

**Report On**  
**Human Resources Functions in Auto Crop Care Limited**

**By**

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**An internship report submitted to the BRAC Business School in partial fulfillment of the  
requirements for the degree of  
Bachelors of Business Administration**

**BRAC Business School**  
**BRAC University**  
**August 2019**

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## **Declaration**

It is hereby declared that

1. The internship report submitted is my/our own original work while completing a degree at BRAC University.
2. The report does not contain material previously published or written by a third party, except where this is appropriately cited through full and accurate referencing.
3. The report does not contain material which has been accepted, or submitted, for any other degree or diploma at a university or other institution.
4. I/We have acknowledged all the main sources of help.

**Student's Full Name & Signature:**

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14204018

**Supervisor's Full Name & Signature:**

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**Feihan Ahsan**  
Lecturer, BRAC Business School  
BRAC University

## Letter of Transmittal

Mr. Feihan Ahsan

Lecturer,

BRAC Business School

BRAC University

66 Mohakhali, Dhaka-1212

Subject: Submission of Internship Report

Dear Sir,

This is my pleasure to show my entrance level position gives insights about 'Human Resource Functions, which I was selected by your bearing. I need to lead a 12-weeks entry-level position program from Auto Crop Care Ltd' under your watch and direction. I have filled in as an understudy in the Human Resource office. During this period I have found out about the down to earth ramifications of the HR exercises and have completed my temporary position report effectively.

The report centers on my pick up information and working encounters during my entry-level position period. I have put much accentuation on the enlistment and determination systems of the HR division.

I have endeavored my best to complete the report with the fundamental information and prescribed suggestion in a noteworthy reduced and extensive way as could be expected under the circumstances.

I believe that the report will meet the wants.

Sincerely yours,

---

Tashreef Mahbub Matin

14204018

BRAC Business School

BRAC University

Date: August 16, 2019

## **Non-Disclosure Agreement**

This agreement is made and entered into by and between Auto Crop Care Ltd. and the

Undersigned student at BRAC University Student.....

## **Acknowledgment**

Principal, I need to thank omnipotent Allah, the lenient, who attempted my endeavors fruitful.

I need to demonstrate my appreciation to my academic supervisor Mr. Feihan Ahsan, Lecturer of BRAC Business School, who has upheld me with all his supervision and direction with this report.

I might want to thank the Assistant Manager (HR and Admin) - Mr. Abdul Bari, Senior Officer (HR and Admin) - Mr. Tashfin Hossain Rumman, Officer (HR and Admin) - Mr. Shamsul Haque, Officer (HR and Admin)- Mr. Babul Molla alongside the head of division General Manager(HR and Admin)- Mr. Muhyuddin Ahmed for helping me and giving me direction for the last more than two months.

I might likewise want to thanks every one of those individuals from different wings of Auto Crop Care Limited who have helped me with loads of hardware.

Moreover, I am thankful to my relatives for their adoration and supports over the span of this temporary position.

At long last, I am appreciative of the BBS Department Officials for furnishing me with productive news and hold up to finish my temporary job report.

## **Executive Summary**

This report encloses extensive research on HR practice in Auto Crop Care Limited. Auto Crop Care Limited a company of Group QA was established in 1965 under the name “KBP” (Krishi Banijya Protishthan). KBP which later became Auto Crop Care Limited has been doing business in pesticide (crop protection solution) and seed sector. This company’s main target is to enrich the crop sector of Bangladesh. The company has been practicing HR compliance in their corporate office by which it ensures employee rights.

I have found the step by step undertakings of the organization all through the task. My specific intrigue was on the HR Operations group to collect obligatory records and data. These records and measurements were redesigned to set up the task paper. Here, the greater part of the records was once accumulated from crucial sources. I have moreover utilized some optional data to help my report.

In the report, the brief HR procedure has been described in the sector of compliance. Recruitment, workers’ compensation, workers benefits, misconduct, work ethics, occupational health, and safety has been clearly shown with the issues that Auto Crop Care Limited is facing.

So in accordance with the theme of this report, I tried to focus on principal factors of the HR Operation procedure and HR Operations personals of Auto Crop Care Limited. My core interest was on the techniques and strategies they followed. Finally, I have discovered the HR practices followed by Auto Crop Care Limited as per Bangladesh Labor Code 2006 which has given me an idea of how much compliancy Auto Crop Care Limited maintains in the corporate world.

## **Table of Contents**

Declaration.....	ii
Letter of Transmittal.....	iii
Non-Disclosure Agreement.....	iv
Acknowledgement.....	v
Executive Summary.....	vi
Table of Contents.....	vii
List of Figures.....	ix
List of Acronyms.....	x
Chapter 1: Introduction.....	01
1.1 Overview of the Organization .....	01
1.2 Objective of the report .....	06
1.3 Scope of the Report .....	06
1.4 Methodology of the Report.....	07
1.5 Limitations of the Report.....	08
Chapter 2: Human Resource Division of Group QA.....	9
2.1 Recruitment.....	9
a) Task force	
b) Sales force	
c) Engineers	
d) Teachers	
2.2 Training & development.....	12
2.3 Employment standards and workplace conduct.....	14
2.4 Workers compensation policy.....	15
2.5 Occupational health and safety.....	16
2.6 Misconduct and disciplinary action.....	17
2.7 PMS.....	17

Chapter 3: Internship Experience.....	18
Chapter 4: SWOT Analysis of Group QA.....	21
Chapter 5: Conclusion and Recommendation.....	23
5.1 Conclusion.....	23
5.2 Recommendation.....	24
5.3 References.....	25



## List of Figures

Figure 1: Brach Offices of ACC .....	3
Figure 2: CSR Activities of Group QA.....	5
Figure 3: Recruitment Process.....	9
Figure 4: LEAN Management Sample.....	13

## **List of Acronyms**

ACCL	Auto Crop Care Ltd.
HR	Human Resources
KPI	Key Performance Indicator
ACC	Auto Crop Care
PMS	Performance Management System

# **Chapter 1**

## **Introduction**

An organization keeps running by methods for the individuals, not through the machine. Thus, it is an unquestionable requirement to save these human resources so as to achieve accomplishment in Business. HR division is the rising segment in the new age of the corporate world. Beforehand HRM used to be forgotten about by utilizing the associations anyway these days the situation has changed, the vast majority of the associations are stressing HRM work out. In my Internship Report, my most significant objective is to distinguish the region of HR routine with regards to Auto Crop Care Ltd.

### **1.1 Overview of the Organization**

Group QA initiated its business endeavor in the harvest fragment of Bangladesh. Dynamically, Auto Crop Care Limited (ACCL) and Krishi Banijya Protisthan (KBP) by and large need to end up being a finished homestead arrangement supplier to the ranchers of Bangladesh. This gathering gave an enormous scope of Agro-care items and ranch hardware to them.

Auto Crop Care Limited imports and markets Herbicides, Fungicides, Insecticides, PGR, and Micro Nutrients. Then again, KBP is worried about seed generation and augmentation as pleasantly as the publicizing and showcasing of elite rice, maize and vegetable seeds. The Farm apparatus area of KBP is giving world-class horticultural hardware all around the nation.

At present this is one of the main a few organizations in Bangladesh managing in harvest insurance synthetics having 20 branch workplaces and a solid seller's system everywhere throughout the nation. The organization imports crop assurance synthetic substances from the

USA, Australia, China, Germany, India, Singapore, and Indonesia in bulk, repack them in small packing in our factory and market them at the farmer's level.

The company has established a state of the art agro chemicals formulation and repacking plant at Bhaluka, in the district of Mymensingh. The formulation plant is equipped with automated machines capable of operating 24 hours a day. Auto Crop Care Limited consciously ensures green manufacturing practice by adopting eco-friendly activities like preventing pollutions and harmful emissions, improving energy efficiency and following environment-friendly waste management. As a result, the formulation plant has been labeled GREEN by the global giant BASF, the chemical company.

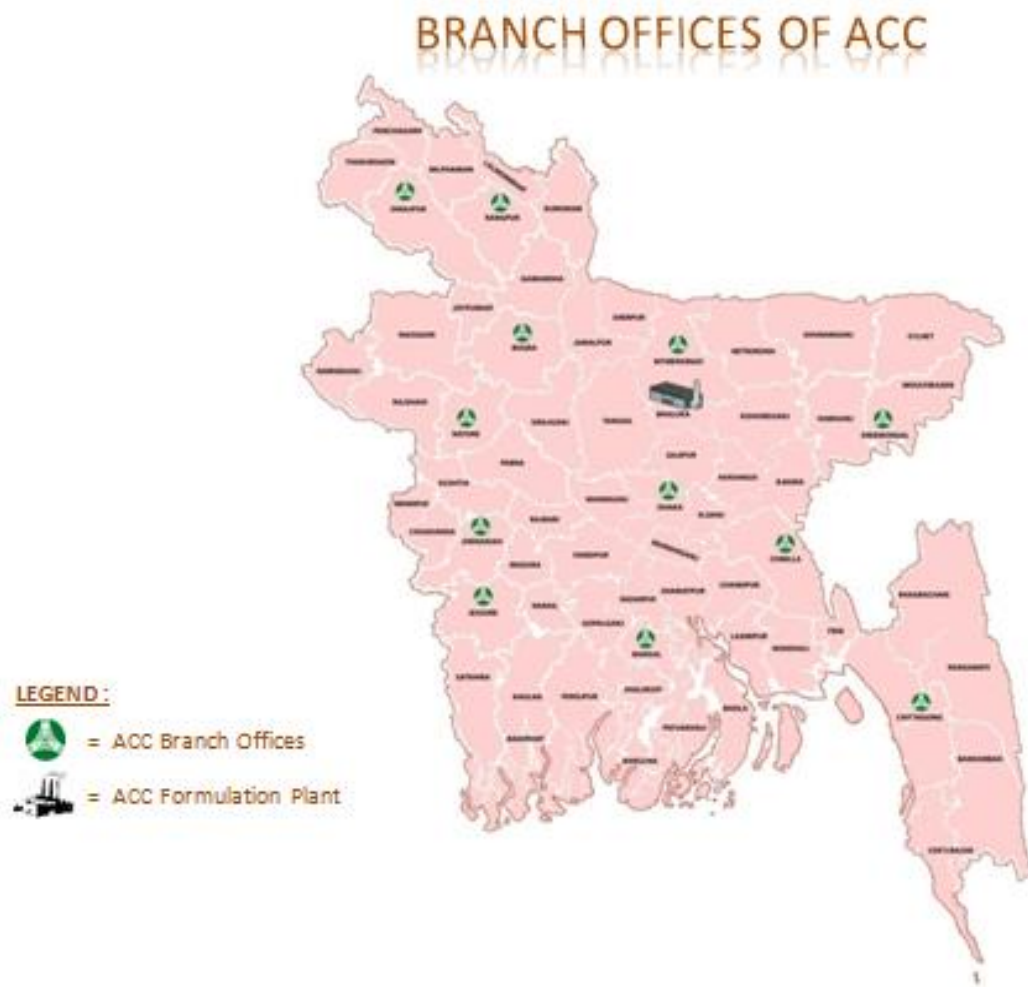
Auto Crop Care Limited segmented its product lines in two different divisions where one is Pesticides divisions and another is Seeds divisions.

ACCL has started its business endeavor holding a hearty main focus on the harvest fragment of Bangladesh. Bit by bit, Auto Crop Care Limited (ACCL) close by its Seed Division seeking after to supply a total ranch answer for the ranchers of Bangladesh. They are giving an enormous scope of Agro-care items. ACCL imports and markets Herbicides, Fungicides, Insecticides, PGR, and Micro Nutrients. Then again, its Seed Division is worried about seed production and increase just as the publicizing and showcasing of superior rice, maize and vegetable seeds.

- The lead business house Auto Equipment, established in 1965.
- At present this is one of the best two Agrochemical Companies in Bangladesh.
- Imports crop protection chemicals from the USA, Germany, Australia, China, India, Singapore, and Indonesia in bulk, repack them in small packing in its own formulation & repacking plant and market them at the farmers' level.

The company has established a state-of-the-art agro-chemicals formulation & repacking plant at Mamarishpur, Bhaluka, in the district of Mymensingh. The formulation plant is equipped with automated machines capable of operating 24 hours a day.

We consciously ensure green manufacturing practice by adopting eco-friendly activities like preventing pollutions and harmful emissions, improving energy efficiency and following environment-friendly waste management. As a result, the formulation plant has been labeled **GREEN** by the global giant BASF, the German Chemical Company.



**Figure: 01**

ACCL Business Operations starts with collecting the raw materials or primary products from suppliers which stored into the Warehouse. The raw materials and primary products then sent to the manufacturing plant or repackaging plant for preparing the final product. The final products are dispatched for 12 ACCL branch offices as per the demand and the branch offices deliver the products to the distributors and dealer. Retailers from different regions collect products from the distributor and sell those to local farmers.

Besides all the commercial enterprise ventures, with the hope of bringing up skilled mothers from the village women to make contributions to the social well-being, we have set up Quazi Abedin Welfare Trust which is funded with the aid of Group QA. From the Trust fund, a girl's high school named Kaniz Fatema Girls' School has been established in 2005 in the Manikganj district. It is a non-profitting educational institution with about 600 regular students

The school offers them with appropriate education along with all materials, uniforms, etc. A team of committed and well-trained instructors along with an experienced Principal has been assigned there. All expenses, consisting of in-campus free accommodation for the instructors and support staff, are endured by the Trust. After accomplishing praiseworthy outcomes in the national level exams of JSC, PSC, and SSC, the Government of Bangladesh has given fundamental permission to bring up the school into an intermediate college which has opened the chance to enlighten the lives of the village girls of the locality. Thus, Kaniz Fatema Girls' School has been modified into Kaniz Fatema Girls' School & College from 2016.

The school offers its teachers and students with various kinds of facilities and benefits. For the students, there are benefits like a hostel, waiver for meritorious students, and free education for poor students. For the teachers the school provides accommodation, living allowances, gratuity, house allowances, mobile allowances, etc.

At Bhaluka, Mymensingh, we have built a mosque, which is also considered to be one of the largest and finest looking mosques in the district of Mymensingh. Similarly, another mosque has been built at Nabagram, Manikganj, near to Kanij Fatema Girl's school, with a view to fostering social fraternity.

## CSR ACTIVITY



Campus of Kaniz Fatema Girls' School & College



GROUP QA Mosque at Bhaluka, Mymensingh

**Figure: 02**

## **1.2 Objective of the report**

Each undertaking has a specific point. An investigation without a goal can't arrive at the goal. This report is additionally coordinated with some specific targets. The principle goal of the report is to increase functional information and involvement in Human Resources Department of Auto Crop Care Ltd. The particular goals are recorded underneath:

- Preparing this report is necessary for finishing under graduation study.
- To coordinate my scholarly associate with the genuine corporate business set up.
- To grow my comprehension from genuine corporate inclusion.
- To know the inward side of the corporate society. Present data on ACCL.
- To know the general HR Policy of ACCL.
- To clarify the HR capacity, structure, and systems, guidelines, and guidelines.
- To dissect the representative support procedure of ACCL.
- To know about the inside and outer condition of the association.
- Provide related suggestions.

## **1.3 Scope of the Report**

The archive manages the HRM practice which incorporates HRP, business and collection process, preparing and improvement process, remuneration the board, representative connection and detachment, and so on as far as hypothetical factor of view and viable use. The investigation will permit understanding about the HRM issues, importance, cutting edge techniques and models used to make it increasingly effective. The investigation will help to break down the pragmatic methodologies joined by methods for the primary associations. Moreover, the examination will help to separate between the training and the hypotheses that direct to see how the association can improve their HRM practice and procedure.



## **1.4 Methodology of the Report**

### **Primary Sources:**

- Eye to eye exchange with the workers.
- Employee's estimation collected through Questions.
- Surveillance of HR activities.
- Various proceedings of ACCL.

### **Secondary Sources:**

- Diverse Types of brochures.
- Website of ACCL.
- Different newsletters of ACCL.
- Yearly Reports of ACCL.

## 1.5 Limitations of the Report

This report is my first task outside of the course educational program in a handy life. Before completing the institutional adventure pragmatic generally speaking execution in the formal stages winds up troublesome. So in playing out this report absence of my suitable down to earth learning is incredibly affected in this presentation. Other than above need to confront some various hindrances are:

- Time is the most significant issue that would generally stand a total report regarding the matter chosen.
- Various arranged issues, structures, reports, have been not revealed to me from HRD.
- Some methods of business and activity have been restricted to handover.
- Lack of verbal exchange amongst a number of departments.
- Reluctant to provide statistics more due to the fact of extra annoyance except for their responsibility.
- Being full of undertaking additionally another cause for not giving greater information.

## Chapter 2

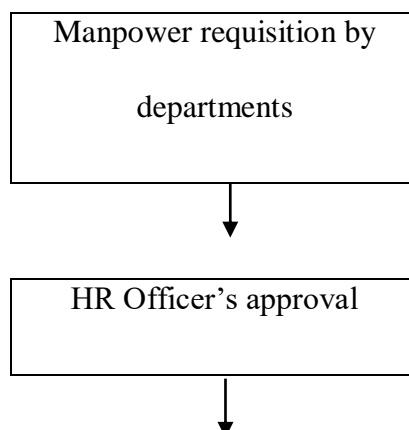
### Human Resources Division of ACCL

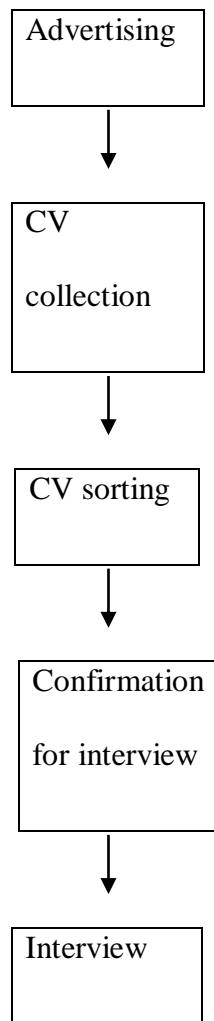
#### 2.1 Recruitment

Auto Crop Care Limited being a company of Group QA, gets the responsibility to recruit not only for Auto Crop Care Limited but also for the other companies which are under Group QA. Here I got involved in the recruitment procedure for several departments. The recruitment procedure takes place in the head office of Auto Crop Care Limited which is located in Gulshan, Dhaka. The recruitment of employees I have been involved with are-

- a) Taskforce
- b) Sales force
- c) Engineers
- d) Teachers

Recruitment process-





**Figure: 03**

The brief recruitment procedure is described below.

- a) Taskforce: Taskforce is a group of employees who work under the marketing and sales department. Auto Crop Care Limited recruits task force for its branches all over the country. For recruiting task force, Auto Crop Care Limited gives vacancy announcements on online and newspaper. After collecting all the resumes sent by the applicants they are being sorted. Candidates who fit for the job get selected in the first stage. Then the candidates are being talked over the phone with the HR department.

The next procedure is to get confirmation from the selected sorted resumes. The candidates confirm the HR department that they are attending the interview on the scheduled date. On the scheduled date, the interviewee has to face written exam, a viva followed by an interview session which gets done by the GM of HR and Admin department. Thus, the candidates who perform the best in overall gets the job.

b) **Salesforce:** Salesforce recruitment follows the same procedure as for task force. As the company has branches in above 20 districts, so there is a need for huge sales force for the company. Salesforce mainly enhances the marketing sector by promoting and selling the various seeds and crop protection chemicals to the target customers. The procedure starts with the manpower requisition given by the sales department. Auto Crop Care Limited gives vacancy announcements on online and newspaper. After collecting all the resumes sent by the applicants they are being sorted. Candidates who fit for the job get selected in the first stage. Then the candidates are being talked over the phone with the HR department. The next procedure is to get confirmation from the selected sorted resumes. The candidates confirm the HR department that they are attending the interview on the scheduled date. On the scheduled date, the interviewee has to face written exam, a viva followed by an interview session which gets done by the Executive Director and Chief Financial Officer.

c) **Engineers:** The other venture of Group QA which is Abedin Equipment Limited requires a lot of engineers as their business is of farm machinery. Auto Crop Care Limited being the Same Head Office as Abedin Equipment Limited does the recruitment of the engineers. For Engineers there are certain requirements like the interviewee will have to have a related educational background. Auto Crop Care

Limited gives vacancy announcements on online and newspaper. After collecting all the resumes sent by the applicants they are being sorted. Candidates who fit for the job get selected in the first stage. Then the candidates are being talked over the phone with the HR department. The next procedure is to get confirmation from the selected sorted resumes. The candidates confirm the HR department that they are attending the interview on the scheduled date. On the scheduled date, the interviewee has to face the written exam, a viva followed by an interview session which gets done by the Executive Director, Chief Financial Officer.

- d) Teachers: The CSR of Group QA which is Kanij Fatema Girl's School requires teachers who will stay near the school at Manikganj and provide their services from there. The recruitment procedure for the school is done by the Auto Crop Care limited. For teacher recruitment, after the teacher requisition for a particular subject, the HR department starts all their procedures. From the CV bank if there are not enough CV's then job advertisement is given mentioning all the allowances provided by the authority. Interested appliers are asked to attend a written exam, a viva and a demo class at Manikganj School. The interview is taken by the GM (HR and Admin) of Auto Crop Care Limited. Candidates who attend for the interview are provided with travel allowances.

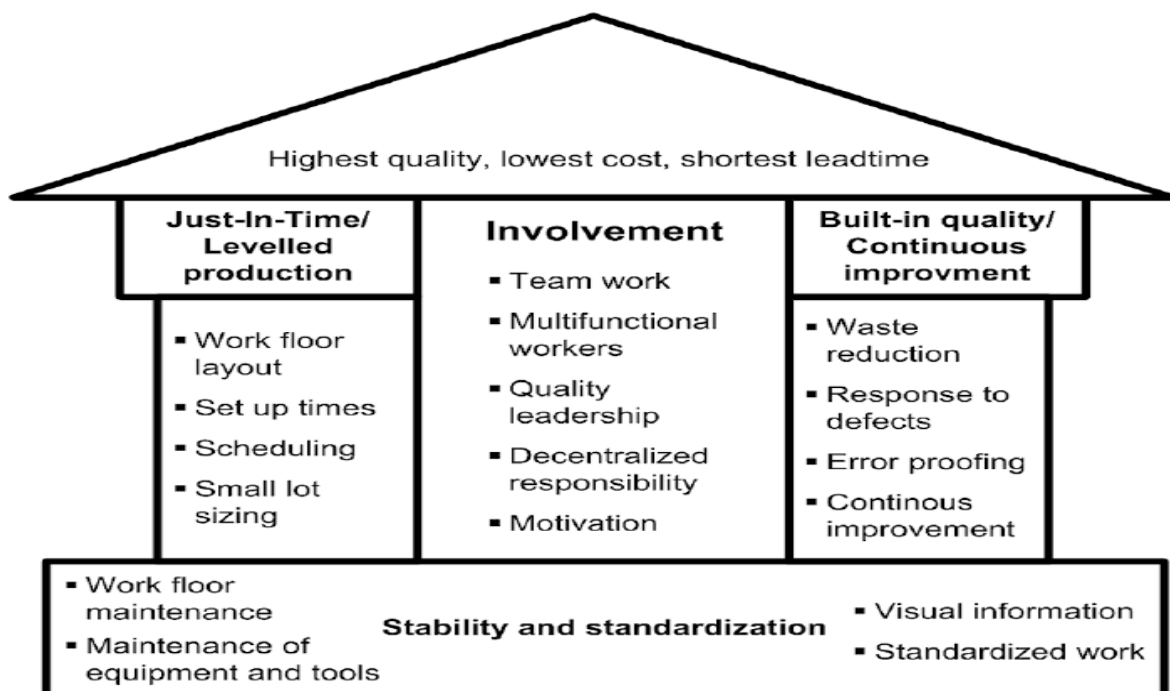
## **2.2 Training & development**

To enhance productivity, an organization offers training and development for its employees. Training and development center of attention on employee's skill development, particular expertise increase, enhance overall performance and future growth. Auto Crop Care Limited offers training for its employees. At the Bhaluka plant, the employees get to analyze and

develop their competencies in lean management. Auto Crop Care Limited has a certified lean management trainer who helps the personnel to strengthen their ability by means of mastering this approach.

**a) Lean management:**

Lean administration is a technique for running an association that helps the thought of relentless improvement, a long haul methodology to work that efficiently tries to achieve little, steady modifications in strategies so as to upgrade productivity and quality. Lean administration looks to dispose of any exercise in futility, exertion or money through making sense of each progression in a business venture technique and after that updating or lessening out advances that never again make esteem. The way of thinking has its underlying foundations in assembling.



**Figure: 04**

In Auto Crop Care Limited Bhaluka plant, lean training aspects are-

- Lean is a culture of relentless improvement rehearsed at every single phase of the business endeavor and by every single group.
- Lean is the utility of the logical strategy for experimentation and investigation of work methodology and frameworks to find enhancements.
- Lean is the expulsion of waste in the entirety of its structures. Lean is the capacity to recognize work that truly increases the value of your customers and work that does not. By disposing of waste, you free sources to commit to esteem including exercise that serves your clients.
- Lean is a workplace that guarantees the uncommon and security of all work for the two customers and staff.
- Lean centers around improving the work method and never again accusing individuals or developing apprehension.
- Lean is a culture of cooperation, shared obligation, and ownership that cuts by means of boss parcels or storehouses.
- Lean is a stream. Lean is an interference-free strategy that streams from beginning to end without intrusion.
- Lean is respected for individuals. It is refreshing for the voice of the customer and it is refreshing for the individuals who take every necessary step, who are "on-the-spot" and are, along these lines, the "world's most noteworthy specialists" in their work.

## **2.3 Employment standards and workplace conduct**

- Recruitment & Selection process
- Working hour & overtime



- leave- Festival, casual, annual, sick, paternity, maternity
- Flexibility

**Working hour and overtime:** In Auto Crop Care Limited, the working hour is from 9 am to 6 pm. In between these 9 hours, there is a prayer and lunch break for 1 hour. The employees are allowed to go out of the office or stay in the office during break time. Auto Crop Care Limited provides overtime to its employees. If there is a necessity to work on holidays or extra time, the company has policies to provide overtime to the employees. Overtime calculation:  $\text{Basic} \div 208 \times 2 \times \text{actual O.T. hours}$ . 208 means total working hours in a month =  $(26 \times 8 = 208)$ .

**Leave- Festival, casual, annual, sick, paternity, and maternity:** There are 5 kinds of leaves that are given to the representatives in a year.

- Festival occasion 12 days (full pay).
- Casual leave-10 days (full pay).
- Earned leave-21 days (full pay).
- Sick leave-14 days (full pay).
- Maternity leave-120 days (8weeks + 8weeks) with compensation for twice in entire life.

## **2.4 Workers compensation Policy**

Worker's compensation is provided by Auto Crop Car Limited as per the company's policy.

- Payment of wages: Every permanent employee in Auto Crop Care Limited has a bank account connected to the office. Auto Crop Care Limited pays its employees by the bank on the 30<sup>th</sup> of the month.

- Calculation of wages: Wage calculation in Auto Crop Care limited consists of 3 slabs. The slabs contain a basic of 60%, house rent allowance of 30%, conveyance allowance of 10%.
- Minimum wages: The minimum wage in Auto Crop Care Limited is 7000 Taka.
- Incentives, advantages, and reward: Auto Crop Care Limited has various impetuses, rewards, and advantages for its representatives. Benefit-sharing, Eid reward, transportation administrations are the impetuses and comforts that the association gives. Representative and laborer are accomplished lasting work following a half year arrangement period. All changeless faculty and laborer are qualified to be an individual from the fortunate store following 2 years. Tk @10% of central compensation is deducted from every part and stores the equivalent amount to the reserve.
- Provident fund: Auto Crop Care Limited has a provident fund facility for its employees. An employee will be eligible after 2 years from the joining date. Inclusion time in the provident fund in January and July in the year. Deduction from basic will be determined on the current salary while applying for provident funds. The company provides the same amount as employer share in the provident fund after completion of 6 years of service. Bank interest amount will be added while withdrawing as per policy.

## **2.5 Occupational Health and Safety**

Auto Crop Care Limited ensures the health and safety issues for their employees. To ensure this they have taken several steps. Those are-

- Ensuring a clean and healthy work environment in the office.

- There are 2 toilets on each floor.
- Emergency shut off switches are available if there is any crisis.
- Water filters are available on each floor to supply clean water.
- The company has dining facilities in the office.
- The company may not have proper medical facilities in the office but they have the first aid facilities in the office.

## **2.6 Misconduct and disciplinary action**

Any kind of misconduct that is conducted by an employee in the organization like theft, crime, harassment, illegal works will lead to sack from the job. The company is very strict and straight forward with their approach to maintaining the proper code of conduct to keep the employees under discipline. Anyone who breaks the rule ends up being punished by getting terminated.

## **2.7 PMS**

**KPI:** A Key Performance Indicator is a quantifiable worth that exhibits how adequately an association is achieving key business destinations. Associations use KPIs at a few levels. They use it with the goal that they can think about their prosperity at accomplishing targets. Abnormal state KPIs may likewise concentrate on general execution. Then again, low-level KPIs may likewise concentrate on systems in divisions, for example, deals, advertising, HR, backing and others.

In Auto Crop Care Limited, the organization utilizes a Key Performance Indicator to follow its business improvement. They apply KPI on the business power to gauge in the event that they are accomplishing their objectives or not. This encourages the organization to see where they can improve.

## **Chapter 3**

### **Internship Experience**

My internship journey at ACCL was full of exploring different sets of knowledge and skills as well as learning the norms and culture of the corporate environment. To elaborate, I have chosen Gibbs Reflective Cycle to explain my experience.

#### **3.1 Job Description**

Working in ACCL allowed me to explore different kind of jobs where I had to perform different tasks assigned by the senior management and the key responsibilities that I had performed are:

- Assist in day to day HR operational activities
- Assist in preparing yearly increments, provident fund documentation, and segregation of the salary.
- Coordinate and assist in day to day recruitment and selection activities
- Employee joining formalities
- Indexing and file management
- Updating the internal database (Employee Personal files, new employee information, Employment forms)
- Schedule and confirm interviews with the candidates
- Participate in organizing company events (career fairs)

### **3.2 Feelings**

In the history of ACCL, they have never attended any Job Fairs and I can proudly say that I have assisted the management to participate in two Job Fairs during my internship period. Working in these events helped me to attain positive feelings on my work and, the employees of ACCL are so friendly that I kept up the positive feelings during working hours as well.

### **3.3 Evaluation**

My internship experience at ACCL was full of positive experiences though there were some issues that I have faced which added some negative experiences. For the positive side, there was full freedom in exploring new ideas and the management never neglected my thoughts. On the other hand, the working time in Auto Crop Care Limited is 9 am to 6 pm, but the employees stay in the office for more than 9 hours if the director is in the office. This hampers in the daily life hours of the employees.

### **3.4 Analysis**

From my internship experience at ACCL, I have found that recruitment in Auto Crop Care Limited takes a lot of time. After the requisition, a whole day is used to take the written exam and interview. The time consumption and the people used in the recruitment process is used too much for recruiting for one individual department. Secondly, Employees who don't understand the lean theory misjudges the lean practice. While taking lean management exam, it was seen that a lot of employees in the plant were not clear about the lean theory. Regarding Compensation, for the blue-collar employees the compensation that is being provided is not good enough. There are dissatisfactions regarding the company's providence

of compensation towards the lower grade employees. Also, the company does not provide any pension to the employees. Moreover terminating contracts for any major incident may consider alright for a company but they should give chance to the employees to correct themselves by giving them a warning in the first place. Lastly, while tracking the KPI, it was seen that the sales force was not used to this term. For this the sales force was unable to provide accurate information to the company regarding their performance. This will lead the company to a judgment from where the accurate result will be way far.

### **3.5 Action Plan**

To proceed with this learning procedure that I have begun through my entry-level position program, I have guaranteed myself to include certain things that will assist me in enhancing my learnings from my temporary position venture. To start with that I figured out the competency that I need the most is having the proper knowledge over Labor Laws of Bangladesh and I have planned to pursue training program regarding this. I have also planned to join Talent Management Program and will go for certification as well.

## **Chapter 4**

### **SWOT Analysis of ACCL**

#### **Strength**

- Strategically dominating the crop sector: ACCL has been in the business for above 50 years and with its business strategy they are currently one of the top 2 agrochemical companies in Bangladesh.
- Infrastructure availability: ACCL has its own infrastructure to produce seeds and pesticide products at its own SPC.

#### **Weakness**

- Increase of competitors: In the seed and pesticide division business, there are large numbers of companies coming up in the market.
- Poor marketing: The Company has a very poor strategy for its marketing for which the company is missing out a lot.
- Struggle in new strategy implementation: The Company has lacked in bringing up a new system and implementing it for further betterment.

#### **Opportunities**

- Production increase: ACCL may focus on the increase in production rate and also increase in their product line.
- Business expansion: ACCL can look forward to expanding their business to more districts.

## **Threat**

- Lacking in recruitment: There is a huge lacking of recruitment for which the company is suffering from having better employees.
- Failing to attract top employees: The Company's marketing strategy has failed to attract top employees to apply at ACCL.
- Turnover rate increase: Currently the company has been facing an increase in turnover rate which may become harmful in the long run.
- Recovery rate at field level: Credit recovery in field-level needs to be monitored more carefully.
- Pesticide products may be detrimental to the environment: Pesticide products can be dangerous towards the human physique and surroundings.



## **Chapter 5**

### **Conclusion and Recommendation**

#### **5.1 Conclusion**

Auto Crop Care Limited targets to enrich the agriculture sector of Bangladesh by providing crop protection solutions and seeds. Their seed division is the second-best in the market. Auto Crop Care Limited is a well-established, highly facilitated and one of the largest seed and crop protection solution provider organizations in Bangladesh. It has maintained a strong market position by providing quality service and products to its buyers. Without making proper use of human resource the development of an organization is considered as impossible. So, it considers its employees as the core resource and put great emphasis on the process of manpower selection and recruitment. The development of the employee ensures the development of the organization and to make the development happen in reality it also provides sufficient facilities. It combines business along with morality and responsibility to achieve its ultimate goal. By properly maintaining HR Compliance in Auto Crop Care Limited, the company will get more productive employees. This will help the company to sustain in the long run and also to compete with its competitors. The issues that have been shown in the report can be improved in Auto Crop Care Limited and with the proper implication the company has a higher potential to lead the market.

## 5.2 Recommendation

- To minimize the work stress the HR Operations must enlarge their headcount. Because they have only 5 people in their HR Operations team. If they increase their headcount with two more personnel in the HR Operations team then it will be less difficult for them to fulfill their duties with greater liveness.
- Daily working hours need to be more flexible for employees.
- They should provide refreshments or relaxation facilities to boost up the employees during working hours.

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