

Organizational Innovation with Human Resource Management

Submitted To:

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Letter of Testimonial

December 12, 2019

Gouranga Chandra Debnath
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Subject: Submission of Internship Report

Dear Sir,

I would like to thank you with due respect for helping me prepare the internship report. This assignment gave me the chance to investigate the Import & Manufacturing Sector activities. The report contains a working protocol for all kinds of electronics products from an importer, supplier and distributor based on their operating activities.

I would be very pleased to provide you with any clarification regarding the document. If you have any concerns, please contact me. Therefore, I pray and hope that you will be kind enough to consider and compel my internship report.

Sincerely Yours,

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Approval Certificate

This is to clarify that this internship report on (Organizational Innovation with Human Resource Management on Head Office) has been submitted for the fulfillment of the degree of Bachelor of Business Administration (BBA) at Daffodil International University, Prepared by S.M. Sadat Mahbub Sunny, Major in Human Resource Management (BBA Program), Department of Business Administration and Faculty of Business & Entrepreneurship. He's finished his report according to my instructions and supervision

He is permitted to submit his internship report.

I wish him every success in life.

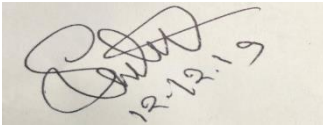
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Declaration

I hereby declare solemnly that the work outlined in this internship document has been completed by me and has not previously been applied for an academic certificate / degree to any other university / collage / organization. I am S.M. Sadat Mahbub Sunny, ID NO-161-11-4979, State that the internship report submitted by me on (Organizational Innovation with Human Resource Management) on Head Office- of M.K. Electronics Bachelor of Business Administration at Daffodil International University prepared by me. The work I mentioned does not infringe any exiting copyright and no part of this document is copied for a certain degree from any work done earlier.

I further announce this thesis has not been put before me for any degree or name recognition.



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Acknowledgement

At first, I would like to express my gratitude to God for blessing me with such an opportunity to do my internship and study, I took great support and guidance from M.K. Electronics officials. All requires support from different sources to complete. I am very lucky to receive a number of people's genuine guidance and supervision.

My sincere thanks go to Md. Mohiuddin Chowdhury Head of HR & CFO of M.K. Electronics for so carefully reading the entire report and for giving me useful advice and suggestions to complete the whole thing properly.

My deepest appreciation goes also to all M.K's showroom managers and other hard-working staff and helpful officers that during my internship was so kind and helpful to me. They support me in every way, even though they used to stay busy all day long. Their contribution to the document is worth more than ever. Working with such kind, hard-working people was a great honor. A substantial documentation and informal input from several sources are involved in the preparation of this report.

I am deeply indebted to my Supervisor Gouranga Chandra Debnath- Associate Professor and Head (Daffodil International University) for his whole-hearted supervision to me. Without his supportive hand and recommendations, completing this document would be hard for me.

Thanks for all from the core of my heart.



Abstract

The dynamic condition and globalization has brought about a consistent weight on the associations to continually change their structure, procedure and creation, so as to develop to survive and maintain them. Organizational innovation has been perceived as a significant imperative instrument for organizations to compete in the competitive environment. They intend to focus on higher value-added activities such as developing new goods, processes and services in order to sustain competition on an ongoing basis. Moreover the companies have recognized the necessity that new methods, services and procedures be implemented. The core objective is to identify HR practices and assess their role in organizational innovation. By drawing on a wide scope of advancement research and writing, an essential structure or model is proposed to help with recognizing open doors for by and large development improvement. Innovation training should not be limited to the Research & Development Sections but should be cultivated all through an organization.



Executive Summary

The country's highly acclaimed entrepreneur gathered and set up M.K. Electronics at the end of the 1980s. The Company has been seeking continuous growth since its establishment and has already gained reasonable market share and brand image, but these are not powerful enough to meet the Company's ambitions and dream of being a world-class best-performing company in Bangladesh. This report focuses primarily on finding out the company's current position in terms of overall operational activities and ways of improving foreign relations & dealerships across the globe in this department to deliver world-class products and services to its customers. The document is split into five large chapters in this regard.

The issues listed in Chapter One list the preliminary division that includes introduction, document sources, aims, scope, limitations, and methodology. Chapter Two outlines M.K's description of the company. Electronics like mission and vision, priorities, products and services, and so on. Chapter 3 deals with M.K's general service activities. In the world of electronics. This chapter includes the bank's front desk, international transaction desk, account department, and cash counter section. Chapter four includes part of the report's recommendation and concludes with conclusion and references.



A Report on Organizational Innovation with Human Resource Management



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Chapter- 01

Introduction



1.1 introduction

M.K. Electronics is a pioneer in the multi-brand electronics manufacturing & retail sector in Bangladesh. With more than 30 years of experience and over millions of satisfied customers, the name M.K. Electronics has become one of the most prestigious names among households and corporations in Bangladesh. All of our showrooms are located in the most strategic and popular locations in the respective cities.

M.K. Electronics have quality recognition from all renowned global electronics brands including Panasonic, Hitachi, Sharp, Daikin, Fotile, and many more. Company has served thousands of corporate clients including Embassies, Banks, Multinational Companies, Government Organizations and all of Bangladesh's biggest conglomerates. A few of our esteemed customers among others are the U.S. Embassy, British American Tobacco, HSBC, Standard Chartered, Dutch-Bangladesh Bank, Meghna Group, Beximco, Jamuna, Navana.

M.K. Electronics is a multinational business that imports products from world-renowned brands, which has been operating in Principles since 1983 and now has 10 branches across the country with two subsidiaries—M.K. Industries Pvt. Ltd & M.K. HVAC Engineering Ltd. M.K. Electronics is in reality a definition of an importer & distributor design participatory market in the 21st century. Being a retailer of all kinds of electronic products, it must concentrate on its credit operations, which in the long run generate revenue for the company. Business system in M.K. Electronics ensures transparency and accountability in the conduct of business at all levels. The ongoing effort of the Bank was to increase the value of the credit card holder and be valued as a compliant organization. The company follows service provider standards and guidelines set by Bangladesh's governing bank. This Business ' practical implementation is relevant to the economic development of this state. The company's aim is the same as the traditional product model except to function under the rules of local branded companies.

1.2 Origin of the study

The study was prepared on the basis of five-year research work, focused on M.K's management of human resources. In the world of electronics. This study is a part of Gouranga Chandra Debnath's internship program-Associate Professor and Head, Department of Business Administration, Faculty of Business & Entrepreneurship, Daffodil International University.



1.3 Scope of the study

This study focuses primarily on how M.K. Electronics performs general operations. This study will not disclose information about M.K. Electronics marketing strategy, how to meet their clients or how to build and maintain relationships with potential and existing customers. The study should concentrate on its HR practices in order not only to inspire and please workers, but also to promote new ideas generation and provide a framework for successful implementation of the same. These are the main issues addressed by this report.

1.4 Objectives of the study

It is recognized that rather than centering on a single HRM practice, there is a need to analyze a variety of HRM practices and consequences that have a significant impact on organizational innovation need to be analyzed by following:

- **Broad Statement-**

To identify HR practices & review their association with organization Innovations, also find out the connection between HRM activities, organizational creativity and knowledge management Business performance and focus on recruitment of creative workers with workplace obligations. Moreover analyzing and evaluating the role of HRM strategies in recognizing and eliminating structural barriers and providing professional guidance to employees.

- **Specific Objectives-**

1. To measure effect of logical factors on employee Creativity.
2. To manage the diversity of organizations with trends and challenges.
3. To decide the job of representative inherent inspiration as an intervening variable between relevant elements and employees imagination.
4. To promote individual level imagination contributes towards organization level innovation ability and performance.



1.5 Methodology

This analysis examines the conceptual and empirical findings that examine with organizational creativity the role of HRM practices. Although the approach suggested by the tranfield et al. (2003) is considered the most suitable, since it suggests how a literature can be performed systematically by using a three-stage archival process, which enables the reviewer to structure the review, and build a reliable knowledge base respective study area.

The approach can be considered a set of general concepts from which particular approaches to solve various problems are derived. It is necessary to complete a research work that adheres to certain standards and methodology. Data was obtained from both primary and secondary sources for this particular report.

The main sources of information were:

- Interview and conversations with M.K. Electronics regulators
- Personal experience and follow-up of organizational procedures Expert opinions
- Inventory audit report by M.K. Electronics
- Financial Audit reports
- Internet & website of M.K. Electronics
- Getting through the official records

Collected data are analyzed and presented through the use of tables, graphs and charts presented in this report.



1.6 Limitations of the study

The research on M.K. Electronics study has been successful and has helped collect a lot of data about the Company general operations. Nevertheless, some problems were found during the research work. The concerns that are worth considering are:

- Data provided by the company with respect to M.K. Electronics ' general operations is not adequate.
- Some data became confidential due to the privacy policy of the company.
- Interviewing officials has been challenging because of their work constraints.
Excessive scattering in the data set.
- Few practical experience and knowledge of mine act as a constraint.

In conclusion, it rose a shortcoming with respect to the measure for advancement. Firms were solicited to report the number from advancements in three distinct regions:

- I. Products, frameworks and administrations.
- II. Technology, procedures and working strategies.
- III. Managerial working strategies.

It emerged in consultation with the responsible people in this organization that it was very difficult to decide what modifications or enhancements actually count as an innovation, and what can be considered insignificant and should not be called an innovation.



Chapter- 02

Organization Literature overview



2.1 Overview of M.K. Electronics

M.K. Electronics is a leader of retailers of world-renowned brands of electronics products in Bangladesh, which began its journey in 1983. This organization is based on the principles of “Global Electronics Solution for you”. M.K. Electronics has ten branches in Bangladesh. It has a Non-formal banking sector too with informal finance and investment package that empowers local dealers and create local income opportunities. The core values held by The Company are honesty, transparency, efficiency, accountability, reliability, innovation, flexibility, security and technology. M.K. In addition to modern technology, Electronics has efficient and experienced staff to provide better service to its customers. M.K. Electronics is now focusing on consolidating its company in areas that are much more concentrated, such as sales. In order to strengthen its market, M.K. Electronics launched Online Shopping along with some new products. M.K. Electronics is a leader in the implementation of online shopping among the companies available. M.K. Electronics uses state-of - the-art banking software to provide branch services to its customers through real-time operators.

2.2 Importing from Bangladesh’s Perspective

Import is the national economy's backbone; all manner of economic and financial operations revolve around the import axis. As industry produces goods and commodities, the bank is also creating and controlling the money market and promoting capital formation. From this point of view, importing can be described as an industry as a technical profession. In addition to being a key factor in promoting the development of capital in the country, services to its customers are the Products of the import industry. Since all economic and fiscal activities revolve around this critical "industry," it is hard to overemphasize the importance of importing.



2.3 Vision of M.K. Electronics

M.K. The vision statement of electronics and the mission statement were intended to bring the company to the forefront of technological development. A declaration of corporate vision represents the company's future priorities. Aspire to be the country's most admired importer, recognized as a dynamic, innovative and customer-focused company offering a wide range of products and services creating an incredible economic value in the quest for excellence.

M.K. Electronics started its journey with the idea of the corporate mission of the 21st century, which specifies the aims of the organization as a major influencer of industrial development. The technology business is divided into three main areas, production developments, innovations in services and organizational innovations.

2.4 Mission of M.K. Electronics

- Transformation into a profit-driven, service-oriented technology
- Ensure fast, accurate and top-of - the-line customer service
- Strategy for stable and sustainable growth
- Optimal returns on investment of the investor
- Introduction of innovative electronics products of the world class
- Attracting and maintaining high quality human resources
- Enabling international brand manufacturing facilities
- Supporting organizations with social benefits through the mobilization of funds and social services.



2.5 General Operations Activities of M.K. Electronics

M.K. Electronics has a standardized competitive advantage strategy that ensures the growth of the company in local markets along with aggressive growth strategies. Showrooms & corporate customers for general operations help to raise deposits and provide some ancillary services at the same time.

It offers ancillary services to those customers who come regularly and to those customers who once come to Service. There is no relationship between importers and customers in some general activities that will only receive one service from the company. On the other hand, some customers are frequently doing business with the company. M.K. General Operations in electronics are divided into five sections.

- ✓ Importing Electronics Goods around the World
- ✓ Bill of entry and Clearing activities
- ✓ Sale activities
- ✓ Products Service activities
- ✓ The closing of an Account activity.

2.6 Products & Services of M.K. Electronics

Electronics Goods have become an integral part of our everyday life, no longer a luxury product due to technological development and creativity. M.K. Group, one of Bangladesh's encouraging and growing business groups, was created to improve all aspects of customer life with powerful brands, quality products and services.

M.K. Electronics was a trusted brand for Bangladeshi households with top-notch customer service and vast electronic and electrical equipment range. M.K. Electronics has worked with many globally recognized brands in order to provide nothing but the best service to customers. Now, almost every, the world-famous electronics company, is joining the M.K. Electronics community.

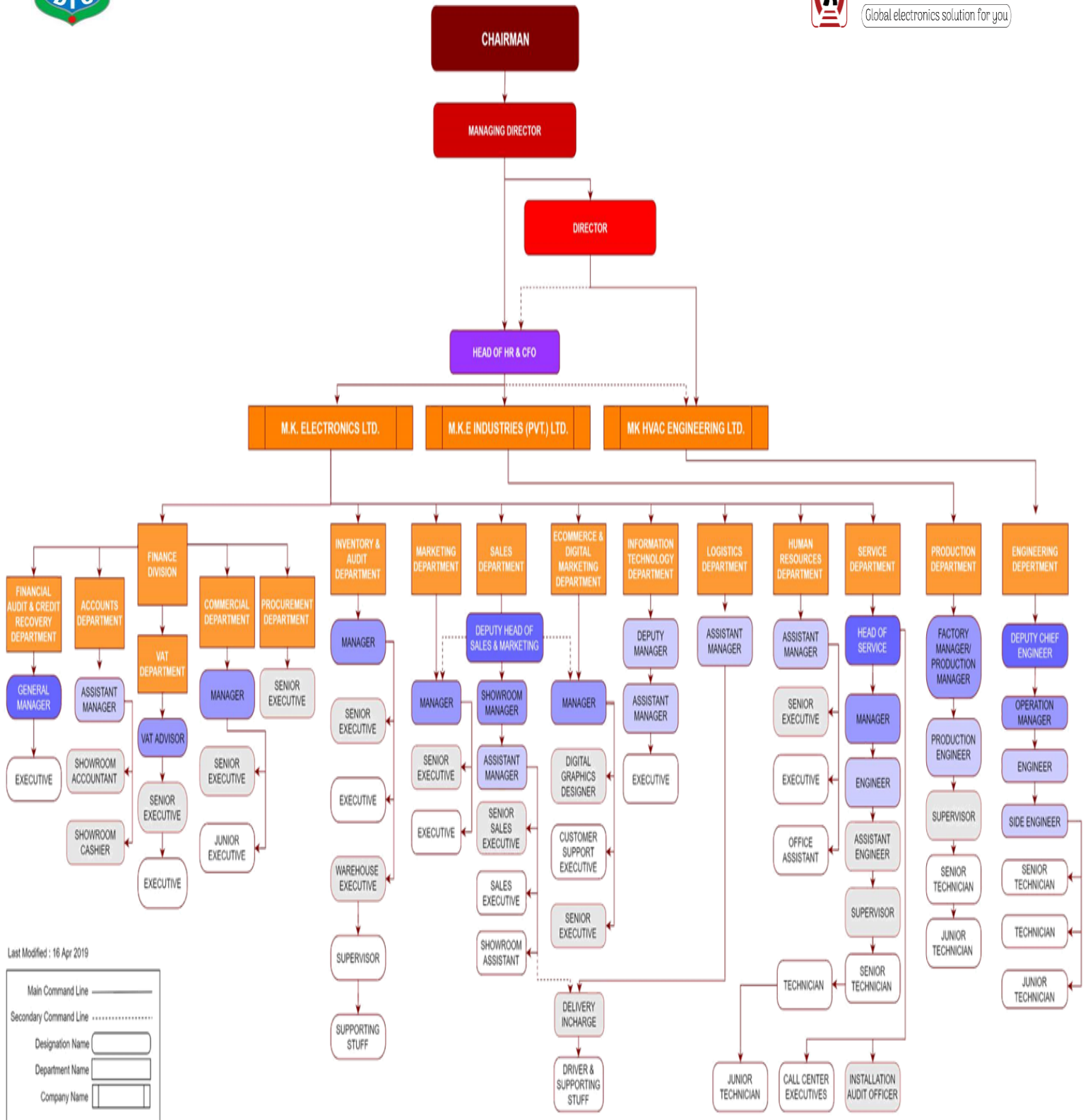


Key strengths:

- ✓ Exceptional value and expertise in customer service
- ✓ A dedicated and experienced team of senior management
- ✓ A qualified and trained marketing staff
- ✓ A professional department of work on the equity market
- ✓ Online trade facility from all over the Bangladesh.
- ✓ State-of - the-art technology used in trading and back office applications and monitoring

2.7 Corporate Social Responsibility

M.K. Electronics is an Import & Manufacturing Company. Hence, This Company is conscious about its corporate social responsibility and tries to engage with any available program related to the social Issue. This Company committed to serving the society at large through its family empowerment Child Education, Local dealers and SME programs under non-formal sector, social capital mobilization through Electronics goods and other programs under voluntary sector. This Company has already formed CSR Desk with the aim to serve humanity through different philanthropic activities giving emphasis on health and Education. This Company believes that any kinds of social & philanthropic activities would improve the quality of the Peoples living standards of the country.



2.8 Organogram



M.K. Electronics

Global electronics solution for you

Chapter- 03

Discussion of the Study



3.1 Introduction

The dynamic condition and globalization has brought about a consistent weight on the associations to always change their structure, procedure and creation, so as to endure and support and it has resulted in a constant pressure on the organizations to constantly transform their structure, process and production to survive and sustain them. In addition, the associations have comprehended the prerequisite of presenting inventive practices, items and procedures. In addition, the companies recognized the necessity that new methods, services and procedures be implemented. The fundamental goal of this audit based examination is to distinguish the HR practices and survey their job in authoritative advancement & and review their role in organizational innovation.

In light of the discoveries, it is found that there is a need to examine a number of HRM methods and consequences that have a significant influence on organizational change & impacts that affects hierarchical development which encompasses a noteworthy impact on organizational innovation.

It is of imperative significance to see how and why organizational human resource promotes innovation and what form of human resource management practices within the organization affects achieving the desired level of innovation performance is of vital importance. Efficient and reliable HRM practices develop an explicit attitude towards organizational innovation among employees.

3.2 Types of innovation at M.K. Electronics

Certainly, creativity is one of the basic ingredients in the competitiveness of the company and is essential in order to increase the value of the company. Innovation is not just the introduction of new technologies and innovations, but much more so because it goes beyond technology and needs multiple fields of collaboration to work together to achieve success. Organizations work in a dynamic environment where the implementation of new solutions in the overall functioning is important for survival and prosperity. In order to achieve M.K. Electronics should adopt following:

- Business Strategic policies – including the exchange of information and staff advancement.
- Work environment association – including devolution of basic leadership to decision-making to employees.



- Outside relationships- between workers in one portion of an organization and those of other divisions or remotely.
- Different Innovations- including utilization of variable compensation as a change to remunerate frameworks or a typical business contracts.

Development can be portrayed as effective usage of innovative thoughts inside an organization. It incorporates such exercises as era of modern thoughts, assessment of thoughts, thought improvement and execution. The correlation between the adoption over time of administrative and technological developments and their effect on organizational efficiency over successive periods of time, improvements in the social structure, represented by the adoption of administrative innovations, leads to changes in the technical process, expressed by technical innovations being adopted.

3.3 Human Resources Practices of M.K. Electronics

HRM practices are the genuine HR projects, procedures and systems that really get executed in the association or specialty unit uncovered that in vivacious business climate, there is a need of a way to deal with accomplish better execution, to start and actualize HRM practices. M.K. Electronics try to follow HRM practices allude to hierarchical exercises coordinated at dealing with the pool of human asset and guaranteeing that the assets are utilized towards the satisfaction of authoritative goals. Human asset the board practices is the administration of individuals inside the interior condition of associations, includes the exercises, approaches, and practices engaged with arranging, getting, creating, using, assessing, keeping up, and holding the fitting numbers and expertise blend of representatives to realize the organizations goals.

A few endeavors have been produced using time to time by various analysts to distinguish the kind of HRM rehearses uninterested parts. This was eventually narrowed to the following seven methods

- i. Sharing data
- ii. Security of jobs
- iii. Decrease in status contrast



- iv. Particular enlisting
- v. Extensive learning
- vi. Self-managed teams/team working
- vii. Large corporate performance rewards

3.4 Human Resource Practices and Organizational Innovation

The motive of this research was to examine the oblique relationship amongst organizational innovation and human asset the board rehearses and direct relationship among Authoritative advancement and human asset the executives rehearses by means of learning the board adequacy. Institutional innovation incentive programs can be more effective when management and staff have similar training to develop creative personal skills. By drawing on an expansive scope of development research and writing, a fundamental structure or model is proposed to help identify opportunities for overall innovation progress. Such innovative ideas and visions are useful for firm invitation process. These findings have allowed the management to determine and execute the training and development programs needed. People acknowledge the preparation programs as anticipated to utilize the learning acquired on the work. At the end of the day, the elevated level of execution of preparing and worker acknowledgment, the valuable transmit of data and learning that will improve authoritative information and support inventive considerations, controlling to items advancement, forms development and core managerial advancement. Mohr and Zoghi (2006) appear that a higher level of worker satisfaction in decentralized workplaces, so firms can use decentralization to motivate workers rather than specifically foster innovation.

For this paper, innovation is described as “creativity transformed to the answer of troubles for the advantage of the purchaser or to the gain of the vendor that creates price that is rewarded by way of accelerated income or revenues; with either elevated profit or extended resources. Some more general HR policies and practices are discussed by companies.



They are listed in the order of their adoption frequency:

- Formation and creation
- Awards for employee recognition
- Quality appraisal.
- Initiatives for employee engagement
- Recruitment of creative staff.
- Development of management and leadership

3.5 Culture of organizations

An organization's culture is one of the key factors driving its most valuable resource. Organizational culture is a valuable resource for companies; it has a crucial role to play in human resources and a strong relationship to success. Authoritative quality is an essential go between among HRM and inventive yield. Deliberately imaginative HR advances a development and innovativeness corporate culture. HR appears to have been best, and this is in the more extensive zone of hierarchical condition and culture. It has been discovered that an organization must be aggressive in new item improvement with a mutual culture that is outfitted towards advancement. Improvement based organizations additionally have a more prominent incentive for progress and laborers are progressively satisfied. Apple has around 35,000 lasting workers, yet through its HR exercises despite everything it keeps up a convention of inventiveness. Persistent change and support of elevated expectations of value items, administrations and procedures have become essentials of the association's achievement in to-day's focused world. Authority select, reward and respect representatives so as to make extraordinary products for a typical want, vitality and eagerness as well permit laborers not to fear disappointment. There's no punishment for this. HR structure which is planned to make a culture of improvement and progression will undoubtedly achieve positive outcomes in Innovations.



3.6 Training & Development

Preparing assists worker with acing information, aptitude, and capacity which would add to development as far as items, creation procedures, and the board rehearses in every day operation. On one side, they should concentrate on advancement as a method for expanding firm execution. What's more, on the opposite side, administrators ought to contribute on explicit preparing, so as to grow increasingly inventive and gainful associations. Subsequently, preparing builds up the information, expertise, and capacity of workers to perform viably in their activity that will prompt higher hierarchical development. This will analyze the roundabout relationship among authoritative development and human asset the executives rehearses and direct relationship among hierarchical advancement and human asset the executives rehearses by means of Training and Development.

3.7 Performance appraisal & Career management

Performance appraisal is the procedure that enables an association to quantify and assess the conduct and the accomplishments of individual individuals for a specific time of time. Career Management helps representatives to achieve their vocation objectives and destinations. On the off chance that workers are probably going to feel happy with their vocation the executives, which thusly, lead to propel them to perform in innovative activities. actualizing advancement orientated execution evaluation invigorate employees" endeavors, upgrade their experience and sharpen their specialized capacity, consequently improving their fulfillment level and empowering their advancement yearning, the associations embracing the improvement arranged methodology are adaptable in their approach and prepared to receive inventive thoughts, prompting creative behavior. Many organizations consider profession the executives as essential to contemporary HRM practice and they help representatives to oversee vocations. Career management build up the abilities and competency of the employees to convey task allot to them to accomplish the objective of the organization which clear route for the workers to likewise grow new procedure of accomplishing goals. Organization embracing assessment arranged methodology are progressively reluctant in doing anything inventive, as they are hesitant to commit errors and bring about



Misfortunes, which is a disadvantage in building creative atmosphere and expelling the timid ness of staff in bringing out innovation.

3.8 Employee Engagement & Reward system

Engaged Employees give better help – making drew in clients, who thusly spike your organization's development, benefit, and stock price. At the point when a professional gets engaged the person communicates intellectual and passionate connection to his/her separate job. Employee Participation is significant for employees to organizational performance, since they need a voice to get and actualize their thoughts. Representatives need to feel supported in executing innovative ideas. The essential goal of Organization Rewards is to Attract, Maintain and Retain, great, proficient, roused and high performing workers. Prizes can be an amalgamation of different components given to representatives so as to reward for their benefits or hardships. Organizational advancement is upgraded where there is a steady learning atmosphere, and hindered (for development underway procedures) where there is a connection among appraisal and compensation. It is worried about the definition and usage of systems and strategies that are to remunerate individuals reasonably, impartially and reliably as per their incentive in the association.



M.K. Electronics

Global electronics solution for you

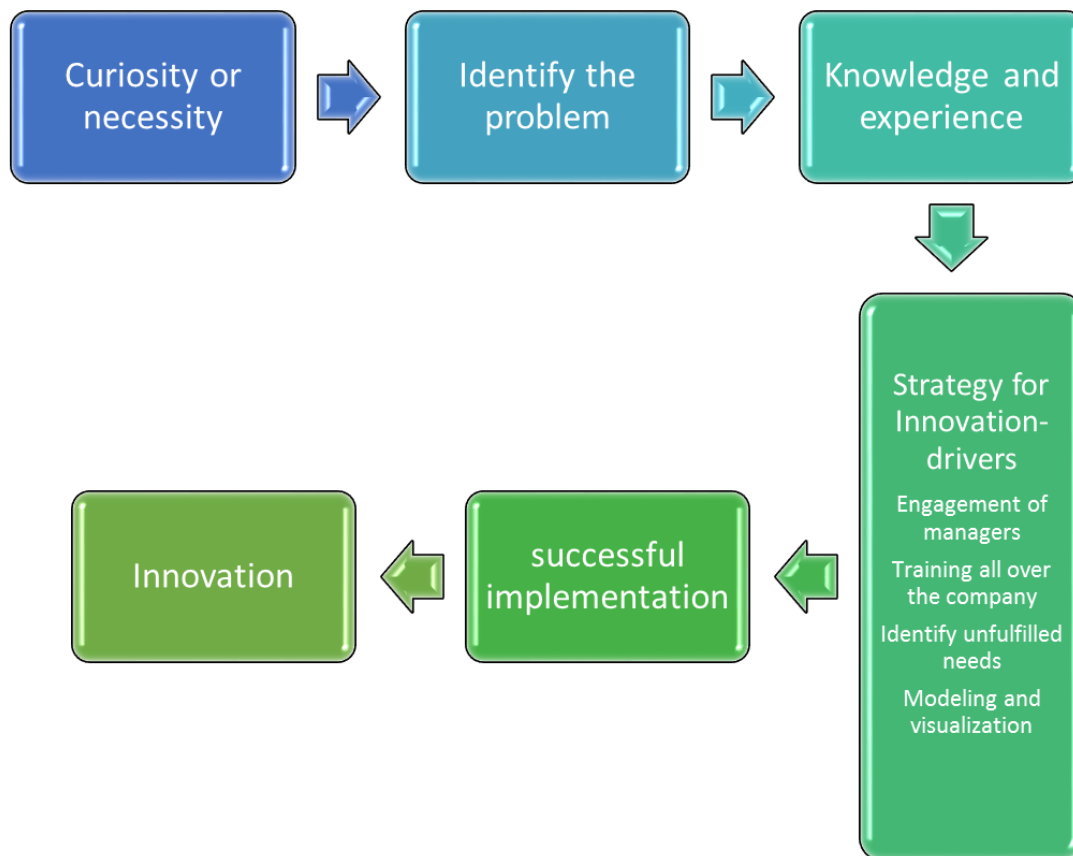
Chapter- 04

Analysis & Problem Findings



4.1 Theoretical Framework for the definition of Innovation

Having proposed a meaning of innovation, the following issue is the means by which to outline systems to frame advancement inside an organization context. The association among development and the board as it applies to the improvement of items and administrations is moderately immature. Organizational structures that are intended to save consistency of result must get adaptable enough to oblige change; generally, the association will oppose and crush innovation.





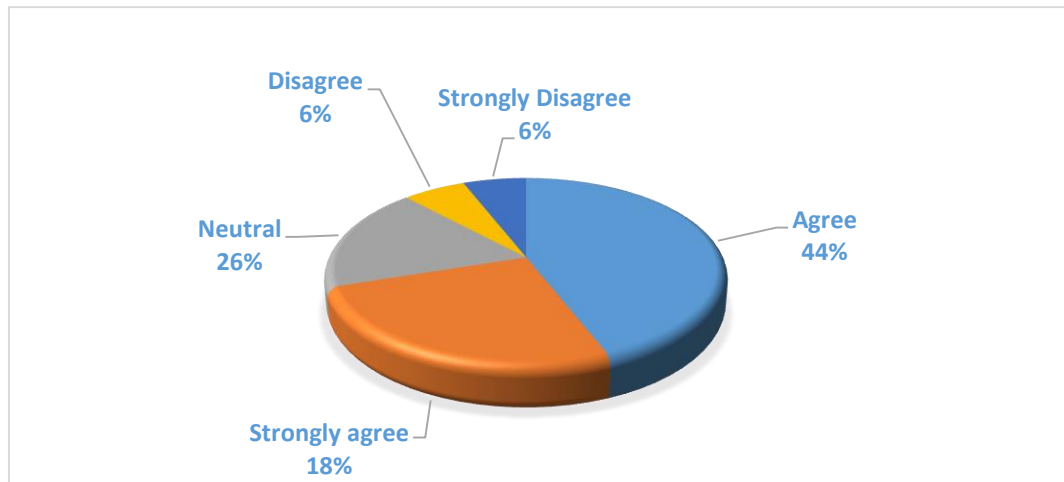
It is obvious that development draws on numerous disciplines. Review of the writing recommends that development preparing ought not to be restricted to the R&D division yet ought to be encouraged all through an organization. Breaking the hindrance to thought improvement is the capacity to imagine those thoughts, regardless of whether on paper, on a PC, or through development of a model or prototype. The job of perception in making an association increasingly proficient can't be exaggerated, and is an acknowledged practice in numerous businesses from development to item advancement. Research has indicated that perception methods can assist managers with bettering comprehend raw information in making decisions. Common myths about what creativity is. Proposes a technique for perceiving imagination, plots the essential segments for singular inventiveness, and presents a model of how authoritative impacts can influence innovation. Scrutinizes some normal strategies for upgrading imagination, and examines how creativity can bring about innovation.

4.2 Analysis Level of Employees' in Organization innovation:

The data of each question were used for analyzing the level of organization innovation of employees of M.K. Electronics.

Analysis & Findings: 4.2.1

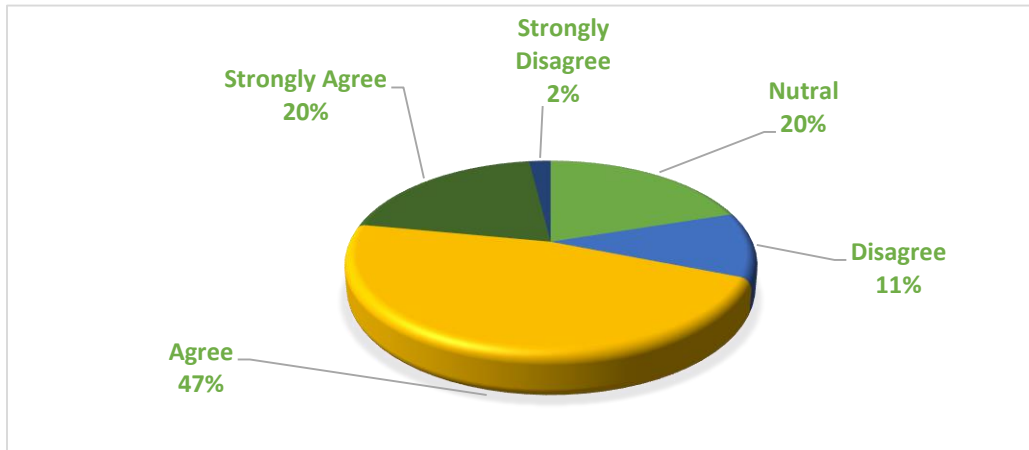
Company motivates employees to go beyond what others employee would in a similar role elsewhere.



This is an optional exertion question that is getting at whether your organization is inspiring individuals to do their absolute best. Benchmark reactions here are in the 70-75% territory, and it's commonly an intense inquiry to score profoundly on. Scores underneath 50% are at times a pointer that individuals feel detached to the organization strategic don't feel empowered to complete things.

Analysis & Findings: 4.2.2

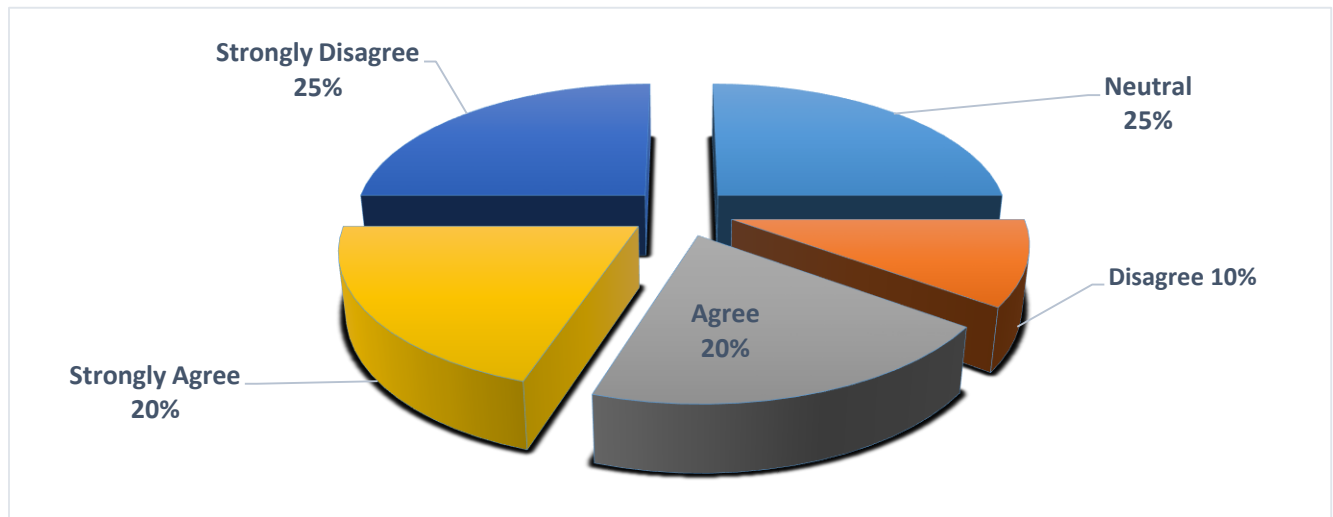
The pioneers at organization keep individuals educated about what's going on.



Correspondence is significant for individuals to feel any degree of commitment with their organization. Illuminating individuals about what's going on fabricates an establishment for Correspondence from authority at the most essential level. When partnerships tend to be less liberal, ratings should go up for this inquiry. As things stand, our benchmark for this inquiry is in the range of 65%-75%. On the off chance that the degree of understanding of the company falls below this level, take a gander at how the internal communication of relationships happens and where there are open doors for growth.

Analysis & Findings: 4.2.3

A large portion of the frameworks and procedures here help employees to completing work successfully.

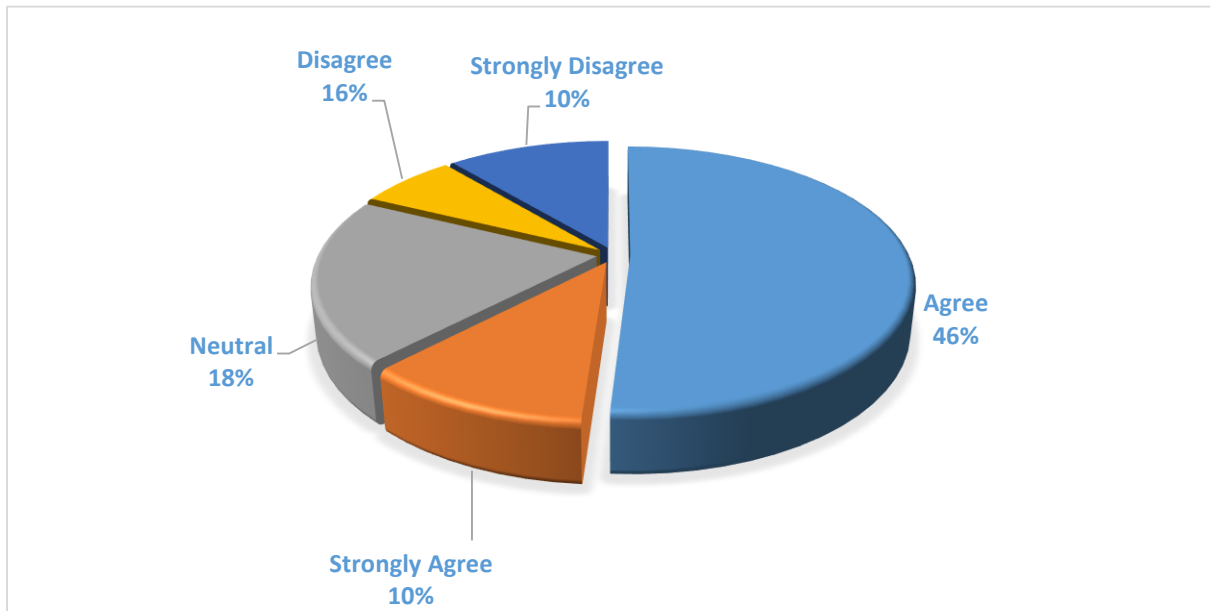


At the best organization, having all frameworks and procedures working impeccably is hard to accomplish. Over the things expected to complete work and the learning and improvement openings expected to succeed, is the vast framework to empower this all to occur. As a result of the overall trouble of accomplishing powerful frameworks and procedures, the benchmark for this inquiry is in the lower scope of 55%-65%. In this event organization fall underneath this present, it's an unmistakable sign that it's a great opportunity to assess organization's frameworks and forms and possibly put resources into new foundation support.



Analysis & Findings: 4.2.4

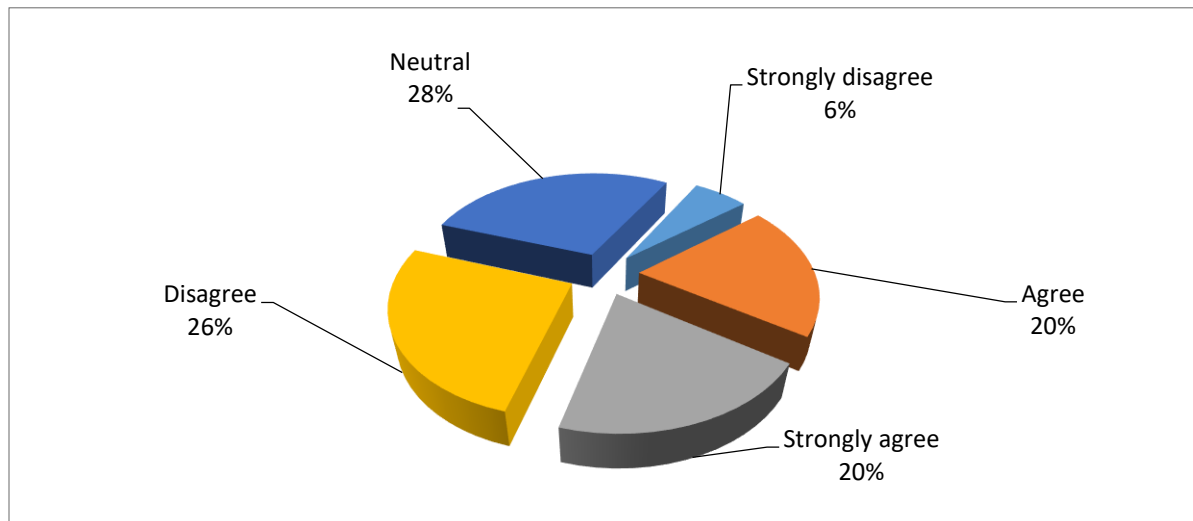
Here, daily choices demonstrate that value and development are the most critical needs.



The benchmark for this inquiry is 60%-70%. As organization falling beneath benchmark here, it's a decent chance to evaluate center gatherings with your kin and dive profound into why those everyday choices are falling short. This is the highest point of the progressive system of requirements with regards to arrangement. At the point when company at first composed this inquiry, it was groups of designers that company had at the top of the priority list. "Designers regularly have values around doing work that they're extremely pleased with, and the organization should be lined up with that and exhibit a promise to that sort of work.

Analysis & Findings: 4.2.5

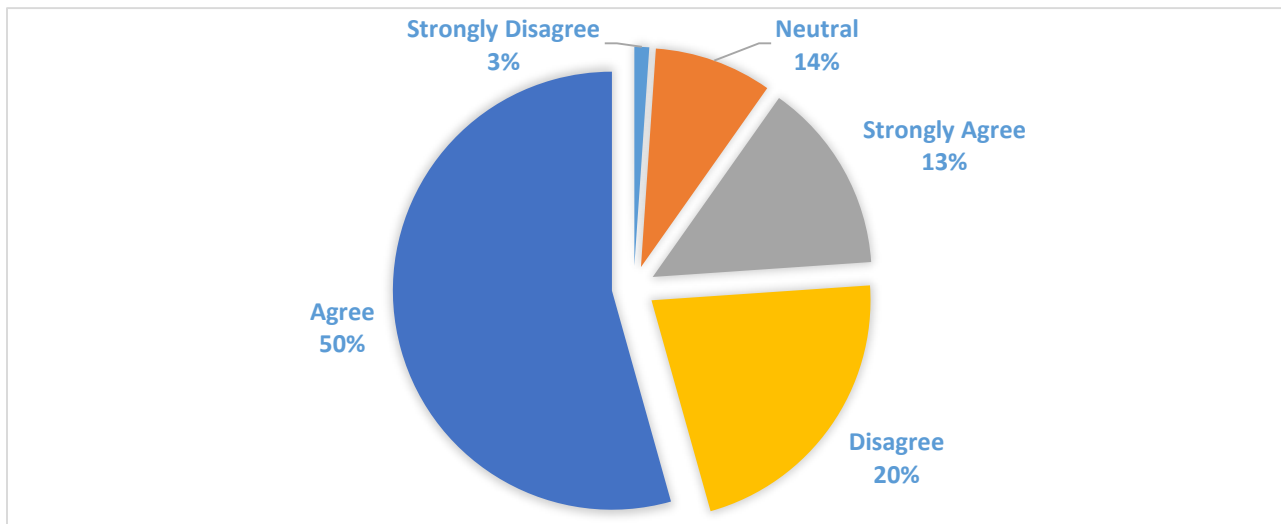
Employee receive informal praise and appreciation from supervisor.



Appreciation is a central human need. Representatives react to gratefulness communicated through acknowledgment of their great work since it affirms their work is esteemed by others. A few creators partition worker acknowledgment into eight subcategories: formal and casual, Financial and non-financial, open and private, individual and group. The main thing in the work environment is helping representatives feel appreciated. Because worker acknowledgment has an enormous correspondence segment. Perceiving individuals for their great work sends an incredibly amazing message to the beneficiary, their work group and different representatives from other people and formal correspondence channels. Employee acknowledgment is in this way a powerful correspondence procedure.

Analysis & Findings: 4.2.6

Employee know what they need to do to be successful in their role.



The principal thing somebody needs so as to be in arrangement with the organization by and large, is to comprehend what they have to do to be by and by fruitful. Else, they can't push ahead by any stretch of the imagination. This essential degree of seeing should be set up with the goal for individuals to build up their arrangement with the organization further. Benchmarks for this inquiry are by and large on the better quality, in the scope of 80%-90%. Lower scores are a sign that there is misalignment or misconstruing on the individual level for what moves individuals can make to be effective. This inquiry is one that can likewise differ dependent on an individual's group or residency with this organization.



4.3 Problems Findings

Human Resource Management practices dominate the innovation activities, policies, procedures and processes of the company. When these practices are properly managed and rearranged, they support the organization's knowledge and innovation activities. It helps the organization to reap the desires and growing the competitive benefit in the enterprise economy. This study aims to examine the effect of HRM activities on organizational Innovation and mediating position of knowledge management.

Throughout the period of working following several issues found out regarding M.K. Electronics. Few of the important findings are:

- ✓ Human asset the board rehearses doesn't dominantly affect organization innovational exercises, approaches, methodology and procedures.
- ✓ Core Management do not properly oversee and revise, at that point these practices does not bolster information and innovational exercises in the association.
- ✓ This organization has lacking to investigate the HRM impact and practices on Organizational creativity and knowledge management's mediating function.
- ✓ Fundamental effect of development is to make the focused condition in business market, but due to some reasons this company failed to complicated the best utilization of information the management job as an intervention and the connection among human asset the executives rehearses like Employee performance evaluation, career planning, staff training, organizational reward system, retention of employees and recognition of employees.



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Chapter- 05

Recommendation & Conclusion



5.1 Recommendations

There is no straight simple route for getting achievement. The vast majority of the organization needs to confront a few issues. When a company doesn't have career growth or growth in responsibility, eventually staff feels bored and leaves. Portrayed beneath are a few suggestions that have been proposed.

What to do:

- ✓ Human resource managers should recognize the importance of career planning, especially for the improvement of the work of employees in the fulfillment of their tasks, which the management of the organization has settled.
- ✓ The data should successfully spill out of the administration work force to the ranking directors, center level administrators, lower-level supervisors, senior officials and administrators that are in the most reduced situation of the hierarchical order.
- ✓ Thorough planning can make organizational training program as successful and beneficial to employees as practical training can provide valuable learning with resources already available to management through mentoring, cross-training, shadowing, and featuring guest speakers.
- ✓ Values are things that one thinks are important in the way individuals live and work. They should determine organizational priorities and, deep down, and keep working through the list, by comparing each value with each other, until the organizational list is in the right order. This is also the most important step, because when making a decision, employees have to choose between solutions that may satisfy different values.
- ✓ The individuals who perform must be recognized. Their conduct and its outcomes must be reinforced. Give positive criticism to those liable for execution achievement and making strategy work.



- ✓ To enhance employee performance, clear and effective communication is necessary. It can be difficult and frustrating to receive negative feedback— both for management and employee— but it is important to foster an openness and clear contact atmosphere.

Follow the Six Idealization Processes

- ✓ The universal search methods
- ✓ Trend gathering
- ✓ Idea hunting
- ✓ Problem and solution finding
- ✓ Outside-in and peer-to-peer innovation
- ✓ Future dreaming

How to Do:

- ✓ Human Resource managers ought to perceive the essentialness of Career arranging especially for workers' activity improvement for accomplishing their errands, which were settled by the core administration of the company.
- ✓ Raised all sectors motivation which will encourage to improve employee's inspiration to create inventive intuition so as to upgrade regulatory advancement. Along with remunerate framework, worker profession the board, enlistment and determination were noted not to be identified with firm innovation.
- ✓ Individuals should not be perceived restrictively based on sex, race, culture, conduct, and disposition and so forth they should be perceived entirely in light of the fact that they are people and the incredible and significant resources of the association. Workers must be perceived for what they do rather than what they do not do on the grounds. This is a tip to improve the employee performance through positive way.



Encourage Employee creativity, innovation by following process:

- ✓ Create a strong team.
- ✓ Promote uncertainty and threat and in effect eliminate fear.
- ✓ Start the internal solution.
- ✓ Implement the proposals of workers and reward positive creativity.

Values also predict the culture of an organization. Research has shown again & again that culture of an organization is very important for an employee's loyalty to the organization. When the values of a company is not adhered to, the culture of the company may become poor & this leads to high turn-over rate. When a company has high turn-over rate, in return the company faces loses. This is one crucial factor Bangladeshi companies don't understand. They think that when a staff is leaving, they can just hire another, but recruitment takes time and also a new employee joins and he will take at least six months to adjust and be productive.



5.2 Conclusion

This report is focused on the Organization innovation of M.K. Electronics a study on Head office Branch. M.K. Electronics is one of the leading Electronics Consumer Company. To make an inventive association, It suggested that consideration ought to be centered on two systems coordinated toward a) Enhancing each employee's grasp of what innovation is and how the organization is dedicated to that objective b) Creating authoritative procedures that advance development. It is obvious that advancement draws on numerous disciplines. The connection between advancement and administration because it applies to the change of items and administrations is moderately youthful. Innovation is making a big difference in today's competitive and dynamic business environment for organizations. The study looks at the interplay between HR practices and organizational innovation. The study identifies that the best way for organizations to sustain is embed innovation into their organizational culture through recruiting passionate people out of box thinking; through maintaining their best talents not only through incentives, but also through appreciation of their imaginative and new ideas by Implementing growth-oriented performance evaluation and engaging workers in the development of emotional connections and committed behaviors for supporting organizations. The experience and knowledge gained by doing Internship in M.K. Electronics was crucial for preparing this report. This organizations may need to go a little further in order to align individuals with their strategic direction and vision to drive and maintain development. Hopefully, this paper will stimulate similarly consideration of our advocacy of a twin method of coaching persons to be extra innovative and innovative along with organizational techniques to nurture organizational innovation.



Questionnaire On

Organization innovation of M.K. Electronics

Name : _____

Age : _____

Designation: _____

Gender : _____

SL. NO	Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Company motivates employees to go beyond what others employee would in a similar role elsewhere					
2	The pioneers at organization keep individuals educated about what's going on					
3	A large portion of the frameworks and procedures here help employees to completing work successfully.					
4	Here, daily choices demonstrate that value and development are the most critical needs.					
5	Employee receive informal praise and appreciation from supervisor					
6	Employee know what they need to do to be successful in their role.					



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