

Internship Report on
“Do Women Prefer to Work in Human Resource Department:
A Robi Axiata Limited Perspective”



Inspiring Excellence

Course Code: BUS 400

SUBMITTED TO

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Internship Report
On
Do Women prefer HR as a Career Choice?
Robi Axiata Limited perspective

Letter of Transmittal

August 09, 2018
K.M. Nafiul Haque
Lecturer,
BRAC Business School,
BRAC University

Subject: Submission of Internship Report.

Dear Sir,

This is a great honor for me to present my internship report titled “*Do Women prefer HR as a Career Choice: Robi Axiata Limited perspective*”, authorized under your supervision. It is a requirement for completion of my Internship (BUS 400).

This is research project with a view to finding out the situation of gender diversity in Human Resource Division and the reasons for female majority in this sector. This report is based on my experiences and effort to find out the context of HR profession in comparison with other countries.

I am truly grateful for your cordial support, supervision and guidelines during preparation of this paper. I sincerely hope that I would live up to your expectations regarding the quality of my work. I have put my best foot forward to make this report enriched and error free. Yet there might be many shortcomings. It will be my pleasure to answer any query or take any suggestion regarding this report.

Sincerely

Afwaza Rahman Dristy
ID: 14304118
BRAC Business School
BRAC University

Acknowledgement:

Behind every successful project, there are many silent contributors. Without them the project will never be successful. I am grateful to Almighty for giving me the strength and motivation to finish this paper within stipulated time. I'm taking this opportunity to thank the persons who have contributed greatly in my successful completion of the Internship at Robi Axiata Limited and also successful completion of the Report within time. First of all, I would like to thank my internship Supervisor K.M. Nafiul Haque for his guidelines and feedbacks throughout the semester. His piece of advice and Instructions made my vision clear about this project.

My sincere gratitude to Shafiqur Rahman Bhuiyan, General Manager, Digital Engagement; Sumit Saha, Manager, Digital Engagement & Umme Aiman Tasnim, Manager, Resourcing for helping me with important insights to make this research paper a reality. My heartfelt gratitude to Nadira Khan, General Manager, Talent & Development & Sanjoy Kumar Das, Manager, Talent & Development for always helping me throughout my Internship period. I must thank all members of Robi HR team for their cordial support during the survey.

A very special gratitude to Md. Faisal Imtiaz Khan, Head of HR & Md. Zaved Parvez, Vice President, Resourcing, for their valuable time and support to make this research more credible.

I would like to convey my gratitude to Sharmin Sultan, Vice President, and Talent & Development for helping me in furnishing the report. Moreover, I would also like to express my gratitude to my Robi Axiata Ltd fellows, seniors and colleagues who gave me good advice, suggestions, inspiration and support. I must mention the wonderful working environment and group commitment of this organization that has enabled me to deal with a lot of things.

Executive Summary:

This research paper aims to find out the gender diversity in Robi Axiata Limited and tried to find out the reasons for the majority presence of women in Human Resource Division. Also what Robi HR professionals are thinking about some stereotypes prevalent about Human Resource.

This piece of research has been prepared following quantitative approach. The responses were taken using a questionnaire and they were analyzed to determine the present scenario of HR professionals. Firstly, the gender ratio was determined for all the departments of Robi Axiata Limited and it was pointed out that women have greater ratio against men in HR than any other department.

Through this research, some probable reasons were identified like Academic Background, Passion or better opportunity for growth as the reasons for joining HR. As an answer to the question about women's preference about choosing HR as their career path, most women said that they did not think their gender have anything to do with their career choice. However, a significant women responded that they took consideration of their gender before choosing their career. This opens the possibility of finding other variables which may have influence on the majority presence of Women in HR.

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CHAPTER: 01

The Organization Overview

Robi Axiata Limited at a Glance:

Type : Joint Venture
Industry : Telecommunication
Headquarter in Bangladesh : Robi Corporate Office, 53 Gulshan South Avenue, and Gulshan-1

Products

- Pre-paid & Post-paid mobile services
- EDGE
- GSM
- GPRS
- UMTS
- HSDPA
- HSUPA
- HSPA
- HSPA+
- FDD-LTE
- LTE-A
- 4.5G
- Fixed Broadband
- international roaming
- Mobile Banking
- SMS banking
- Caller Ring Back Tone
- MMS
- Voice Greetings
- Welcome Tunes etc.

Key People

- Mahtab Uddin Ahmed---Managing Director and CEO
- Pradeep Shrivastava--- --Chief Commercial Officer (CCO)
- A.K.M. Morshed-----Chief Supply Chain and Program Officer (CSCPO)
- Md. Faisal Imtiaz Khan-----Head of HR
- Roni Tohme-----Chief Financial Officer (CFO)
- Shihab Ahmad-----Chief Digital Service Officer (CDSO)
- Medhat Ahmed Ibrahim Mohamed El Husseiny-----Chief Technology Officer (CTO)
- Mohammed Shahedul Alam-----Head of Corporate and Regulatory Affairs

- Ruhul Amin-----Head of Corporate Strategy
- Md. Adil Hossain-----Head of Enterprise Business
- Asif Naimur Rashid-----Head of IT

Parent

- Axiata Group Berhad (68.7%)
- Bharti Airtel (25%)
- NTT DoCoMo (6.3%)

Website

: www.robi.com.bd

Robi is a people-oriented brand of Bangladesh believing in innovation and creativity. Robi is committed to provide warm, friendly, approachable service to its valued customers as well as mass society. Robi services its subscribers with the philosophy of the excellence with the limited interruption.

The journey of Robi Axiata Limited Started in Bangladesh as Aktel on 15th November, 1997 in Dhaka and 26 March, 1997 in Chittagong. The founder was Late Mr. Zahiruddin Khan, an ex-commerce minister. Initially Aktel was a joint venture between Telekom Malaysia and A.K. Khan Company. From its initiation Aktel (presently Robi) was ranked number 2 mobile operator in Bangladesh. On 19th September, 2008 NTT DoCoMo bought the share from A.K. Khan & Company. The company was rebranded as ROBI in 2010 and company changed its name to Robi Axiata Limited. On 16th November 2016, Robi Axiata Limited merged with Airtel Bangladesh, which is the country's first ever merger in telecom industry.

At present, Robi Axiata Limited is a subsidiary company of Asian Telecom giant, Axiata Group Berhad based in Malaysia. As per statistics in the end of January, Robi Axiata Limited is the second largest mobile operator with 44.225 million users.

Vision:

To enable digital life for all for a better future.

Mission:

As an aspiring digital company, Robi has established itself as the leader in providing customer centric data and digital services. The company has introduced many first of its kind digital services in the country and has invested massively in taking mobile financial services to the underserved communities in the rural and semi-urban areas. Supported by a strong corporate governance framework, its employees approach every challenge with 'I can, I will' attitude and 'uncompromising integrity' while putting 'customer at the center' of all its activities. Be it entertainment, education, health, agriculture or any other aspect of human life, Robi's wide ranging

VAS products caters to the needs of everyone in the society. Robi has a rich portfolio of digital services. Starting from mobile banking services, it offers many m-commerce services like: online ticketing platform- bdtickets.com, online shopping platform- shop.robi.com.bd, Vehicle Tracking System- Tracker, Robi Cloud Service, digital advertising platform- Adreach, online recharge platform- Rechargeplus. The company also hosts the leading knowledge sharing platform on digital advertising- re.con.

Operations of Robi Axiata Limited:

The effort of Robi Axiata Limited to convert itself into a digital organization is praiseworthy. The company has initiated various digital services mainly targeting the people living in rural and semi-urban areas in the country. They have invested heavily to reach to common people who are out of this digital limelight and all the facilities of the city. Their corporate culture and approaches are supporting them greatly to achieve their goal. Robi is the first operator to reach 1 million 4.5G users in our country and even have the infra structure ready to launch 5G.

Robi is giving emphasis on promoting its two brands “Robi” & “Airtel” to achieve the first position in the country. Robi Axiata Limited is sponsoring Bangladesh Cricket team because it expresses their intensity and emphasis to inspire passionate and aspirational people to provide services to its customers. They launched first basic internet platform on Facebook to promote and inspire internet use among the general people of Bangladesh. Their campaigns like Robi-10 Minute School have won international recognition like GSMA Gloma Award for the Best Mobile Innovation for Education & Learning in the “Connected Life Awards” category at the Mobile World Congress (MWC) 2017. Robi Axiata Limited is promoting digital ventures and re-shifting their focus from traditional telecommunication to a digital innovation based company. They have mobile banking services which offers M-Commerce services like online ticketing platform called bdtickets.com, Vehicle Tracking System- Tracker, Robi Cloud Service, digital advertising platform- Adreach, online recharge platform- Rechargeplus. The company also hosts the leading knowledge sharing platform on digital advertising- re.con.

Principle of Robi:

Principles statements define how people want to behave with each other in the organization. Robi Axiata Limited statement is about how the organization will value their customers, suppliers, and the internal community. The principals are:

- Emotional
- Functional
- Passionate
- Creative
- Respectful
- Open
- Simple
- Ethical
- Transparent
- Ownership

Divisions of Robi Axiata Limited:

Robi is operating with following Divisions having its establishment in 11 regions. They are: Dhaka, Chittagong (north & south), Barisal, Mymensing, Rajshahi, Khulna, Kustia, Comilla, Noakhali, Rangpur and Sylhet.

Robi has following Divisions:

- Corporate & Regulatory affairs
- Corporate Strategy
- Digital services
- Enterprise business
- Finance
- Human Resource
- Information Technology
- Internal Audit
- Market Operations
- Supply chain & EPMO
- Technology

CHAPTER: 02

Project

Objective of the Study

The Objective of this research paper is to know if HR sector in Bangladesh is female dominated like the other countries and if there is any correlation between the gender and career choice.

Scope of the Study

The scope of this study are as follows:

- The survey was done within the Human Resource Division of Robi Axiata Limited, Bangladesh. Because of confidentiality issues the survey doesn't contain any sensitive data. The geographic location of this study is in Dhaka, Bangladesh.
- There were 21 respondents for this study.

Methodology of the Study

During my research the steps I followed are given below:

- During the research data were collected through a survey done within the Human Resource Division of Robi Axiata Limited. Along with the survey, some in depth interview was taken from several employees of Robi Axiata limited to comprehend their perspective on this issue. The research has followed **Quantitative Research** approach.
- The survey questionnaire was printed and provided to every member and were collected after they were given adequate time to respond on the questionnaire.
- Most of the data collected in the research are primary but secondary data were used as well from the internet. The data sources are :

Primary Data: The primary data were collected from a survey. The survey questionnaire is attached in the appendix of this paper.

Secondary Data: The idea of this research paper came from a secondary source. The secondary sources used for this research are:

- a. Internet
 - b. Periodicals
 - c. Articles
- Sample size of this study was 21 from the population.

- If the collected data is not analyzed and interpreted properly the purpose of doing a research fails. Therefore, I analyzed the data with my utmost care and sincerity using SPSS and Microsoft Excel. Both of them are very useful, handy and reliable software to analyze data.

CHAPTER: 03

Literature Review

Human Resource management is one of the oldest area of study in business. From the initial time, it was a challenge for business people to maintain the human resources of their organization. Globally the profession in HR is considered to be female dominated. (Westfall, 2017) As per the report of Payscale.com in 2017 that almost 86% of HR generalists were women in USA. Again, 73% of HR practitioners at the manager level are female, according to 2015 Bureau of Labor Statistics data(USA), compared against 43% in marketing and 27% in IT (Andie Burjek & Rafter, 2017). In the UK, the picture is similar. In 1997, 64% of HR employees were women, but by 2007, it had risen to 79% (A Celebration of Women, 2016). HR is always seen as the best career opportunity for women. Human Resource Management is based on building relationships across the entire organization, utilizes networking skills and it is assumed that all women are better in communication. However, the modern Human Resource Management is a soft part of the business management. It focuses on the development of top talents, the behavior of leaders. HR provides the balanced support to the organization.

The scenario is almost similar in almost all the countries those have the statistics. However, when we tried to find out the situation in Bangladesh, there was no information available from the secondary source.

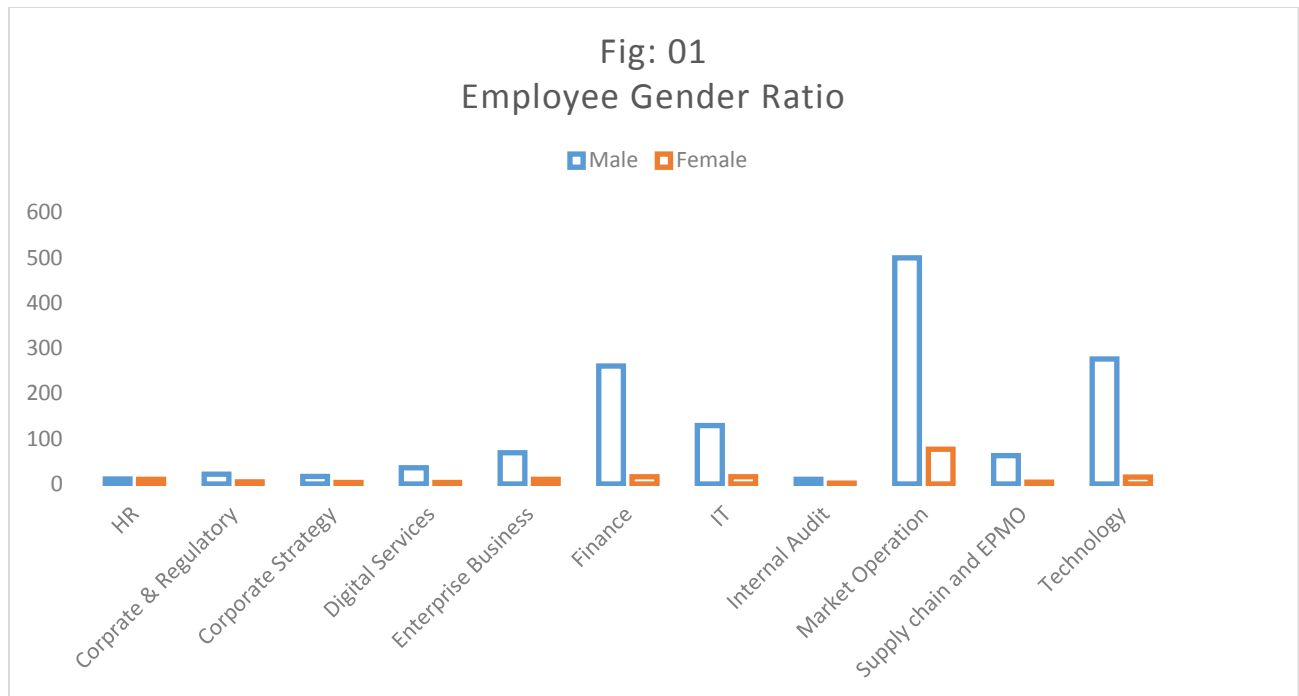
As I got the opportunity to work as an intern in Human Resource Division, I tried to find out the scenario in Human Resource Division of Robi Axiata Limited in gender diversity aspect. Also I tried to find out if there is any correlation between gender and career choices.

CHAPTER: 04

Analysis & Interpretation of Data

The responses for this study are collected from the each member of Human Resource Division of Robi Axiata Limited, Bangladesh. This research doesn't include the responses of employees from other divisions. The data collected during the survey was analyzed using SPSS and Microsoft Excel. Here tables, pie charts and graphs are used to represent the data visually.

Department	Men : Women (Ratio)
Human Resource	1.1 : 01
Corporate and Regulatory Affairs	4.4 : 01
Corporate Strategy	5.7 : 01
Digital Services	12 : 01
Enterprise Business	6.9 : 01
Finance	16.31 : 01
Information Technology	8.06 : 01
Internal audit	05 : 01
Market Operation	6.49 : 01
Supply Chain and EPMO	15.75 : 01
Technology	18.4 : 01
Total Employee	8.6 : 01



After comparing the ratio of men and women in all the divisions of Robi Axiata Limited, the number of female employees in Human Resource Division are clearly greater than any other divisions. Only Human Resource Division has almost equal number of male and female employees with the ratio 1.1: 01. Ratio of other divisions vary from 4 to 16 male employee against 01 female employee. Therefore, the participation of women are visibly higher in HR than any other division.

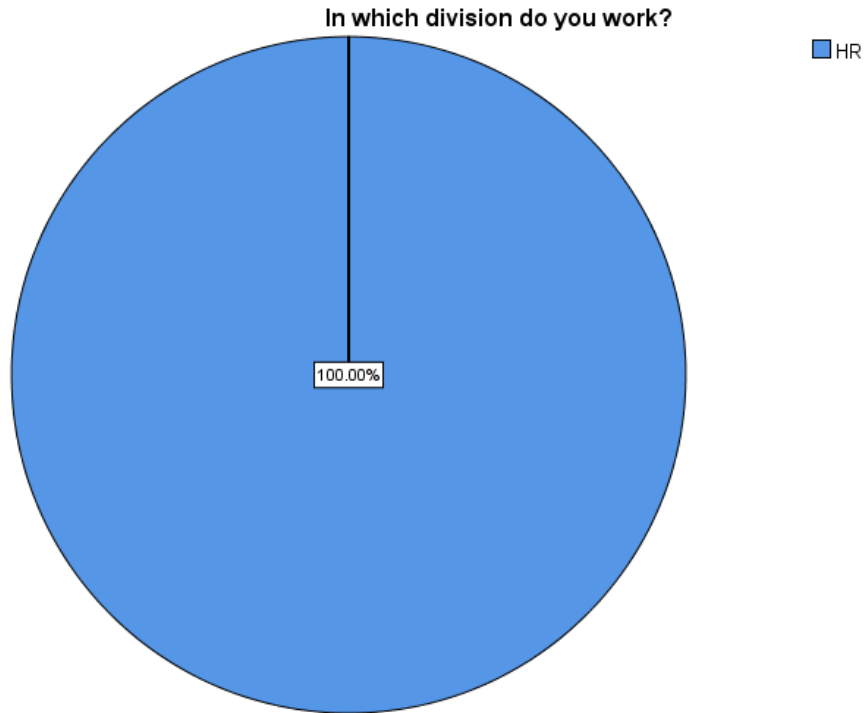


Fig: 02

As this data is strictly collected from the HR division of Robi Axiata Limited, it does not reflect the perception of the whole organization. It only shows the internal perspective of Robi Axiata Limited Human Resource Division about women preference on working in HR and the reason behind it.

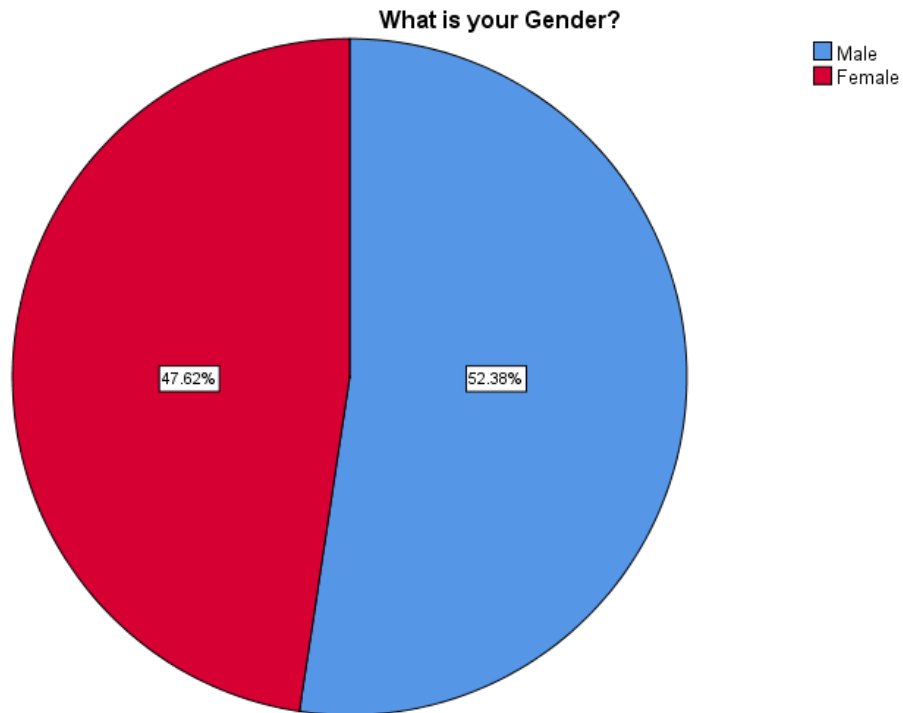
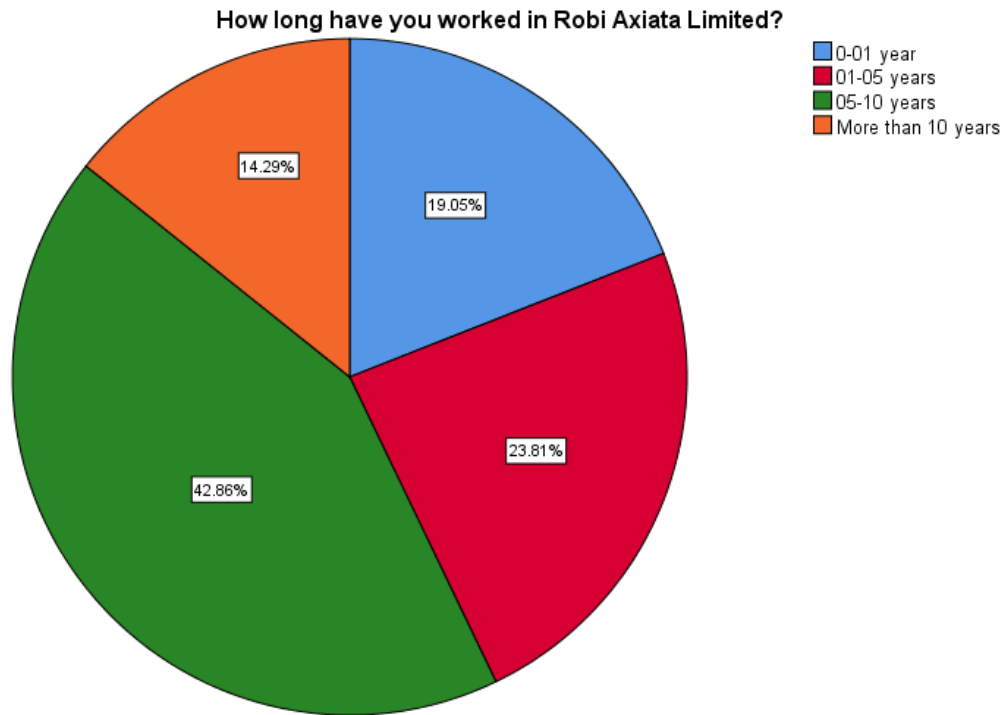


Fig: 03

Human Resource Division comprises of 21 employees of whom 10 are female and 11 are male. Even though this is not as female dominated as the other countries like USA. The pie chart figure: shows the gender ration in Human Resource Division.

**Fig: 04**

The tenure of service of a person in an organization shows more involvement and engagement in organizational culture. IN the HR division of Robi Axiata Limited almost 47% employees have worked more than 5 years in the company and 14.29% employees worked more than 10 years. This means more than 50 % respondents are completely accustomed with organizational culture and behavior of Robi and more than 70% are fairly accustomed. Therefore, the responses collected are more likely to be accurate and will reflect the perspective of the organization,

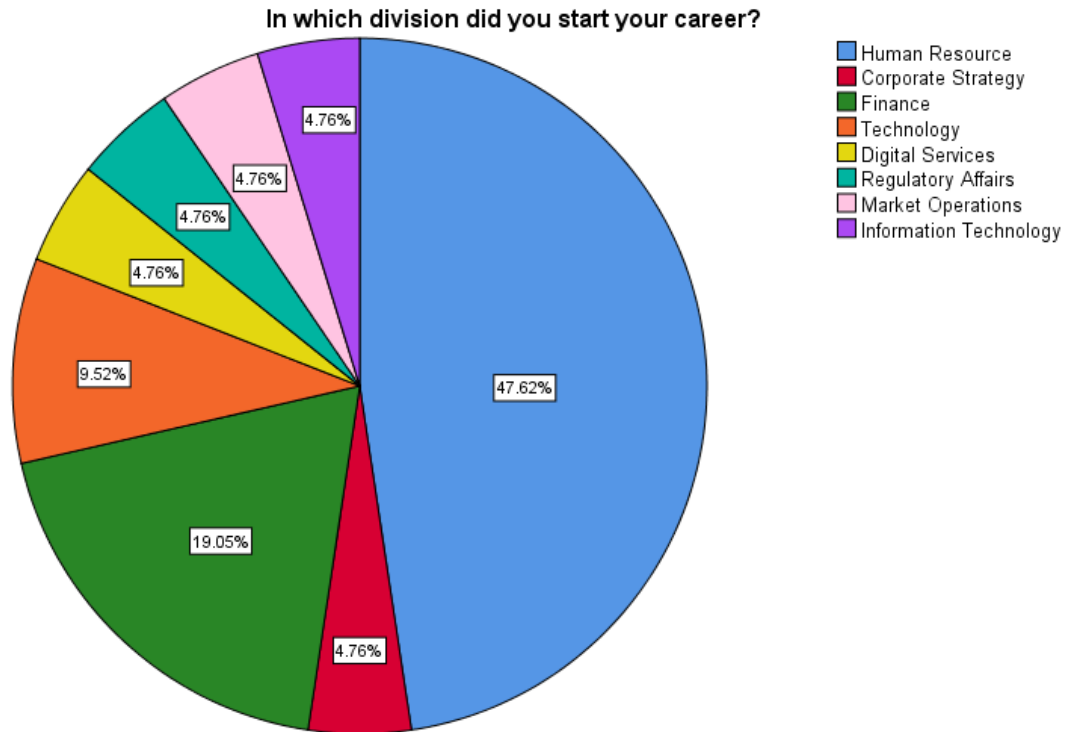
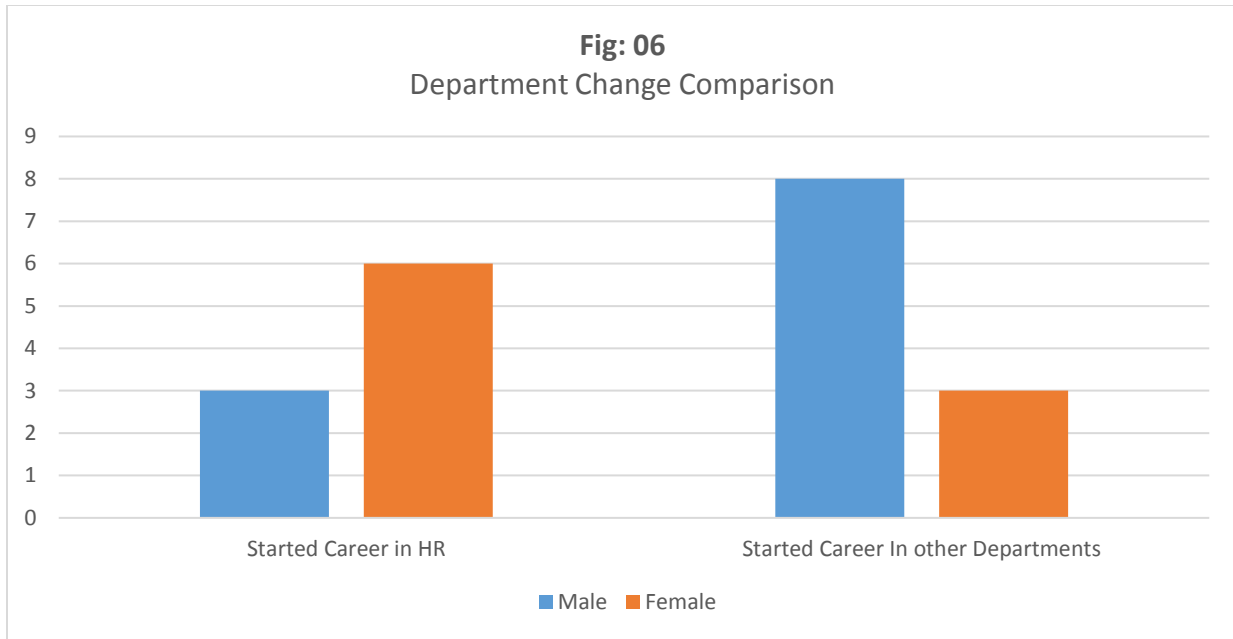


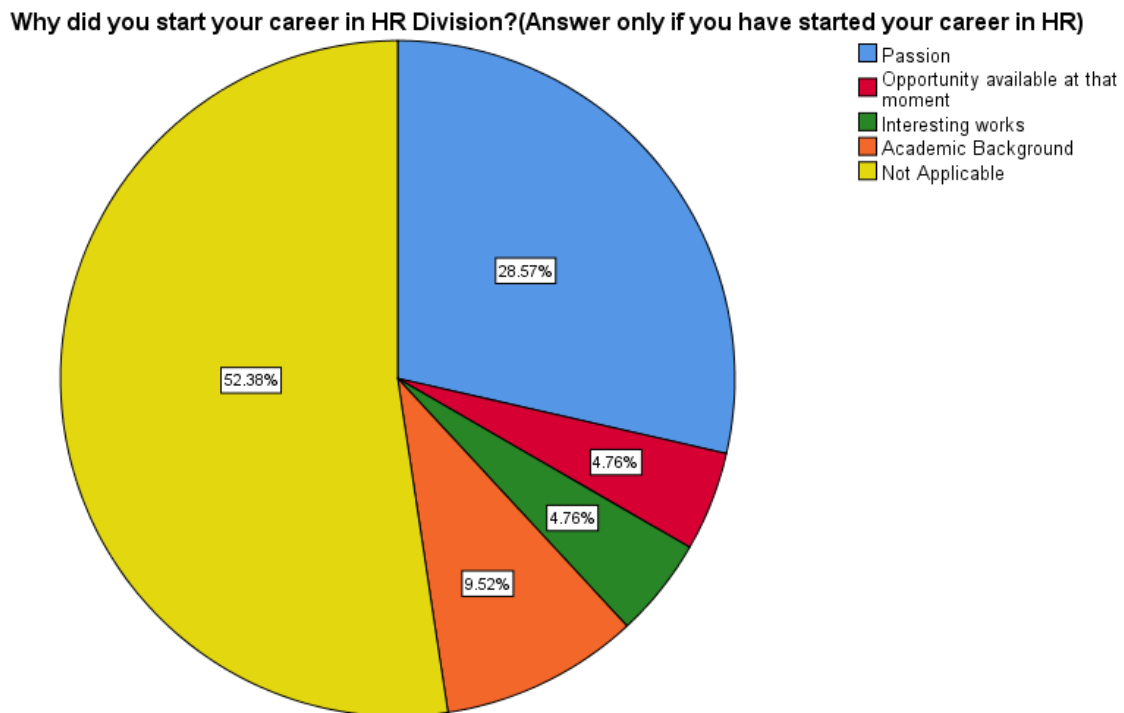
Fig: 05

This question was to find out the percentage of employees who have started their career with HR and what percentage of employees have changed their career path. As per the survey, 47.62% employees in Robi HR have started their career in HR and the rest 52.38% HR professionals had started their career in other sectors but have shifted to HR for various reasons. Most of the department change happened from finance, as compensation management requires knowledge about finance and is one of the most important sector of Human Resource Management.

From other sectors, 9.52% from technology, 4.76% each from IT, Digital Services, Market operation and Regulatory Affairs.



This chart shows that the department change rate is more in male employees, most male employees in HR have changed their department to come to HR and the vice versa is for women. Most of the women employee started their career in HR.

**Fig: 07**

As for the reason to start career in HR, 52.38% have changed their department to come to HR at a later period of their career. Among the people who have started their career in HR 28.57% chose HR because of their passion or interest to work with people, 9.52% joined because of their academic background and to align their career with their academic background and 4.76% employees chose HR because they found interest in HR or it was the available option for them at that moment.

Why did you change your department to come to HR? (Answer only if you have changed your department)

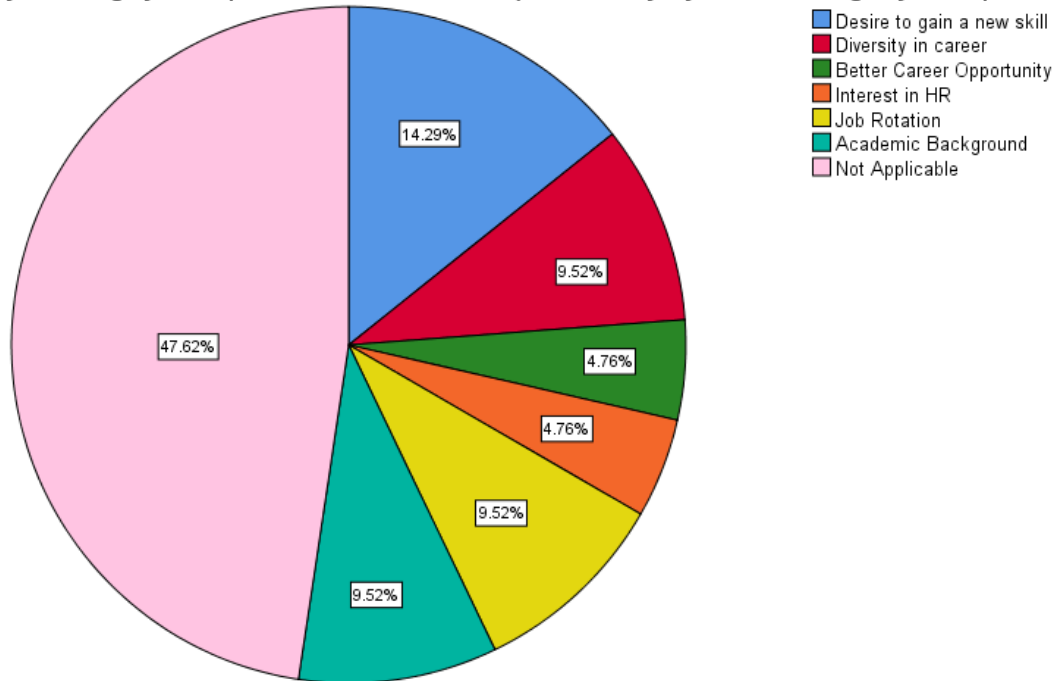


Fig: 08

As a significant percentage of people changed their department to work in HR, this question was asked to find out the reasons for changing their department. 47.62% of people did not change their department; they initially started at HR. 14.29% of employees told that they changed their department to HR to gain a new skill and strengthen their portfolio. Similarly, 9.52% of employees changed for adding diversity in their career, 9.52% changed because of Job Rotation in the organization and another 9.52% because of their academic background. 4.76% of employees thought that HR will give them better career opportunity than their previous department and the rest found interest in HR.

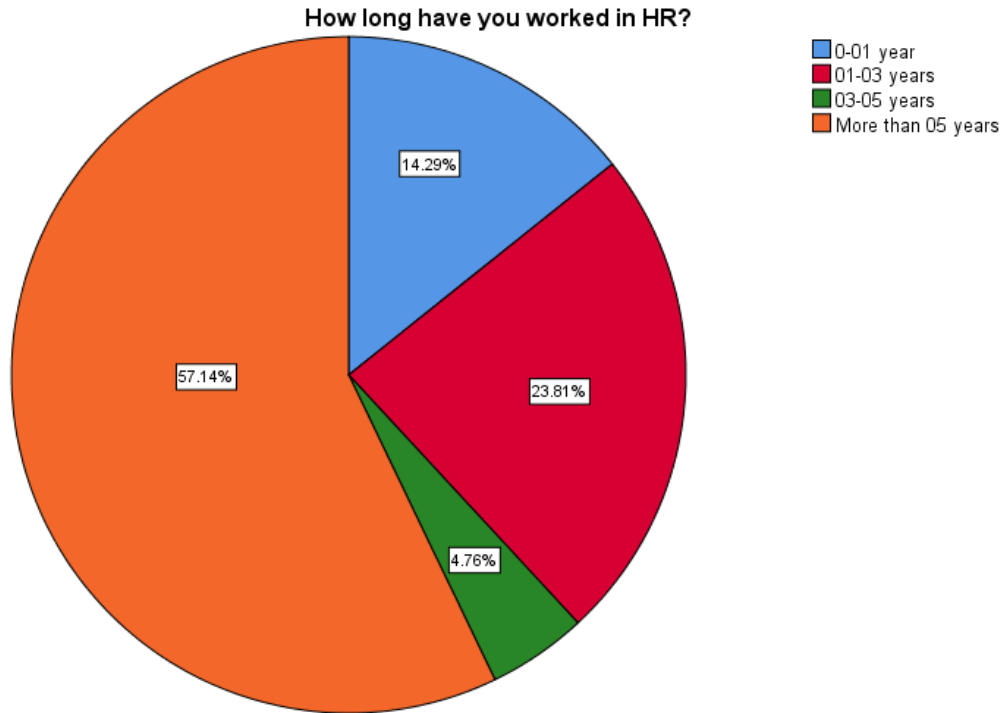


Fig: 09

Most employees have the experience of working in HR more than 5 years, to be exact, 57.14% employees worked more than 5 years in HR only. 23.81% employees worked 01-03 years, 14.29% employees worked up to 01 year and 4.76% employees worked 03-05 years in Human Resource Division of Robi Axiata Limited.

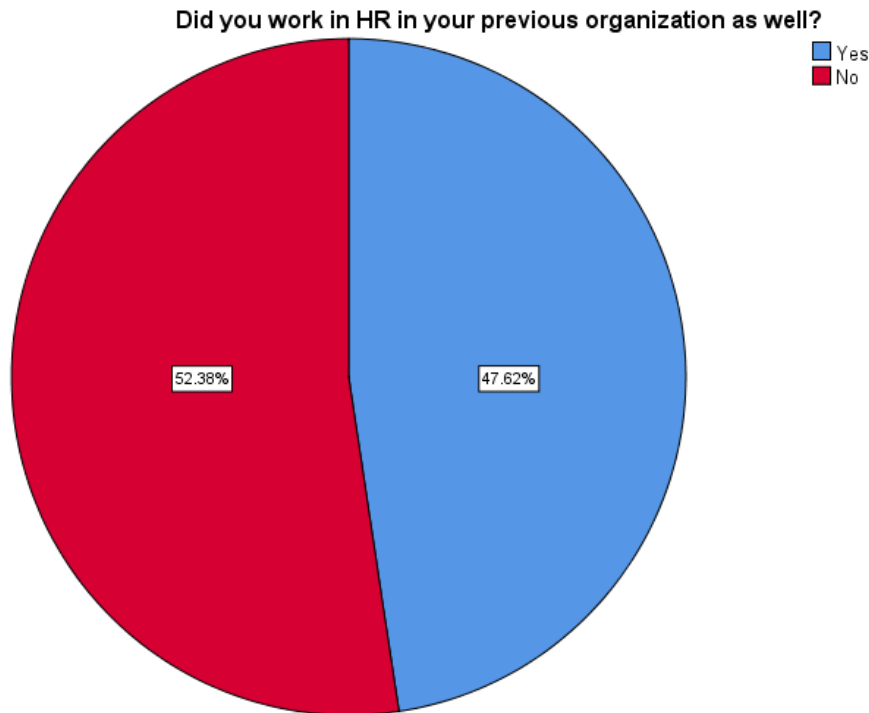
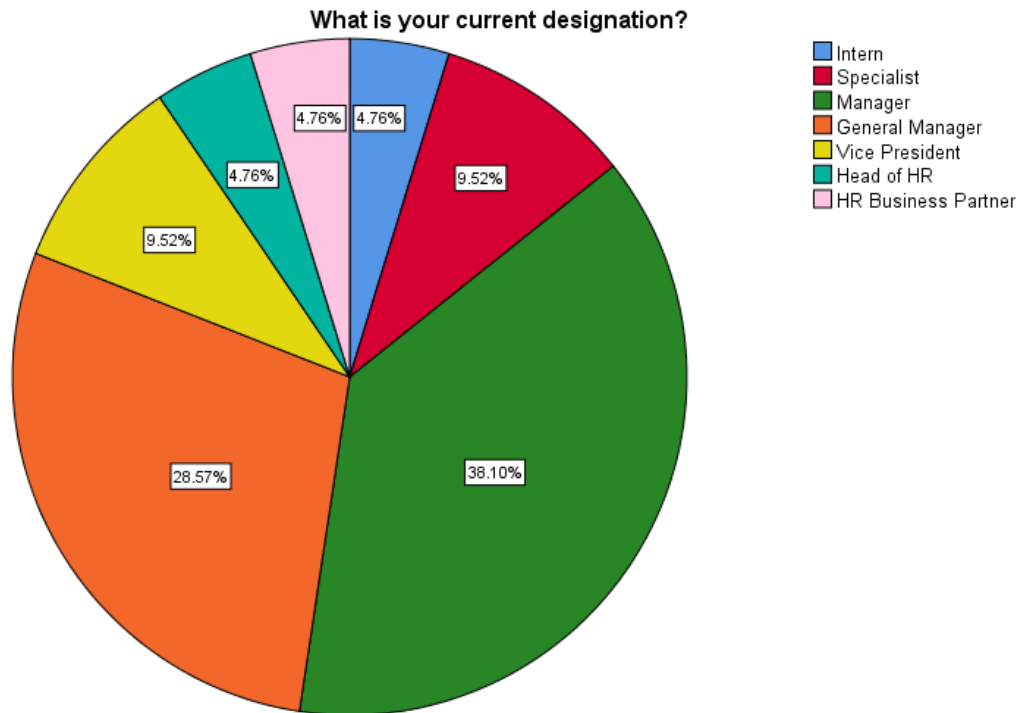


Fig: 10

This question was to determine if the employees have worked in HR in their previous workplace as well. The change of department happens when employees change their job from one organization to another. In Robi, 52.38% employees have changed their department during shifting their workplace.

**Fig: 11**

Naturally the percentage of mid-level employees are higher in Robi Axiata limited just like any other organization. 38.10% employees are in Manager Position, 28.57% are in General Manager Position. 9.52% employees are in Vice President Position and 1 out of 3 vice presidents is female. Also, 9.52% entry level employees are there in Specialist position.

Will you continue to work in HR or you would like to shift to any other department? Please tell us your reason.

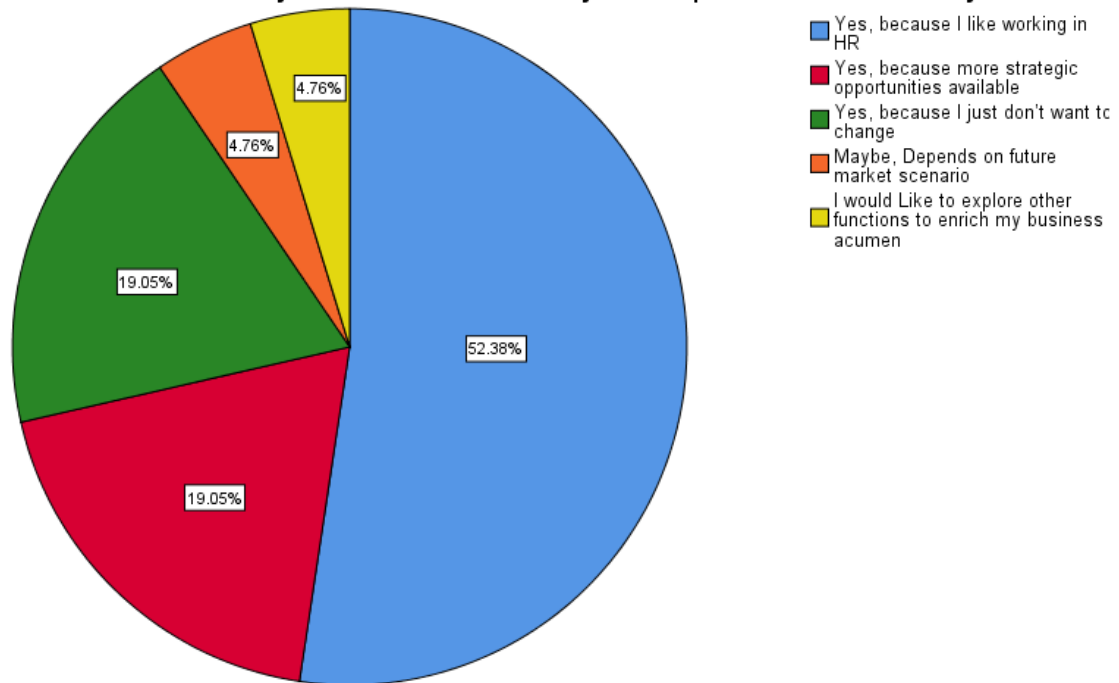


Fig: 12

This question was to find out if the employees in HR are interested to change their department like people from other department comes to HR. the result was 52.38% employees don't want to change their department because they like working in HR and it suits them. 19.05% people won't change because they think HR has more strategic opportunities to offer than other departments. Another 19.05% won't change their department but they didn't provide any reason. Only around 9% employees would like to change their department provided they get a better opportunity or career incentive.

If you have to work in any other department other than HR, how will you accommodate the change in your professional life?

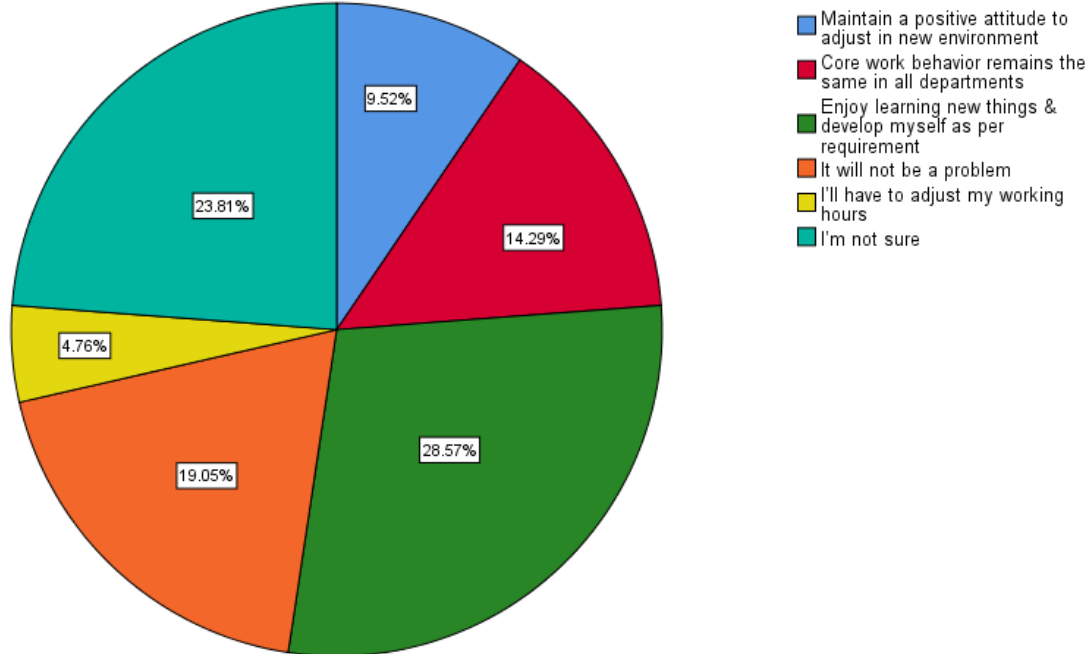


Fig: 13

This question was put to find out what kind of change HR people think that they might have to face if they are put to a situation where they have to change their department from HR to another. A significant percentage of people; 23.81% precisely couldn't think of any change that may result due to their department change. 28.57% people said they would love to adopt to the new environment and learn new skills as per requirement, 19.05% think that it will not be a problem for them if they have to change their department. 14.29% employees think that there is no difference in core work behavior irrespective of departments. 9.52% people think that maintaining a positive attitude towards the work is enough to get accustomed in any other department.

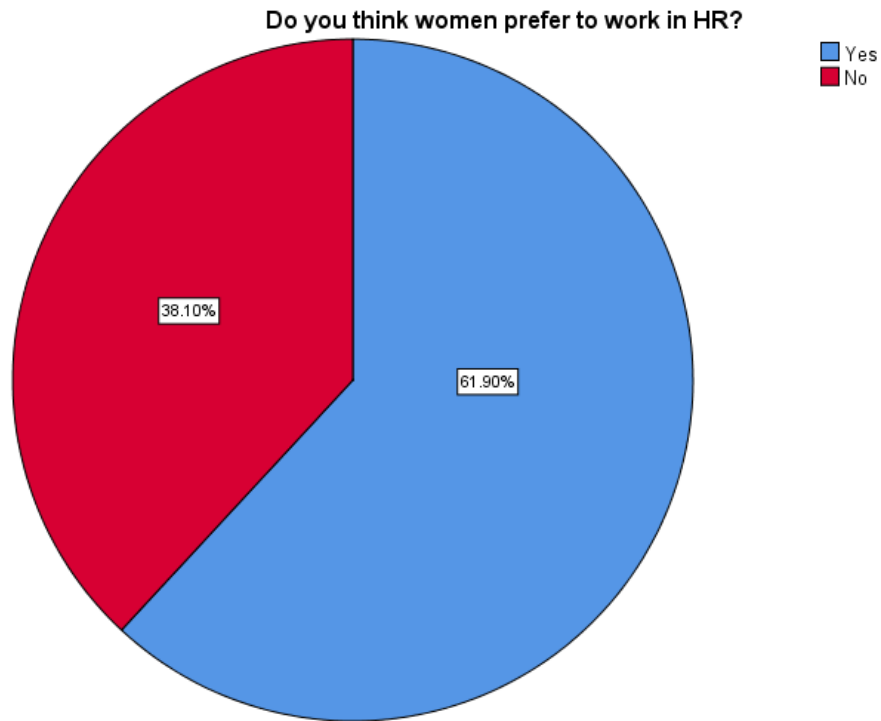
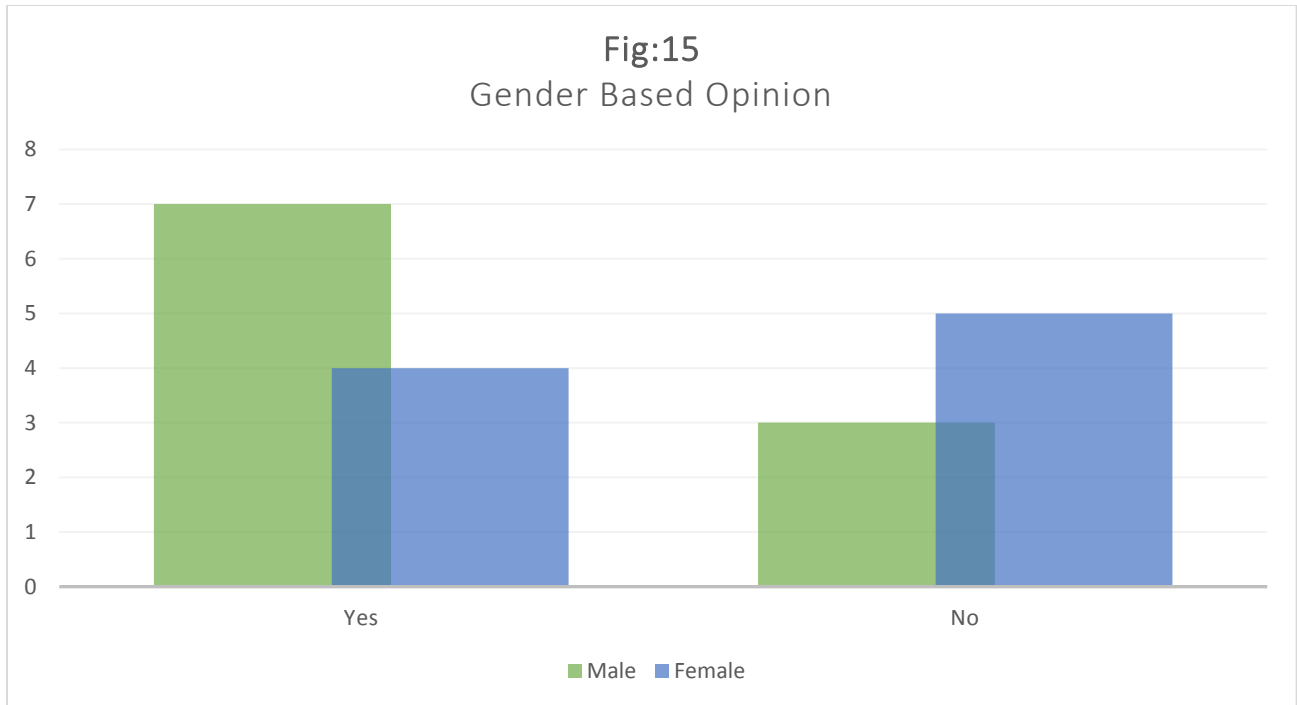


Fig: 14

61.90% employees think that women prefer to work in HR and 38.10% employees think that gender has no role in deciding career.



Among 61.90% employee the number of people that said women prefer to work in HR, the number of men are higher. Most male employees in HR division of Robi thinks that women prefer to work in HR and most women think the opposite.

Your gender played a significant role in the decision making process of your career choice in HR.

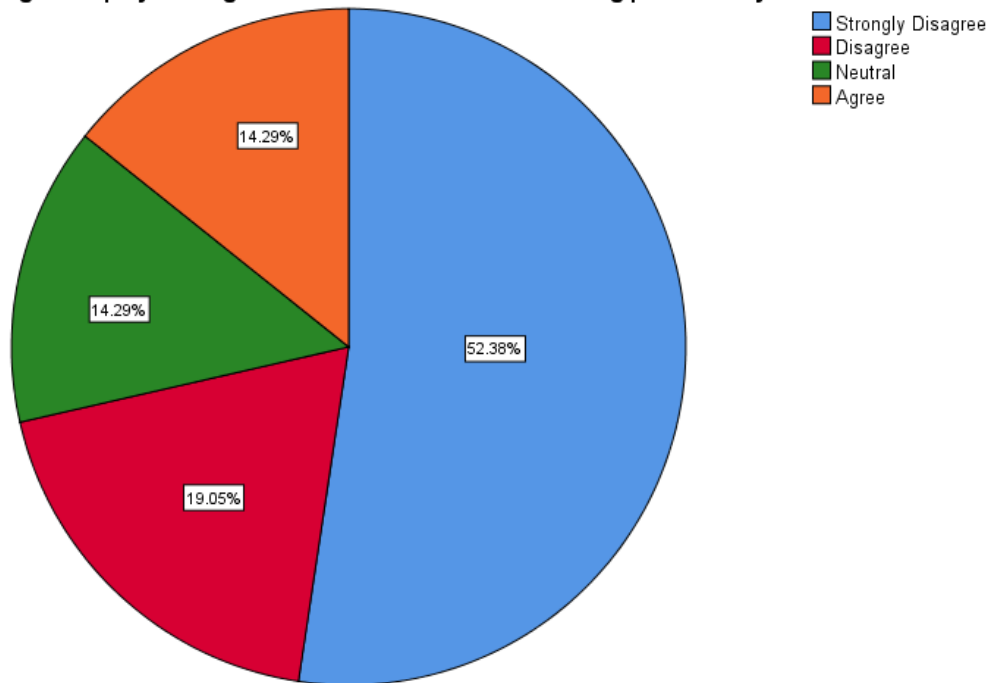


Fig: 16

52.38% people strongly opposed that gender had any relation or influence on their career choice. 19.05% people also disagreed on the proposition of gender having any role in their decision. However, 19.29% employee think that gender played a significant role in their career choice and all of these respondents are female.

You chose HR because it is easier to work, less competitive and relaxed compared to other departments.

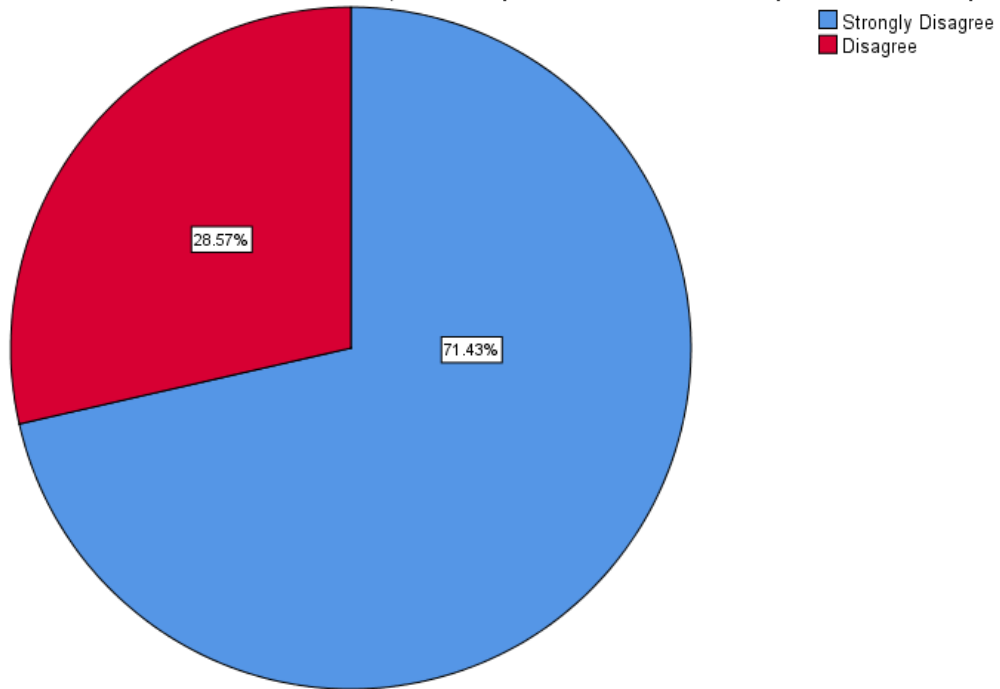


Fig: 17

From the response of this question, it is evident that none of the employees agree to the statement "HR is easier" or "Less Competitive" field.

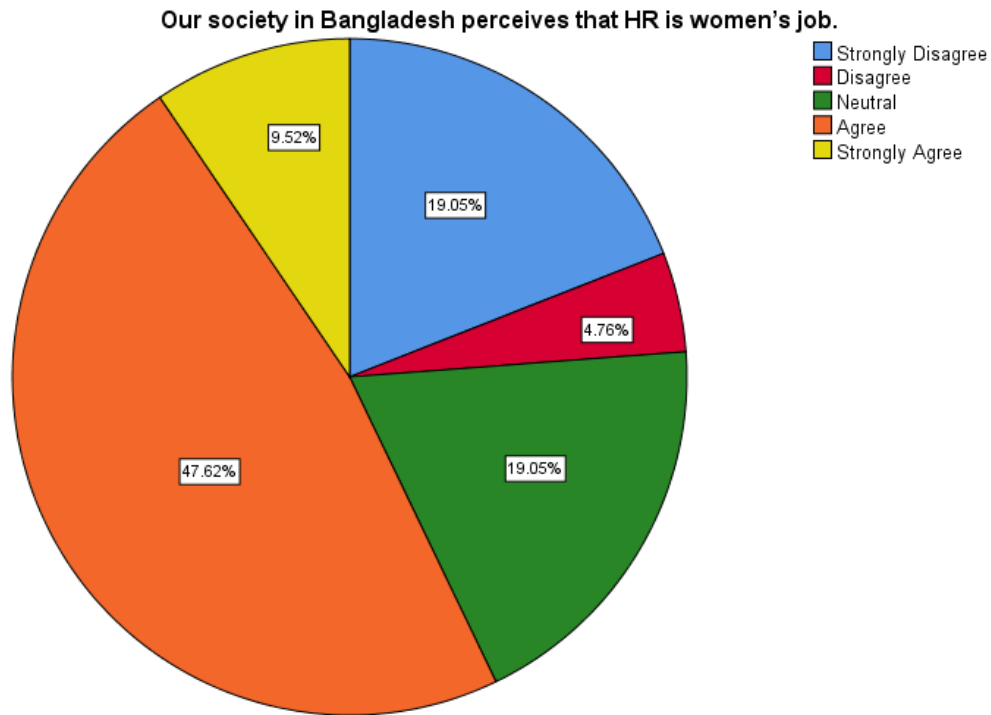


Fig: 18

The aim of this question is to find out if the social perspective regarding HR is that it is women's field or not. 9.52% respondents strongly agreed and 47.62% people agreed that the Bangladeshi society perceives HR as career choice for women and a large percentage, 19.05% people stayed neutral in this question. 19.05% strongly disagreed and 4.76% disagreed that the society don't perceive HR as women's job.

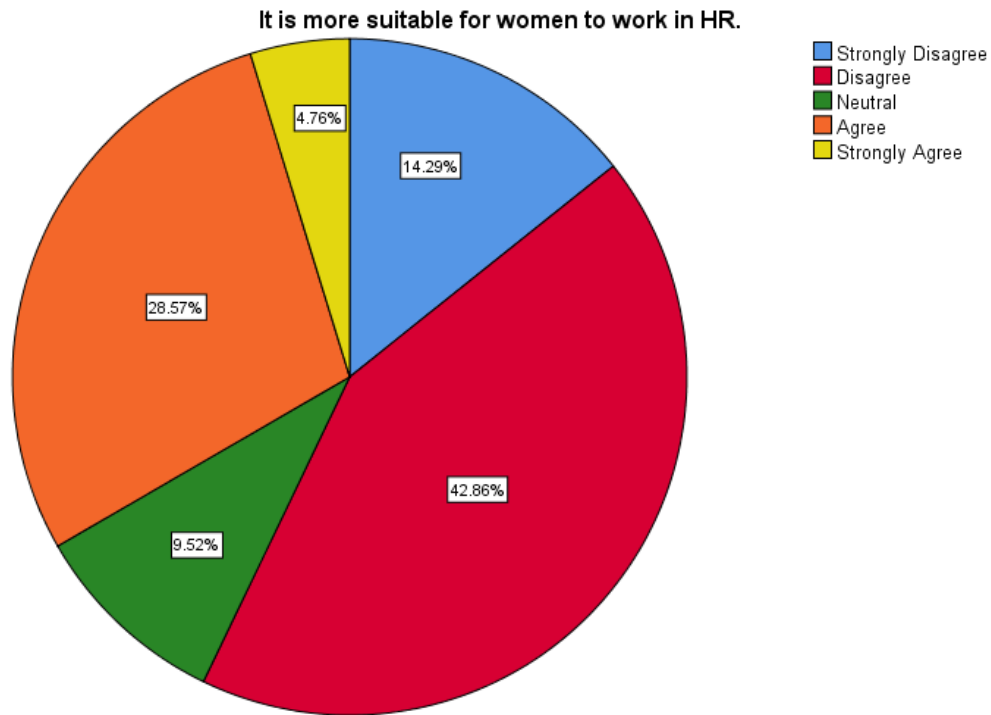


Fig: 19

This question aimed to find out if it is more suitable for women to work in HR than other departments. The data shows that 42.86% disagreed and 14.29% strongly disagreed on the statement and 28.57% agreed and 4.76 % strongly agreed on the statement.

The male dominated social structure system drives women to choose HR as a career choice.

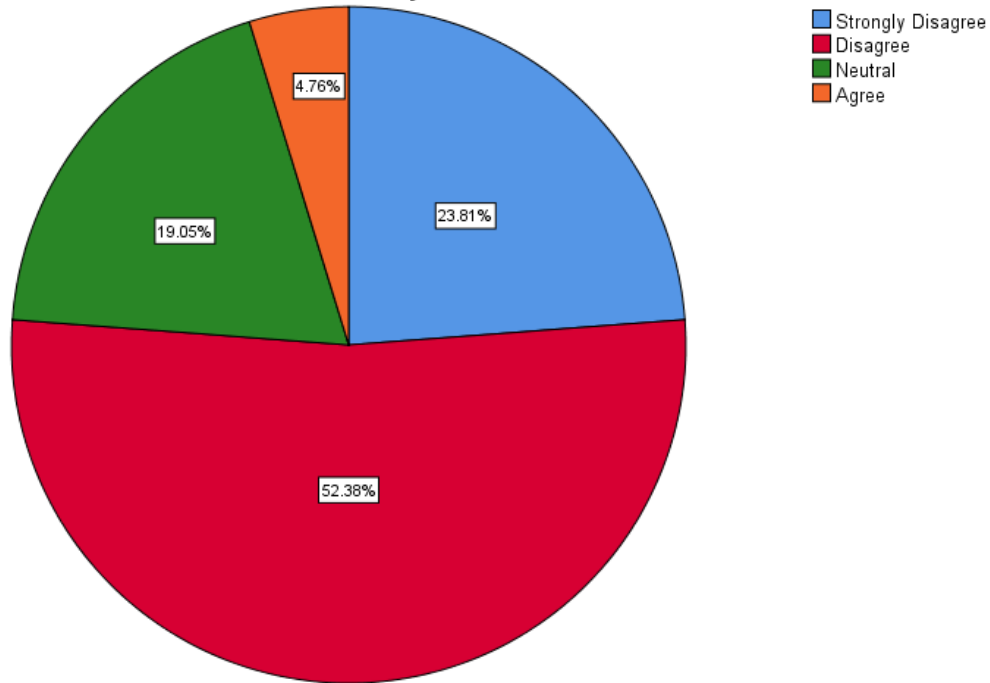


Fig: 20

If the social structure has any correlation with the career choice of women was the question and in response 52.38% disagreed and 23.81% strongly disagreed on the statement and 19.05% stayed neutral. However, 4.76% respondents said that they agree on this statement.

Women tend to work in HR because they can maintain work life balance better in Bangladesh's perspective.

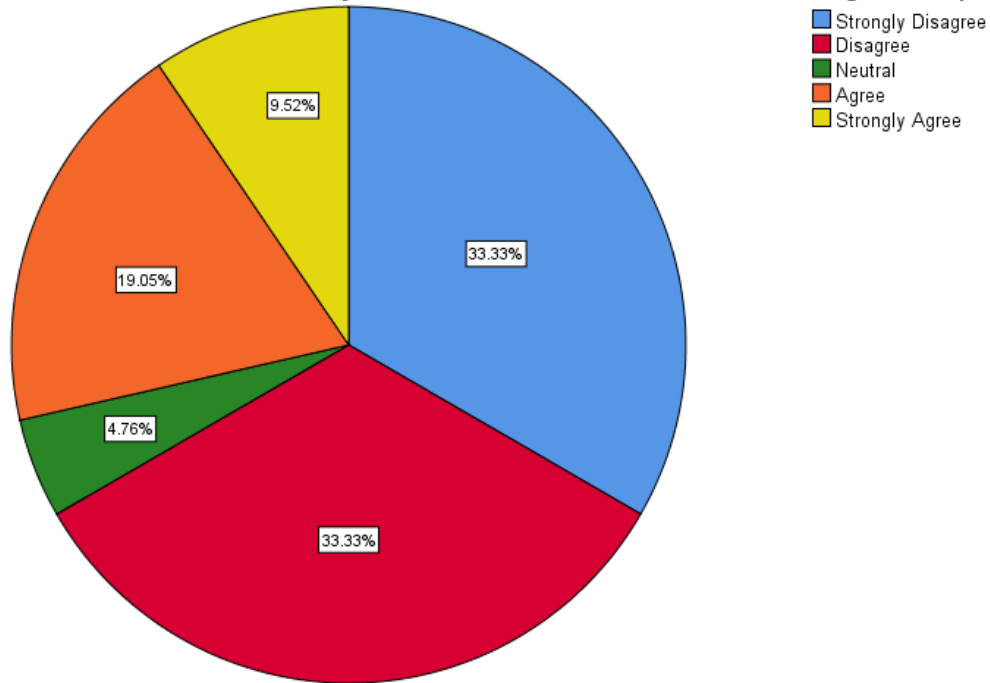


Fig: 21

In total 67% respondents disagree and strongly disagree that woman tends to work in HR because of a better chance of maintaining work life balance. In the other side 19.05% people agreed and 9.05% strongly agreed on this statement.

Women instincts like empathy, emotional intelligence etc. help women to perform better in HR.

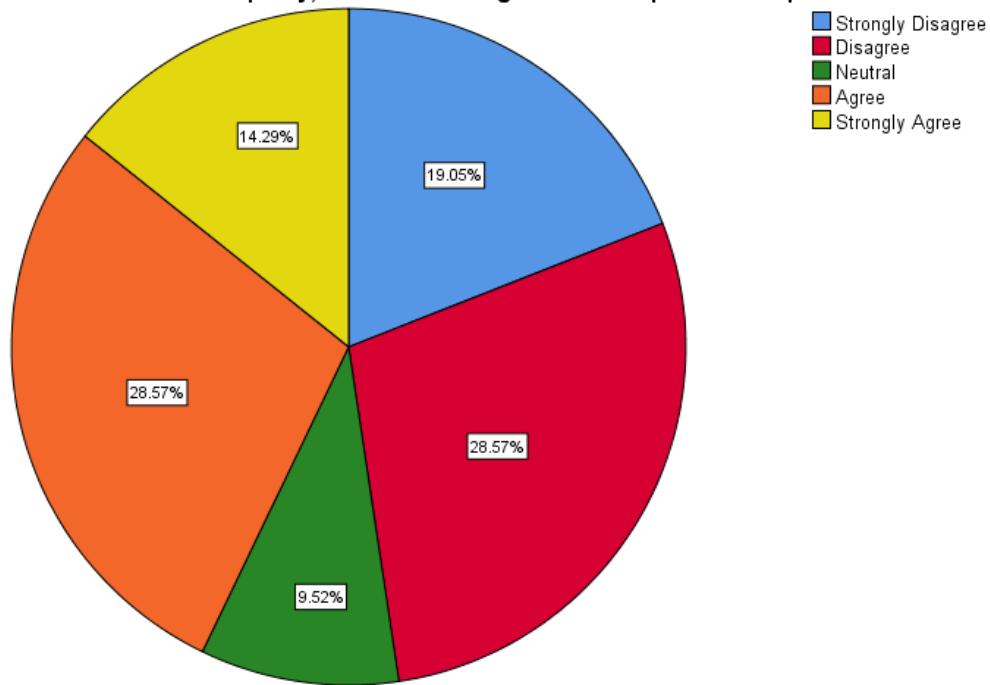


Fig: 22

As per the traditional or stereotype idea women instincts are essentially important for working in HR. a notable amount of people, 14.29% strongly agree and 28.57% seems to agree on the statement. However, 28.57% disagree and 19.05% strongly disagree with the statement.

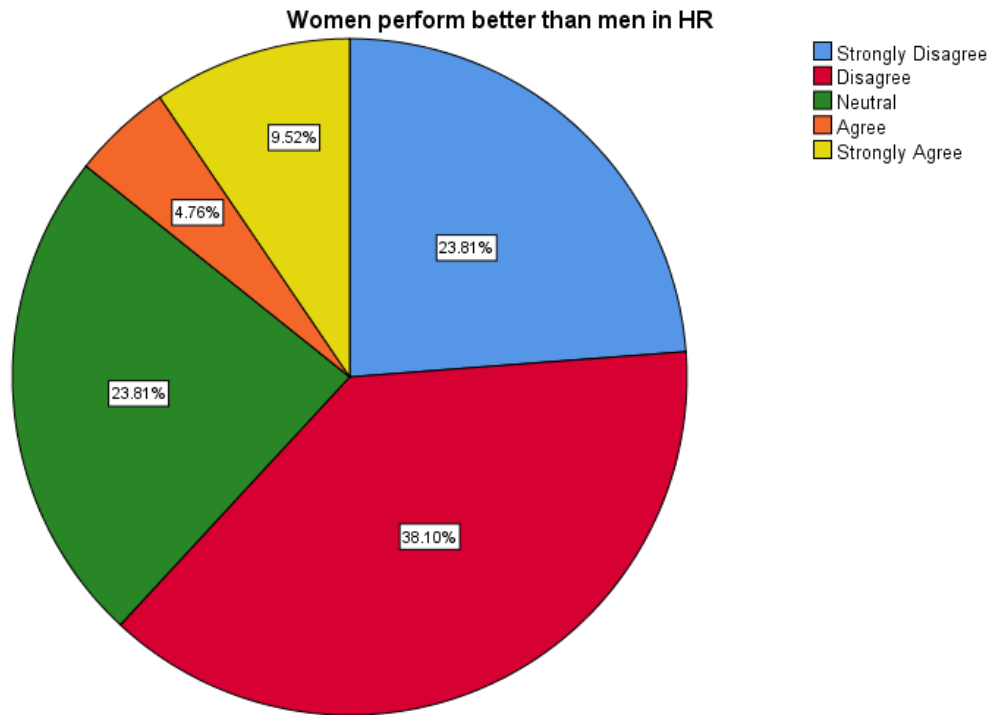


Fig: 23

As per the survey, 23.81% strongly disagree & 38.10% employees Disagree that women perform better than men in HR. on the contrary, 9.52% employees strongly agree and 4.76% employees agree that women perform better than men in HR. a prominent amount, 23.81% employees chose to stay neutral on this question.

CHAPTER: 05

*Findings, Recommendation, Limitation &
Conclusion*

Findings

- The gender diversity is more balanced in Human Resource Division than any other division of Robi Axiata Limited. In any other division the gender ratio is highly imbalanced. The good news is Robi Axiata is taking care to balance the ratio.
- Almost half of the employees of HR division have changed their working sector at least once to migrate to HR. They migrated from various sectors like finance, technology, Information technology, Digital services etc.
- Number of male employees are higher among the migrated employees from other divisions.
- The rate of changing division from HR to other divisions is zero and most of the HR people are not interested to change their division at all.
- The main reason these people chose HR as their career is they are passionate about HR and some of them had HR academic background.
- Those who have changed their departments in career are mostly to acquire a new skill or to get a better opportunity at career.
- The stereotype ideas about HR being easy or relaxed are not true. In present time it is even more competitive.
- Almost 60% people thinks that women prefer to work in HR and among these respondents most of them are male.
- Even though a large portion of people said that their gender had no part to play during decision making of their career choices, a comparatively smaller portion of people said they have taken consideration of their gender before selecting profession and all of this smaller portion are female. Therefore, the question remains that if there is any other reason behind the high participation of women in HR.
- HR is perceived as women's job in Bangladesh's social perspective also.
- Women instincts are useful and they help women to perform better in some particular areas but not necessarily the sector has to be HR. these instincts are useful everywhere.
- There is no concrete data about the performance of male and female in HR.

Recommendations

There are not much recommendations I have for Robi Axiata Limited about increasing gender Diversity. Robi Axiata Limited is taking measures to balance the gender ratio in the organization. My recommendations are mainly for the further improvement of this paper.

- From the interview with Mr. Zaved Parvez, Vice President, Resourcing it came out as a probable variable that the choice made at University level by the students to major in a particular subject might be more influenced by the gender role. This academic choices later works as a determining factor in career choice of a person.
- If this study could be done in a inter industry level, the real scenario of the gender diversity in Human Resource Sector could be measured in our country's perspective.
- The socio-economic background of a female might have a strong correlation with the choices they make.

Limitations

There are many limitations of this research paper. Shortcomings that this paper could not overcome are discussed below:

- This paper doesn't include the opinion of all divisions of Robi Axiata Limited, only the opinions from Human Resource Division were collected.
- As gender issue is a controversial and debated topic, many respondents might feel pressurized or uncomfortable to express their feelings.
- This research paper could be much enriched without the confidentiality issue of the organization.
- If the scope of this study could have been broadened and other companies from telecommunication industry could have been included in the study then the interpretation of collected data could be presented more precisely.
- The time for this study was not enough. The quality could have been improved to a great extent with additional time.

- There were no secondary data available about the gender diversity in all the areas in aspect of Bangladesh.

Conclusion

“Even in circumstances where the world is falling apart for a woman, her courage, passion and determination on her dreams is what can make her move miles and miles on the road of success. However sometimes women face struggles whenever there are other stakeholders who get to have an influence over the decision of the female. These other stakeholders oftentimes involves her husband, father or mother, relations which is more or less vital to every woman. Such scenarios create the phenomena known as the glass ceiling for women in the professional world” (Karim, 2018). Because of the social structure of Bangladesh women are taught to think in certain way. The best part of this research was to find out that these stereotype ideas are not there among the HR professionals of Robi Axiata Limited. They fixed thought process is not there and women are as competitive as men. In the recent recruitments of Graduate Trainee under Young Talent Program out of seven selected candidates five were female and none of them decided to join HR. The traditional ideas are changing and bringing new ideas.

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Appendix

Research Questionnaire

1. How long have you worked in Robi Axiata Limited?

- 0-01 year
- 01-05 years
- 05-10 years
- More than 10 years

2. In which division do you work?

Answer: _____

3. In which division did you start your career?

- 1. Human Resource
- 2. Corporate Strategy
- 3. Finance
- 4. Technology
- 5. Digital Services
- 6. Regulatory Affairs
- 7. Market Operations
- 8. Information Technology
- 9. Enterprise Business
- 10. Internal Audit
- 11. Supply Chain & EPMO

4. Why did you start your career in HR Division?(Answer only if you have started your career in HR)

- 1. Passion
- 2. Career Diversity
- 3. Opportunity available at that moment

4. Scope of Personal Development & Growth
5. Interesting works
6. Academic Background
7. Not Applicable

5. Why did you change your department to come to HR? (Answer only if you have changed your department)

- 1) Desire to gain a new skill
- 2) Diversity in career
- 3) Better Career Opportunity
- 4) Interest in HR
- 5) Job Rotation
- 6) Academic Background
- 7) Not Applicable

6. How long have you worked in HR?

- 0-01 year
- 01-03 years
- 03-05 years
- More than 5 years

7. Did you work in HR in your previous organization as well?

- Yes
- No

8. What is your current designation?

- 1) Specialist
- 2) Manager
- 3) General Manager
- 4) Vice President
- 5) Head of HR
- 6) HR Business Partner

7) Intern

9. What is your Gender?

- Male
- Female

10. Will you continue to work in HR or you would like to shift to any other department? Please tell us your reason.

- 1) Yes, because I like working in HR
- 2) Yes, because more strategic opportunities available
- 3) Yes, because I just don't want to change
- 4) If I get better opportunity in other functions I'll move
- 5) Maybe, Depends on future market scenario
- 6) I would Like to explore other functions to enrich my business acumen
- 7) No, I'm trying to shift to other department

11. If you have to work in any other department other than HR, how will you accommodate the change in your professional life?

- 1) Maintain a positive attitude to adjust in new environment
- 2) Core work behavior remains the same in departments
- 3) Enjoy learning new things & develop myself as per requirement
- 4) It will not be a problem
- 5) I like challenges
- 6) I'll have to adjust my working hours
- 7) I'm not sure

12. Do you think women prefer to work in HR?

- Yes
- No

13. Please put tick (✓) in the appropriate box that represents your perception on each statement:

Here, 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree

No	Question	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
1	Your gender played a significant role in the decision making process of your career choice in HR.					
2	You chose HR because it is easier to work, less competitive and relaxed compared to other departments.					
3	Our society in Bangladesh perceives that HR is women's job.					
4	It is more suitable for women to work in HR.					
5	The male dominated social structure system drives women to choose HR as a career choice.					
6	Women tend to work in HR because they can maintain work life balance better in Bangladesh's perspective.					
7	Women instincts like empathy, emotional intelligence etc. help women to perform better in HR.					
8	Women perform better than men in HR					