

**An Evaluation of the Employees' Satisfaction of RRP Agro Firms  
Ltd**

**SUBMITTED TO**

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**SUBMITTED BY**

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**Daffodil International University**

## Letter of Transmittal

Date:

Professor Mohammed Masum Iqbal, PhD  
Department of Business Administration  
Faculty of Business & Entrepreneurship  
Daffodil International University.

**Subject: Application for the submission of internship report**

Dear Sir,

With unbelievable happiness, I am archiving my Internship report on “An **Evaluation of the Employees’ Satisfaction of RRP Agro Firms Ltd**” in perspective on my 3 months' internship length. This archive has been submitted as an imperative essential of the BBA educational programs.

I have watched investigate be genuinely empowering, supportive, and canny. I've attempted my stage quality to set up an amazing and tenable report. I am believing you'll discover in this report the significance of the majority of the work I've put in it. I welcome your entire question and contribute heavily to answer them.

Yours sincerely,

.....

Md. Faysal Ahmed

ID: 162-11-324

Program BBA

Department of Business Administration

Faculty of Business & Entrepreneurship

## Approval Certificate

I am pleased to certify that the internship report entitled “**An Evaluation of the Employees’ Satisfaction of RRP Agro Firms Ltd**” prepared by Md. Faysal Ahmed , ID: 162-11-324, Program: BBA, Department of Business Administration has been recommended for submission and presentation.

I wish him all success in life.

Supervisor

-----  
Professor Mohammed Masum Iqbal, PhD  
Department of Business Administration  
Faculty of Business & Entrepreneurship  
Daffodil International University.

## **Student's Declaration**

I, Md. Faysal Ahmed , ID: 162-11-324, Program BBA, Department of Business administration, Faculty of Business and Entrepreneurship hereby announce that the following internship report entitled **“An Evaluation of the Employees’ Satisfaction of RRP Agro Firms Ltd”** Completely ready by me just after my internship at RRP Agro Firms Ltd, Savar, Dhaka under the supervision of Professor Mohammed Masum Iqbal, PhD, Department of Business Administration, Faculty of Business & Entrepreneurship.

I ensure that the report has been prepared in consideration of the fulfillment of my academic requirement and not for any other intention although the concerned parties may find it useful for the improvement of Job Satisfaction.

-----

Md. Faysal Ahmed

ID: 162-11-324

Program: BBA

Department of Business Administration

Faculty of Business & Entrepreneurship

## **Acknowledgment**

Regardless of anything else, I need to communicate my most profound thanks and dedication to Almighty God for gifting me with the limit, quality, and persistence and to remain dynamic in my proposition.

An outstanding commitment is a result of my decent Supervisor, Professor Dr. Mohammed Masum Iqbal, Ph.D., Dean and MBA Coordinator, Department of Business Administration, Faculty of Business and Entrepreneurship who has been my educational boss for the course of BBA. He was sufficiently boss to distribute her huge chance to provide me her modest guidance, inspiration thoughts, adequate and suitable headings for the production planning of this report.

I am in like manner appreciative to all RRP Agro Farms Ltd. specialists, who work to give me the fundamental data and itemized clarification that arranged this report and the temporary job program consider. I may similarly need to thank the staff at the RRP Agro Farms Ltd. for their huge collaboration and help. It will be uncalled for in case I don't give them thanks since we can do nothing without their collaboration.

I am similarly appreciative to my family for their steady wide scope of support all through the preparing report.

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# **Chapter One**

## **Introduction**

### **1.1 Introduction**

Agriculture is related to agriculture. It is the science and industry of plant and livestock farming. Advanced equipment like food or tractors is integrated into the cultivation process with the help of grain cultivation, planting, plant growing plants, wheat, and livestock. Farmers play a key role in agriculture in providing more food to the entire nation. Traditional Tradition The improved form of agriculture is mainly the skill of cultivating plants and livestock. Advanced pieces of equipment like food or tractors are integrated with the cultivation process with the help of grain cultivation, planting, plant growing plants, wheat, and livestock. To produce a quality agricultural product based on agricultural farms in Bangladesh using advanced production, value addition, and marketing innovations for multiple benefits. RRP Agro Firm is reputed poultry, fish and cattle feed manufacturing and marketing company in Bangladesh. RRP has a total of six poultry and floating fish feed factories. RRP has four (04) chickens and one (01) fish feed (floating) production plant. The feed mill is equipped with state-of-the-art technology including an auto dust collector system and eco-friendly and high production capacity. Their farmers try to help local farmers through all the farms At the end of the rigorous selection process, their products go through processing and are packaged in RRP's own factory with sophisticated equipment and expert quality controllers. Committed to focusing on the markets and taking up the challenge of setting an exemplary quality standard, they are proud to announce that RRP has expanded our market globally.

### **1.2 Origin of the Report**

This internship report is ready to finish the BBA program varying. The essential objective of the internship was to give the student an "at work" openness and the chance to make an interpretation of hypothetical ideas into genuine circumstances. Students are placed in organizations, establishments, research foundations, and the pieces of clothing area. In this regard, I was appointed to RRP Agro Farms Limited subsequent to finishing the BBA program; for my internship report under the management of Prof. Mohammad Masum Iqbal, Ph.D., Faculty of Business and Entrepreneurs Daffodil International University, I have picked the subject "Appraisal" of representative fulfillment of RRP Agro Farms Limited.

### **1.3 Objectives of the Study**

The study has been carried out with the following objectives.

- To explain job satisfaction;
- To evaluate employees' satisfaction of RRP Agro Firms Ltd;
- To identify problems related to employees' satisfaction of RRP Agro Firms Ltd;
- To make recommendations to solve the problems;

### **1.4 Scope of the Study**

The study report was prepared over a three-month period of the internship program. The report covers all parts of RRP representative occupation fulfillment.

### **1.5 Methodology of the study**

The current assessment depends on edifying examination using basic data to research the destinations. An especially organized overview was utilized to accumulate basic data.

The fundamental sporadic testing strategy was utilized among the model size of 150 representatives. RRP Agro ranches Ltd. In this examination rate assessment has been utilized as the investigation instruments.

### **1.6 Nature of the report**

#### **Exploratory report**

An examination project is an endeavor to determine the groundwork that leads to future studies or to determine whether what is being observed can be explained by a current hypothesis. Often, search research fills in as the essential reason for future examination.

#### **Data Collection:**

Data were collected using structured questionnaire surveys. The information collected to provide this report is from both primary and secondary sources.

#### **Sample Size**

Sample size was 150 employees of RRP.

#### **Primary Data:**

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

**Secondary Data:**

The secondary data was collected from RRP Agro Farm Ltd. Secondary sources such as annual reports, brochures, and organization websites.

## **Chapter Two**

### **Organizational Overview**

#### **2.1 Background of the Organization**

RRP Agro Farms which is set up in 2013. RRP Agro farms are presumed and quality-zeroed in on Poultry, Fish, and Cattle Feed assembling and showcasing organization in Bangladesh. RRP has a sum of six poultry and gliding fish feed producing production lines. Four (04) poultry and one (01) fish feed (coasting) fabricating plants are situated in Ishwardi. Another of the biggest poultry and drifting fish feed producing production line in Norshingdi, which limit poultry feed 40-50 ton for each hour and fish feed (coasting) 10 ton for every hour. This feed plant is made with the most recent innovation with an auto residue gatherer framework and climate neighborly and high creation limit. Here we produce nursery 0.6, 0.8, 1.0 mm and the various sizes of best quality skimming fish feed. RRP Breeder Farm and Hatchery which is set up in 2010. RRP Breeder ranch is a quality day-old chick delivering and promoting organization in Bangladesh. RRP has 05 raiser farms, four are situated in Ishwardi and one is Gaibandha. Ishwardi raiser farms are semi-controlled and the Gaibandha reproducer ranch is a controlled shed.

#### **Production Capacity**

Gaibandha Project : 1, 00,000 birds.  
Ishwardi : 82,000 birds.

#### **Poultry Hatchery**



We have 01 hatchery located in Ishwardi.

Capacity: 2, 80,000 chicks per week (at present).

### **Commercial Layer Farm**

It is established in 2020 and located in Ishwardi. The farm is completely auto controlled.

Capacity: 1, 00,000 Birds

### **Fish Hatchery**



We established RRP fish hatchery in 2020 located in Ishwardi, Pabna. We produce Monosex Tilapia and carp fry.

Capacity: 1.5 crore monosex tilapia per year.

### **2.2 Vision:**

RRP considers the business to be a method for material and social prosperity for speculators, representatives, and the wider society, which sends abundance through a monetary and good increase as a feature of the cycle of human development.

### **2.3 Mission:**

Aiming to become a reputable and high-quality brand in the domestic and international agro-based industry, we develop on the basis that our value is the core value in all business activities. In the future, RRP Agro Firms will continue to research, test, and introduce high-quality products together with intelligent solutions to continuously increase the productivity of our partners and add value to feeders around the world.

## 2.4 Strength of RRP

Focusing on two main functions: domestic and international production and trade, RRP continuously strives to become a feed with professional-sustainability-resources such as poultry, cattle, and fish feed import agencies. We want to win the trust of customers through a profession with a functional modern production line and advanced inspection method.

## 2.5 RRP Laboratory



### A) Nutritional Laboratory:

We have a fully equipped and modern laboratory (ward Ishwardi and Narsingdi) on the factory premises to ensure quality assurance.

For a detailed analysis of feed material and raw material, RRP is attached to our lab NIR (near-infrared reflection spectroscopy) machine.

### B) RRP poultry diagnostic and consultation center

We have also set up RRP Poultry Diagnostic and Counseling Center for breeder farms and customer service. One is located in Ishwardi and the other in Narsingdi.

### R & D

RRP Agro Firms already maintain quality, product, and customer stability as well as service-oriented R&D for the benefit of the farmer. This research and development are always overseen by a technician. R&D includes both poultry and inflammatory feeds as well as aqua feed.

## 2.6 RRP Poultry Feed



### A) Broiler Feed:

- ✚ Broiler starter.
- ✚ Broiler Grower.
- ✚ Broiler Grower Plus

### B) Layer Feed:

- ✚ Layer starter.
- ✚ Layer Grower.
- ✚ Layer Layer

### C) Sonali Feed:

- ✚ Sonali starter.
- ✚ Sonali Grower.

### D) Dominant Feed:

- ✚ Dominant starter.
- ✚ Dominant grower

## **Chapter Three**

### **Literature Review**

#### **3.1 Job satisfaction**

Generally, job satisfaction or worker satisfaction is described in different ways. Some people believe that how a person is content with his or her movement, whether at the end of the day they like their actions or prefer personal perspectives such as the possibility of action. On the other hand, it's not as clear as the definition, some people in social relationships think. They believe that this technique involves a multidimensional emotional response to someone's actions. One of the most frequently used definitions in legitimate research is Champion Locke (197 197), who described the speech as "a pleasurable or positively interested state in light of the evaluation of one's own work or work comprehension". In 1997 Specter, 14 traditional views were recorded. These are - complements, partners, correspondence, coincidences of interest, terms of business, nature of work, affiliation, personal growth, strategy and structure, open access to progress, assurance, protection, and supervision. Career satisfaction is similarly found in specific sets of topics that affect work comprehension and their career perceptions for delegates. In the case of relationships with explicit elements, for example, general success, work pressure, work control, homework interface, and work situation are similarly understood. In India, considering "an examination of the factors affecting the satisfaction of employees in the open and private sector" it was assumed that workers would always realize their movement if they were recognized. The test showed that so far most agents in India are not satisfied with their move, with two or three people in the exchange department and women in the guide section.

The level of complete activity fulfillment of boys is found to be higher than that of women. What's more, the level of perfection in the employment department at the fraudulent level is extremely weak.

#### **3.2 Three Important Dimension of Job Satisfaction:**

Job satisfaction is not seen; it can only be guessed.

- ❖ Job satisfaction is determined by how well the results meet or exceed expectations. If an employee is faced with a situation where the company is paying less according to his work pressure and people in other departments are getting better than him, then there must be dissatisfaction. He will show a negative attitude there. On the other hand,

if he is paid a good amount, he will automatically show a positive attitude towards his organization.

- ❖ Job satisfaction can be calculated by work attitude. A positive attitude is conceptually signaled for job satisfaction and vice versa.

These two terms are used interchangeably, but there are differences between the two terms. Job satisfaction is a specific subset of outlooks. The mood is a profession, a parameter that reflects one's feelings towards objects. The way Outlook is suffering, contentment is moving and it is moving forward. It can shrink faster than it makes. Next time, the chiefs need to think more to reliably satisfy.

### 3.3 Factors Influencing Job Satisfaction:

There are several factors that affect the perfection of work. These experiments discovered an unbroken relationship of specific factors with the completeness of the activity. These elements are illustrated by the graph:

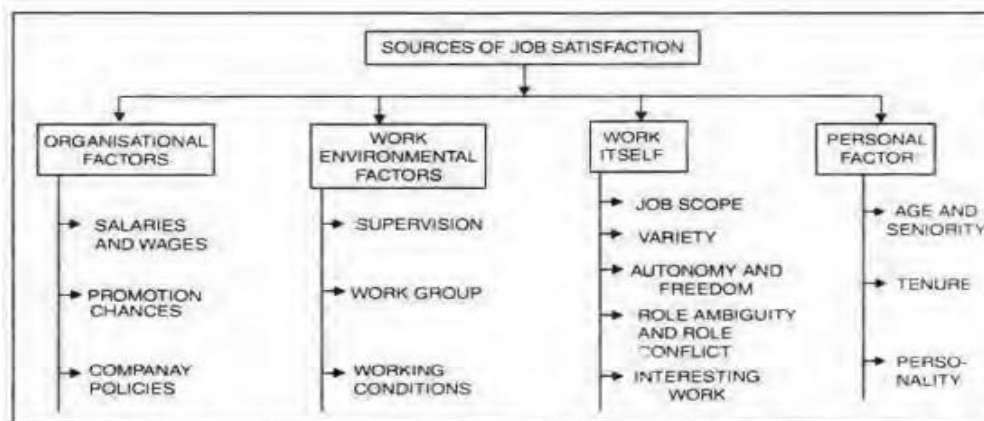


Figure: Factors Influencing Job Satisfaction

#### A. Organizational Factors:

The organizational factors which affect job satisfaction are:

##### Salaries and Wages:

Money is the most fundamental factor in fulfilling one's necessities. Money additionally satisfies the central piece of the necessities of Maslow's model of satisfaction. Wages and pay rates expect a colossal activity in affecting work satisfaction. Other than master dependably imagines that money is an impression of the affiliation stress for them. Thirdly, it is considered

as a picture of achievement since a more huge compensation reflects a more raised proportion of commitment towards the association.

Non-cash related focal centers are additionally basic. Everything being equal, specialists don't understand the essential focal center arrangement. They need a pay structure that is clearly sensible and according to their craving.

### **Promotion:**

Another considerable factor that influences work fulfillment on account of the accompanying explanation Promotion indicates a worker's worth to the association which is profoundly spirit boosting. This is verified certainty on account of elevated level positions.

Worker consider their advancement as a definitive accomplishment in his profession and when it is realized, he feels satisfied

Advancement includes positive changes.

### **Company Policies:**

Various leveled techniques are essential factors for choosing the action satisfaction of agents. An oppressive and significantly complete structure causes despise among the agents where as an open and larger part rule structure makes entrancing business demand towards them. The legitimate methodologies can make positive and negative suppositions among the specialists. Demanding game plans can mix a failure and liberal and sensible methodology can stream satisfaction inside the delegate's mind.

### **B. Work Environment Factor:**

This includes following factors

Supervision:

Satisfaction with supervision work is another important factor. There are two levels of supervision style. They are

**Employee Centralization-** Here the supervisor is personally interested in the welfare of the employee.

**Participation** - Allow employees in the decision-making process that will affect their work. This can create an acclaimed environment for employees.

### **Work Group:**

The idea of the workgroup will affect work fulfillment in the accompanying manners

- a) A friendly co-usable gathering provides bunch individuals with the chance to connect with one another. It can make a wellspring of help, solace, advice, and backing for individual gathering individuals.
- b) A solid gathering is just conceivable when individuals have similar attitudes and qualities, so an incredible wellspring of fulfillment can be created.

### **Working conditions:**

It is tempting for every employee to be in better condition as a result of increasing physical comfort. Temperature, humidity, illumination, ventilation, working hours, tidiness of work environment, and adequate equipment and gear are expected to determine the perfection of these tasks. Poor conditions can induce worker frustration. Furthermore, as expressed below the figure, not all delegates are filled with positive and ominous workspaces or frustrated.

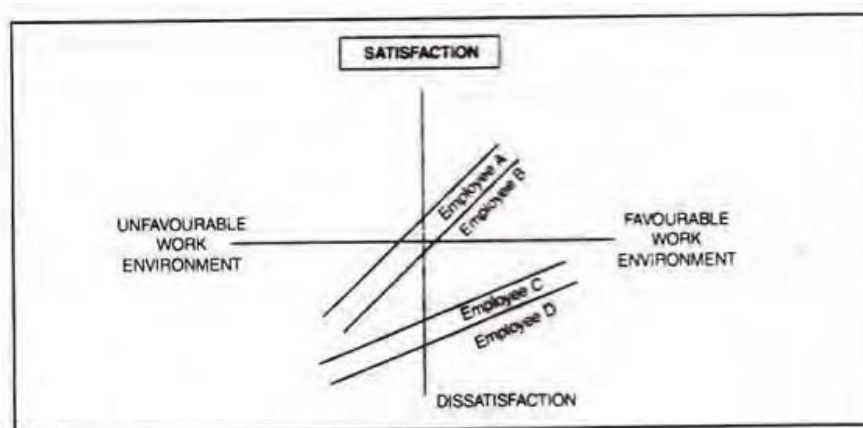


Figure: Working Condition

As shown in the figure, the four delegates were disappointed when the working conditions were dire. Nevertheless, as the working conditions begin to improve, the A and B augmentation activities of the delegates are completed while the C and D augmentation of the worker is slightly increased.

### **C. Work itself:**

The substance of work additionally assumes a critical job in estimating position fulfillment

a) Job scope:

The higher the level of satisfaction, the higher the level of satisfaction, the higher the level of satisfaction

b) Variety

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

c) Lack of freedom and autonomy:

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

d) Role ambiguity and role conflict:

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

e) Interesting work:

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

**D. Personal Factors:**

Identity traits and attributes determine the level of fulfillment of additional activities. The wants of thought and the unspoken denials of pessimistic individuals will similarly reliably grasp everything about the work involved. Then again the structural features make people constantly convinced and they have a focus on finding different employees and fulfilling them about the activity.

Some important personal reasons are:

**a. Age and Seniority:**

Human development accompanies age. They become sensible, less idealistic so they acknowledge effectively accessible assets, rewards, and are constantly satisfied with the circumstance. Individuals who do not push ahead with time are bound to be dissatisfied with each circumstance throughout everyday life, including the field of work.

## **b. Tenure/ Terms**

Habitat is a basic element to ensure intensive efficiency. The width agents of the long-term residency are particularly satisfied with their movement. Fear of pushing the profession can create a frustrating identity. Only a long-term residence can enable them to plan for the future and make them feel satisfied as a result.

## **c. Personality:**

Several personality traits are directly related to business satisfaction. For example, assurances, progress, assurances, feelings of freedom, challenges, and obligations. The more significant Maslow needs to be, the greater the satisfaction of agility. So officers must make sure that in addition to equipping them with a suitable work environment, the representative has positive features.

### **3.4 Rules & Regulation-Attendance:**

Automated and manual.

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

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

#### **3.4.1 Rules & Regulation-Casual Leave:**

- 10 Days Entitled Per English Calendar Year
- It can't benefit more than three (03) days all at once
- Leave should apply in the prescribed shape and get it approved by HoD prior to going to the leave.
- Approved leave structure should be submitted to HRD at any rate two (02) days preceding the beginning of the leave.
- Leave can't be availed both prefixing and suffixing any week after weekday off or declared a public holiday

#### **3.4.2 Rules & Regulation-Sick Leave**

- 14 days entitled per English Calendar year
- The endorsement requires enlisted remedial professionals supporting for more than 3 days' disease.

- Missing due to difficulty should be educated to reporting boss through SMS/email.
- Leave should be regularized within three (03) days from the date of return from wiped out leave.

### **3.4.3 Rules & Regulation-Earned Leave**

- One day for each 18 days for work (for example 20 days in a year).
- Required 180 days of administration with the association for valuing this leave
- The most extreme 40 days' compensation will be in-cashable amid definite reimbursement
- Required 365 days of administration with the association for leave in-cashable
- Leave should apply in the recommended structure and get it affirmed by HoD prior to embarking on the leave.
- Approved leave structure should be submitted to HRD no under two (02) days preceding the start of the leave.

### **3.4.4 Rules & Regulation- Maternity leave**

- Required 180 days of administration with the organization.
- Four months (two months pre-natal and two months post-natal).
- Required testament from registered medical specialists with the Expected Date of Delivery (EDD).
- Declaration of a candidate who will get benefits without her.

### **3.4.5 Code of Conduct - To Do**

- Advance the Aim and Believes of RRP Agro Farms Limited
- Keep up the most elevated level of professional conduct, morals, uprightness, and genuineness
- Keep a protected and deferential workplace
- Approach everybody with deference and dignity
- Avoid all irreconcilable circumstances among work and individual issues
- Formal welcome and professional way is expected during official correspondence
- Wear ID card appropriately
- Keep an inspirational attitude

### **3.4.6 Code of Conduct - don't do**

- Disclose any mystery data of the association to any individual
- Abuse official situation for doing any conniving work

- Acknowledge such a portion, gift, or fulfillment from an outsider where the association has such an interest
- Utilize any language or continue with partners, boss, or subordinate in any capacity, which is wrong.
- Taking money/profits by or giving money or advantages to any delegates of the association
- Adulterating, meddling with, hurting, or causing loss of administrator's authentic records
- Consider tattle and spread it
- Tattling in the office with colleagues amid office hour
- Utilizing ear telephone/earphone to listening melody in office
- Utilization of web-based life destinations (Facebook, Tweeter and Instagram, and so forward.) amid office hour
- Assume or give praise from or to any specialist before long
- Smoking in the work environment.
- Impact of alcohol/sedates in the workplace

### **3.4.7 Rules & Regulation: Professionalism**

- Regarding uncovering the manager as a possible mentor.
- Well, preparing and reasonable tidy up.
- Keeping the social standards of the association.
- Keeping an uplifting outlook.
- Talking indisputably and talking up when basic.
- Avoiding office authoritative issues and squeals.
- Being enchanting and deferential to partners.

## Chapter Four

### Analyses

In this section, I have used a questionnaire to analyze my subject - “At the satisfaction of the employee’s work”. The questionnaire survey was distributed among the employees of RRP Agro Farms Limited present in different departments. The number of my respondents was 150. The types of questions are on a "Likert scale".

Number of question-13

Number of respondents-150

Pattern of Questionnaire-Likert scale

**Question 1: Are you a permanent employee of RRP Agro Farms Limited?**

RESPONSE	NUMBER OF RESPONDENT
YES	108
NO	42
Total	150

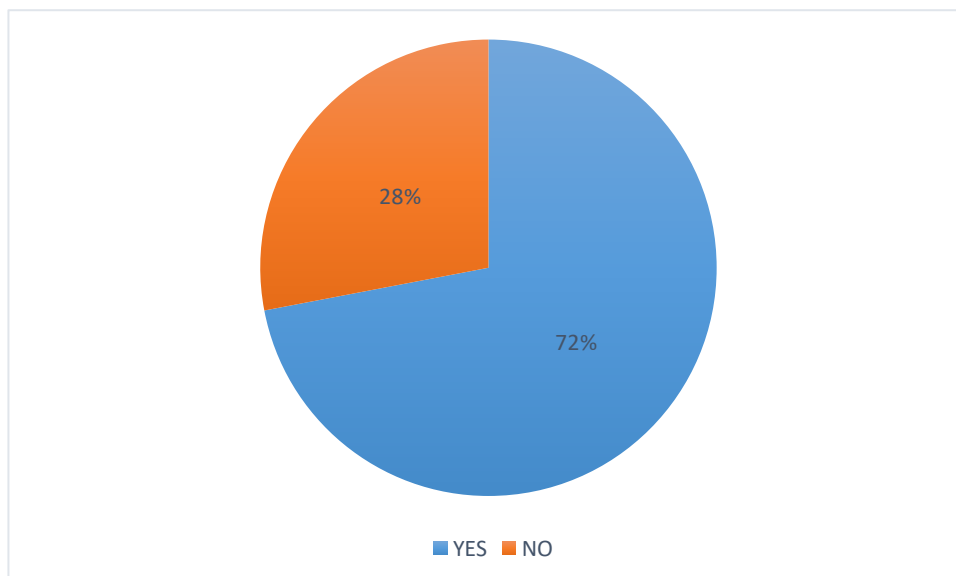


Fig4.1 -Pie Chart showing the result (%) of question 1

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

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

RESPONSE	NUMBER OF RESPONDENT
Less Than 1 Years	50
1 to 2 years	40
2 to 4 years	40
4 years and above	20
Total	150

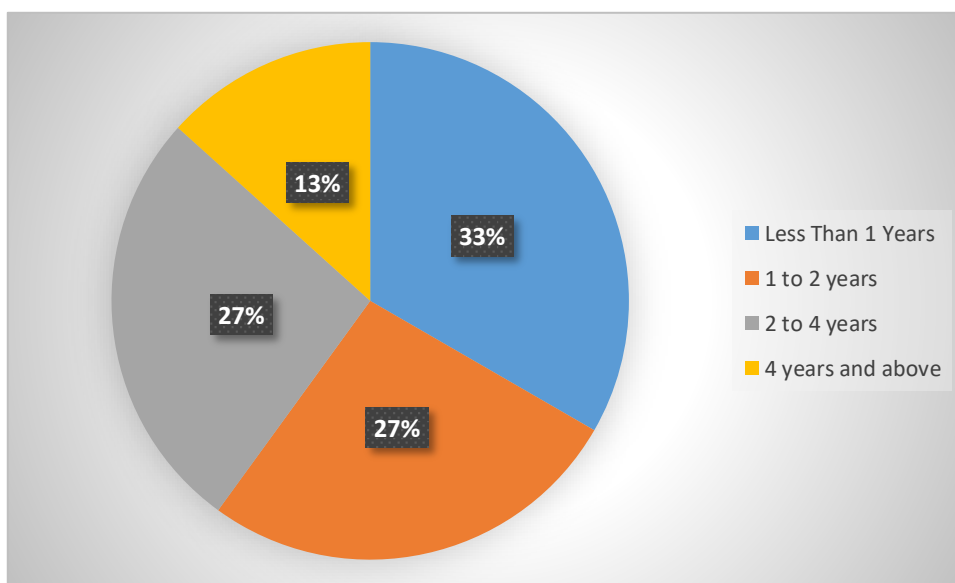


Fig 4.2: Pie Chart showing the result (%) of question 2

Out of 150 respondents, 50 are in the organization for at least 1 year, 40 are with 1-2 years, 40 are in 2-4 years and 20 are in 4 years or more.

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

RESPONSE	NUMBER OF RESPONDENT
Yes	85
No	65
Total	150

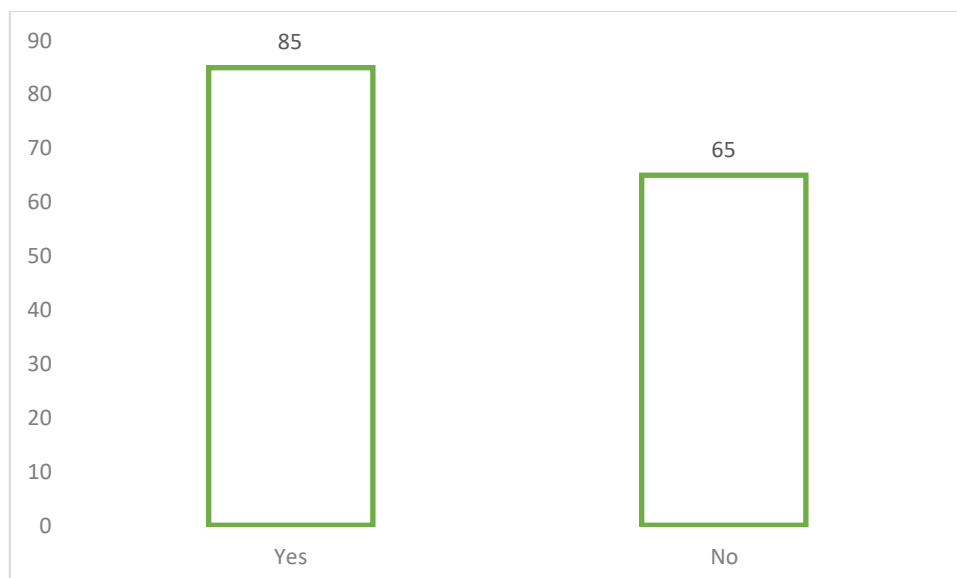


Fig 4.3: Pie Chart showing the result (%) of question 3

The number of respondents is 150. Here both are 57% equal and 43% disagree with this investigation.

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

RESPONSE	NUMBER OF RESPONDENT
Strongly disagree	25
Disagree	35
neutral	10
Agree	45
Strongly agree	35
Total	150

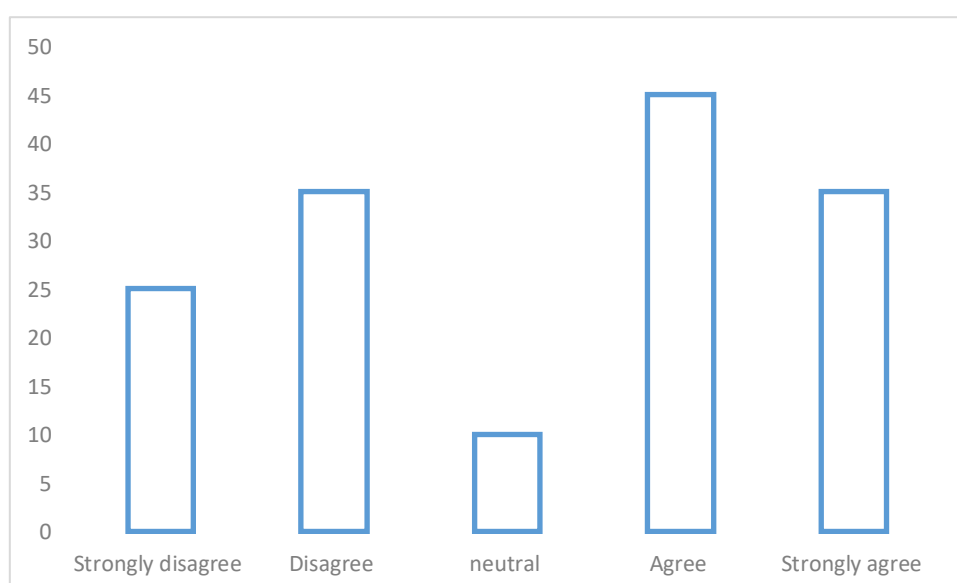


Fig4.4: Chart showing the result (%) of question 4

Among the quantity Of the 150 respondents, 45 agreed, 10 abstained, 35 disagreed, and 35 strongly agreed. Run 25 unequivocally opposed the idea. This implies that the employer of RRP Agro Firm has completed the investigation and here 53% of the respondents agree and 40% of the respondents oppose this idea. Only 7% of respondents are neutral about this investigation

**Question 5: Employees are satisfied with the top management.**

RESPONSE	NUMBER OF RESPONDENT
Strongly disagree	38
Disagree	26
neutral	12
Agree	40
Strongly agree	34
Total	150

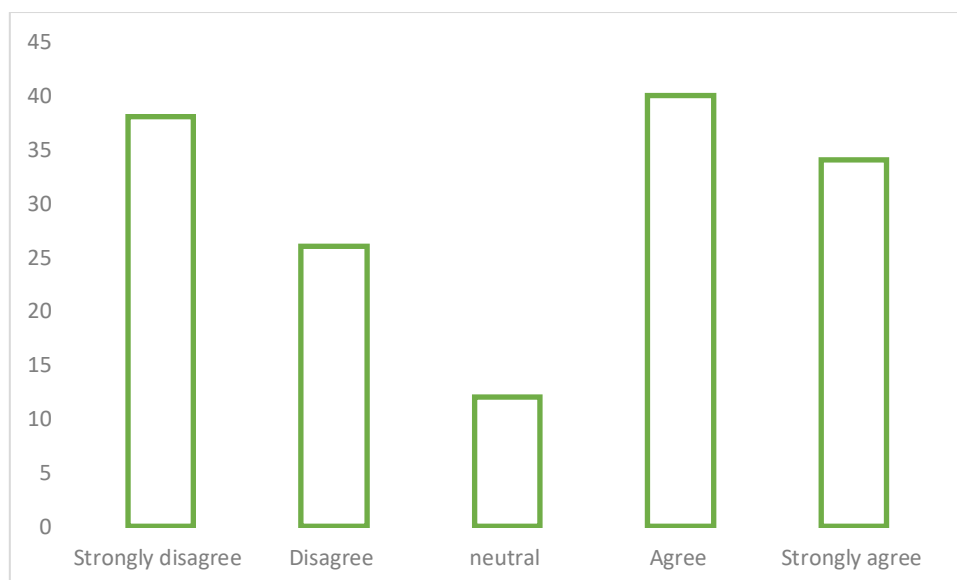


Fig4.5: showing the result of question 5

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

**Question 6: Working hour is satisfactory at RRP Agro Farms Limited.**

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

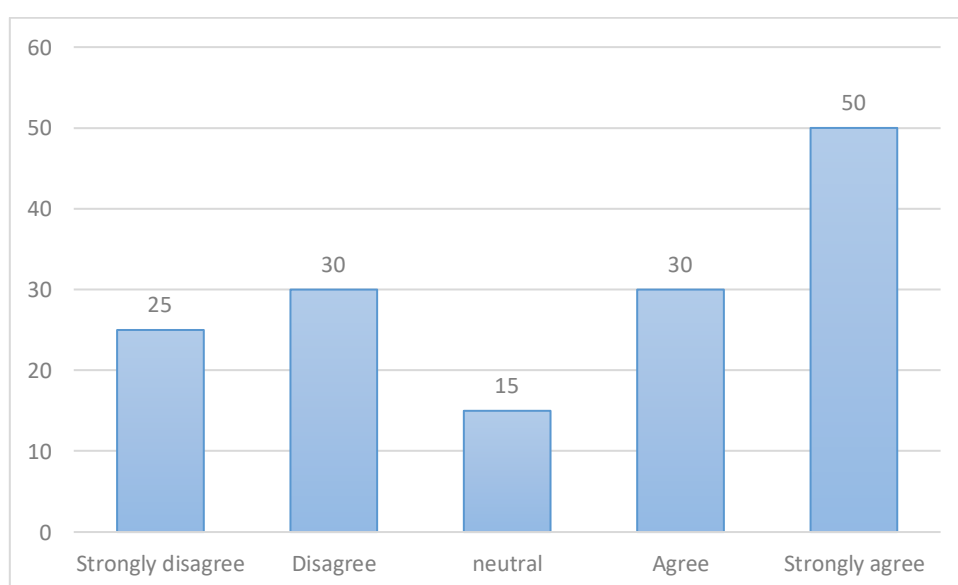


Fig4.6: Chart showing the result of question 6

Among the quantity of 150 respondents the 30 individuals run with Agree, 15 neutrals, 25 individuals strongly agree, and 50 emphatically concur. What more, 30 is with oppose this idea. Here, we see manager are fulfilled about RRP's working hour

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

RESPONSE	NUMBER OF RESPONDENT
Strongly disagree	35
Disagree	40
neutral	15
Agree	35

<b>Strongly agree</b>	25
<b>Total</b>	150

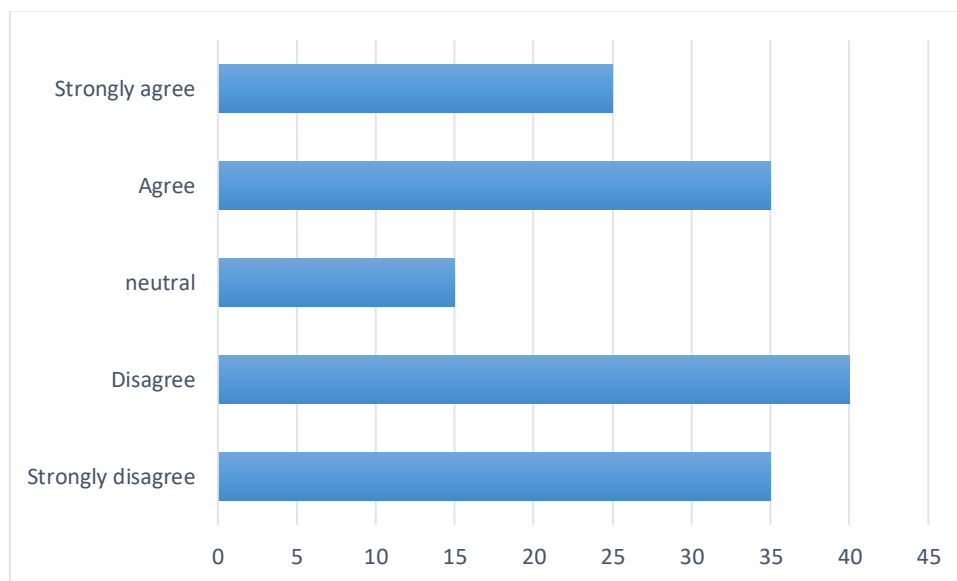


Fig 4.7: Chart showing the result of question 7

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

**Question 8: Company provides satisfactory salary to the employee.**

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

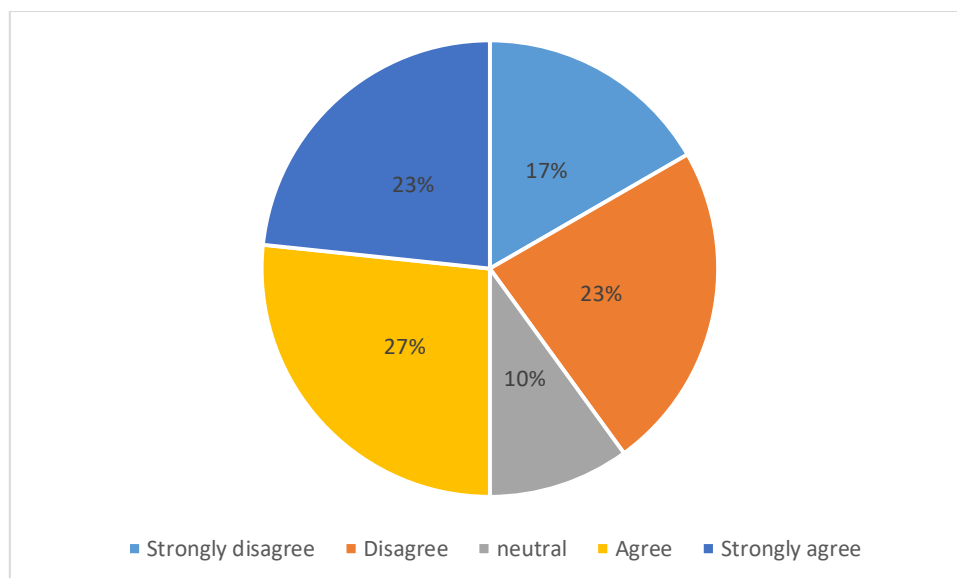


Fig4.8: Pie Chart showing the result (%) of question 8

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

**Question 9: The work environment is safe and sound in RRP Agro Farms Limited.**

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

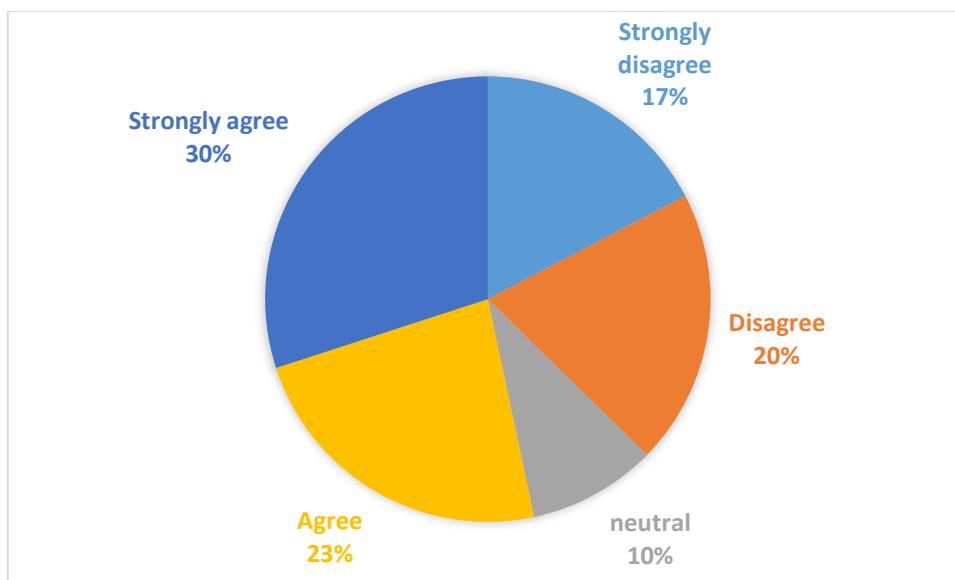


Fig 4.9: Pie Chart showing the result (%) of question 9

Among the quantity of 150 respondents the 23% individual's runs with agree, 10% impartial, 20% individuals disagree and 30% runs with emphatically concur and 17% respondents who run with unequivocally disagree.

**Question 10: Organization provides opportunities for further career development**

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

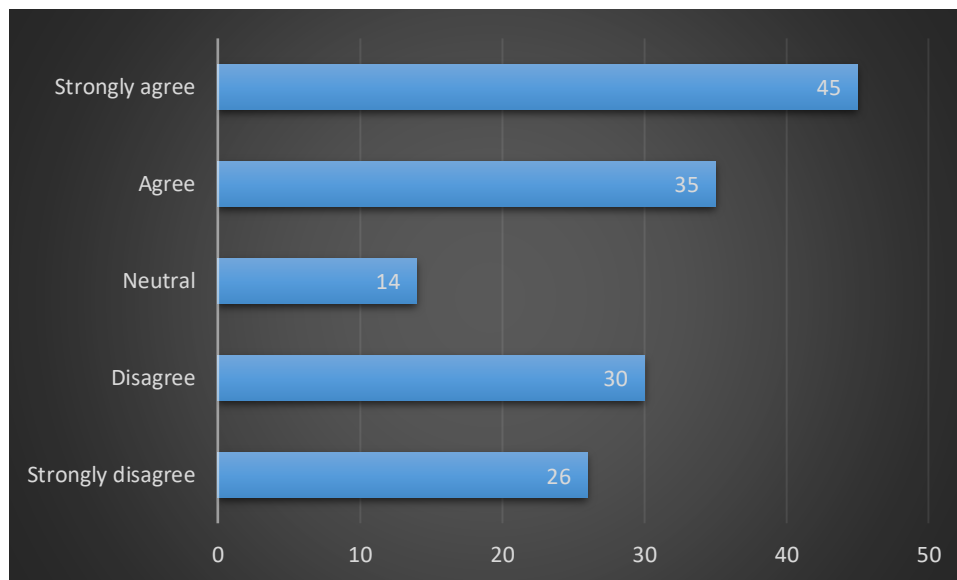


Fig 4.10: Pie Chart showing the result (%) of question 10

Among the quantity of 150 respondents the 23% individuals runs with agree, 10% unbiased, 20% individuals disagree and 30% runs with emphatically concur and 17% respondents who run with unequivocally disagree.

**Question 11: RRP Agro Farms Limited keeps motivating the employee to perform better**

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

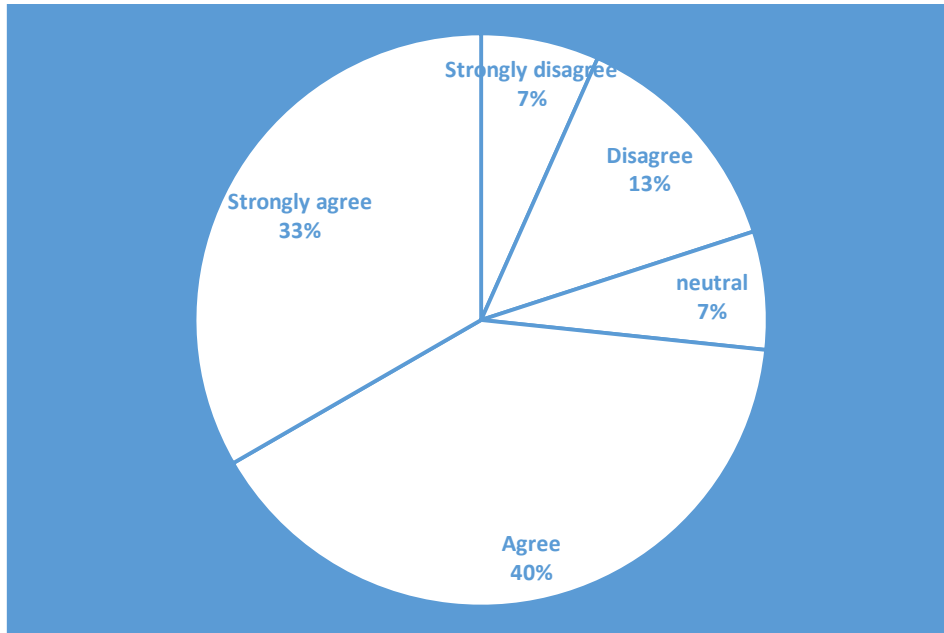


Fig 4.11: Pie Chart showing the result (%) of question 11

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

**Question 12: Employees have enough opportunities for professional growth.**

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

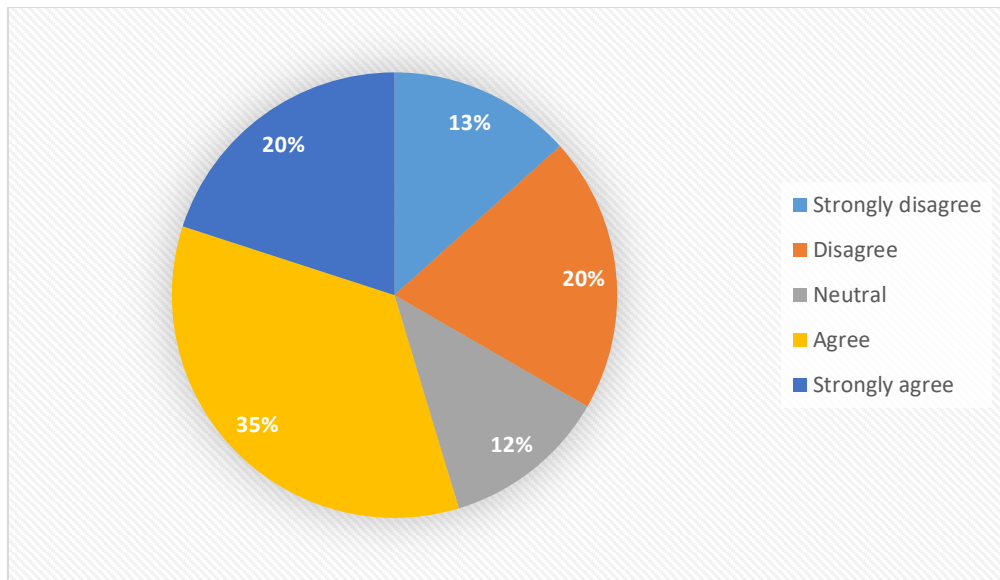


Fig 4.12: Pie Chart showing the result (%) of question 12

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

## **Chapter Five**

### **Problems and Recommendations**

#### **5.1 Problems Identified**

- ❖ The workplace condition and culture of RRP Agro Farms Limited isn't well useful for the employee
- ❖ Feedback session of RRP Agro Farms Limited is not play properly to the employee.
- ❖ The employees of RRP Agro Farms Limited don't treated properly by their supervisor. Just only who are well known of the supervisor they get supervisor's treat for their work.
- ❖ RRP doesn't provide any motivational activities to their employee, for that reason the company don't get proper output from the employee

#### **5.2 Recommendation**

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

- In the work environment, grossly has to be redefined in a way that does not. Keeping nature clean and the oxygen-devoted organization office can have some fun indoor inviting trees inside the house.
- They should be more careful feedback season. An input session can be sent to the employee on a regular basis to help the organization remain effective in its internal correspondence.
- Supervisor of RRP should make a friendly relationship with employees. He should fairly have treated all to employees and should give more attention to personal accomplishment and recognition of the employee to increase the level of job satisfaction.
- Inspiration is the key achievement factor for each employee to play out their job exercises. An organization can introduce different inspirational apparatuses, for example, grant-giving function for employee of the month can be introduced office shrewd.

## **Conclusion**

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

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## Appendix

### “Employee Satisfaction of RRP Agro Farms Limited”

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

Name:

Marital Status:

Gender:

Age:

Your Position:

Work Category:

1. Are you a permanent employee of RRP Agro Farms Limited?
  - a) Yes.
  - b) No.
  
2. How long have you been working for this organization?
  - a) Less than 1 year.
  - b) 1 to 2 years.
  - c) 2 to 4 years.
  - d) 4 years and above.
  
3. Does your work give you a feeling of personal satisfaction?
  - a) Yes.
  - b) No.
  
4. Your work is according to your qualification and skills.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

5. Employees are satisfied with the top management.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

6. Working hour is satisfactory at RRP Agro Farms Limited.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

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

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

8. Company provides satisfactory salary to the employee.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

9. The work environment is safe and sound in RRP Agro Farms Limited.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

10. The overall facilities in RRP Agro Farms Limited is comparatively better.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

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11. RRP Agro Farms Limited keeps motivating the employee to perform better.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

12. Employees have enough opportunities for professional growth.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Thank You for giving your valuable time.