating of all sorts of weaved pieces of clothing. Beneath the significant direction of our guide Mr. Haji Abdul Majid Mondol, our company has picked up an monstrous victory and has earned goodwill with 25 a long time of involvement in article of clothing businesses. The Chairman is directing our group with his wide involvement and aptitude. Our item is made utilizing best quality yarn that's secured from lesson one sources over world. We make utilize of world lesson in-house foundation and advanced machines as well as straightforward hand instruments that makes a difference in creating tall quality texture in huge volumes and assortments. Our group with gifted creators and solid work drive is our resource who guarantees quality wrapped up texture. We are devoted to offer convenient conveyance of products and administrations at reasonable costs. We offer to our clients a astounding collection of weaved and custom wears for men's, women's, boys, young ladies and kids.

## 2.1 Corporate Profile:

<b>Name of the Company</b>	MondolKnitwear Ltd.
<b>Location</b>	Gazipur
<b>Address</b>	Nayapara, Kashimpur, Gazipur Gazipur, Bangladesh
<b>Head Office</b>	Siam Tower (9th & 10th Floor), Plot#15, Sector#13, Uttara New Model Town, Dhaka-1230, Bangladesh.
<b>Business Type</b>	Buying Office
<b>Nature of the company</b>	100% Export Oriented Knit composite Factory
<b>Chairman</b>	Haji Abdul Majid Mondol



# Mondol Group

<b>Managing Director</b>	Abdul MominMondol
<b>Director 1</b>	Abdul AlimMondol
<b>Director 2</b>	Asadur Rahman Sikder
<b>Year of Establishment</b>	1991
<b>Product type</b>	Knitted Garments, accessories
<b>Total Number of Employee</b>	28366
<b>Annual Revenue</b>	USD 50,000,001 - 100,000,000
<b>Selling Categories</b>	Apparel > Other Apparel Luggage, Bags & Cases > Parts & Accessories
<b>Website</b>	www.mondol.net
<b>Country/Region</b>	Bangladesh
<b>EC21 Registered Date</b>	Oct 15. 2005
<b>EC21 Registered IP</b>	203.189.240
<b>Sewing Capacity(Pcs/Day)</b>	350000
<b>Knitting Capacity(Kg./Day)</b>	100000
<b>Dyeing Capacity(Kg./Day)</b>	58000
<b>Awards</b>	1. International Star Award for Quality 2. Award for National Export Trophy.
<b>Phone</b>	880 - 2 - 9289110
<b>Fax</b>	880 - 2 - 9289113
<b>Contact</b>	Md.TariqurRahaman(Rubel)
<b>Email Us</b>	info@mondol.net,hr@mondol.net

Table 1: Corporate Profile

## 2.2 Mission and Vision:

### 2.2.0 Mission:

Engage effectively, responsibly and profitably in the global textile industry.



### 2.2.1 Vision:

To create a single channel for satisfying diverse and high class needs of our valued partners.

### 2.3 Organogram:

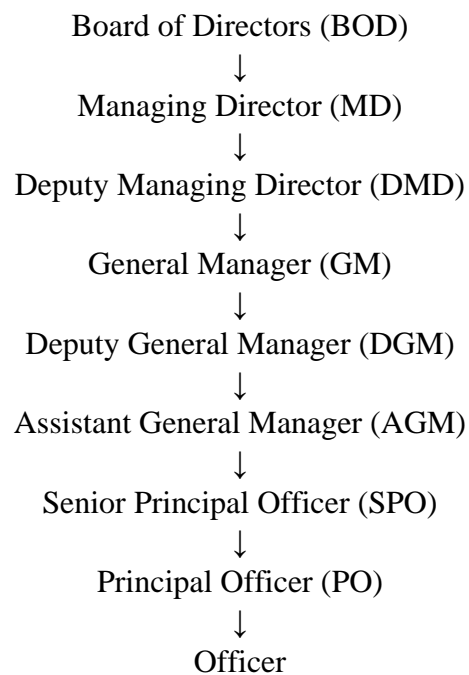


Figure 1: Organogram

### 2.4 Our Products:

- Basic T-Shirt
- Polo Shirt
- Tank Top
- Ladies Dress



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- Night Gown
- Fleece Shirt
- Jogging Suits
- Fleece Jacket
- Rugby shirt and Sweater.

## **2.5 Product Range:**

Mondol Knitwear Ltd. is capable of producing fabrics of different construction in manufacturing Stripe Fabrics, This products are made as accurate as the samples using the best resources in this modern factory. This diversified range of the fiber and yarn variety includes:

- Cellulosic
- Regenerated Cellulosic fiber
- Elastomeric fiber
- Synthetic fiber
- Cellulosic fiber

Also Mondol Knitwear Ltd. provides,

- Providing a safe and healthy work environment.
- 300 sewing line with largest machines.
- 429 No of modern knitting machines.
- Using highly environment friendly dyes.
- Automatic screen printing machines.
- Computerized embroidery machines.
- World class ladies underwear collection.
- The largest all over printing machines.
- Sweater project with full auto jacquard machines.



## **2.6 Our Strength:**

- Production Facilities
- Machinery Facilities
- Compliance Facilities

## **2.7 Ethical Standard & Code of Conduct:**

Comply all laws and regulations is given below:

- **Compensation & Benefit Policy:**

Benefits are shapes of esteem, other than installment, that are given to the representative in return for their commitment to the organization, that's, for doing their work. A few benefits, such as unemployment and worker's stipend, are governmentally required. (Worker's stipend is truly a worker's right, instead of a advantage.)

- **Child Labor & Remediation Policy:**

It is unequivocally contradict and our Moral Points stipulate that all specialists in industrial facilities creating for us must be over the nearby least working age. We work with our providers to assist guarantee we don't contract any child labor by conducting age confirmation preparing.

- **Industrial Health & Safety:**

The company might give a secure and sound working environment setting to anticipate mischances and damage to wellbeing emerging out of connected with or happening in course of work or as a result of the operation of employers' offices. Company should receive mindful measures to relieve negative impacts that the working environment has on the environment.



- **Working Hour Policy:**

Mondol Knitwear Ltd should comply with pertinent national laws and industry benchmarks on working hours and open occasions. The most extreme passable working hours in a week are as characterized by national law but should not on a standard premise surpass 48 hours and the greatest passable extra time hours in a week should not surpass 12 hours. Additional time hours are to be worked exclusively on a deliberate premise and to be paid at a premium rate. In cases where extra minutes work is required in arrange to meet short-term commerce request and the company is party to a collective bartering assertion unreservedly arranged with laborer organizations (as characterized over) speaking to a critical parcel of its workforce, the company may require such additional time work in agreement with such understandings.

- **Environment Policy:**

Mondol Knitwear Ltd. committed to preserve strategies and measures for squander administration, taking care of and disposal of chemicals and other unsafe materials, emanations and gushing treatment meet or surpass least lawful necessities.

- **In-house Medical Facilities:**

Worker welfare is one of the major concentrations of Mondol Knitwear Ltd. Subsequently we have group of certified MBBS specialists, nurture and well prepared therapeutic collaborators who stay stand by amid working hours within the manufacturing plant. They allotted to begin with aider group, attired in recognizable coat give essential to begin with help benefit with the representatives in Mondol Knitwear Ltd standard restorative check up by the named specialist to form beyond any doubt whether they have been enduring from any word related illnesses.

- **Child Care Room:**

Child Care Centers pointed for the female representatives are too introduced as and where it is doable to consolidate. They can moreover keep their child in a secure and comfortable put and work with sound intellect and allow their greatest.

- **Fire Protection/Equipment:**



We have separated firefighting units into three parts who will perform the assignment coordinates: Fire Security.

- **Preventive Measures:**

“Safety First” is our trademark and we unequivocally accept in our day by day working life in Mondol Knitwear Ltd. Fire is one of our essential and imperative security concern. We conduct unnoticed fire drills more than once in a month to move forward the employee’s effectiveness on clearing in case of genuine fire occurrence.

- **During Fire:**

A gather of committed and proficient fire warrior at each person units are continuously stay stand by to require portion in quenching fire straightforwardly as and when require.

- **Post Fire Procedure:**

It is additionally an indispensably portion of the fire bore once fire in overseen, a little group will burrow out whether there are any wounded people stay within the floors. In case found critically taking those to the closest healing center taken after by the primary help treatment.

## 2.8 Quality Assurance & Management System:

The specialist of Mondol Knitwear Ltd puts parts of accentuation on quality item and quality administration. Hence the arranged and efficient exercises actualized in a quality framework so that quality necessities for the articles of clothing are satisfied. Our quality affirmation moreover incorporates administration of the quality of crude materials, texture and color composition, and administration, generation and review forms. Usually presently we make beyond any doubt that Quality Affirmation and our commitment towards stylish guidelines go hand in hand.

Country	Percentage
France	15%
Italy	25%
Germany	10%





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<b>Spain</b>	25%
<b>Australia</b>	20%
<b>USA</b>	10%

Table 2: Quality Assurance & Management System

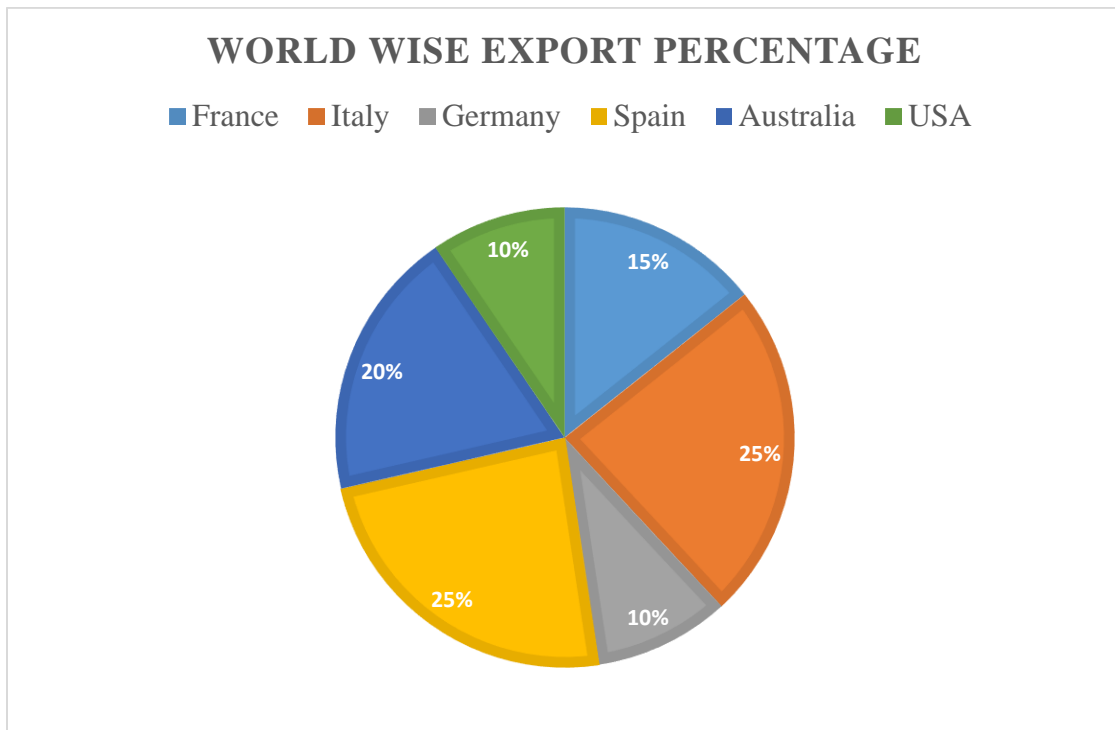


Figure 2: world wise export percentage

### Annual Turnover (Last 5 Years):

MondolKnitwear Ltd Started export in 1995. Initially in 1995 the annual export was \$3.20 million dollars. Within 19 years this annual turnover dramatically increased. Here we showed last five years annual turnover. In 2012 turnover was \$172.00 million dollars. Gradually in 2013,2014,2015,2016 the annual turnover was \$237.07 million, \$246.48 million, \$289.48 million and the last its significantly increased to \$300.00 million dollars.

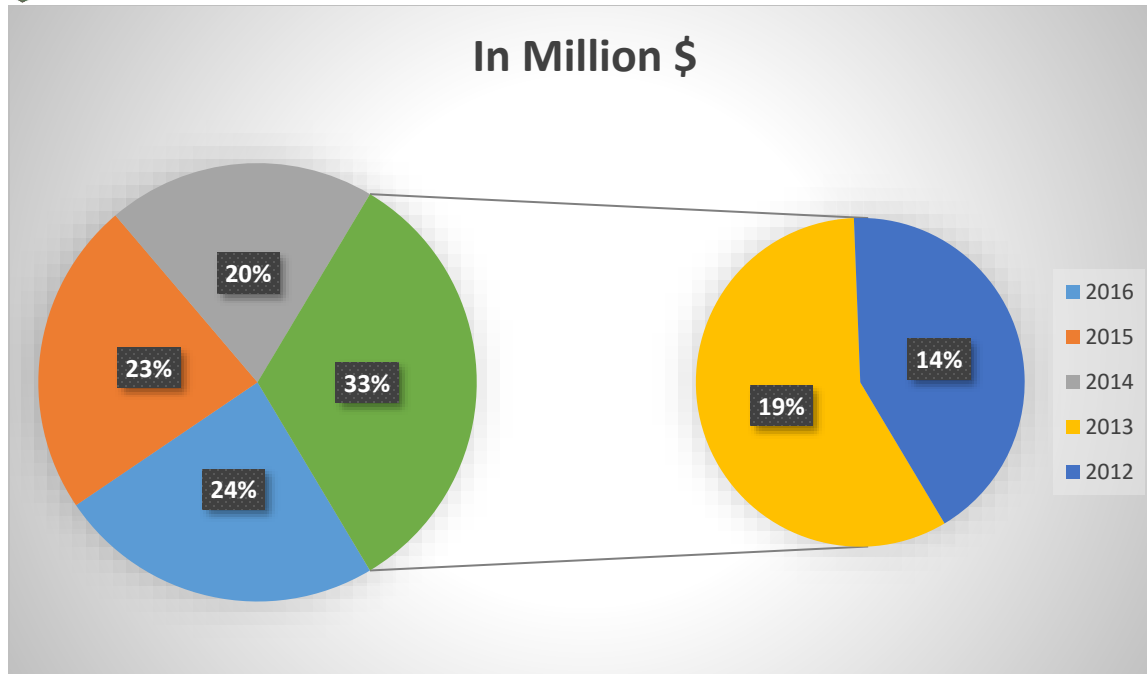


Figure 3: In Million \$

## 2.9 Our Valuable Clients:

SL No.	Buyer Name	Country
01	ZARA	Spain
02	W.W Group	UK
03	US Polo Association	Turkey
04	Women Secret	Spain
05	Teddy SPA	Italy
06	Pizzaitalia	Italy
07	Primark	Ireland, UK
08	S.Nautica	Italy
09	Sport Master	Russia
10	Spring Field	Spain
11	Pimkie	France



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12	Oviessa	Italy
13	Matalan	UK
14	Lotto	Italy
15	LiDL	Germany
16	Kiubi	France
17	Kappa	Italy, Germany
18	GIO GOI	UK
19	Ei. Corte Ingies	Spain
20	Coin	Italy
21	Kokse	Italy
22	Collin,s	Turkey
23	Coop	Italy
24	DHL. Post design	Germany
25	Carrefour	France
26	Camaica	France

Table 3: Our Valuable Clients

## 2.10 Porter's Five Forces (Industry Analysis):



Figure 4: Porter's Five Forces



## Mondol Group

- **Bargaining Power of Suppliers:** Mondol Knitwear Ltd is one of the South Asia's largest vertically integrated Textile and Ready Made Garments (RMG) industries. In their textile and knitting section, Mondol Knitwear Ltd produces all kinds of fabrics that they need. They collect accessories that they need from local supplier and foreign supplier. For Mondol Knitwear Ltd the bargaining power of supplier is low as they buy only accessories from outside supplier.
- **Bargaining Power of Buyer:** In Ready Made Garments industry a Buyer has a number of alternatives. A lot of qualified producer are available around the world. So the bargaining power of buyers is high.
- **Threat of New Entrants:** China, India, Thailand, Pakistan, Sri Lanka are main competitors of Bangladeshi Ready Made Garments industry. Vietnam, Kenya, Ethiopia, Myanmar are entering the global industry of Ready Made Garments which are threats for Ready Made Garments industry of Bangladesh. Here the threat is high.
- **Threat of Substitute Products or Service:** Since the dawn of civilization to the modern era, clothing is a basic need of the people. As long as it is a basic need, the threat of substitute is very low.
- **Rivalry among Existing Competitors:** The competition in Ready Made Garments industry can be divided into two parts,
  1. Local Competition
  2. Global Competition

**Local Competition** is inside our national border and our local industry. For Mondol Knitwear Ltd. the local competition is relatively low as they are one of the few highly qualified manufacturers of this country.

**Global Competition** is among the countries of the world. This competition is comparatively high as other countries are trying to attract the potential buyers to their countries.

## 2.11 SWOT Analysis



Figure 5: SWOT Analysis

### ➤ **Strength:**

Strength is positive side or something where a company is good at being or doing. Strength can be skill, a competence, a valuable organizational resource or competitive capability or an achievement that gives a company a market advantage or competitive advantage. Here is some Strengths of Mondol KnitwearLtd.

- Vertical Integration
- Experienced Top Management
- Design Studio
- International Experts
- Brand Image

### ➤ **Weakness:**



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A weakness is something a company lacks or does poorly or a condition that puts it at a disadvantage. Here is some Weaknesses of Mondol KnitwearLtd.

- Huge working hour
- Shortage of workers
- Factory layout
- Centralize Decision Making

### ➤ **Opportunities:**

An opportunity is a favorable condition in a company's external environment. It is something that a company may grab for its growth and profitability. Here is some Opportunities of Mondol KnitwearLtd.

- Expend production facility
- Arranging training
- Penetrate on Local Market

### ➤ **Threats:**

A threat is an unfavorable trend in the external environment. It is something that may cause suffering in growth or profitability of a company when it is exposed in the external environment. Here is some Threats of Mondol KnitwearLtd.

- Technological Changes
- Heavy competition and overcrowded industry
- Employee Dissatisfaction



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## *Chapter 3*

# *Job Satisfaction*



### 3.0 Job Satisfaction:

Job satisfaction means when the peoples get the job of any organization then sometimes some organization do a survey for the office staff and office employees because the organization trying to get the result actually their staff and employees satisfied or not. The organization have provided better environment or not, the employees satisfied their salary or not is called job satisfaction.

### 3.1 Different Authors have defined job satisfaction on their aspects:

<b>Authors Name</b>	<b>Definition</b>
E. A. Locke (Feb 2, 2015)	“Job Satisfaction is a pleasurable or positive emotional state from the appraisal of one’s job or experience.”
Keith Davis	“Job satisfaction is a set of the favorable or unfavorable feeling with which employee view their work.”- (Published: 23 March, 2015)
Vroom	“Job satisfaction is generally considered to be an individual’s perceptual or emotional reaction to important parts of work.”- (Published: 23 March, 2015)

Table 4: Different Authors definition

### 3.2 Important Factors:

Typically, four factors can used to measure and influence job satisfaction:

- Pay or total compensation
- Performance Appraisal
- Promotion opportunities





- Relationship with supervisor & coworkers

### **3.3 Compensation:**

Stipend can be characterized as cash gotten within the execution of work furthermore the numerous sorts of benefits and administrations that organization gives their workers. “Money” is included beneath coordinate emolument whereas benefits come beneath circuitous remuneration and may comprise of life, mischance and wellbeing protections, the employer’s commitment to retirement, pay of get-away or sickness and representatives required installments for worker welfare as social security.

### **3.4 Compensation System:**

The remuneration framework comes about from the allotment, transformation and exchange of a parcel of the salary of an organization to its worker for their financial and in kind claims on merchandise and administrations.

#### **3.4.0 Monetary Claims:**

Financial claims on merchandise and administrations are compensation or compensations paid to an worker within the shape of money or a frame that's rapidly and effortlessly transferable to cash at the watchfulness of the worker. As a say of trade cash empowers an worker to buy certain sorts of sums of a wide verity of merchandise and administrations accessible within the commercial center.

#### **3.4.1 In Kind Claims:**

In kind claims are claims on products and administrations made accessible and paid for either completely or in a few rate by worker. Representative frequently has small or no opportunity for quick financial pick up from in kind installment. Numerous managers given in kind installments, in any case supplant money related installments of a few sums of the employers’ salary is the workers get comparative merchandise and administrations somewhere else.



### 3.5 Compensation System of Mondol Knitwear Ltd.

#### ➤ General Policy:

The Mondol Knitwear Ltd. has a job evaluated salary structure to ensure that employees are placed in a salary range that relates accurately to-

- The job they are performing in terms of its technical demands and responsibilities in relationship to other jobs in the Textile.
- A fixed for the holder of the post.

#### ➤ Fixation of Salary:

On promotion the substantive salary is fixed at the minimum level of the salary range for the new position.

### 3.6 Salary:

#### Regular Salary-Workers: (Recurrent):

<i>Particulars</i>	<i>Calculation</i>
<i>Basic</i>	(Gross - Total allowance) /1.4
<i>House rent</i>	40% (Basic Salary)
<i>Allowance</i>	Medical = 250 (Fixed)
<i>Food</i>	650
<i>Conveyance</i>	200
<i>OT rate</i>	(Basic /208)*2
<i>OT wage</i>	OT rate *OT hour

Table 5: Regular Salary-Workers: (Recurrent):



**Regular Salary-Staff: (Recurrent):**

<b>Salary &lt; 30,000/=</b>	<b>Salary &gt; 30,000/=</b>
Basic = 50% of gross	Basic = 50% of gross
House rent = 40% of basic	House rent = 25% of gross
Medical =TK 250	Medical = 8.5% of gross
Food = TK 650	Conveyance = 6.5% of gross
Other allowance= [Gross - (Basic + Medical+ Conveyance +Food +House rent)]	LFA=10% of gross

Table 6: Regular Salary-Staff: (Recurrent)

**3.7 Salary Calculation (Regular Staff & Worker):**

**If a regular employee works for >10 days**

- ✓ Basic payable = (Basic / total days of the month)\*Actual working day
- ✓ House rent payable = 40% of Basic
- ✓ Medical payable = TK250
- ✓ Food payable = TK 650
- ✓ Conveyance payable = TK200
- ✓ Other allowance payable = (Gross/2)-(House rent +Medical payable +Food payable +Conveyance)
- ✓ OT rate = (Basic/208)\*2 (For workers only)
- ✓ OT wage = OT rate \*OT hour

❖ **Total salary = [Basic payable]+[House rent payable]+[Medical payable]+[Food payable]+[Conveyance payable]+[Other allowance (for staffs)]+[OT wage (for worker)]+[Incentive allowance(for worker)]**



**If a regular employee workers for <10days**

- ✓ Basic payable = (Basic / total days of the month)\* Actual working day
- ✓ House rent payable = (40% of basic / total days of the month)\* Actual working day)
- ✓ Medical payable = ( 250 / total days of the month)\*Actual working day)
- ✓ Food payable = (650/total days of the month)\*Actual working day)
- ✓ Conveyance payable = (200/total days of the month)\*Actual working day)
- ✓ Other allowance payable=[{(Gross/2)-(House rent payable +Medical payable+ Food payable+ Conveyance)}/total day of the month}\*Actual working day]
- ✓ OT rate = (Basic/208)\*2 (For workers only)
- ✓ OT wage = OT rate \*OT hour

**❖ Total salary = [basic payable]+[house rent payable]+[medical payable]+[food payable]+[conveyance payable]+[other allowance (for staffs)]+[OT wage (for worker)]**

**New employee:**

- ✓ Basic payable = (Basic /total days of the month)\* Actual working day
- ✓ House rent payable = (40% of basic/total days of the month)\* Actual working day)
- ✓ Medical payable = (250/total days of the month)\*Actual working day)
- ✓ Food payable = (650/total days of the month)\*Actual working day)
- ✓ Conveyance payable = (200/total days of the month)\*Actual working day)
- ✓ Other allowance payable = [ {(Gross/2)-(House rent payable +Medical payable+ Food payable+ Conveyance)}/total day of the month}\*Actual working day]
- ✓ OT rate = (Basic/208)\*2 (For workers only)
- ✓ OT wage=OT rate \*OT hour

**Total salary= [Basic payable]+[House rent payable]+[Medical payable]+[Food payable]+[Conveyance payable]+[Other allowance (for staffs)]+[OT wage (for worker)]+[Incentive allowance (for worker, if applicable)]**



**Festival Bonus :( Non-recurring)**

- ✓ 50% of gross salary [2 \*festival bonuses in a year]
- ✓ Payment method: 1.Full, 2.pro-rate basis

Method	Full payment	Pro-rata basis
Eligibility	After completion of one year of continuous service.	After completion of probation period (for workers & non-management staff 03 months, for staffs 06 month)
Formula	Gross *50%	=[{(Gross *50%)/365}*Complete service days]]

Table 7: Festival Bonus :( Non-recurring)

**Laundry Time and Labor Policies (ATL):**

- ✓ There are two main kinds of workers:
  - Staff: People who DO NOT get Overtime.
  - Workers: People who get Overtime.
- ✓ There are two staffs: Day Shift from is 8 am to 5.00 pm and Night Shift is from 8 pm to 5.00 am (Including Tiffin & Lunch time).

**3.8 Increment Criteria:**

Increment is a benefit given by the employer to the permanent employees, basing on their performance. Increment is facility and cannot claim as a matter of “RIGHT”. An employer can stop increment of an employee with a definite reason. Increment will absolutely depend on the employer and definitely related to the performance of the employee. Increment also may depend on the profit margin of the business in a particular Financial Year. Following instructions may be included in the Increment policy:

- ✓ An individual will be eligible for getting an increment after completion of 01 year service in the company.
- ✓ The individual must complete his probation period and received a probationary review report (Fit/Unfit) by his/her immediate superior.



- ✓ The immediate superior of the individual will put the initial increment which will be completed by the Head of the department of a particular department.
- ✓ After completion of remarks of head of the department, the paper will be forwarded to the Managing Director of the company by 20<sup>th</sup> of each month.
- ✓ The amount of increment to be finally decided by the Managing Director of the company.
- ✓ After signing the paper of increment by MD, the document will be sent to the respective department by 30<sup>th</sup> of the each month for salary adjustment.
- ✓ An increment paper of an individual may get stagnant due to his performance problem for an indefinite period by his/her immediate superior, Head of the Department or MD.

➤ **Increments solely depends on Performance:**

The performance grade of an employee will be counted in 05 grades on which the increment amount will rely. Grades and their meanings are as follows:

<b>Grade</b>	<b>Comments</b>	<b>Increase % of gross salary</b>
“A”	Outstanding/Excellent. (The individual has to achieve 140% target/performance to score Outstanding/Excellent Grading.)	20%
“B”	Superior Good/Very Good. (The individual has to achieve 120% target/ performance to score Superior Good/Very Good Grading.)	15%
“C”	Good. (The individual has to achieve 100% target/performance to score Good Grading.)	10%
“D”	Satisfactory. (The individual has to achieve at least 60% target/performance to score Satisfactory Grading.)	5%
“E”	Unsatisfactory. (Below 60% achievement to be graded as Unsatisfactory)	0%



	Grading.)	
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Table 8: Increment solely depends on Performance

➤ **Increment Calculation:**

Increment can be calculated depending on Gross Salary.

Gross salary: 20,000/-

For Outstanding Performance (20,000\*20%) = 4,000/-

For Very Good Performance (20,000\*15%) = 3,000/-

For good Performance (20,000\*10%) = 2,000/-

For Satisfactory Performance (20,000\*05%) = 1,000/-

NOTE: In case of Outstanding performance of this individual as per this policy the amount will come 20% of Gross= 4,000/-

**3.9 Employee Benefit of Mondol Knitwear Ltd:**

When an organization is designed its overall compensation program one of the critical areas of concern is what benefits are provided. Today’s workers expect more than just an hourly wage or a salary from their employer, they want additional considerations in an employment settings are called employee benefit. Employees are entitled to get paid in some special cases even if they are off the job. This includes rest periods, holidays, vacations, sick leave of absence. The rationale behind the paid vacation provides a break for the employees to refresh themselves. The major categories of these benefits are as follows:

**3.9.0 Workers Facilities:**

**WPC (Workers Participation committee)**



✓ **Rest period:**

This is tea break or lunch break in the office jobs. These breaks during the office hours allow workers to relax for a short while and to allow them some mental and physical diversion from their work. Daily lunch breaks: During 1pm to 2pm (1hour).

✓ **Free ration:**

We are giving 05 Kg rice, a few sugar and hair oil, 01 Excellence cleanser, 01 Cleanser cleanser, Facial cream, etc. at no cost to our administrators separated from their compensation and extra minutes.

✓ **Festival bonus:**

We are giving celebration reward to our specialists twice a year.

✓ **Workers Dining Arrangement:**

We have set up well organized eating room with clean & beautified sitting course of action for our laborers consolation and guaranteeing wellbeing sterile issues.

✓ **Salary and overtime:**

We utilized to pay month to month compensation and extra minutes installment to our laborers frequently inside the primary week of each month.

✓ **Leave:**

We are maintaining and providing different leave to our workers in the following categories:

- ✓ 16 weeks maternity leave with payment.
- ✓ Earn leave (1 day after each 18 day's duty) with payment.
- ✓ Casual leave 10 days with payment.
- ✓ Medical leave 14 days with payment.
- ✓ Festival leaves 11 days with payment.
- ✓ Weekly holiday 1 day (Friday) with payment.
- ✓ Govt. holiday as per law & CSR with payment.

✓ **In-House Training:**





We have been giving in-house preparing to our recently named laborers for guaranteeing best utilization of other execution.

✓ **Service Book:**

The benefit book is been giving to all the specialists for clear record of their benefit career with the companies.

✓ **Workers Hand Book:**

We are too giving specialist hand book for their fast reference to get it approximately the mechanical law, rules and direction (specialists point of see) with clear data approximately specialists human rights and their duties towards the company.

✓ **Appointment Letter:**

We offer arrangement letter to each and each specialists.

✓ **Prayer Facility:**

Our laborers having autonomy to say their supplication convenient concurring to their religion in supplication room sex astute.

✓ **Apron, Hand Gloves, Musk:**

We provide all these to our workers to ensure their health and Safety as well as cleanliness of our production setup and our product.

### **3.10 Compliance & CSR of Mondol Knitwear Ltd:**

We have set-up & working our organization in full compliance with Bangladeshi Labor Laws and with all other laws, rules and control that universally related to the code of conduct of trade trade and persistently putting our endeavors to make strides our benefit and social responsibility to bring whole fulfillment to our esteemed Buyers as well as to our working individuals with a see to secure our property & commerce for presently & Future.

There is a compliance management setup to ensure all the CSR and compliance issues as follows:



**We have ensured “No Child Labor”**

**Health and Safety:**

- ✓ Workers Toilets according to CSR
- ✓ Emergency Exit: Factory having one extra emergency exit for safety of the operators and Workers
- ✓ Evacuation Plan: We have facilitated proper evacuation plan floor wise as per CSR.

**Emergency Medicare:**

- ✓ We have engaged trained skilled first aiders & full time doctors in our factory.
- ✓ Introduces health and safety committee.
- ✓ Hospitals Arrangement has been facilitated.
- ✓ Having an in-house Medicare room with fulltime doctors with free medicine along with full time trained nurses.

**Fire Extinguishing Facility for Safety of Life and Materials:**

**Aims is to “Fight the Menace to Save Life”**

- ✓ Automatic Fire detection alarm in each production floor.
- ✓ Fire bell
- ✓ Fire extinguishing equipment’s and tools.
- ✓ Firefighting training arrangements.
- ✓ Regular fire drill and training to the workers.

**Cleanliness and anti-pollution environment:**



We ensure 100% clean environment in our factory both indoor and outdoor. To do so we took the following course of action through waste management committee.

A team of 20 trained cleaners are working daily to clean the indoor and outdoor working areas of the factory.

We are having sufficient modern industrial exhaust fan installed in such a manner to keep proper ventilation, natural air flow with controlling dust and particles for both cleanliness and ensuring health and safety of the workers and quality of the product.

### 3.11 Importance of Industrial Relations:

Proper industrial relations imply harmonious and peaceful relations between labor and management. In such a situation both labor and management realize their mutual obligations toward each other and resort to actions that promote harmony and understanding. Following benefits accrue from such a productive relationship. These are:

- ❑ **Establishing a sound industrial environment:** Unilateral actions disappear both parties consult each other before imitating any action. They primarily focus on goals that are realizable without overstepping their territories.
- ❑ **Ensuring industrial democracy:** The process of joint consultation paves the way for industrial democracy. This motivates workers to give their best to the organization and share the fruits of progress with management.
- ❑ **Bringing social peace:** It helps minimizing corruption, injustice and militancy within industries and thereby the dream for social peace becomes a reality.
- ❑ **Improving productivity:** Cordial relations between labor and management ensures uninterrupted production and single minded pursuit of pre-determined goals. It becomes easy to realize even difficult targets in such an atmosphere.
- ❑ **Benefits to workers:** The Company would be in a position to offer fair economic and non-economic incentives to its employees.
- ❑ **Helps industrial development:** Industrial development can be augmented through maintaining good industrial relations since the production operations will go unhindered.



- ❑ **Improves quality and reduces prices of products:** High morale and motivation of workers help to improve quality of products on one hand and reducing prices on the other.

### 3.12 Causes of Poor Industrial Relations:

- Tendency to exploit workers by the employers.
- Inefficient management.
- Uncompromising attitude of management towards the grievances.
- Absence of responsible trade unionism.
- Authoritarian attitude of supervisors towards workers.
- Absence of welfare activities and incentive measures.
- Unfavorable political and economic environment.
- Inter-union rivalry.
- Disregard towards labor laws.
- Excessive work load and improper work environment.

### 3.13 Performance Appraisal:

Execution examination could be a prepared of assessing an employee's performance in terms of its necessities. It is additionally a prepare of assessing the execution and capabilities of the representatives in terms of the necessities of the work for reason of organization counting arrangement choice for advancements, giving monetary rewards and other activities

#### Objectives of Performance Appraisal

Execution Evaluation can be done with taking after targets in mind:

- To keep up records in arrange to decide emolument bundles, wage structure, compensations raises, etc.
- To distinguish the qualities and shortcomings of workers to put right men on right job.



- To keep up and survey the potential show in a individual for advance development and development.
- To give a criticism to workers with respect to their execution and related status.
- To give an input to workers with respect to their execution and related status.
- It serves as a premise for affecting working propensities of the employees.
- To audit and hold the limited time and other preparing programmers.

## Advantages of Performance Appraisal

It is said that performance appraisal is an investment for the company which can be justified by following advantages:

**Promotion:** Performance Evaluation makes a difference the bosses to chalk out the advancement software engineers for proficient representatives. In this respects, wasteful laborers can be expelled or downgraded in case.

**Compensation:** Execution Examination makes a difference in chalking out remuneration bundles for representatives. Justify rating is conceivable through execution examination. Execution Evaluation tries to grant worth to an execution. Emolument bundles which incorporate reward, tall compensation rates, additional benefits, stipends and pre-requisites are subordinate on execution evaluation. The criteria ought to be justify instead of status.

**Employees Development:** It makes a difference to investigations qualities and shortcomings of workers so that unused employments can be outlined for productive workers.

**Selection Validation:** Execution Examination makes a difference the bosses to get it the legitimacy and significance of the determination strategy.

**Communication:** For an organization, effective communication between employees and employers is very important. Through performance appraisal, communication can be sought for in the following ways:

- ✓ Through performance appraisal, the employers can understand and accept skills of subordinates.
- ✓ The subordinates can also understand and create a trust and confidence in superiors.
- ✓ It also helps in maintaining cordial and congenial labor management relationship.



- ✓ It develops the spirit of work and boosts the morale of employees.
- ✓ All the above factors ensure effective communication.

**Motivation:** Performance appraisal serves as a motivation tool. Through evaluating performance of employees, a person's efficiency can be determined if the targets are achieved. This very well motivates a person for better job and helps him to improve his performance in the future.

### 3.14 Promotion:

Promotion is a term which covers a change and calls for greater responsibilities and usually involves higher pay and better terms and conditions of service and therefore, a higher status or rank.

A promotion may be defined as an upward advancement of an employee in an organization to another job, which commands better pay/ wages, better status/ prestige and higher opportunities/ challenges, responsibility and authority, better working environment hours of work and facilities and higher rank. Promotion is a bit different from upgrading, which is concerned with minor promotions, promotions within grade or horizontal promotions. Promotions are usually given:

- To put the worker in a position where he will be of greater value to the company and where he may derive increased personal satisfaction and income from his work.
- To recognize an individual's performance and reward him for his work so that he may have an incentive to forge ahead. Employees will have little motivation if better jobs are reserved for outsiders;
- To increase an employee's organization's effectiveness;
- To promote job satisfaction among the employees and give them an opportunity for unbroken, continuous services;
- To create among employees a feeling of contentment their present conditions and encourages them to succeed in the company.

### 3.15 Purpose of promotion:

**Organizations promote the employee with a view to achieve the following purposes:-**



- ✓ To utilize the employee's skills, knowledge at the appropriate level in the organizational
- ✓ To develop competent spirit in the employees to acquire the skills, knowledge etc. required by higher level jobs.
- ✓ To develop competent internal source of employees ready to take up jobs at higher level in the changing environment.
- ✓ To promote employee's self-development.
- ✓ To promote interest in training, development programmers and in team development areas.
- ✓ To build loyalty and to boost morale.
- ✓ To reward committed and loyal employees.
- ✓ To get rid of the problems created by the leader of workers' unions by promoting them to the officer' levels where they are less effective in creating problems.

### ➤ **Promotion Policy:**

Every well-known organization has the policy to “promote the man available”. A well-organized organization must follow a sound promotion policy which satisfies the following criteria;

- a. It should enjoy consistency, i.e. it will be applied irrespective of the persons concerned consistency demands that the policy should be so correlated to career planning that there should not be sudden sprit of promotion in the organization conferring premature benefits on a number of persons followed by a long period of absence of promotion.
- b. It should be fair and impartial, i.e. the management should be able to remove all suspicion of arbitrariness, aphorism, improvisation to suit particular individuals, nepotism, etc.
- c. Promotion should be a planned activity, i. e. the management should make a correct assessment of the requirements or opportunities of promotions within the organization so that there are no phenomena of bunching or no period of promotional drought, i.e. no over estimation or under estimation.

In the promotion policy, merit comes into the first consideration. Next points which come into considers are:

- Length of service
- Education



- Training courses completed
- Previous performance

### **3.16 Relationship with supervisor & coworkers:**

- ✓ Company work is a group effort, and a person has to be able to interact with several types of people to succeed in his/her professional life.
- ✓ A good working relationship with your supervisor is essential since, at every stage, you need his or her professional input, constructive criticism, and general understanding. It therefore helps if the relationship gets off to a good start.
- ✓ There were many researches on the dynamics of coworkers, since relationships between coworkers are related to job performance.
- ✓ If you are improve good relationship with supervisor and coworker you fell satisfy your job.





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# *Chapter 5*

## *Analysis Part*



### 5.0 Project Time Line:

This study will require 56 days. The following table shows the time requirement in each step of the study.

- Week 01 : Introduction and Organizational Part
- Week 02 : Topic Part
- Week 03 : Learning Part
- Week 04 : Conduct survey research
- Week 05 : Data analysis and Interpretation
- Week 06 : Developed the research plan
- Week 07 : Developed the Questionnaire
- Week 08 : Full report editing

Particulars	Week 01	Week 02	Week 03	Week 04	Week 05	Week 06	Week 07	Week 08
Introduction and Organizational Part								
Topic Part								
Learning Part								



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Conduct survey research								
Data analysis and Interpretation								
Developed the research plan								
Developed the Questionnaire								
Full report editing								
Total								<b>56 days</b>

Table 9: Project Timeline

### 5.1 Budget Information:

The total expenditure to prepare this project as followed –

Particular's	Amount (Tk)
Questionnaires	65
Internet	450
Mobile Bill	460
Transportation	1200
Printing and binding of Report	700
Others	1000
<b>Total</b>	<b>3,875 Tk</b>

Table 10: Budget information



## 5.2 Research Instrument

- ✓ Questionnaires with close-ended questions
- ✓ 1 MCQ Questions
- ✓ 9 Liker Scale Question

### 5.2.0 Research Approach:

- ✓ Survey

## 5.3 Research design:

### 5.3.0 Population Definition:

- ✓ **Type of research:** Descriptive.
- ✓ **Population:** 400 employees of Mondol Knitwear Ltd.
- ✓ **Duration:** 13<sup>th</sup> October 2019 to 13<sup>th</sup> January, 2020.

### 5.3.1 Sampling Plan

- ✓ **Sample Unit:** 400 Employees of the Mondol Knitwear Ltd.
- ✓ **Sample Frame:** The sample frame of this study consists of all the employees of Mondol Knitwear Ltd.
- ✓ **Sampling Size:** 400 employees \* 10% = 40.
- ✓ **Sampling Procedure:** Probability Sampling (Simple Random Sampling)

### 5.3.2 Contract Method:

- ✓ Questionnaire Survey

## 5.4 Data collection procedure:



In order to collect the data I have used a structured questionnaire which is a combination of close ended question and the question type is 5 point liker scale.

#### **5.4.0 Data Analysis:**

For analysis the data Microsoft office like word, excel was used in the personal computer. As well as the chart and diagram were given to understand the specific and particular data.

#### **5.5 Questionnaire Development:**

**Q1.** Mondol Knitwear Ltd. strictly follows the employment law of Bangladesh.

**Q2.** Mondol Knitwear Ltd. maintains an effective relationship between the management and employees.

**Q3.** Mondol Knitwear Ltd. creates a working environment in which its employees can plan their own career development.

**Q4.** Mondol Knitwear Ltd. provides education and training programs sufficient for its employee's self-empowerment.

**Q5.** Mondol Knitwear Ltd. existing Promotion policy & Reward system is sufficient for increasing employee's job satisfaction.

**Q6.** Mondol Knitwear Ltd. Provides increment and promotion on time.

**Q7.** Mondol Knitwear Ltd. Provides better facilities to the employees.

**Q8.** Mondol Knitwear Ltd. Provides salary to the employees in time.

**Q9:** Mondol Knitwear Ltd. has given the reward on employees working performance.

#### **5.6 Liker Scale:**

In order to analysis the data a 5 point Liker scale has been used. 1 stands for highly disagreed customers, 2 stands for only disagreed customers, 3 stands for the neural customers, 4 stands for agreed customers, and 5 stands for highly agreed customers.

<b>Opinion</b>	<b>Weighted</b>
----------------	-----------------



## Mondol Group

Strongly Disagree	1
Disagree	2
Neither Disagree nor Agree	3
Agree	4
Strongly Agree	5

Table 11: Liker Scale

### 5.7 Analysis

In this section I have used a questionnaire for the analysis of my topic- “An Evaluating of Employee Job Satisfaction”. The questionnaire survey was distributed among the people of present Mondol Knitwear Ltd. employees from different department. My number of population was 400. I have taken 10% sample size from my population. The question patterns are in “Likert scale”.

Number of question-09

Number of respondents-40

Pattern of Questionnaire-Likert scale

### 5.8 Graphical Representation:

#### Question No: 01

**Mondol Knitwear Ltd strictly follows the employment law of Bangladesh.**

Opinion	No. of Respondents
Strongly Disagree	5
Disagree	9



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Neither Disagree nor Agree	7
Agree	10
Strongly Agree	9

Table 12: Question 1

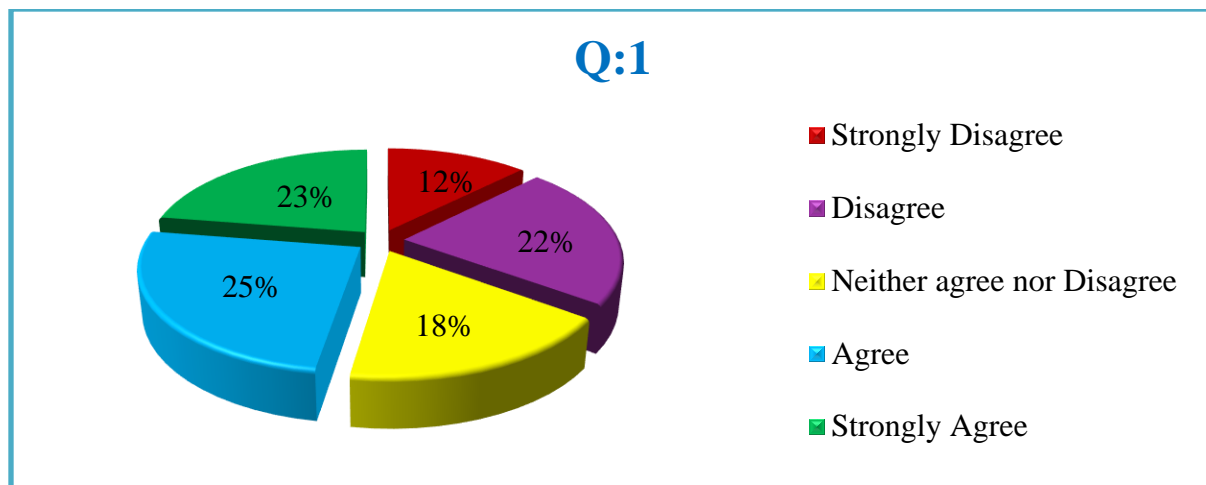


Figure 6: Question 1

**Interpretation:** Around 48% respondents had identified that Mondol Knitwear Ltd. strictly follows the employment law of Bangladesh.

### Question No: 02

**Mondol Knitwear Ltd. maintains an effective relationship between the management and employees.**

Opinion	No. of Respondents
Strongly Disagree	16



## Mondol Group

Disagree	13
Neither Disagree nor Agree	5
Agree	4
Strongly Agree	2

Table 13: Question 2

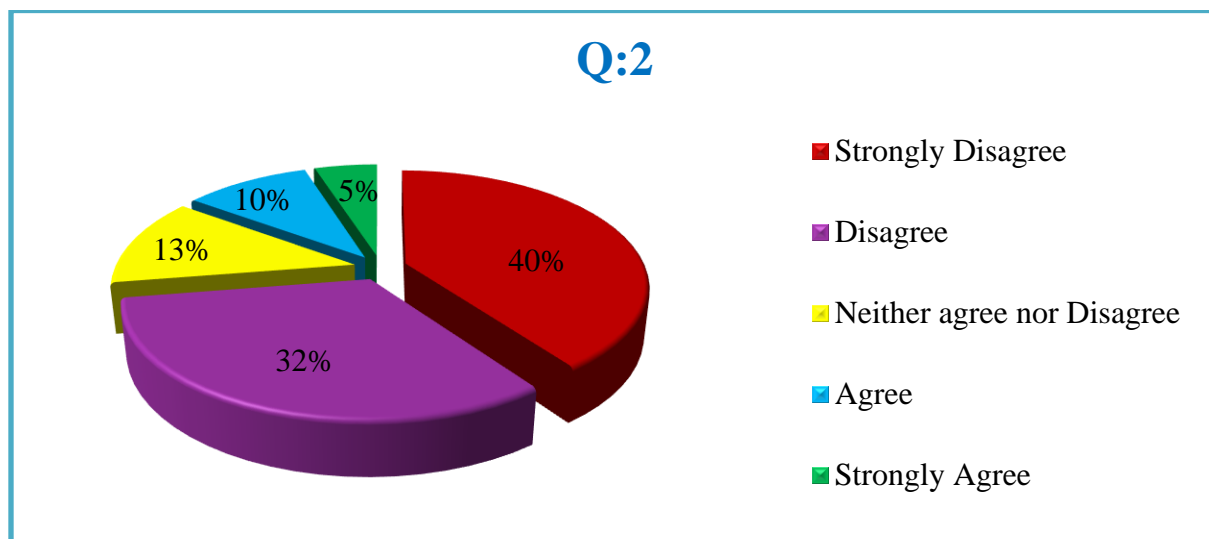


Figure 7: Question 2

**Interpretation:** Around 72% respondents had identified that Mondol Knitwear Ltd. does not maintain an effective relationship between the management and employees.

### Question No: 03

**Mondol Knitwear Ltd. creates a working environment in which its employees can plan their own career development.**

Opinion	No. of Respondents
Strongly Disagree	17





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Disagree	14
Neither Disagree nor Agree	4
Agree	3
Strongly Agree	2

Table 14: Question 3

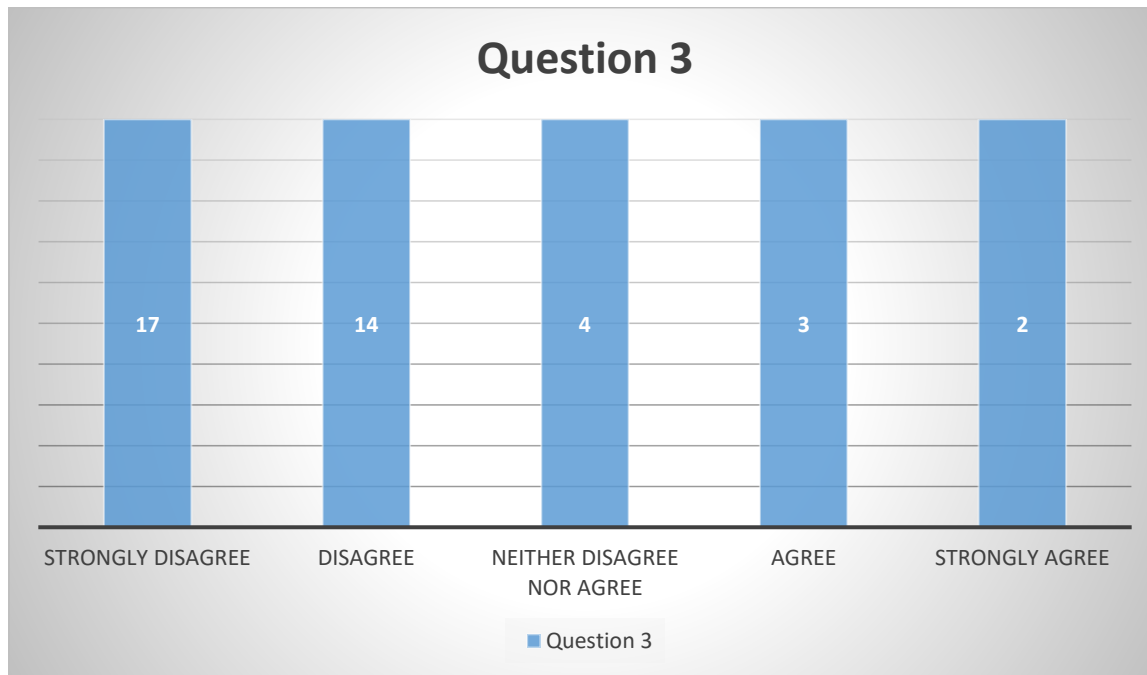


Figure 8: Question 3

**Interpretation:** Around 77% respondents had identified that Mondol Knitwear Ltd. does not create a working environment in which its employees can plan their own career development.

### Question No: 04

**Mondol Knitwear Ltd. provides education and training programs sufficient for its employee's self-empowerment.**



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Opinion	No. of Respondents
Strongly Disagree	2
Disagree	3
Neither Disagree nor Agree	6
Agree	13
Strongly Agree	16

Table 15: Question 4

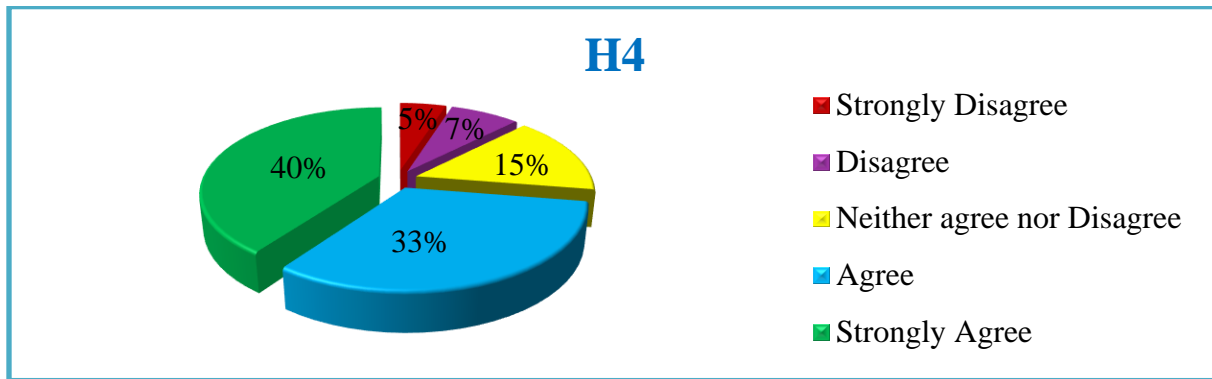


Figure 9: Question 4

**Interpretation:** Around 73% respondents had identified that Mondol Knitwear Ltd. provides education and training programs sufficient for its employee’s self-empowerment.

## Question No: 05

**Mondol Knitwear Ltd. existing Promotion policy & Reward system is sufficient for increasing employee’s job satisfaction.**

Opinion	No. of Respondents
Strongly Disagree	3



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Disagree	4
Neither Disagree nor Agree	6
Agree	12
Strongly Agree	15

Table 16: Question 5

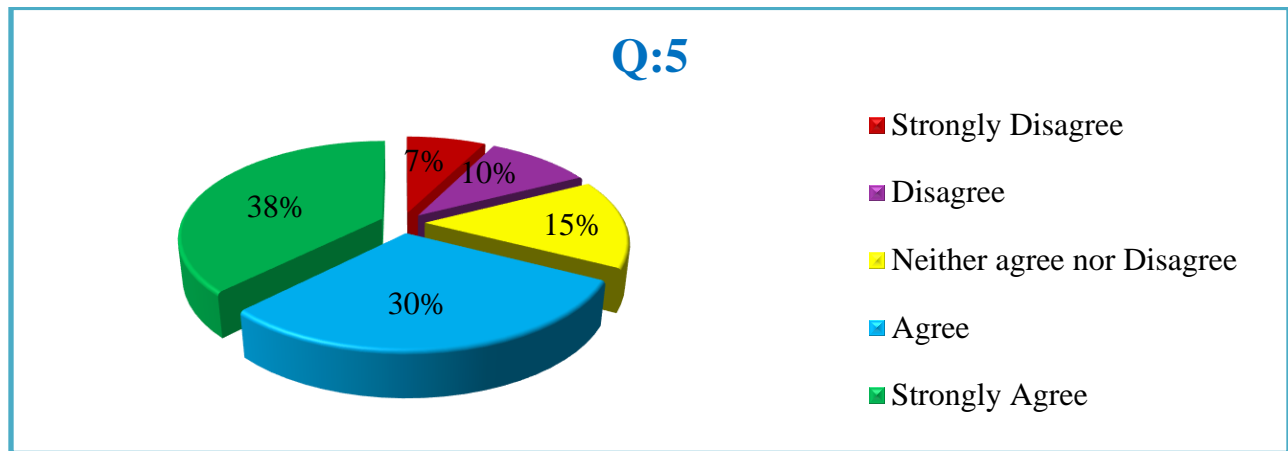


Figure 10: Question 5

**Interpretation:** Around 68% respondents had identified that Mondol Knitwear Ltd. existing Promotion policy & Reward system is sufficient for increasing employee's job satisfaction.

### Question No: 06

**Mondol Knitwear Ltd. Provides increment and promotion on time.**

Opinion	No. of Respondents
Strongly Disagree	5
Disagree	6
Neither Disagree nor Agree	9



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Agree	11
Strongly Agree	9

Table 17: Question 6

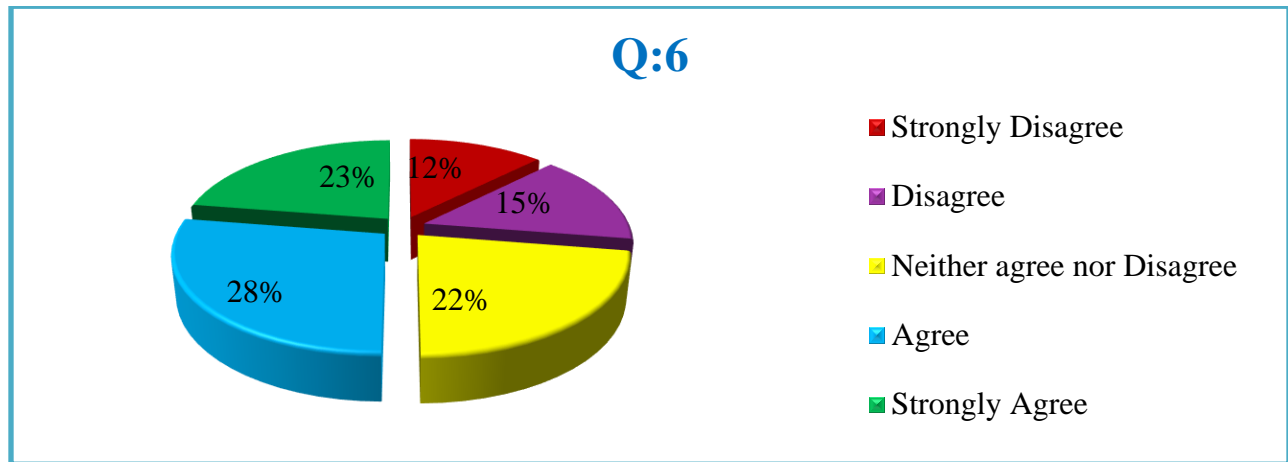


Figure 11: Question 6

**Interpretation:** Around 51% respondents had identified that Mondol Knitwear Ltd. Provides increment and promotion on time.

### Question No: 07

**Mondol Knitwear Ltd. Provides better facilities to the employees.**

Opinion	No. of Respondents
Strongly Disagree	2
Disagree	4
Neither Disagree nor Agree	6
Agree	15



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Strongly Agree	13
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Table 18: Question 7

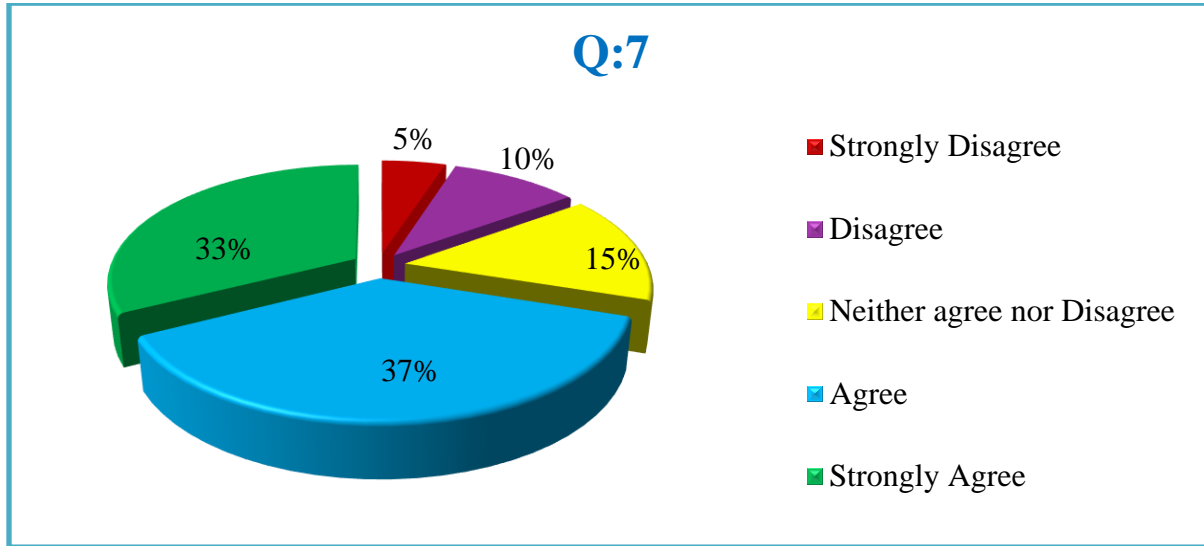


Figure 12: Question 7

**Interpretation:** Around 70% respondents had identified that Mondol Knitwear Ltd. Provides better facilities to the employees.

## Question No: 08

**Mondol Knitwear Ltd. Provides salary to the employees in time.**

Opinion	No. of Respondents
Strongly Disagree	0
Disagree	0
Neither Disagree nor Agree	2
Agree	12



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Strongly Agree	26
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Table 19: Question 8

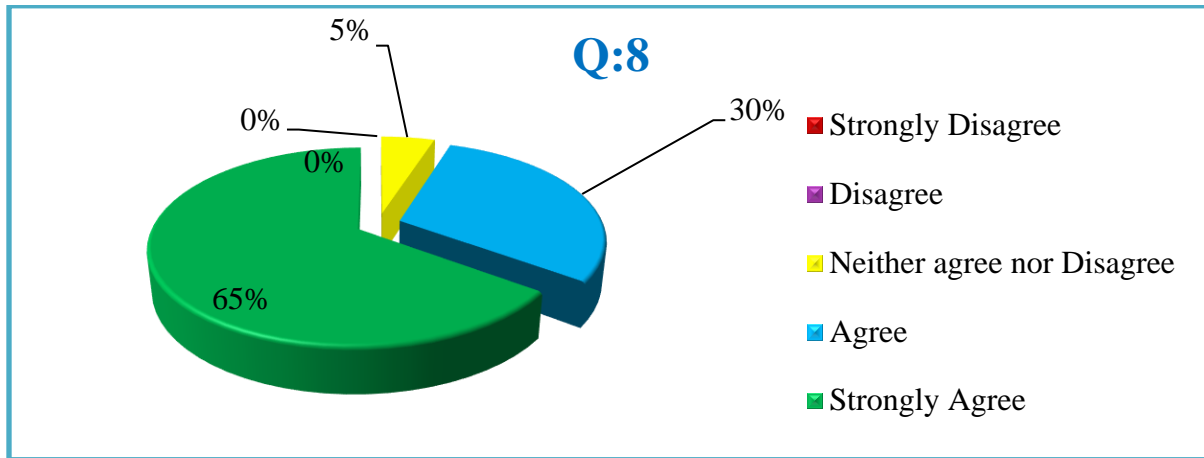


Figure 13: Question 8

**Interpretation:** Around 95% respondents had identified that Mondol Knitwear Ltd. Provides salary to the employees in time.

## Question No: 09

**Mondol Knitwear Ltd. has given the reward on employees working performance.**

Opinion	No. of Respondents
Strongly Disagree	4
Disagree	7
Neither Disagree nor Agree	5
Agree	8
Strongly Agree	16

Table 20: Question 9

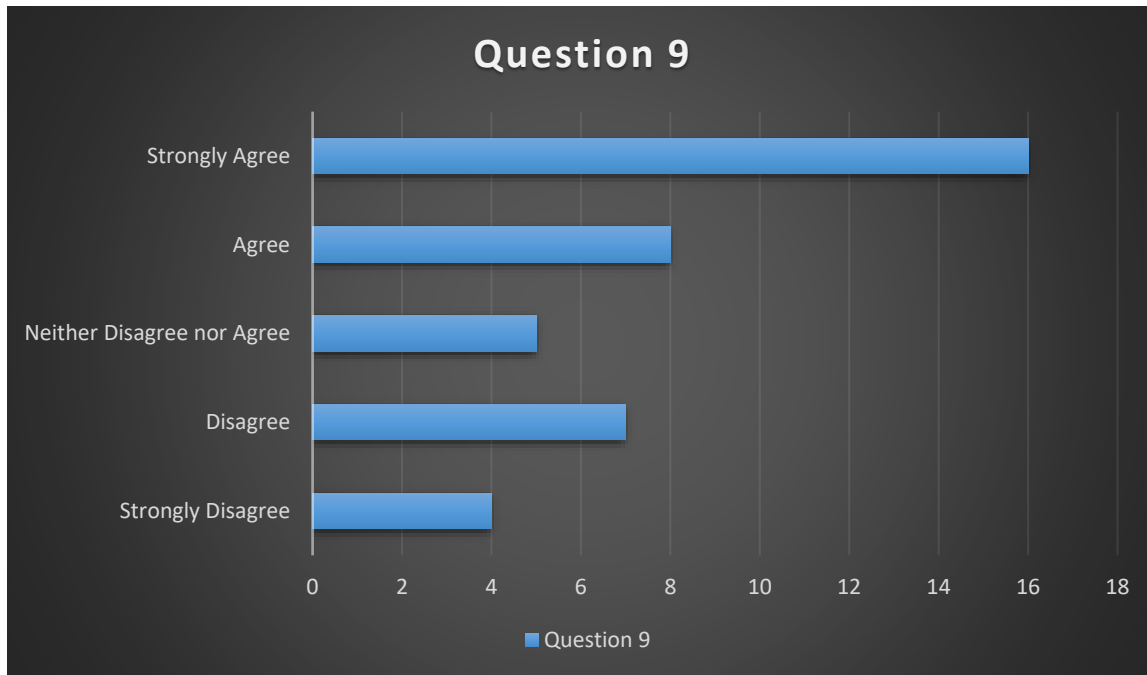


Figure 14: Question 9

**Interpretation:** Around 60% respondents had identified that Mondol Knitwear Ltd. has given the reward on employees working performance.



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## *Chapter 6*

### *Conclusion Part*





## 6.1 Recommendation:

- The organization has to more follow the rules and regulation created by the government.
- The upper level employees have to create the better relationship with the lower level employees because every employees have involved to the organization.
- The organization has to provide better environment to the employees.
- The organization has to change their strategy for their employees.

## 6.2 Conclusion:

By the year 1983, ready-made garments (RMG) emerged to be non-traditional export oriented sector most promising in the socioeconomic context of the country. Today, ready-made garments sector not only earn maximum foreign currency but also engage many unemployed people in productive industry. Labor are the key of this industry. So it is needed to make sure that these labors are treated fairly at their workplace and getting their fare compensation. Human Resource Management department of an organization takes care of the human resources part of the company to gather the best efforts from the labors and also from the employees by providing proper evaluation, decisions, leading, training, benefits, compensation etc. Human resource management department also encourages individuals to set personal goals and rewards, guiding them to shape their behavior in accordance with the objectives of the organization that employ them.

## 6.3 References:

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### Appendix

I am a student of Daffodil International University, ID: 183-14-086, Major: HRM. 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 evaluating of Employees job satisfaction of Mondol Knitwear Ltd. 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:**

**Gender:**

**Age:**

**Designation:**



**Salary Range:**

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**Please Fill-up the Questionnaire**

---

**Q1. Mondol Knitwear Ltd. strictly follows the employment law of Bangladesh.**

- ✓ Strongly Disagree
- ✓ Disagree
- ✓ Neither Disagree nor Agree
- ✓ Agree
- ✓ Strongly Agree

**Q2. Mondol Knitwear Ltd. maintains an effective relationship between the management and employees.**

- ✓ Strongly Disagree
- ✓ Disagree
- ✓ Neither Disagree nor Agree
- ✓ Agree
- ✓ Strongly Agree

**Q3. Mondol Knitwear Ltd. creates a working environment in which its employees can plan their own career development.**

- ✓ Strongly Disagree
- ✓ Disagree
- ✓ Neither Disagree nor Agree
- ✓ Agree
- ✓ Strongly Agree

**Q4. Mondol Knitwear Ltd. provides education and training programs sufficient for its employee's self-empowerment.**

- ✓ Strongly Disagree
- ✓ Disagree
- ✓ Neither Disagree nor Agree



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- ✓ Agree
- ✓ Strongly Agree

**Q5.** Mondol Knitwear Ltd. existing Promotion policy & Reward system is sufficient for increasing employee's job satisfaction.

- ✓ Strongly Disagree
- ✓ Disagree
- ✓ Neither Disagree nor Agree
- ✓ Agree
- ✓ Strongly Agree

**Q6.** Mondol Knitwear Ltd. Provides increment and promotion on time.

- ✓ Strongly Disagree
- ✓ Disagree
- ✓ Neither Disagree nor Agree
- ✓ Agree
- ✓ Strongly Agree

**Q7.** Mondol Knitwear Ltd. Provides better facilities to the employees.

- ✓ Strongly Disagree
- ✓ Disagree
- ✓ Neither Disagree nor Agree
- ✓ Agree
- ✓ Strongly Agree

**Q8.** Mondol Knitwear Ltd. Provides salary to the employees in time.

- ✓ Strongly Disagree
- ✓ Disagree
- ✓ Neither Disagree nor Agree
- ✓ Agree



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✓ Strongly Agree

**Q9:** Mondol Knitwear Ltd. has given the reward on employees working performance.

- ✓ Strongly Disagree
- ✓ Disagree
- ✓ Neither Disagree nor Agree
- ✓ Agree
- ✓ Strongly Agree

***Thank You for Giving Your Valuable Time***