

Intern Report

on

ACME Group of Industries Ltd.



Report Topic: Employee Perception about the Recruitment and Selection Process of ACME Group of Industries Ltd.

Submitted to

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Letter of Transmittal

12th January, 2014

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Subject: Submission of Internship Report

Dear Sir,

It is a great pleasure for me to submit the report on “Employee Perception About the Recruitment and Selection Process of ACME Group of Industries Ltd. ” I am submitting this report as part of my internship in ACME Corporate Office. In writing this report, I have followed your instructions for report writing so as to present my measurement and understanding in the easiest way. However, I am very much happy for submitting the report to you at a right time.

The purpose of the report is to share my working experience with the findings and analysis of the collected data of respondents’ opinion.

I will be glad if you kindly accept this report.

Thanking you

Md. Tanzir Hossain

ID- 09304071

Acknowledgement

First of all, I would like to express my deep gratitude to Almighty Allah for preparing this Internship Report.

I would like to thank Md. Moshir Rahman, Head of HR and PPIC Division for giving me the permission to do the internship at Corporate Branch of ACME Group. I also like to thank to Mr. Tushar Kanti Kundu, Section in Charge of HR Division, Senior Manager Md. Sydur Rahman and my immediate supervisor Md. Belayat for giving me the guidance throughout the internship period and giving me the knowledge about the department as much as possible.

This Internship Report has been prepared as the part of BBA program under BRAC Business School Department of BRAC University. I would also like to thank Mr. Tanvi Nawaz Sir for giving me his precious time and sincere guidance by pointing out the flows of my Internship Report and by providing me the right direction.

Last but not the least thanks goes to my parents for bearing the tension, frustration and all the hard work along with me through the entire BBA program.

Executive Summary

ACME Group is one of the leading and diversified global conglomerates in Bangladesh. The conglomerate has an outstanding record of all around excellence and growth in the relevant business activities.

This report aims toward providing an overview of Recruitment and Selection process of ACME Group of Industries Ltd. and the opinions of employees from different divisions about this section's activities. To elaborate, the aim of this paper is to analyze the employee perception about what they think about the internal- external recruitment process, recruitment cost, job advertisement cost, effective media to communicate qualified job candidate, employers' judgment about subordinates' performance, recruiters fairness, variables of applicants' ability such as job experience, attitude etc. Based on the respondents' opinions, some recommendations also provided at the end of the report.

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Chapter 01: Introduction

This chapter contains the following topics:

- 1.1 Organizational Overview
- 1.2 Departmental Overview

1.1 Organizational Overview:

ACME Group is one of the leading and diversified global conglomerates in Bangladesh, with offices in all major cities, employing over 3000+ employees and dedicated to bringing the highest quality products and services to its customers. It has an annual turnover of US \$60 million with diversified interests in Pharmaceuticals, Information Technology Services, Aviation Services, Printing & Packaging Services, Trading Services, Apparels and more.

The conglomerate has an outstanding record of all around excellence and growth in the relevant business activities.

ACME Group is involved in the following businesses:

1. ACME Laboratories Ltd.
2. The ACME Specialized Pharmaceuticals Ltd
3. The ACME Agrovat & Beverages Ltd.
4. The ACMUNIO International Pvt. Ltd.
5. The ACME IT Ltd.
6. MARS Group
7. Sinha Printers Ltd.
8. AMBE Clearing Limited
9. Sinha Fabricks and Wools Wear Ltd

1.1.1. Description of the businesses:

1.1.1.1. The ACME Laboratories Ltd.:

The ACME Laboratories Ltd, the pharmaceutical major and the flagship Company of the ACME Group, is a Manufacturer and Global exporter of Human, Herbal and Veterinary Pharmaceutical products. Its

comprehensive Product List ranges from Antibiotics to Histamines to Vitamins. Certifications include: ISO 9001:2008.

- Sophisticated manufacturing facilities in a state-of-the-art factory
- Committed to provide quality medicine at affordable price
- Strict adherence to WHO cGMP regulations
- An ISO 9001:2008 certified company
- Wide range of dosage forms & products
- Perpetual quest for excellence in quality products & services
- Developing Health Care awareness Serving the community since 1954
- Opened office in Pakistan
- Exporting successfully to 11 countries World-Wide

Mission Statement

Its holistic approach is to ensure Health, Vigor and Happiness for all by manufacturing ethical drugs and medicines of the highest quality at affordable prices and reaching out even to the remotest areas by proper distribution network. The company view itself as partners with doctors, its customers, its employees and its environment

Products:

The ACME Laboratories Ltd. is a complete healthcare powerhouse committed to protecting and improving the health and well being. She has a wide portfolio of Pharmaceutical Products across the Therapeutic Spectrum for both human and animal health.

Her growing Herbal repertoire of products is based on man's symbiotic relationship with Mother Nature and her abundant resources. With the signing up with one of the leading Indian Herbal Healthcare majors, Himalaya, Acme also wants to focus more on developing safe, natural and innovative remedies that will help people lead richer and healthier lives. ACME produces human, herbal and animal health products. The list of products is given as follows:

List of Human Products:

Aceclofanac	Ciprofloxacin
Acetazolamide	Ciprofloxacin
Adenosine+ Cytochrome C+	Clarithromycin
Na-Succinate+ Nicotinamide	Clobazam
Albendazole	Clonazepam
Ambroxol Hydrochloride	Clopidogril

Amlodipine Besylate	Clopidogril Aspirin
Amoxicillin	Clotrimazole
Ampicillin	Cloxacillin
Aripiprazole	Dexamethasone
Ascorbic acid(Vitamin C)	Dexketoprofen Trometamol
Aspartame	Dextromethorphan Hbr+Pseudoep -hedrine HCL+Triprolidine HCL
Aspirin	Diclofenac+ Misoprostol
Atenolol	Diclofenac Potassium
Atenolol + Amlodipine	Diclofenac Sodium
Atorvastatin	Diclofenac Sodium+Lidocaine HCl
Azelec Acid	Desloratadine
Azithromycin	Diloxanide Furoate
Bambuterol	Diphenhydramine HCl
Beclometasone	Domperidone
Beclometasone dipropionate	Doxycycline HCl
Beta-Carotene+VitaminC+VitaminE	Dried Al Hydroxide Gel +Mg Hydroxide
Bromazepam	Dried Al Hydroxide Gel +Mg Hydroxide+Simethicone
Bromhexine HCl	Drotaverine HCl
Budesonide	Erythromycin
Calcium Carbonate	Esomeprazole
Calcium & vitamin D	Eszopiclone
Carbonyl Iron+ Folic acid+ Vit. B complex+ Vit. C+ Zinc	Famotidine
Carvedilol	Fenofibrate
Cefadroxil	Ferrous Fumarate+Folic acid
Cefdinir	Ferrous Sulfate
Cefixime	Ferrous Sulfate+Folic Acid
Cefotaxime Sodium	Folic Acid + Zinc Sulfate Monohydrate
Cefradine	Fluclonacillin Sodium
Ceftazidime	Flucloxacillin
Ceftriaxone	Fluconazole
Cefuroxime	

Cephalexin	F. Sulfate+Folic Acid+Z. Sulfate
Cetirizine Dihydrochloride	Gatifloxacin
Chloramphenicol	Glibenclamide
Chlorpheniramine Maleate	Gliclazide
Cinchocaine HCL+Hydrocortisone	Glimepride
+Framyce Sulphate+aesculin	Glucosamine+Chondroitin
Cinnarizine	Sulfate
Ibuprofen	Guaiphenesin+Pseudoephedrine
Indometacin	-HCl+Triprolidine HCl
Iron polymaltose complex+Zinc	Nalbuphine
+Vitamin B-complex	Nalidixic Acid
Isoniazid + Rifampicin	Naproxen
Isosorbide Mononitrate	Neomycin Sulfate+Bacitracin
Ketoprofen	Neomycin Sulfate
Ketorolac Tromethamine	+Betamethasone
Ketotifen	Neomycin Sulfate
Lactulose	+Betamethasone Valerate
Lansoprazole	Nifedipine
Levamisole HCl	Nitazoxanide
Levofloxacin	Nitroglycerine
Levosalbutamol	Nortriptyline +Fluphenazine
Levothyroxin	Nystatin
Lisinopril	Olapatadine
Loperamide HCl	Omeprazole
Loratadine	Oxytetracycline HCl
Losartan Potassium	Oxyphenonium Bromide
Losartan Potassium	Pancreatin
+Hydrochlorothiazide	Pantoprazole
Magaldrate	Paracetamol
Magnesium Hydroxide	Paracetamol
Mebhydrolin	Permethrin
Meclizine+ pyridoxine (Vit. B6)	Pioglitazone
Mecobalamin	Pizotifen

Melitracen+Flupentixol	Potassium Chloride
Merupenem	Procaine Penicillin+Benzyl
Metformin HCl	Penicillin Sodium
Methyl Cellulose + Micro	Salbutamol Sulfate
Crystalline Cellulose	Salbutamol + Ipratropium
Metoclopramide HCl	Salmeterol
Metronidazole	Salmeterol
Micronized Diosmin+Hesperidin	Salmeterol + Fluticasone
Midazolam	Salmeterol Xinafoate
Montelukast	Secnidazole
Moxifloxacin	Simvastatin
Multivitamin	Sparfloxacin
Multivitamin + Mineral	Spironolactone+Furosemide
Multivitamin+Multimineral	Sucralose
Tyconazole	Sulfamethoxazole+Trimethoprim
Ursodeoxycholic acid	Tacrolimus
Vitamin B	Tadalafil INN
Vitamin B1, B6 and B12	Tamsulosin
Vitamin E	Tetracycline HCl
Xylometazoline HCl	Tetracycline HCl
Zinc	Theophylline
Zinc Sulfate	Thiamine HCl
Zinc & Vitamin B Complex	Tiotropium
Ranitidine HCl	Tolperisone HCl
Rizatriptin	Torasemide
	Tramadol HCl
	Tranexamic acid

List of Herbal and Ayurvedic Product:

Antiasthmatic	Antihaemorrhoid
Antiseptic	Hepatoprotective
Antiulcerant	Immunity Enhancer
Anti Cough	Lipid lowering & Antihypertensive
Appetizer	Menopausal Health
Cardioprotective	Nutritional Supplement
CNS	Antidepressant
Dermatological	Prostate Health
Digestant & Antidysenteric +	Sex stimulant
Digestant	Sweetening Agent
Health Tonic	Uterine Tonic

Animal Health Product :

Anthelmintic	Aqua Product
Antibiotic	Digestive Stimulant
Antibloat	Electrolyte
Anticholinergic	Enzyme
Anticoccidial	Expectorant/ Cough Syrup
Antihaemorrhagic	Fat Emulsifier
Antihistaminic	Instant Energy Supplier
Antiinflammatory	Laxative
Antiprotozoal	Liver Tonic
Antiseptic & Fly repellent	Milk Enhancer
Antiviral	Vitamin, Mineral & Amino Acid
Appetizer	

1.1.1.2. The ACME Specialized Pharmaceuticals Ltd.:

With over five decades of partnering life and engendering hope, ACME is one of the top leading pharmaceuticals company in Bangladesh. The management believes that access to quality healthcare is a right not a privilege. Their endeavor is to ensure the availability of world class quality medicine at affordable price in everywhere in the world. This company committed to work towards a healthier and happier nation

ACME's vision to achieve significant business in prescription products by 2011 with a strong presence in domestic and international market. Considering the above vision, under the umbrella of ACME group, The ACME Specialized Pharmaceuticals Ltd. is an innovative and vision driven company designed to conform global standards like WHO cGMP, UK-MHRA and US-FDA. The finest and largest solid dosage forms manufacturing facility is under construction by active guidance of European Consultants. Facilities and processes are of the highest quality which has been designed to achieve quality products with vision to export in global market. The products are

Strength:

- The largest Solid Dosages Form facilities in Bangladesh. Total facility area is 2,19162 sft and clean class –100000 area is 43,726 sft.
- Dedicated building for non penicillin, non-cephalosporin and non-steroid products.
- More than three billion tablet manufacturing facility per year considering single shift
- Designed the facility to meeting the requirements of WHO cGMP, UK-MHRA and US-FDA.
- Environment controlled and monitored by integrated building management System (IBMS) through introducing Zoning concept in all manufacturing areas.
- Room to room automated differential pressure monitoring system to avoid cross contamination.
- In manufacturing area every airlock, pass box and doors containing interlocking system.
- Fully automated production machineries from renowned sources incorporate with latest technology for maintaining strict cGMP compliance in everywhere.
- Each machine meets the requirement of 21 CFR part 11 compliances.
- Introduce world renowned PW (Purified Water) generation system including loop to meet up high standard water quality in everywhere.

- Independent R & D Lab for developing new products, which containing sophisticated lab trial equipments. Separate analytical lab also available here.
- Separate QC Lab equipped with modern machineries like FTIR, TOC analyzer, HPLC, GC, Atomic absorption spectroscopy etc.
- Independent microbiology department to perform microbiological tests.
- Strict safety profile is maintained throughout the plant. In view of this world renowned safety devices are introduced for fire detection and fire protection.
- Environment friendly modern ETP & Incinerator are available for managing solid and liquid waste disposal.

1.1.1.3 The ACME Agrovet & Beverages Ltd.

With a vision to ensure the health, vigor and happiness for all, ACME began its journey in 1954 with a small pharmaceutical production facility. In the year 2005, ACME celebrated its 50th anniversary of establishment. Over a little more than 50 years, ACME has become one of the largest conglomerates in the country. In pursuit of excellence, ACME flourished its business in various sectors including pharmaceutical, FMCG/ Agrovet and Beverages, Textile and information Technology. With a yearly turnover of \$70m and work force of more than 3200 ACME has become a phenomenon in the country. Using the experience of manufacturing ethical medicine, ACME ventured to establish THE ACME AGROVET AND BEVERAGES LTD. in 2005. Primarily it started with a small range of products like ACME mango and orange juice, which is followed by the introduction of ACME mineral water. Currently THE ACME AGROVET AND BEVERAGES LTD. is pondering to introduce a wide range of products, some of which are under process of development.

Agrovet & Beverage's Plant:

The ACME Agrovet & Beverages Ltd. established a modernized plant in Bangladesh located at Dharmrai under Dhaka district about 30 km west of Dhaka City. Plant is equipped with modernized technological facilities and run by qualified personnel in accordance with the stringent guideline of BSTI. Its Total square ft is 55000

Agrove & Beverage's Products:

Meat Curry Spice:

ACE Meat Curry is Special types of ready spices mix ready to cook any types of Meat. It is delicious in taste and hygienic in the health point of view. 11 different variant spices are blended here to bring delicious taste in the Meat curry. All types of Meat curry ingredients are in the blend, only oil, onion and salt will be required to prepare the Meat Curry. It saves all types of hassle and time. ACME Meat curry served in 25 gm pack.

Litchi Drink:

ACME Litchi Flavored Drink is a synthetic drink. These special types of Tasty drink specially prepared to achieve people's non carbonated flavored drinks needs. This ACME Litchi Drink fulfills the desire of having Litchi all the year round. Good amount of Vitamin C are in the drink.

ACME Litchi Drink served in the 170 ml bottle.

Furoot Lychee:

Furoot Lychee Edible gel is a Fat Free, Cholesterol Free, High in Fiber, Ready to Eat, Pasteurized and 100% vegetarian product.

Each Furoot Lychee is One Mini Gel (15gm) in size and serving per Jar 95 pcs (1425gm) and per pouch 18 pcs.

ACME Spices: ACME Chilli, Coriander, Turmeric and Cumin Powders

A little bit of care, A little bit of love, A little bit of happiness, A little bit of hope, A little bit of hospitality, When a little bit of everything means everything. That's when everything becomes natural and pure. Just like ACME spice.

ACME Spice has the essence of the actual spice's pungent taste and aroma, required in small quantity and makes food simply marvelous.

So bring home a pack of ACME Chilli, coriander, Turmeric or Cumin powders. Because for gourmet food, you need lots of quality and a little bit of ACME powder(s). Add the two to delight the mind of others.

- ▶ No Colors
- ▶ No Additives
- ▶ Available in 200gm, 100gm, 50gm and 15gm packs.

ACME Juices:

CME mango and orange juices are unique because of their taste and flavor. They are nutritionally rich, free of noxious preservatives.

- ▶ Available in 150ml, 250ml and 1000ml hygienic packs.

ACME Premium Drinking Water

ACME Premium drinking water is synonymous to purity. Arsenic Free Mineral water contains proper mineral balance, is suitable for all age groups and bottled in Environment friendly PET bottle as per guide line of BSTI. This product is available in 500ml, 1000ml, 1500ml bottle.

ACME Tea Premium Gold:

ACME Tea premium gold, a supreme blend of CTC clones. It is unique for its aroma, color and taste. It contains natural antioxidants. Its natural extracts refreshes and revitalizes you and keeps you fresh and healthy.

- ▶ Currently Available in 400g pack.
- ▶ Different size tea packs will be available in 10g, 50g, 100g, 200g & 500g packs

Quality Control:

Total Quality Assurance (TQA) is ACME premier strength for ensuring the highest obtainable quality. The Quality Assurance department of ACME has outstanding facilities, equipped with most modern instruments & staffed with trained and highly qualified personnel. All procedures for testing, sampling and inspecting are clearly documented, approved and implemented with pin-pointed precision.

Packing Materials:

Its Juice products are packed aseptically using the unique Tetra Pack technology ensuring

- ▶ Longer shelf life
- ▶ No deterioration during shelf life
- ▶ Free of preservative related side effects

Raw Materials:

ACME procures raw materials from the best possible sources. Because quality of a product depends on the quality raw material.

For mango juices, concentrated mango pulp comes from the best sources of India and Pakistan, which are produced from continental mangoes of best quality. For Orange juices, the Raw materials as concentrated orange pulp are being procured from the best sources of Brazil, which are produced by blending a pool of selected fresh oranges.

1.1.1.4 The ACMUNIO International Pvt. Ltd.:

Considering the vision- A safe Injection for Every One, under the umbrella of ACME Group, ACMUNIO International Pvt. Ltd., a Joint Venture project with Danish company Emunio Aps, specialized in safe injection technology have teamed up to make local production of safety syringes available in Bangladesh.

Its Mission is to contribute to reduce the spread of HIV in the healthcare system in Bangladesh by offering high quality safety syringes at affordable prices, delivered in a timely manner and with suitable training of the users. This Company does this by attracting and developing the best and brightest people in combination with state-of-art technology. The management is committed to keep its promises to customers, to its employees and other stakeholders, and do their utmost to develop a financially healthy and sustainable business, while strictly observing good corporate governance.

Production capacity:

The production will have a capacity of 150 million syringes per year, divided with 50 million AD syringes for immunization use and each 50 million 3 and 5 ml syringes for the curative market.

1.1.1.5. The ACME IT Ltd.

ACME IT Limited, a sister concern of ACME Laboratories Ltd, is operating in Bangladesh since 1999 with outmost importance to human resources development and growth. Their emphasis is on development and nurturing the right work culture and to developing professionals who can compete in the world IT market.

Mission, Vision and Values:

The company believes in creating human resource pool through extensive training and development and place them into the mainstream of the IT fields as well as IT enable support industries for good career. Every individual who engages effective learning environment of ACME IT Ltd will have an experience that provides the best outcome and value. Their vision is to be the leader in education and training to advance employability of human resource in the field of IT and other professional areas. And if the company got opportunity for extending the business then it will also like to open a university.

The Management of ACME IT Ltd are accountable to their students, the industry and each other and hold the following values to be fundamental:

- a) **Lifelong Learning:** They value lifelong learning as the foundation for a better life as technology changes and nature of job requirements responds to these changes as well. They prepare their students to contribute to their society and the world as knowledgeable, creative problem solvers and critical thinkers. They believe that learning should be engaging, stimulating and enjoyable.
- b) **Integrity:** They believe that honesty, sincerity, fairness, respect and trust are the foundation of everything they do.
- c) **Excellence:** they are creative, flexible, innovative and passionate in their work. Their qualified faculties, staffs and their exceptional programs and services reflect their commitment to excellence.
- d) **Communication and collaboration:** They respect individual points of view, embrace differences and committed to teamwork, open and effective communication and enrollment policies and external partnerships.
- e) **Service:** They believe in helping others and they provide a supportive environment. They are accessible and responsive to their students and each other.

They have been successfully operating in this sector since 1999 to develop human resources of Bangladesh and for better career development in information technology and other. It enables services with industry accepted course curriculum facilitating with modernized equipments in the classrooms and library. At ACME IT Limited, they offer a vast repertoire of learning solutions for both co operations and individuals. These include:

- ✓ Web designing experience and application development
- ✓ Advanced diploma in network engineering on Microsoft windows server 2003 platform
- ✓ Diploma in IT management and business data analysis & administration
- ✓ Advanced diploma in animation
- ✓ Diploma in information technology (SCJA, JSCJP, SCWCD)
- ✓ IT essentials (PC Hardware and software)
- ✓ Base certificate in Microsoft Office 2007 and online money making processes
- ✓ Certified pc technician
- ✓ Network + concepts

1.1.1.6 MARS Group:

MARS AVIATION LTD.

The company was incorporated on 23 August, 2000. It is a travel related services company involved in the following services:

It is the distributor in Bangladesh for World span which is a world-renowned Global Distribution System dealing in providing international air travel reservation, with Headquarters based in Atlanta, USA. It provides to travel agents in Bangladesh World span System to make reservations for air travels.

It is the only Passenger Sales Agent of Myanmar Airways in Bangladesh. It also sales air ticket of other countries. It is a private limited company with its registered office at Landmark (7th Floor), 12-14 Gulshan North Commercial Area, Gulshan-2, Dhaka-1213. It has Branches in Sylhet & Chittagong. It is governed by a Board of Directors. Mr. Mizanur Rahman Sinha is the Chairman and Mr. M. Erfanuddin is the Managing Director

MARS Universal Ltd.

It is an IATA approved agent participating in BSP. It is ISO 9001-2000 certified company. In addition this company is an active member of Association of travel agents of Bangladesh (ATAB). The company is offering the following services:

- Itinerary Planning
- Ticket Booking
- Hotel Booking
- Selling Airline Package Tours
- Extending Meet & Greet Services at Airport
- Processing Visas for some countries

The company was incorporated on 14 August, 2002. It is governed by a Board of Directors. Mr. Afzalur Rahman Sinha is the Chairman and Mr. M. Erfanuddin is the Managing Director.

MARS Air Ltd:

It is a travel agent involved in air travel ticketing. Given their expertise, experience, infrastructure & financial soundness, it offers their services to all potential airlines (with market viability in Bangladesh) to act as their GSA for Bangladesh. This company has the financial strength to offer the requisite financial guarantees and the expertise to run the GSA effectively and profitably.

It has Branches in Sylhet & Chittagong

The company was incorporated on 28 July, 2002.

It is governed by a Board of Directors. Mr. Afzalur Rahman Sinha is the Chairman and Mr. M. Erfanuddin is the Managing Director.

1.1.1.7. Sinha Printers Ltd. (SPL):

Sinha Printers Ltd (SPL) founded in 1997. This company is a professional manufacturer in printing media. Its management is conscious about their role in the society. It is associated in “ACME Group” a renowned multinational group of companies from Dhaka, Bangladesh. The SPL team is proud to be associated and working hands on for some selected activities in print media. strength stems from its broad range of high quality services. They are:

- Paper supply
- Origination
- Full spectrum printing from black and white to full color products
- Binding in soft cover or hard cover with additional choice of standard or luxury bind
- Finishing includes varnishing, laminating, gold printing and edge gilding.
- Warehousing and transportation.

SPL is recognized globally for cost effective prices, good output and reliable services. Their reputation stands out from their qualified strengths.

Vision:

Their vision ensures the driving force so that their client receives quality printing at competitive prices.

Mission:

Total Quality Management is not just a theorem; it's become true by their continual & sustained effort in providing support, service and quality

Infrastructure:

SPL invests both in people and equipment to strengthen its service and to meet the changing needs of the customers. Hence the infrastructure at SPL provides the best that technology has to offer with the best of management.

Its production facilities are one of the largest in Bangladesh which are fully dedicated to the customers. The Printing unit has 6-storied own building covering 60, 000 sq.ft. floor space and is located at Dhamrai, about 40 KM to the North-West of Dhaka, the capital of Bangladesh with easy access to major transportation routes. It has all the modern facilities of prepress, press and finish operations required for efficient production of quality works.

This company continuously strives to ensure superior-quality multi-color printing, fastest turnaround, best price-performance ratio and perfect customer services to make you a success.

Pre Press Service:

The company has an excellent combination of experienced man power and state of the art technology at the customer's disposal for fast, convenient and hassle free production. Equipments are regularly calibrated and constantly checked for efficiency and faster turnaround work. The pre-press section is fully equipped on the following segments

- Setting
- Checking
- Plate making

Its Clients:

They believe in customer satisfaction. It always delivers quality products to their valued customers. Few of their success stories belong to the following customers:

1. The ACME Laboratories Ltd.
2. The ACME Agrovat & Beverages Ltd.
3. The ACME IT Ltd.
4. Mars Aviation Ltd.
5. Mars Universal Ltd.
6. Mars Air Ltd.
7. AMBE Clearing Ltd.
8. ACME Overseas Trading Ltd.
9. Sinha Fabrics Ltd.
10. Sinha Wool Wears Ltd.

Printing:

The printing section comprises of various machines of different configuration to accommodate a variety of printing requirements. Those machines can produce monochrome, two colors, and four color printing jobs to the very highest standards. The machines are available with option of coating module and perfecting facility. The plant is fully supported with 24 hrs power back up and making it one of the largest printing unit in Bangladesh.

Post Press Service:

The post press section is fully equipped to give an immaculate finish to a job. The products can be centre stapled, side stitched, soft cover bound or hard bound. The finishing equipments include UV machine, Perforation machine, Foil printing machine, Die-cutting, Auto Gluing machine, folding machines, perfect binding case makers, casing in and three knife trimmer to name a few.

1.1.1.8. AMBE Clearing Ltd.:

Ambe Clearing Ltd. (ACL) with a vision to satisfy its customers is now an established Customs Clearing and Forwarding Agent of Bangladesh with its operations covering some selected region throughout the world. Client is their partner and they working through building network with their partners, the company is able to effectively deliver handling and customs clearance & forwarding services from different service points in Dhaka Airport, Dhaka ICD, Chittagong Sea-port and Benapole Land-Port.

Established in 1992, ACL realized the need for quality provision service in the clearing and forwarding sector and set out to achieve this through starting up the ACL clearing and forwarding Office.

Ms. Tasneem Sinha, Chairman, heads the ACL, came from a renowned sinha family in Dhaka, Bangladesh. With long years of stint in the establishment of erstwhile "ACME Laboratories Ltd", she possesses experience and expertise in the trade for more than 15 years. She is ably assisted by a team of well-qualified, experienced and delicated personnel to head various Sections.

Mr. Mustaque Ahmed Lasker, Managing Director, is the key person of ACL. He is expertised in this trade for more than 18 years. He is energetic and delicate to his business. His main objectives to client satisfaction. He has a good network with relevant department, offices and Govt. agencies.

Right from the very beginning it has always been one of their main goals to achieve specialization in Import & Export sector of the Pharmaceutical Industry, Chemical Industry, Garments & Trading Concerns that import chemical, consumer and agri-based products. Their success is evident from the listing clients that include some of most important and major projects that management handled in recent past including those presently in execution.

This company is an Associate member of The Dhaka Customs Agents Association, Chittagong Customs Agents Association and Benapole Customs Agents Association.

Activities:

Their competitive edge and excellent service delivery covers areas such as Pharmaceutical Industry, Chemical Industry, Garments & Trading Concerns that import chemical, consumer and agri-based products, Non Governmental Organizations, International organization, etc.

The AMBE Clearing Ltd (ACL), provide multidisciplinary and comprehensive professional services that enable their clients to succeed across a wide range of goals regardless of size, scope or complexity. It has the professionals and expertise knowledge to understand the dynamics of customers' business and the services to support their entire supply chain with integrated end-to-end solution from procurement and pick-up of raw materials to the delivery at the customers' doorstep. The understanding of their professionals of every aspect of logistics coupled with sophisticated technology work together to create a facility that provides innovative and unusual solutions.

The AMBE Clearing Ltd (ACL), provide some of the following services:

- Customs clearance/ document process for imports and exports by Air, Road, and Sea. Inland and international transportation
- Consolidations / Part Container Loads [LCL]
- Arranging Full Container Loads [FCL]
- Shipping Line Agency services
- Aid and Relief Cargo Logistics

Its services cover most of the world's main air and sea ports in clearing and forwarding both for imports and exports by air, sea, and land.

Clients:

Bangladesh entered a new era with unveiling of epoch-making liberalization process which opened the gates for the international players to explore the good Bangladeshi market, good inflow of international brands opened up the market for business houses connected to the Distribution Network.

The AMBE Clearing Ltd (ACL) team, are known for providing hassle free services. In the last 15 years, their sincerity and the high quality of service have made us one of the best organizations as customs clearing & forwarding agents in this industry. The international standard services of the company have also been widely accepted by the clients.

Some of its valued clients are listed below:

- The Acme Laboratories Ltd,
- The Acme Agrovat & Beverages Ltd.,
- The Acme Overseas Trading Ltd.
- Kalyar Packaging Ltd,
- Gracetone, DOHS

- Zamimen International
- Sinha Fabrics Ltd
- Sinha Wool Wears Ltd
- Sinha Printers Ltd

Business:

Proficient efforts are put to improve ACL's day to day work and adapt to emerging services. Its team of expert professionals has made us one of the choicest firms in this field. Since the management is aware of the kind of the volume that the management has to deal, they have set up teams at different points to meet the requirements of the customers at various stages.

The management's constant and continuous endeavor, to improve and upgrade its services and efficiency levels, has made us one of the few players, offering a whole range of customized services in the field of clearing and forwarding. To address its valuable customers' demands, and to give them utmost satisfaction, they have earmarked handling of export-import consignments as their immediate thrust area.

Its network of high profile clients is spread all over the globe. It has established an amicable relationship with its clients by offering customized quality services.

1.1.1.9. Sinha Fabrics and wool Wears Ltd

Sinha Fabrics and wool Wears Ltd started business as a private limited company in Bangladesh back in 1997, with a view to serve the world market as 100% export oriented readymade garments factory, they will produce all type of garments for gents, ladies and children of all kinds, sizes designs made of cotton, ryon silk, jute polyster and other fibrous products. Since then the company has gradually developed its knowledge its knowledge, skills and abilities to perform efficient and effective production runs.

The company is being managed by the well known Sinha family members mostly, who have well versed business knowledge from established businesses. The technical talents and skilled labor force has always been the core competence of the company. The technical talents and skilled labor force has always been the core competence of the company. Technological advances are yet another to mention, that facilitate to satisfy their commitment of quality, convenience and assurance. Quality aspects are assured through specified quality control measures at the end of each phases of production. The slogan of this company is, "We make them (quality, assurance and convenience) all together work for you."

Company objective:

- To carry on business of readymade garments, fabrics, hemp, cotton, wool, rayon, nylon and all fibrous substances whether pure, natural, artificial or mixed and as manufacturers, dealers and sellers.
- To develop business of readymade garments that provides reasonable price, best quality and satisfaction to customers and to produce customized garments products to maintain its position as the market leader and support their agro based business in South East asia
- To carry one or all of the businesses of spinners, weavers, hoisers and manufacturers of textiles, fabrics of all kinds, dress makers
- To established textile finishing industries both mechanized and semi mechanized
- To establish, construct and promote textile and cotton mills

1.1.2. Organizational Structure

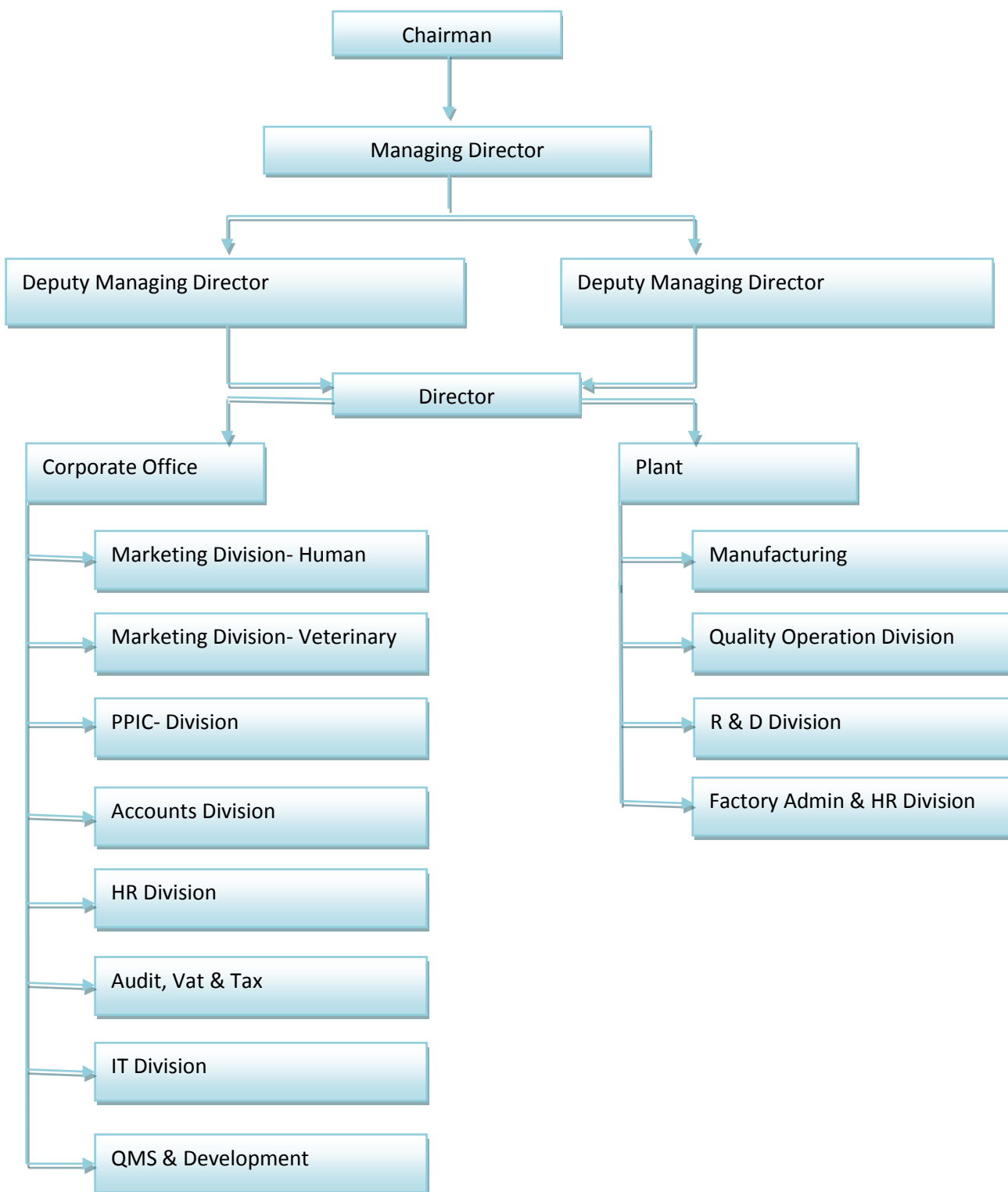


Diagram 1: The Organizational Structure of ACME Group

1.1.3. Board of Director:

2. Mr. Nasir ur Rahman Sinha	-	Chairman
3. Mr. Mizanur Rahman Sinha	-	Managing Director
4. Mr. Jabil R Sinha	-	Deputy General Manager
5. Mr. Afzal Ur Rahman Sinha	-	Deputy General Manager
6. Mr. Hasibur Rahman	-	Executive Director
7. Ms. Tasnim Sinha	-	Director
8. Mr. Rezaur Rahman Sinha	-	Director
9. Mr. Tanveer Sinha	-	Director
10. Mr. Ansar Uddin Sinha	-	Director
11. Ms. Sabrina Sinha	-	Director
12. Ms. Silvana Sinha	-	Director
13. Mr. Motiur Rahman Sinha	-	Director
14. Mr. Fahim Sinha	-	Director

1.1.4. Divisional Head:

2. Mohammad Rafiqul Islam	-	Director of Marketing and Sales
3. Brigedier Miron Hamidur Rahman	-	Director of ACUMINO
4. Golam Rabbani Vhuyan	-	General Manager of Marketing
5. AKM Mushiur Rahman Khan	-	HR & PPIC
6. Motiul Islam	-	IT
7. Minar H Khan	-	Manufacturing
8. Mostaque A Lasker	-	Manager Director (AMBEE)
9. Humayun Kabir	-	International Business
10. Md. Moniruzzaman Konju	-	Legal Advisor
11. Morshed Moneem.	-	Marketing (ACME Agrovot)
12. S.M. Rezaul Ahsan	-	Quality Operation
13. Abu Reza Khan	-	Abu Reza Khan

1.2. Departmental Overview:

1.2.1. Departmental structure:

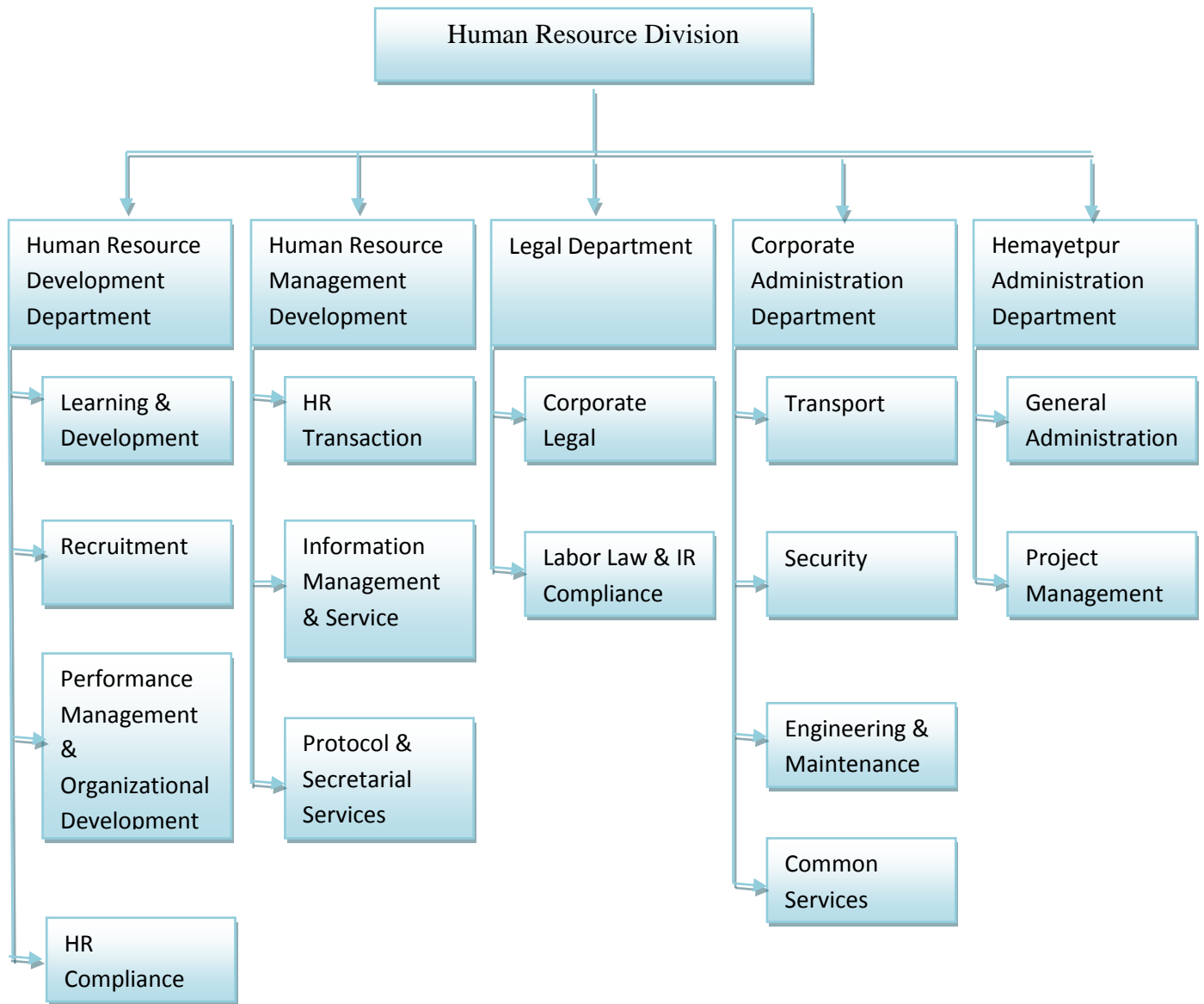


Diagram 2: The HR Departmental Structure of ACME Group

1.2.2. Name and Designation of Employees at HR Division:

2. Tushar Kanti Kundu	-	Section in charge
3. Md. Anisur Rahman	-	Senior Manager
4. Md. Sydur Rahman	-	Senior Manager
5. Md. Mahbub Harun	-	Manager
6. Mr. Chandan	-	Manager
7. Minara Begum	-	Manager
8. C R Ali Beg	-	Assistant Manager
9. Mr. Bimal	-	Assistant Manager
10. Shamima Akhter	-	Assistant Manager
11. Mr. Wahid	-	Assistant Manager
12. Ashrafi Belayat Hossain	-	Senior Executive
13. Rahima Akhter	-	Senior Executive
14. Mr. Belayat	-	Senior Executive
15. Mostafizur Rahman	-	Executive
16. Md. Nurul Huda	-	Executive
17. Md. Nasir Uddin	-	Executive
18. M A Galib	-	Executive
19. Munira Akhter	-	Junior Officer
20. Mr. Mustofa	-	Junior Officer
21. Md. Abul Kashem	-	Junior Officer
22. Md. Anwar	-	Junior Officer

1.2.3. Recruitment and Selection Process:

Steps of Recruitment

- ✓ Requisition
- ✓ Publishing Advertisement
- ✓ Collection of Curriculum Vitae
- ✓ Screening

Steps of Selection

- ✓ Test exam
 - Written
 - Practical
 - Viva
- ✓ Final judgment by the selection board
- ✓ Communicating with the selected candidate
- ✓ Giving appointment letter

Human Resource Department must ensure recruitment and selection procedure within 30 working days started from requisition receiving date to final within selection date. But due to some unavoidable external factors and recommendation of the concerned division and Board of Director, it may take a few days more.

Recruitment:

i. Requisition:

According to the rules of Standard Organizational Procedure, Section in charge of a department raise the proposal for employee requisition through the personnel requisition form. The form contains information in five following parts:

- a) Requisition raised by
- b) Position detail
- c) Job description
- d) Job Specification
- e) Signature

a) Requisition raised by:

This part of the requisition form contains the name of the person who is proposing and his designation.

b) Position detail:

This part contains the name of the position, section, department, division, type of vacancy (replacement/new position), replacement against whom (name and designation), number of employee needed, date by which personnel is required to join.

c) Job description:

This part briefly describes the duty and responsibilities of the position.

d) Job Specification:

In this section, candidate's educational qualification, required years of experience, age limit and other necessary requirements are mentioned.

e) Signature:

In the signature part, four persons sign. They are the section head who raised the requisition, department head, division head and the head of HR A.K.M. Moshir Rahman.

Below the requisition form another two persons give their signature for final approval. They are the section in charge of HR, Mr. Tushar Kanti Lunda and the Deputy Managing Director Mr. A. R. Sinha.

A requisition form is given in the following page:

Form No: 06-1-HR-FO11

Issue No. 05

The ACME Laboratories Ltd.

Dhaka, Bangladesh

PERSONNEL REQUISITION FORM

Requisition raised by	
Name: Asma Begum	Designation: Executive

Position Detail		
Name of the position:		
Section:	Department:	Division:
Type of Vacancy (Replacement/New position):		
Replacement against (Name & Designation):		
Number of Employee needed:		
Date by which personnel is required to join:		

Job Description

Job Specification
Educational qualification:
Experience:
Age limit:
Any other points:

Signature	
Section Head:	Date:
Department Head:	Date:
Division Head:	Date:
Head of HR:	Date:

ii. Advertisement Publish:

Based on the decision of the Board of Director, two types of advertisement are published which are internal and external. The purpose of publishing internal advertisement is to recruit from internal labor supply of the company. Internal advertisement is published in two ways. One way to publish is uploading the advertisement in company intranet which is directly accessible from the every employee's desk computer. Another way is to send printed copies to the Dispatch section and sent to the different division of the company.

For external advertisement the management uses the print media (national daily news paper, local newspaper) and job based web portal (prothom alo jobs.com, bd jobs.com etc).

Elements of internal advertisement:

- 1) Brief introduction of the company
- 2) The type of personality required for the vacant post
- 3) Major duties and responsibilities of that particular post
- 4) Job specification or pre requisite to apply for the post
- 5) Work place
- 6) Exam venue
- 7) Exam date
- 8) Exam time
- 9) What necessary things require to bring along (detailed curriculum vitae, attested copy of certificates, two recent size color photographs etc)
- 10) Approval of general manager of HR, A.K.M. Moshiur Rahman.

Elements of external advertisement:

- 1) Brief introduction of the company
- 2) The type of personality required for the vacant post
- 3) Key responsibilities
- 4) Required skills and competencies
- 5) Request to submit applicants' detailed curriculum vitae with two passport size photograph to company CV Bank or sent resume through online.
- 6) Submission deadline
- 7) Company location
- 8) Company website address

iii. Collection of Curriculum Vitae (CV):

CVs are collected from three sources. They are the company CV Bank, website and past stock of rejected or not selected CV.

Usually after the publishing of the advertisements, some candidates drop their cvs in CV Bank. The peons collect the cvs and send it to the HR Department. The recruiters open the cvs from envelop and see for which post the candidates want to apply. For each category of organizational position, the recruiters make separate files or bundle of cvs.

The resumes that are send via online, the recruiters print those and keep it in the files or bundle of cvs that are made separately for particular organizational positions.

Another source is the stock of cvs which were rejected for at post for different position. For example, a candidate for boiler engineer position was not selected. But in his curriculum vitae, it is mentioned that he also has experience of working as generator operator. When the recruiters receive a requisition for generator operator, they search in the stock, find those persons' cvs who have experience of working with generator and make them candidates for generator operator position.

iv. CV Screening:

Based on the category of the job, there are two types of screening. They are centralized and decentralized screening. Centralized screening is done by the HR Department (HRD) at the ACME corporate office. Decentralize screening is done by the concerned divisions. In this case, the HRD only collect the candidates' CVs and send to different divisions.

The rules for CV screening are different for various organizational positions. For the higher level position, past job experience, degrees achieved, university name etc. are considered. For example, Senior HR Manager, Senior Marketing Executive, Internal Auditor etc.

Selection:

i. Test Exam:

- I. **Written Test:** In written test candidates knowledge about the following issues are tested
 - a. Job related
 - b. Math
 - c. Bangla
 - d. English

- II. Viva:** In face to face interview candidates appearance and attitude are observed. Different questions are asked about the subjects on which the candidates have studied. In interview salary negotiation also takes place. The persons who offer the closest range of salary, he is selected.
- III. Practical Test:** Practical tests are taken usually for the following organizational position:
- a) Computer Operator
 - b) IT Engineer
 - c) Programmer
 - d) Computer Engineer
 - e) Junior Distribution officer etc.
- ii. Final judgment by the selection board:** Those who get pass marks, they are considered as selected. The head of the concerned division and the Deputy Managing Director give approval of the selected candidates resume and the final result document.
- iii. Communicating with the selected candidates:** After the approval the recruiters contact with the candidates by mobile post, email or phone.

Chapter 2

This chapter contains the following topics:

2.1. Job Description

2.2. Background of the report

2.1. Job Description

In short my major job responsibility was to help the recruiters of human resource division by participating in the recruitment process of the candidates for Medical Representative, Sales and Promotion Representative, Mechanical Engineer, Electrical Engineers, Assistant Manager of Research and Development, Microbiologist, Pharmacist, Chemist, Computer Operators, Generator Operators, Electricians, Security Guards and Drivers. It includes:

1. Collecting cvs from internet, cv bank and the cv stock.
2. Making cv file for each category of organizational position
3. Screening the cvs based on the instruction given by the supervisor
4. Taking written exams
5. Different data entry jobs such as making candidates' profile summary, their attendance list for written and viva exam, making requisition list etc.
6. Taking approval of cvs, results and requisitions from Senior Manager, Section in Charge of HR, IT, Marketing and Sales, Head of HR and Deputy General Manager.

2.2 Background of the report:

Internship program is the most important period for a BBA student. The duration of internship program is 3 months, which carries a best learning process to know about the organization and cope up the environment in such a way like professional employees. The experience that got by an intern during the internship period will make them more smart and professional in their future job sector. I started my internship at ACME, Corporate Office, 1/4, Mirpur Road, Kallayanpur, in 1st September, 2013 and completed in 30th November, 2013. The internship report is employee perception about recruitment and selection process of ACME Group of Industries Ltd.

2.2.1 Objective of the Report

The objective of the study as follows:

i) Broad Objective

The broad objective of the report is to know about the opinion of the employees which is related to different recruitment and selection issues of ACME Group.

ii) Specific Objective

- ✓ To find out how the employees feel about the recruitment and selection procedure
- ✓ To find out their point of view towards important recruitment and selection issues
- ✓ To give some recommendations on the basis of the respondent or employee suggestion.

2.2.2. Scope of the Report

This report has covered mainly one of many HR activities of ACME. All the questions that are asked through the questionnaire are related to various elements of recruitment and selection process.

2.2.3. Limitations

There are certain limitations that the writer of this report has faced while doing this report which is mentioned as follows:

- ✓ From my point of view three months time period is too short for preparing this report. But as far I got the information from ACME, I tried to present it in the report.
- ✓ The organization maintains some confidentiality while giving information regarding their department. So I am trying to focus the limited factors and leaving out some other relevant factors.
- ✓ Due to official hour it's quite difficult for me to collect the information from the respective person.
- ✓ It was not possible for me to collect data from outside of the corporate office. So, all the respondents' working place is at the corporate office.

Chapter 3

Methodology:

Probability sampling method is followed for data collection. The sampling frame is the employees of ACME. According to the website of ACME, there are 3000 employees are working in this company. The number of respondents is 52. The source of data is the questioner filled by the respondents and the internet. The independent variables are the age, gender, durations of job experience, highest level of education and managerial level the respondents are currently working at. The dependent variables are the nineteen questions. The questioners which were used for data collection, it contains ten questions about recruitment and nine questions about selection. The recruitment questions indicate different issues related to internal, external recruiting, recruitment cost etc. the selection part contains the factors considered for internal or external selection such as experience, knowledge, skills, ability, attitude, gender etc.

The data has been displayed through frequency table and cross tabulation which is calculated by the Statistical Package System Software (SPSS). Through frequency table the collected data is summarized. By cross tabulation, the relationships between the independent and dependent variables are found.

Chapter 4

Findings and Analysis

This chapter contains findings and analysis of collected data through frequency table and cross tabulation with bar graph.

Frequency Table:

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	4	7.7	7.7	7.7
	Male	48	92.3	92.3	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the gender of the respondents. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 4% of the respondents are female and 48% of the respondents are male.

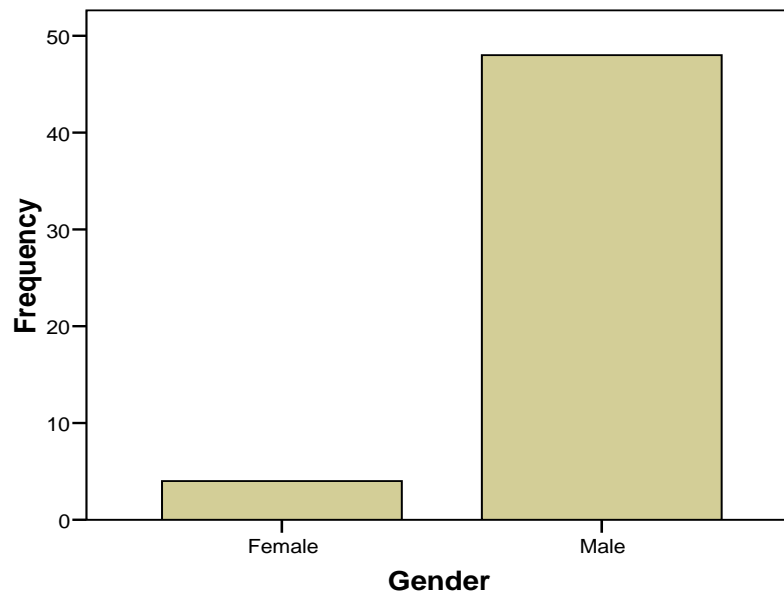


Figure 1: Bar Chart for Gender

Age (Year)

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 21-30	12	23.1	23.1	23.1
31-40	35	67.3	67.3	90.4
41-50	5	9.6	9.6	100.0
Total	52	100.0	100.0	

Interpretation: The frequency table shows the age of the respondents. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 12% of the respondents are within the range of 21-30 years old, 35% of the respondents are 31-40 years old and 5% are within 41-50 years old.

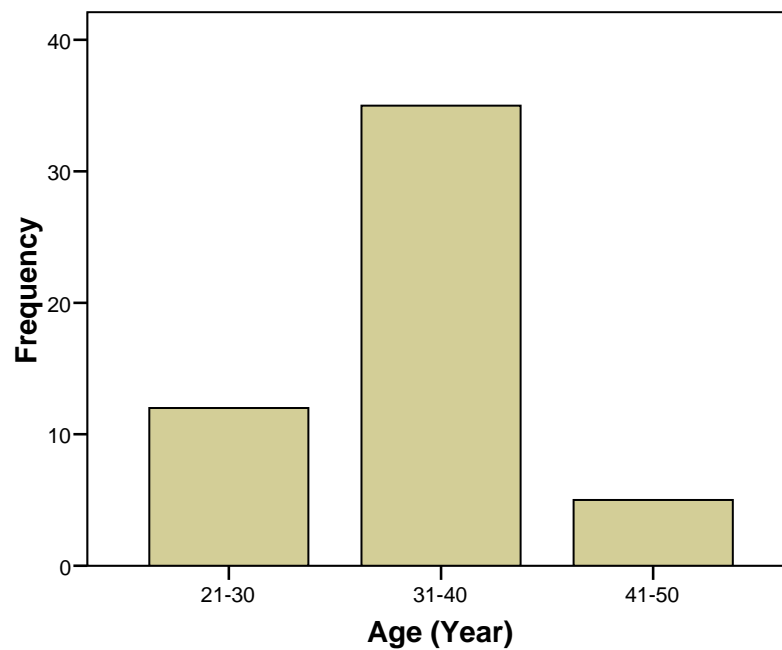


Figure 2: Bar Chart for Age

Highest Level of Education					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Graduation	8	15.4	15.4	15.4
	HSC	4	7.7	7.7	23.1
	Masters or Above	38	73.1	73.1	96.2
	SSC	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the highest level of education of the respondents. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 8% of the respondents are graduated, 38 % have masters or above degree, 4% are HSC passed, 2% are SSC passed.

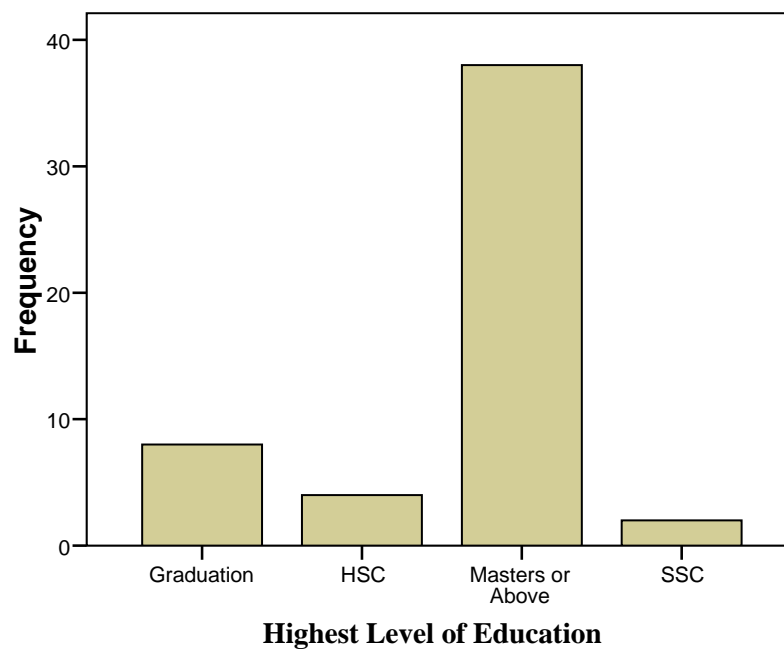


Figure 3: Bar Chart of the frequency of employees' highest level of education

Job Experience					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 5	26	50.0	50.0	50.0
	6-10	20	38.5	38.5	88.5
	11-15	3	5.8	5.8	94.2
	16-20	2	3.8	3.8	98.1
	20-25	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the job experience duration of the respondents. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 26% of the respondents have less than 5 years of experience, 20% have 5-10 years, 3% have 11-15 years and 1% has 20-25 years of job experience.

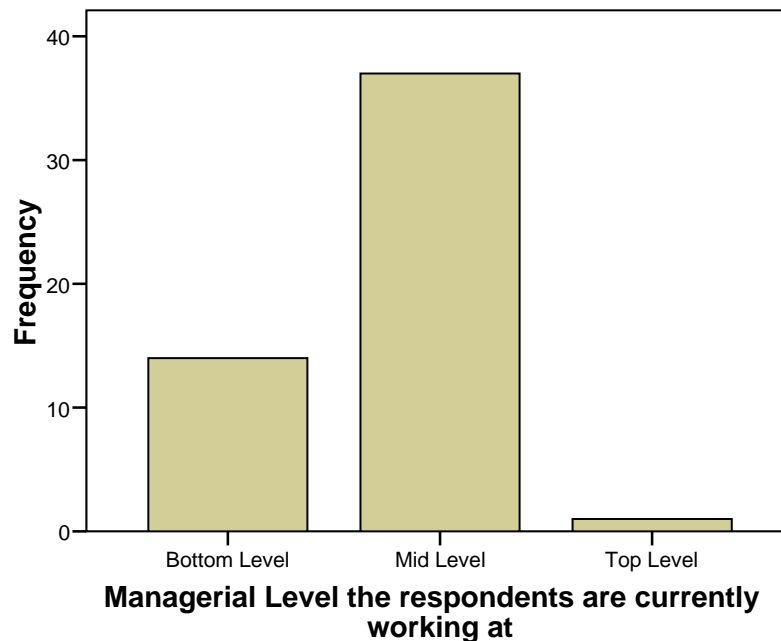


Figure 4: Bar Chart of the frequency of employees' duration of job experience

Managerial Level the respondents are currently working at					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bottom Level	14	26.9	26.9	26.9
	Mid Level	37	71.2	71.2	98.1
	Top Level	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the highest level of education of the respondents. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 14% of the respondents are working at bottom level, 37% are in mid level and 1% in top level of the managerial hierarchy.

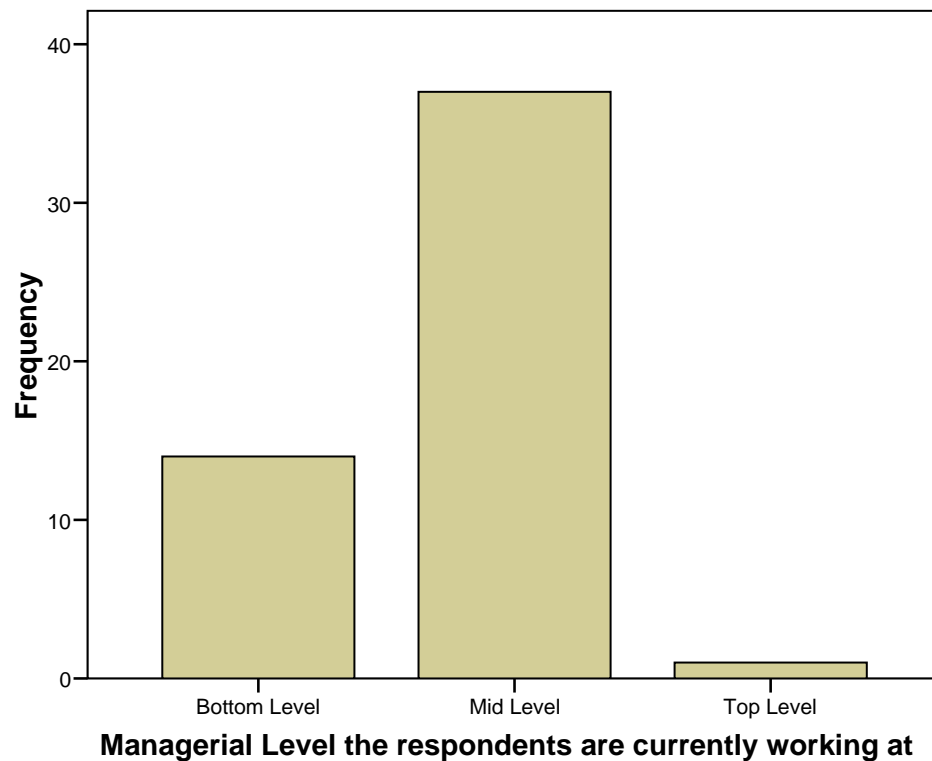


Figure 5: Bar Chart of the Respondents Managerial Level

For internal recruitment, experience should be preferred than knowledge, skills, abilities and educational qualification.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	9	17.3	17.3	17.3
Agree	17	32.7	32.7	50.0
Neutral	11	21.2	21.2	71.2
Disagree	10	19.2	19.2	90.4
Strongly Disagree	5	9.6	9.6	100.0
Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 9% of the responses are strongly agree, 17% are agree, 11% are neutral, 10% are disagree and 5% are strongly disagree with the statement.

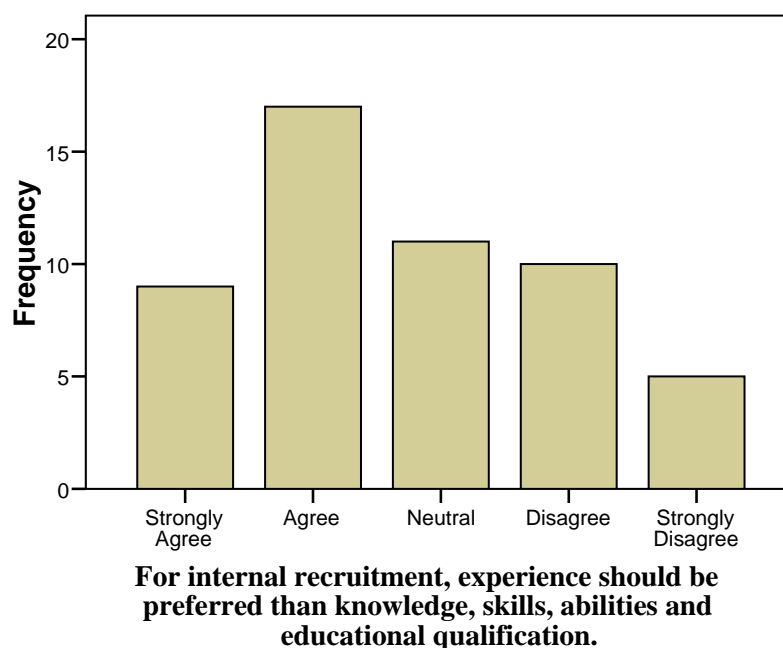


Figure 6: Bar Chart of Respondents' Perception about the Statement Mentioned Above

To reduce recruitment cost, management should focus on more internal recruitment					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	12	23.1	23.1	23.1
	Agree	17	32.7	32.7	55.8
	Neutral	16	30.8	30.8	86.5
	Disagree	5	9.6	9.6	96.2
	Strongly Disagree	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 12% of the responses are strongly agree, 17% are agree, 16% are neutral, 5% are disagree and 2% are strongly disagree with the statement.

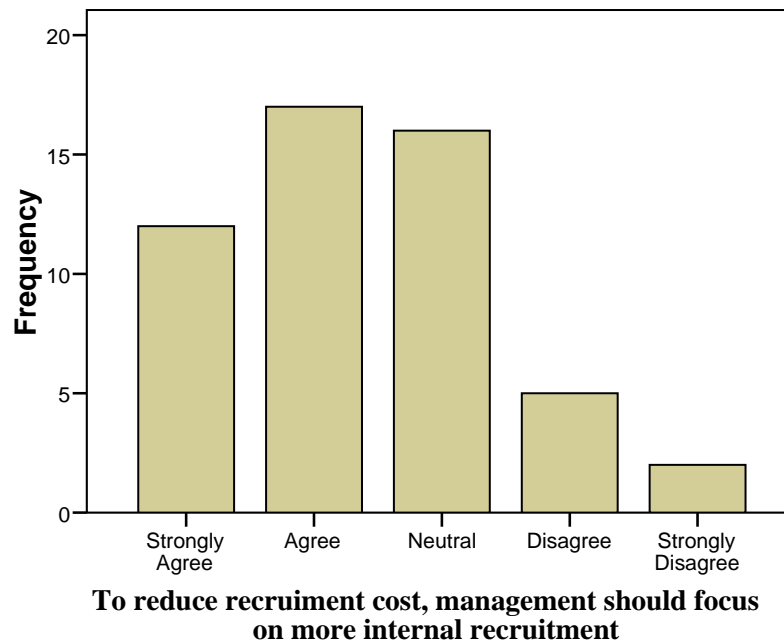


Figure 7: Bar Chart of Respondents' Perception about the Statement Mentioned Above

For higher organizational position management should consider external recruitment					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	2	3.8	3.8	3.8
	Agree	21	40.4	40.4	44.2
	Neutral	13	25.0	25.0	69.2
	Disagree	11	21.2	21.2	90.4
	Strongly Disagree	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 2% of the responses are strongly agree, 21% are agree, 13% are neutral, 11% are disagree and 5% are strongly disagree with the statement.

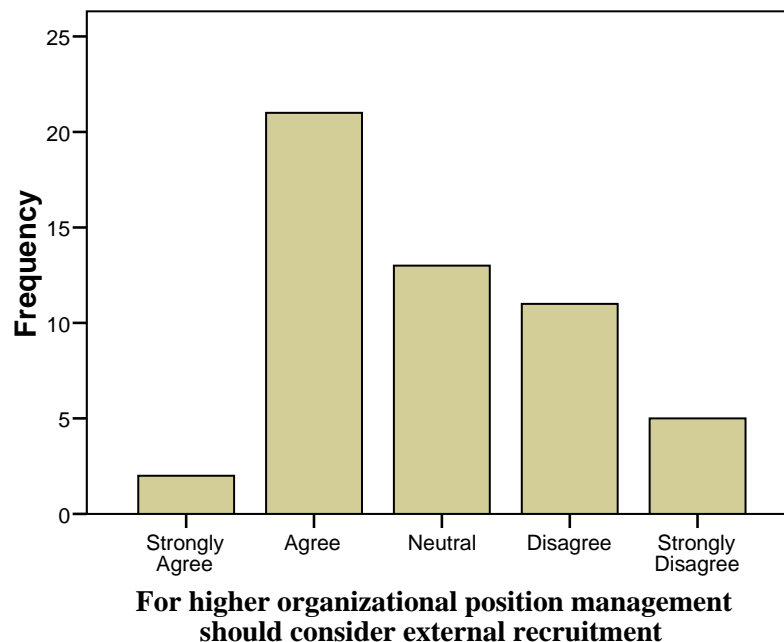


Figure 8: Bar Chart of Respondents' Perception about the Statement Mentioned Above

External advertisement in newspaper are effective to attract qualified applicants					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	11	21.2	21.2	21.2
	Agree	24	46.2	46.2	67.3
	Neutral	8	15.4	15.4	82.7
	Disagree	9	17.3	17.3	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 11% of the responses are strongly agree, 24% are agree, 8% are neutral, 9% are disagree and none strongly disagree with the statement.

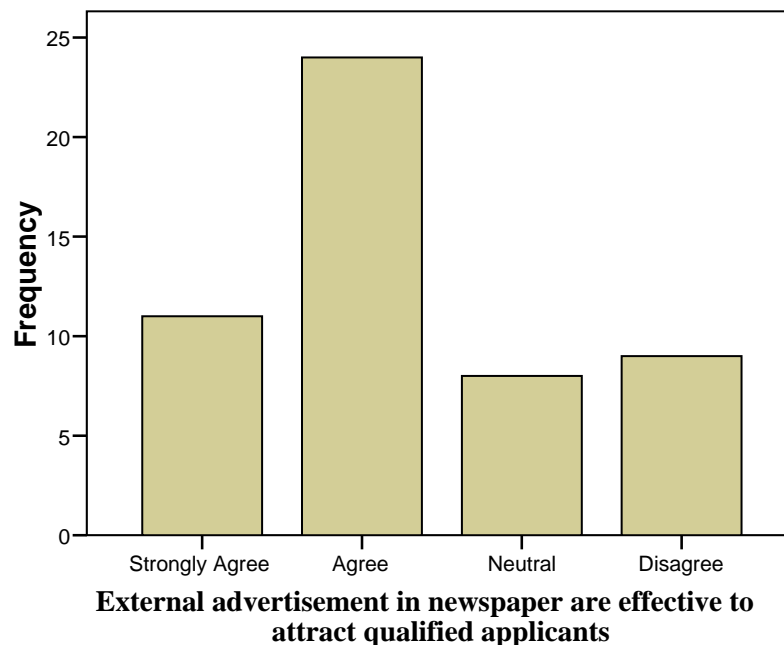


Figure 9: Bar Chart of Respondents' Perception about the Statement Mentioned Above

Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	5.8	5.8	5.8
	Agree	14	26.9	26.9	32.7
	Neutral	17	32.7	32.7	65.4
	Disagree	12	23.1	23.1	88.5
	Strongly Disagree	6	11.5	11.5	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 3% of the responses are strongly agree, 14% are agree, 17% are neutral, 12% are disagree and 6% are strongly disagree with the statement.

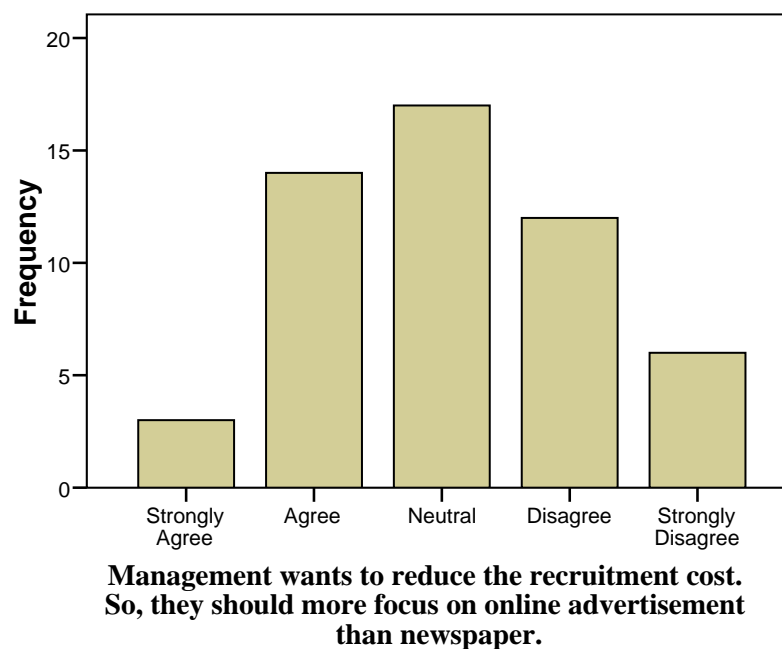


Figure 10: Bar Chart of Respondents' Perception about the Statement Mentioned Above

Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	7.7	7.7	7.7
	Agree	20	38.5	38.5	46.2
	Neutral	18	34.6	34.6	80.8
	Disagree	9	17.3	17.3	98.1
	Strongly Disagree	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 4% of the responses are strongly agree, 20% are agree, 18% are neutral, 9% are disagree and 1% are strongly disagree with the statement.

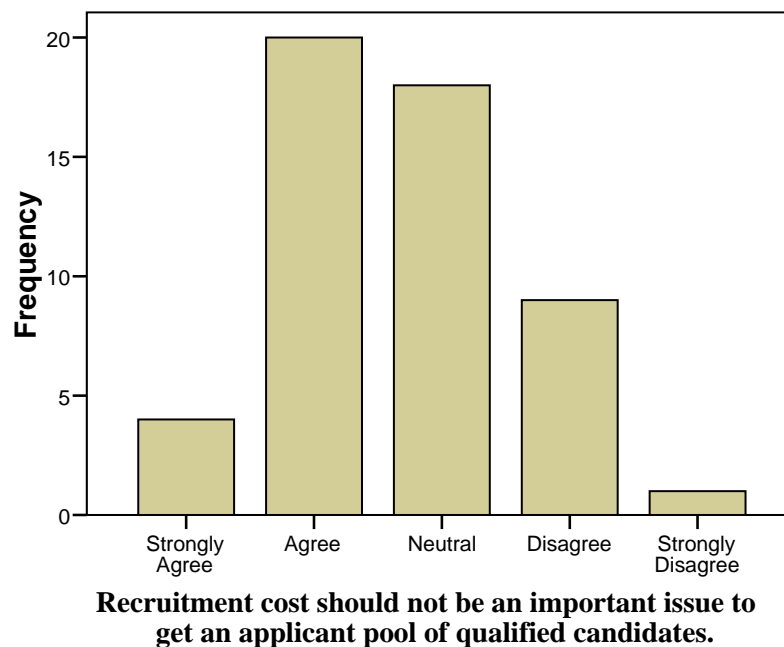


Figure 11: Bar Chart of Respondents' Perception about the Statement Mentioned Above

Only online advertisement is enough to attract sufficient number of qualified candidates.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	2	3.8	3.8	3.8
	Agree	15	28.8	28.8	32.7
	Neutral	16	30.8	30.8	63.5
	Disagree	14	26.9	26.9	90.4
	Strongly Disagree	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 2% of the responses are strongly agree, 15% are agree, 16% are neutral, 14% are disagree and 5% are strongly disagree with the statement.

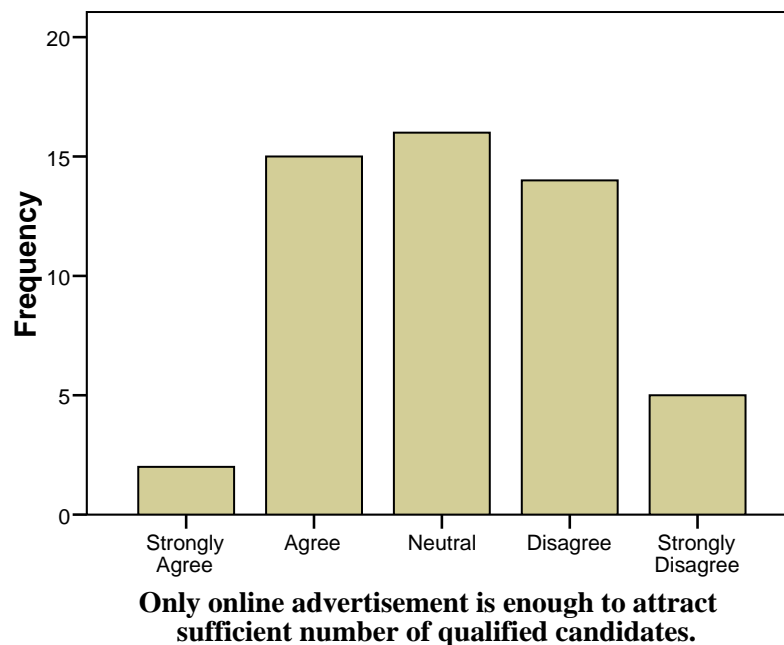


Figure 12: Bar Chart of Respondents' Perception about the Statement Mentioned Above

Only newspaper advertisement is enough to attract sufficient number of qualified candidates.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.9	1.9	1.9
	Agree	22	42.3	42.3	44.2
	Neutral	17	32.7	32.7	76.9
	Disagree	11	21.2	21.2	98.1
	Strongly Disagree	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 1% of the responses are strongly agree, 22% are agree, 17% are neutral, 11% are disagree and 1% are strongly disagree with the statement.

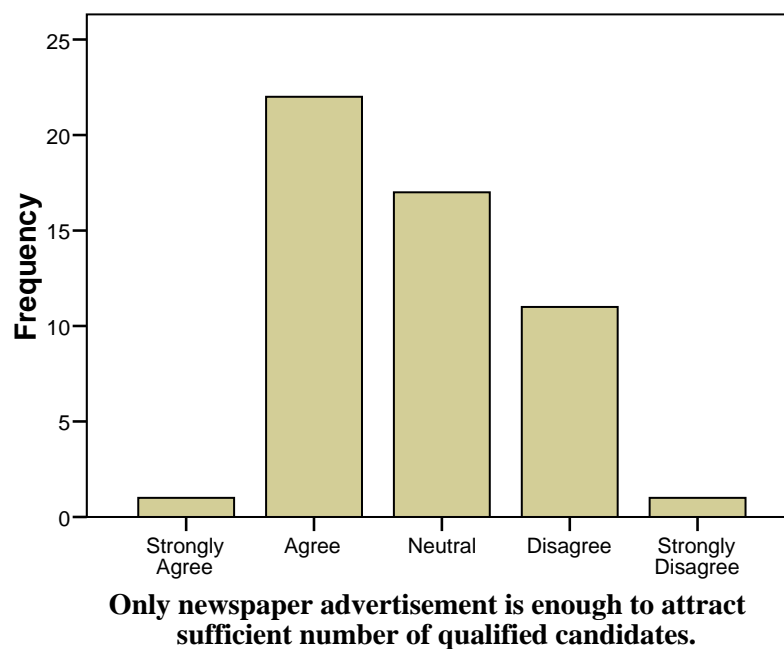


Figure 13: Bar Chart of Respondents' Perception about the Statement Mentioned Above

Recruiters of ACME do not follow the rules of company recruitment procedure.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	5	9.6	9.6	9.6
	Neutral	15	28.8	28.8	38.5
	Disagree	24	46.2	46.2	84.6
	Strongly Disagree	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that none of the responses are strongly agree, 15% are agree, 24% are neutral, 8% are disagree and none are strongly disagree with the statement.

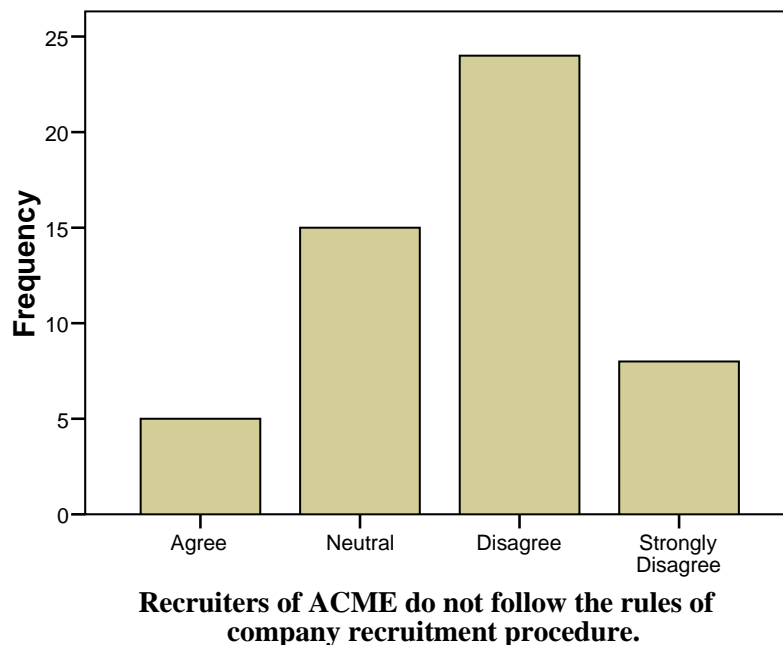


Figure 14: Bar Chart of Respondents' Perception about the Statement Mentioned Above

Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	11.5	11.5	11.5
	Agree	23	44.2	44.2	55.8
	Neutral	16	30.8	30.8	86.5
	Disagree	4	7.7	7.7	94.2
	Strongly Disagree	3	5.8	5.8	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 6% of the responses are strongly agree, 23% are agree, 16% are neutral, 4% are disagree and 3% are strongly disagree with the statement.



Figure 15: Bar Chart of Respondents' Perception about the Statement Mentioned Above

If you do not get promotion, you think that your supervisors misjudged your job related knowledge, skills, abilities and educational qualification.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	11.5	11.5	11.5
	Agree	13	25.0	25.0	36.5
	Neutral	20	38.5	38.5	75.0
	Disagree	9	17.3	17.3	92.3
	Strongly Disagree	4	7.7	7.7	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 6% of the responses are strongly agree, 13% are agree, 20% are neutral, 9% are disagree and 4% are strongly disagree with the statement.

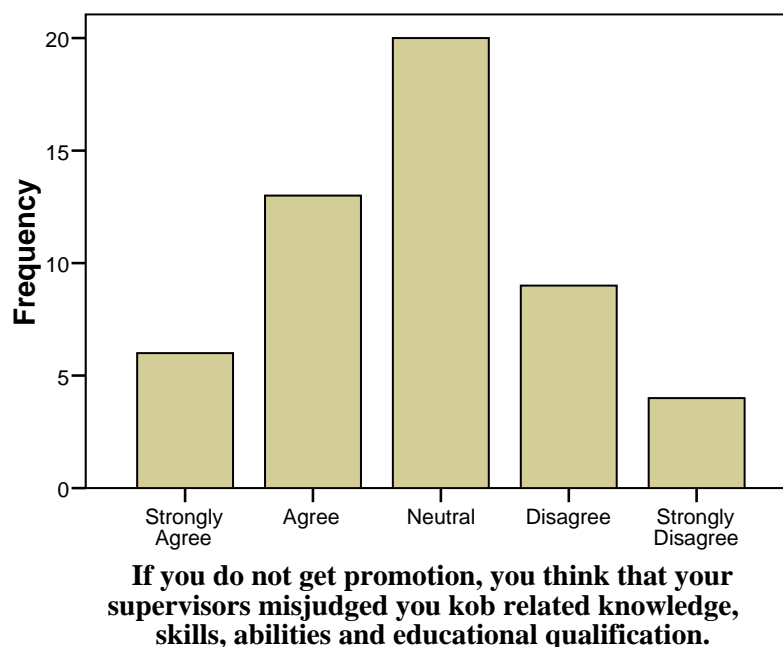


Figure 16: Bar Chart of Respondents' Perception about the Statement Mentioned Above

If you do not get promotion, you think that the promoted persons are less qualified than you.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	2	3.8	3.8	3.8
	Agree	11	21.2	21.2	25.0
	Neutral	20	38.5	38.5	63.5
	Disagree	17	32.7	32.7	96.2
	Strongly Disagree	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 2% of the responses are strongly agree, 11% are agree, 20% are neutral, 17% are disagree and 2% are strongly disagree with the statement.

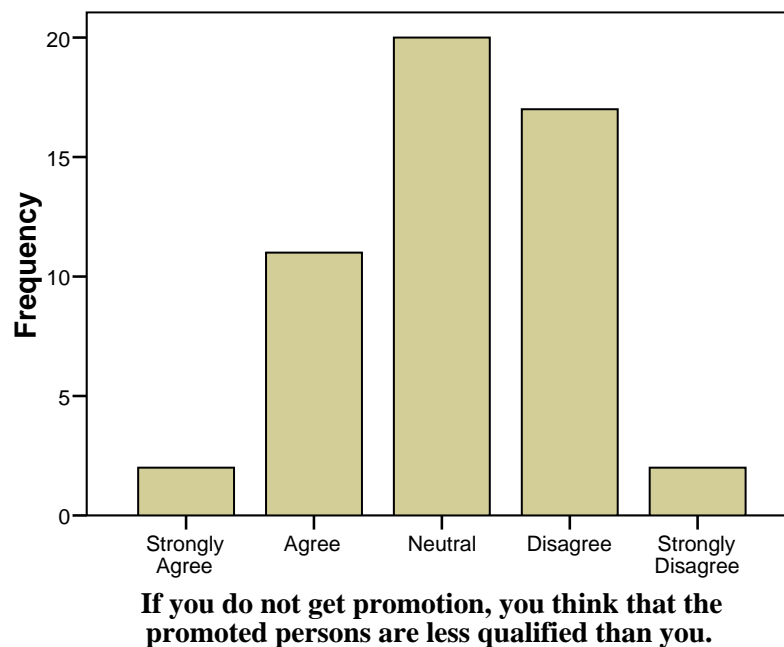


Figure 17: Bar Chart of Respondents' Perception about the Statement Mentioned Above

You think that those who evaluate your performance are biased to someone else.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	5.8	5.8	5.8
	Agree	13	25.0	25.0	30.8
	Neutral	27	51.9	51.9	82.7
	Disagree	9	17.3	17.3	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 3% of the responses are strongly agree, 13% are agree, 27% are neutral, 9% are disagree and none are strongly disagree with the statement.

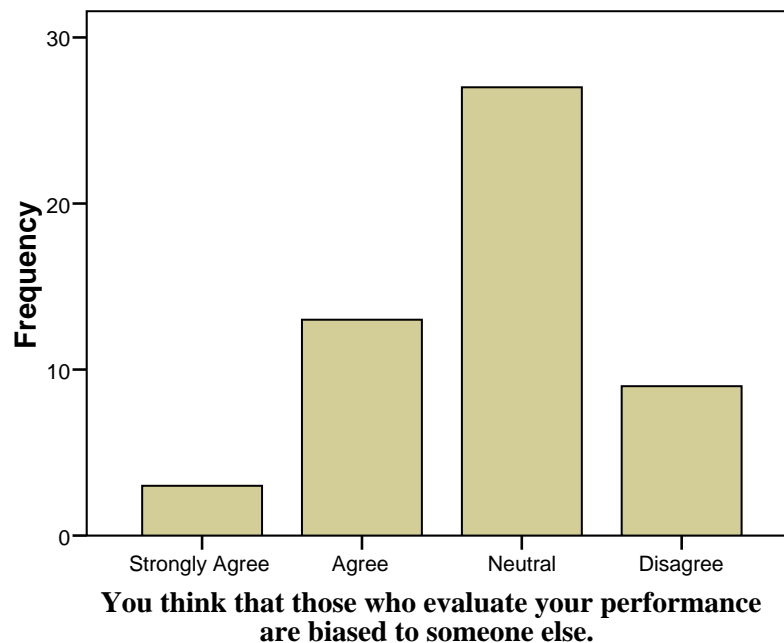


Figure 18: Bar Chart of Respondents' Perception about the Statement Mentioned Above

In ACME, good relation with superiors helps to get promotion					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	7.7	7.7	7.7
	Agree	12	23.1	23.1	30.8
	Neutral	26	50.0	50.0	80.8
	Disagree	9	17.3	17.3	98.1
	Strongly Disagree	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 4% of the responses are strongly agree, 12% are agree, 26% are neutral, 9% are disagree and 1% are strongly disagree with the statement.

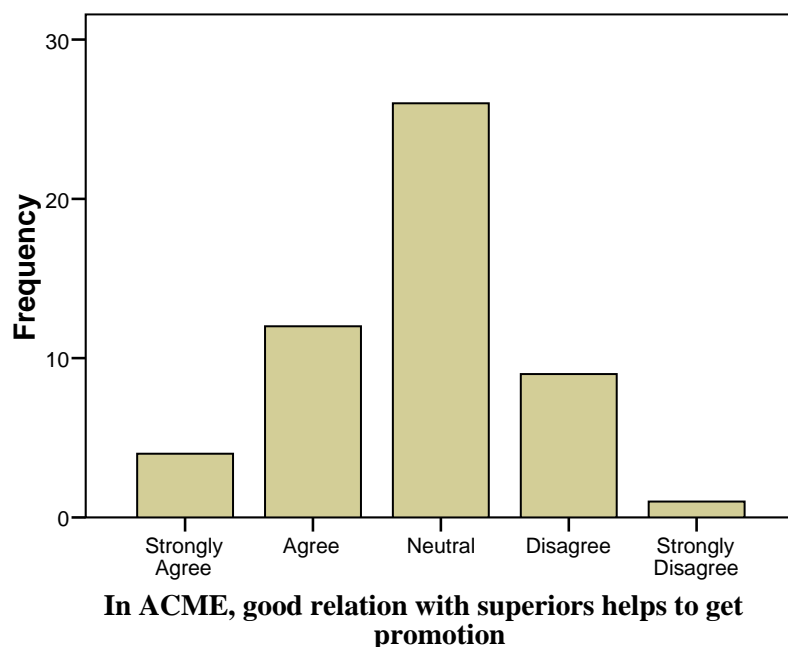


Figure 19: Bar Chart of Respondents' Perception about the Statement Mentioned Above

ACME should continue hiring employees based on reference without any test.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	13.5	13.5	13.5
	Agree	13	25.0	25.0	38.5
	Neutral	17	32.7	32.7	71.2
	Disagree	10	19.2	19.2	90.4
	Strongly Disagree	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 7% of the responses are strongly agree, 13% are agree, 17% are neutral, 10% are disagree and 5% are strongly disagree with the statement.

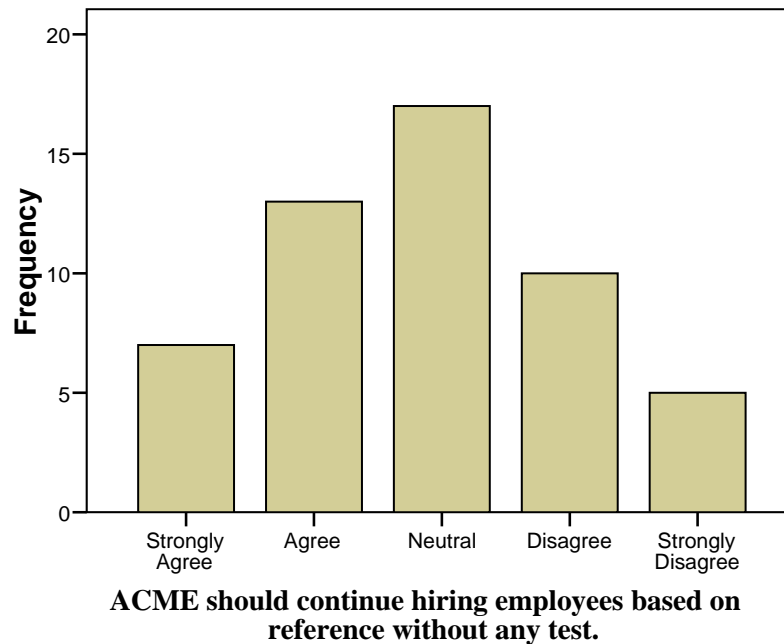


Figure 20: Bar Chart of Respondents' Perception about the Statement Mentioned Above

Job experience is an important issue for selection at ACME.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	19	36.5	36.5	36.5
	Agree	21	40.4	40.4	76.9
	Neutral	9	17.3	17.3	94.2
	Disagree	3	5.8	5.8	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 19% of the responses are strongly agree, 21% are agree, 9% are neutral, 3% are disagree and none are strongly disagree with the statement.

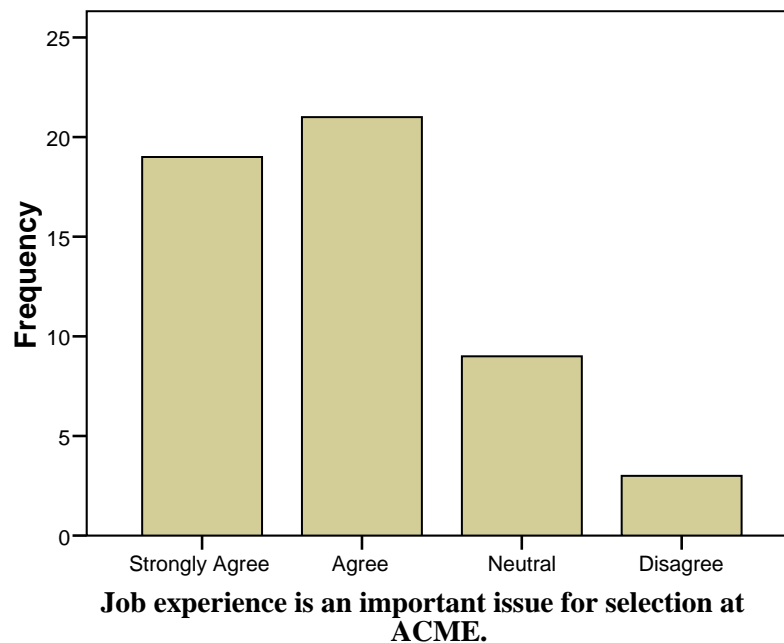


Figure 21: Bar Chart of Respondents' Perception about the Statement Mentioned Above

Attitude is an issue for selection at ACME					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	20	38.5	38.5	38.5
	Agree	26	50.0	50.0	88.5
	Neutral	3	5.8	5.8	94.2
	Disagree	3	5.8	5.8	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 20% of the responses are strongly agree, 26% are agree, 3% are neutral, 3% are disagree and none are strongly disagree with the statement.

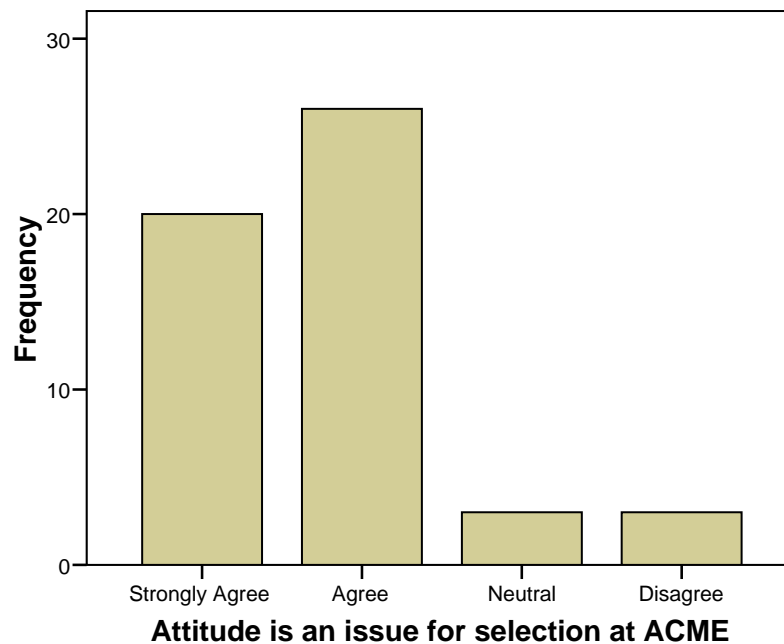


Figure 22: Bar Chart of Respondents' Perception about the Statement Mentioned Above

Gender is an issue for selection at ACME					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	9	17.3	17.3	17.3
	Agree	15	28.8	28.8	46.2
	Neutral	11	21.2	21.2	67.3
	Disagree	12	23.1	23.1	90.4
	Strongly Disagree	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that 9% of the responses are strongly agree, 15% are agree, 11% are neutral, 12% are disagree and 5% are strongly disagree with the statement.

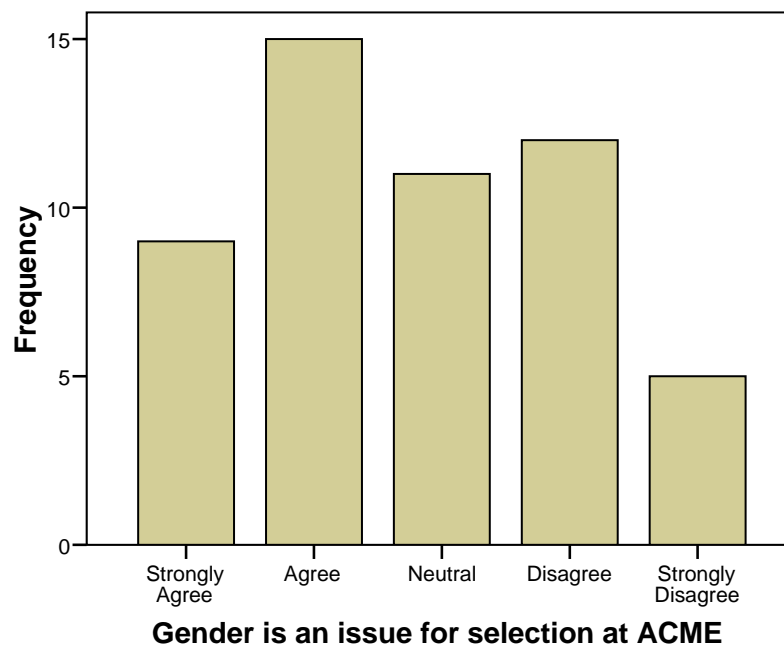


Figure 23: Bar Chart of Respondents' Perception about the Statement Mentioned Above

Religion is an issue for selection at ACME					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neutral	33	63.5	63.5	63.5
	Disagree	14	26.9	26.9	90.4
	Strongly Disagree	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

Interpretation: The frequency table shows the opinion of the respondents about the statement mentioned above. There are total of 52 responses considered valid and there is no missing value and overall total is 52. The frequency column indicates that none of the responses are strongly agree, none are agree, 33% are neutral, 14% are disagree and 5% are strongly disagree with the statement.

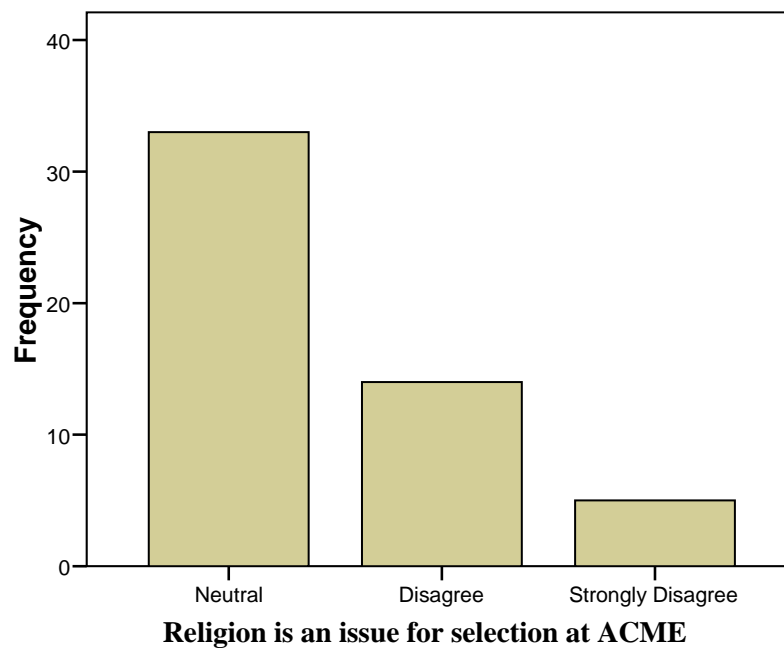


Figure 24: Bar Chart of Respondents' Perception about the Statement Mentioned Above

Gender * For internal recruitment, experience should be preferred than knowledge, skills, abilities and educational qualification.

Crosstab

			For internal recruitment, experience should be preferred than knowledge, skills, abilities and educational qualification.					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Gender	Female	Count	1	0	0	3	0	4
		% within Gender	25.0%	.0%	.0%	75.0%	.0%	100.0%
		% within For internal recruitment, experience should be preferred than knowledge, skills, abilities and educational qualification.	11.1%	.0%	.0%	30.0%	.0%	7.7%
	Male	% of Total	1.9%	.0%	.0%	5.8%	.0%	7.7%
		Count	8	17	11	7	5	48
		% within Gender	16.7%	35.4%	22.9%	14.6%	10.4%	100.0%
Total		% within For internal recruitment, experience should be preferred than knowledge, skills, abilities and educational qualification.	88.9%	100.0%	100.0%	70.0%	100.0%	92.3%
		% of Total	15.4%	32.7%	21.2%	13.5%	9.6%	92.3%
		Count	9	17	11	10	5	52
		% within Gender	17.3%	32.7%	21.2%	19.2%	9.6%	100.0%
		% within For internal recruitment, experience should be preferred than knowledge, skills, abilities and educational qualification.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	17.3%	32.7%	21.2%	19.2%	9.6%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.906(a)	4	.042
Likelihood Ratio	9.707	4	.046
N of Valid Cases	52		

a. 6 cells (60.0%) have expected count less than 5. The minimum expected count is .38.

This cross tabulation is done between gender and the statement, for internal recruitment, experience should be preferred than knowledge, skills, abilities and educational qualification.

25% of the female strongly agree with the statement. None agreed, none take neutral position, none strongly disagreed and 75% disagree.

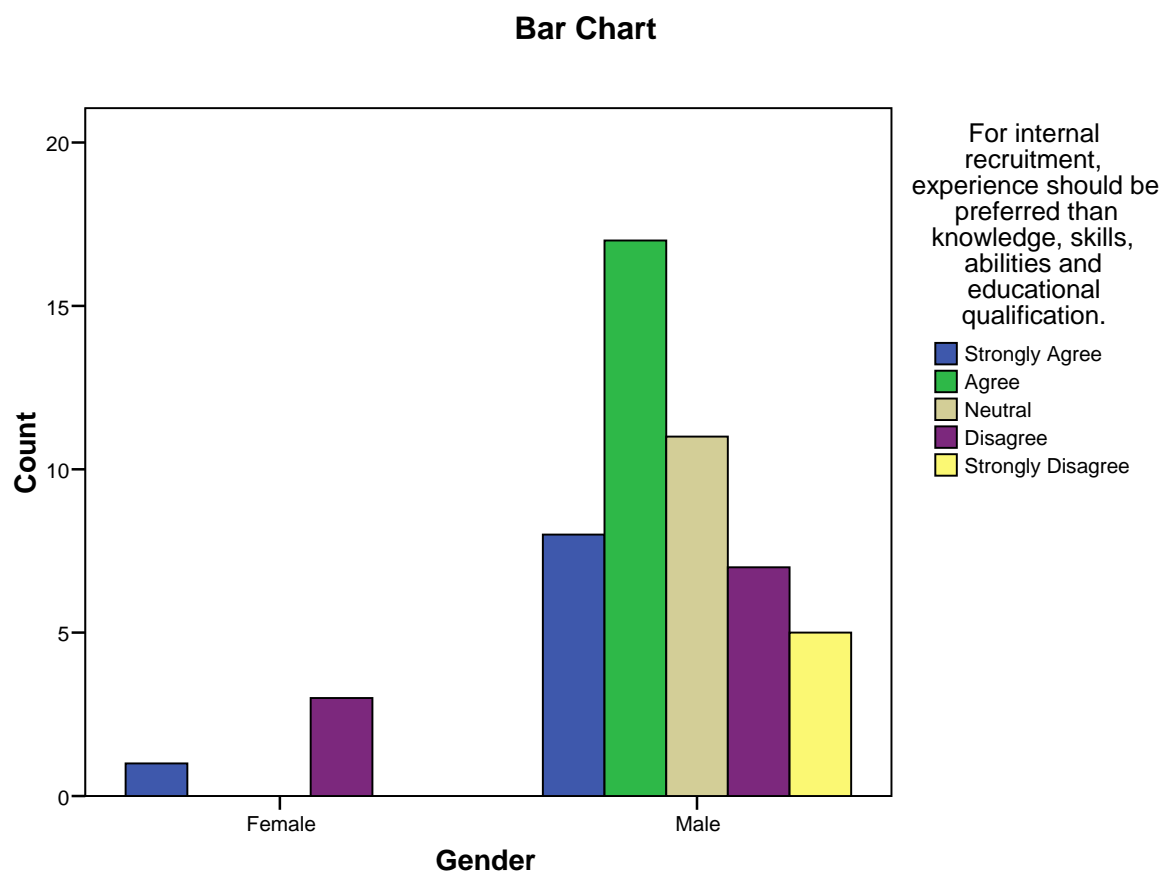
11.1% of the strongly agreed opinion, 30% disagree opinion; none of the agreed, neutral and strongly agreed opinion comes from female.

16.7% male strongly agree, 35.4% male agree, 22.9% male neutral, 14.6% male disagree and 10.4% male strongly disagree.

88.9% of the strongly agree opinion, 100% agree, 100% neutral, 70% disagree and 100% strongly disagree opinion come from male.

Let, the null hypothesis is there is no relationship between the two variables. The alternative hypothesis is there is relationship between the variables.

According to the chi square test, the significant value .042 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.



Gender * Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.

Crosstab

			Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.					Total	
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		
Gender	Female	Count	2	2	0	0	0	4	
		% within Gender	50.0%	50.0%	.0%	.0%	.0%	100.0%	
		% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.	50.0%	10.0%	.0%	.0%	.0%	7.7%	
		% of Total	3.8%	3.8%	.0%	.0%	.0%	7.7%	
	Male	Count	2	18	18	9	1	48	
		% within Gender	4.2%	37.5%	37.5%	18.8%	2.1%	100.0%	
		% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.	50.0%	90.0%	100.0%	100.0%	100.0%	92.3%	
		% of Total	3.8%	34.6%	34.6%	17.3%	1.9%	92.3%	
		Total	Count	4	20	18	9	1	52
			% within Gender	7.7%	38.5%	34.6%	17.3%	1.9%	100.0%
			% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	7.7%		38.5%	34.6%	17.3%	1.9%	100.0%		

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.567(a)	4	.014
Likelihood Ratio	9.655	4	.047
N of Valid Cases	52		

a. 7 cells (70.0%) have expected count less than 5. The minimum expected count is .08.

This cross tabulation is done between gender and the statement; recruitment cost should not be an important issue to get an applicant pool of qualified candidates.

50% of the female strongly agree with the statement. 50% agree, none neutral, disagree or strongly disagree.

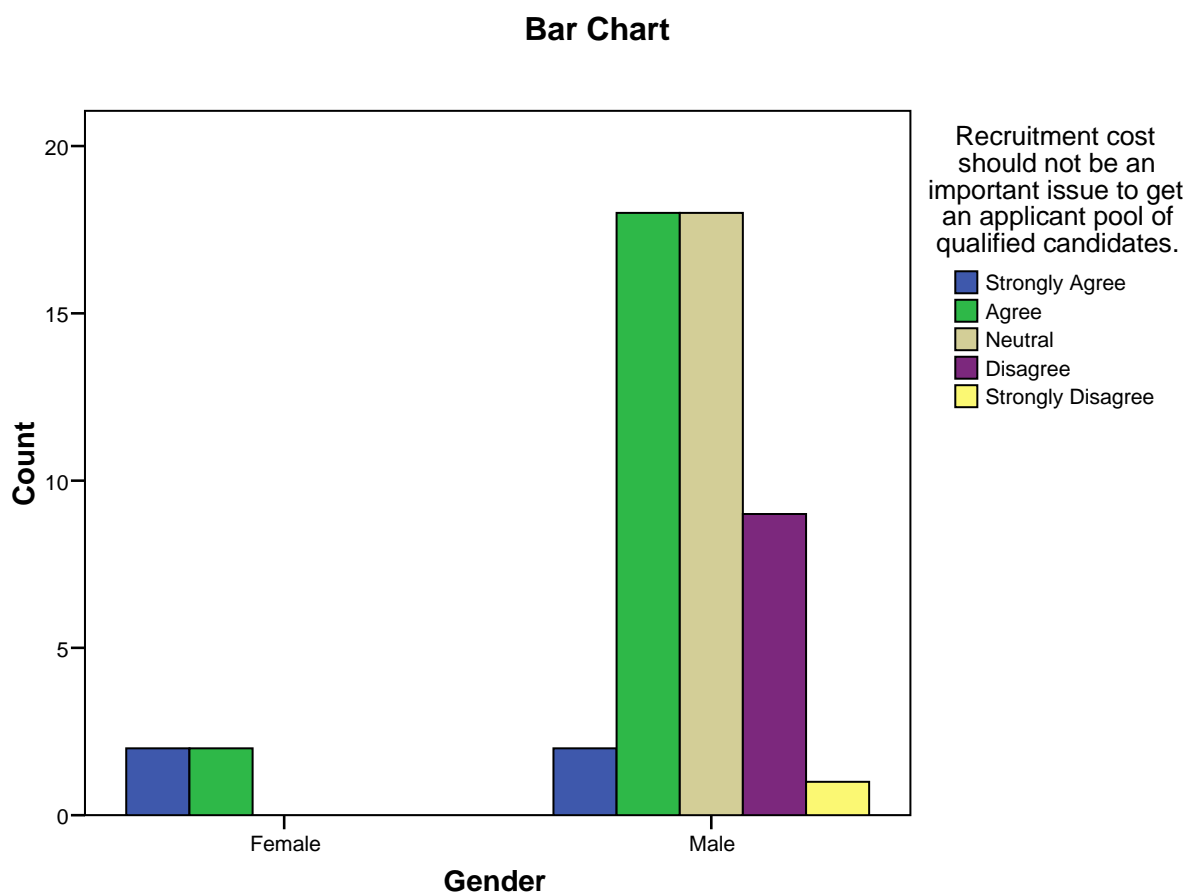
50% of the strongly agreed opinions, 10% agree; 25% agreed, no neutral, disagree and strongly disagree opinion comes from female.

4.2% male strongly agree, 37.5% male agree, 37.5% male neutral, 18.8% male disagree and 2.1 strongly disagree.

50.0% of the strongly agree opinion, 90.0% agree, 100% neutral, 100% disagree and 100% strongly disagree opinion come from male.

Let, the null hypothesis is there is no relationship between the two variables. The alternative hypothesis is there is relationship between the variables.

According to the chi square test, the significant value .014 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.



Age (Year) * Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.

Crosstab

			Management wants to reduce the recruitment cost. so, they should more focus on online advertisement than newspaper.					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Age (Year)	21-30	Count	0	1	1	5	5	12
		% within Age (Year)	.0%	8.3%	8.3%	41.7%	41.7%	100.0%
		% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.	.0%	7.1%	5.9%	41.7%	83.3%	23.1%
		% of Total	.0%	1.9%	1.9%	9.6%	9.6%	23.1%
	31-40	Count	2	11	15	6	1	35
		% within Age (Year)	5.7%	31.4%	42.9%	17.1%	2.9%	100.0%
		% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.	66.7%	78.6%	88.2%	50.0%	16.7%	67.3%
		% of Total	3.8%	21.2%	28.8%	11.5%	1.9%	67.3%
	41-50	Count	1	2	1	1	0	5
		% within Age (Year)	20.0%	40.0%	20.0%	20.0%	.0%	100.0%
		% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.	33.3%	14.3%	5.9%	8.3%	.0%	9.6%
		% of Total	1.9%	3.8%	1.9%	1.9%	.0%	9.6%
	Total	Count	3	14	17	12	6	52
		% within Age (Year)	5.8%	26.9%	32.7%	23.1%	11.5%	100.0%
% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
% of Total		5.8%	26.9%	32.7%	23.1%	11.5%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	22.755(a)	8	.004
Likelihood Ratio	21.600	8	.006
Linear-by-Linear Association	13.951	1	.000
N of Valid Cases	52		

a. 12 cells (80.0%) have expected count less than 5. The minimum expected count is .29.

This cross tabulation is done between Age (Year) and the statement, Management wants to reduce the recruitment cost. so, they should more focus on online advertisement than newspaper.

Employees who are aged between 21-30 years old,

None of them strongly agree, 8.3% of them agree, 8.3% neutral, 41.7% disagree and 41.7% strongly disagree with the statement.

No strongly agree, 7.1% agree, 5.9% neutral, 41.7% disagree and 83.3% strongly disagree opinions come from the employees who are aged between 21-30 years old.

Employees who are aged between 31-40 years old, 5.7% of them strongly agree, 31.4% agree, 42.9% neutral, 17.1% disagree and 2.9% strongly disagree with the statement.

66.7% of the strongly agree, 78.6% agree, 88.2% neutral, 50.0% disagree and 16.7% strongly disagree opinion comes from the employees who are between 31-40 years old.

Employees who are aged between 41-50 years old,

20.0% of them strongly agree, 40.0% agree, 20.0% is neutral, 20.0% disagree and none strongly disagree with the statement.

33.3% of the strongly agree, 14.3% agree, 5.9% neutral, 8.3% disagree and none strongly disagree opinions come from the employees who are aged between 41-50 years old.

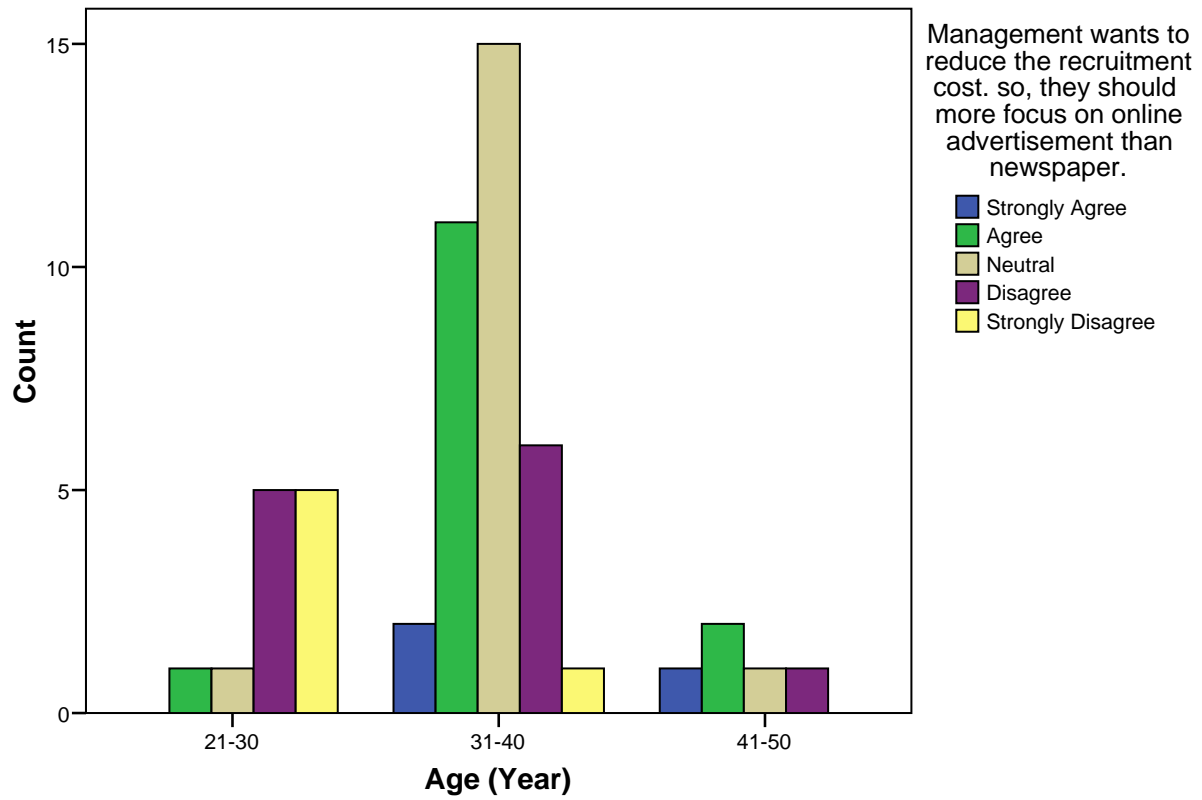
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .004 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Age (Year) * In ACME, good relation with superiors helps to get promotion

Crosstab

			In ACME, good relation with superiors helps to get promotion					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Age (Year)	21-30	Count	4	6	2	0	0	12
		% within Age (Year)	33.3%	50.0%	16.7%	.0%	.0%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	100.0%	50.0%	7.7%	.0%	.0%	23.1%
		% of Total	7.7%	11.5%	3.8%	.0%	.0%	23.1%
	31-40	Count	0	6	20	8	1	35
		% within Age (Year)	.0%	17.1%	57.1%	22.9%	2.9%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	.0%	50.0%	76.9%	88.9%	100.0%	67.3%
		% of Total	.0%	11.5%	38.5%	15.4%	1.9%	67.3%
	41-50	Count	0	0	4	1	0	5
		% within Age (Year)	.0%	.0%	80.0%	20.0%	.0%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	.0%	.0%	15.4%	11.1%	.0%	9.6%
		% of Total	.0%	.0%	7.7%	1.9%	.0%	9.6%
Total	Count		4	12	26	9	1	52
	% within Age (Year)		7.7%	23.1%	50.0%	17.3%	1.9%	100.0%
	% within In ACME, good relation with superiors helps to get promotion		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total		7.7%	23.1%	50.0%	17.3%	1.9%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	25.921(a)	8	.001
Likelihood Ratio	27.680	8	.001
Linear-by-Linear Association	15.309	1	.000
N of Valid Cases	52		

a. 11 cells (73.3%) have expected count less than 5. The minimum expected count is .10.

This cross tabulation is done between Age (Year) and the statement, in ACME, good relation with superiors helps to get promotion

Employees who are aged between 21-30 years old, 33.3% of them strongly agree, 50.0% of them agree, 16.7% neutral, none disagree and strongly disagree with the statement.

100.0% of the strongly agree, 50.0% agree, 7.7% neutral, no disagree and strongly disagree opinions come from the employees who are aged between 21-30 years old.

Employees who are aged between 31-40 years old, none of them strongly agree, 17.1% agree, 57.1% neutral, 22.9% disagree and 2.9% strongly disagree with the statement.

No strongly agree opinion, 50.0% agree, 76.9% neutral, 88.9% disagree and 100.0% strongly disagree opinion comes from the employees who are between 31-40 years old.

Employees who are aged between 41-50 years old,

None of them strongly agree, none of them agree, 80.0% neutral, 20.0% disagree and none strongly disagree with the statement.

No strongly agree, no agree, 15.4% neutral, 11.1% disagree and none strongly disagree opinions come from the employees who are aged between 41-50 years old.

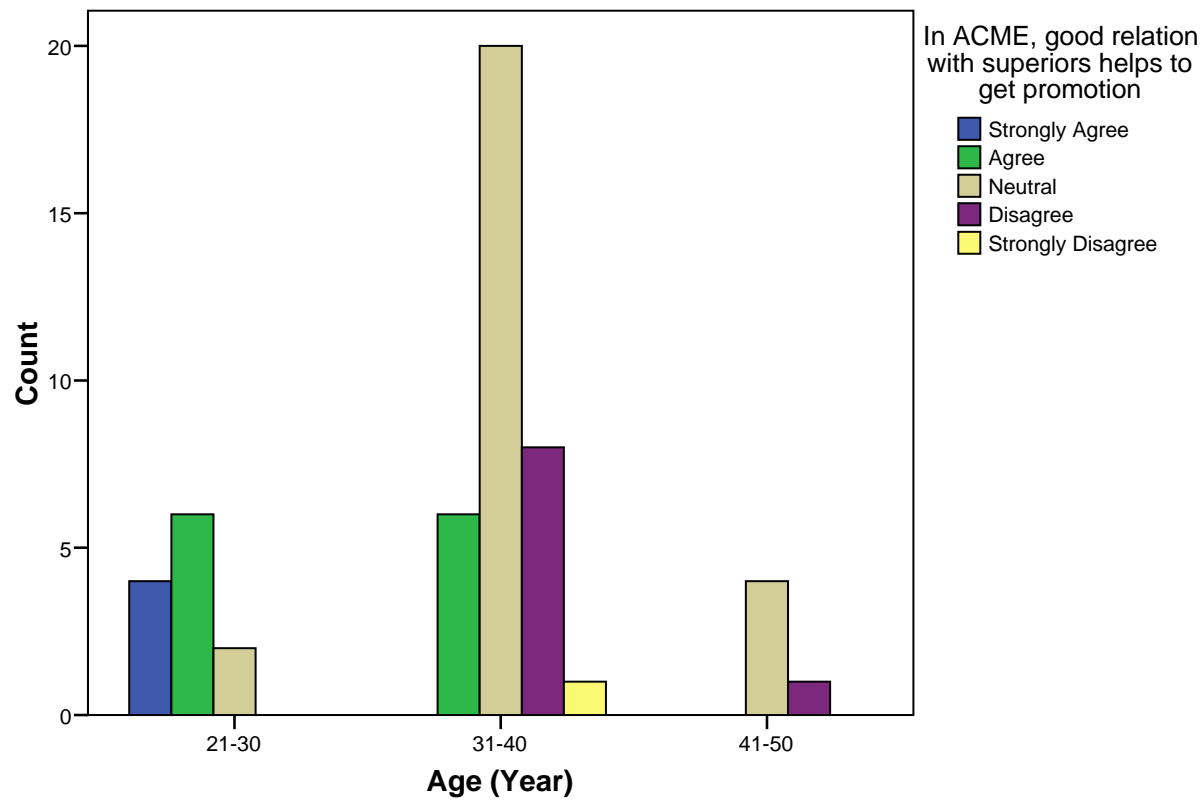
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .001 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Age (Year) * Attitude is an issue for selection at ACME

Crosstab

			Attitude is an issue for selection at ACME				Total
			Strongly Agree	Agree	Neutral	Disagree	
Age (Year)	21-30	Count	1	7	1	3	12
		% within Age (Year)	8.3%	58.3%	8.3%	25.0%	100.0%
		% within Attitude is an issue for selection at ACME	5.0%	26.9%	33.3%	100.0%	23.1%
		% of Total	1.9%	13.5%	1.9%	5.8%	23.1%
	31-40	Count	18	15	2	0	35
		% within Age (Year)	51.4%	42.9%	5.7%	.0%	100.0%
		% within Attitude is an issue for selection at ACME	90.0%	57.7%	66.7%	.0%	67.3%
		% of Total	34.6%	28.8%	3.8%	.0%	67.3%
	41-50	Count	1	4	0	0	5
		% within Age (Year)	20.0%	80.0%	.0%	.0%	100.0%
		% within Attitude is an issue for selection at ACME	5.0%	15.4%	.0%	.0%	9.6%
		% of Total	1.9%	7.7%	.0%	.0%	9.6%
Total	Count	20	26	3	3	52	
	% within Age (Year)	38.5%	50.0%	5.8%	5.8%	100.0%	
	% within Attitude is an issue for selection at ACME	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	38.5%	50.0%	5.8%	5.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.654(a)	6	.011
Likelihood Ratio	16.881	6	.010
Linear-by-Linear Association	6.991	1	.008
N of Valid Cases	52		

a. 9 cells (75.0%) have expected count less than 5. The minimum expected count is .29.

This cross tabulation is done between Age (Year) and the statement; attitude is an issue for selection at ACME

Employees who are aged between 21-30 years old,

8.3% of them strongly agree, 58.3% of them agree, 8.3% neutral, 25.0% disagree and none strongly disagree with the statement.

5.0% of the strongly agree, 26.9% agree, 33.3% neutral, 100.0% disagree and none strongly disagree opinions come from the employees who are aged between 21-30 years old.

Employees who are aged between 31-40 years old, 51.4% of them strongly agree, 42.9% agree, 5.7% neutral, none disagree and strongly disagree with the statement.

90.0% of the strongly agree, 57.7% agree, 66.7% neutral, none disagree and strongly disagree opinion comes from the employees who are between 31-40 years old.

Employees who are aged between 41-50 years old,

20.0% of them strongly agree, 80.0% them agree, none is neutral, disagree and strongly disagree with the statement.

5.0% of the strongly agree, 15.4% agree, none neutral, disagree and strongly disagree opinions come from the employees who are aged between 41-50 years old.

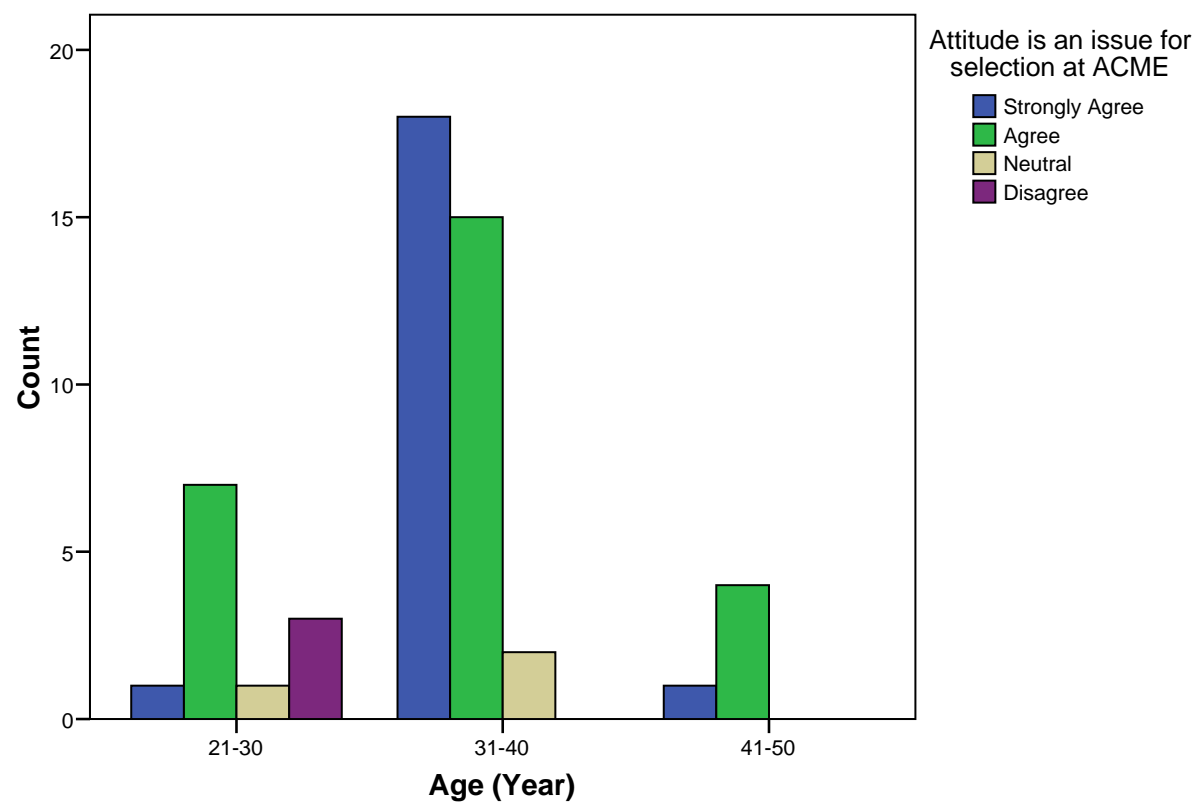
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .011 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Highest Level of Education * Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.

Crosstab

			Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Highest Level of Education	Graduation	Count	1	1	0	3	3	8
		% within Highest Level of Education	12.5%	12.5%	.0%	37.5%	37.5%	100.0%
		% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.	33.3%	7.1%	.0%	25.0%	50.0%	15.4%
	HSC	% of Total	1.9%	1.9%	.0%	5.8%	5.8%	15.4%
		Count	0	0	1	2	1	4
		% within Highest Level of Education	.0%	.0%	25.0%	50.0%	25.0%	100.0%
		% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.	.0%	.0%	5.9%	16.7%	16.7%	7.7%
		% of Total	.0%	.0%	1.9%	3.8%	1.9%	7.7%
		Masters or Above	Count	2	13	16	6	1
	% within Highest Level of Education		5.3%	34.2%	42.1%	15.8%	2.6%	100.0%
	% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.		66.7%	92.9%	94.1%	50.0%	16.7%	73.1%
	SSC	% of Total	3.8%	25.0%	30.8%	11.5%	1.9%	73.1%
		Count	0	0	0	1	1	2
		% within Highest Level of Education	.0%	.0%	.0%	50.0%	50.0%	100.0%
		% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.	.0%	.0%	.0%	8.3%	16.7%	3.8%
		% of Total	.0%	.0%	.0%	1.9%	1.9%	3.8%
Total		Count	3	14	17	12	6	52
	% within Highest Level of Education	5.8%	26.9%	32.7%	23.1%	11.5%	100.0%	

% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	5.8%	26.9%	32.7%	23.1%	11.5%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	22.304(a)	12	.034
Likelihood Ratio	25.027	12	.015
N of Valid Cases	52		

a. 17 cells (85.0%) have expected count less than 5. The minimum expected count is .12.

This cross tabulation is done between highest level of education and the statement, management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.

Employees who are only graduated,

12.5% of them strongly agree, 12.5% of them agree, none neutral, 37.5% disagree and 37.5% strongly disagree with the statement.

33.3% of the strongly agree, 7.1% agree, no neutral, 25.0% disagree and 50.0% strongly disagree opinions come from the employees who are only graduated.

Employees who are only HSC passed,

None of them strongly agree, none agree, 25.0% neutral, 50.0% disagree and 25.0% strongly disagree with the statement.

No strongly agree, no agree, 5.9% neutral, 16.7% disagree and 16.7% strongly disagree opinion comes from the employees who are only HSC passed.

Employees who have masters and higher degree,

5.3% of them strongly agree, 34.2% agree, 42.1% is neutral, 15.8% disagree and 2.6% strongly disagree with the statement.

66.7% of the strongly agree opinion, 92.9% agree, 94.1% neutral, 50.0% disagree and 16.7% strongly disagree opinions come from the employees who have masters or above degree.

Employees who are only SSC passed,

50.0% of them agree. 50.0% of them strongly disagree.

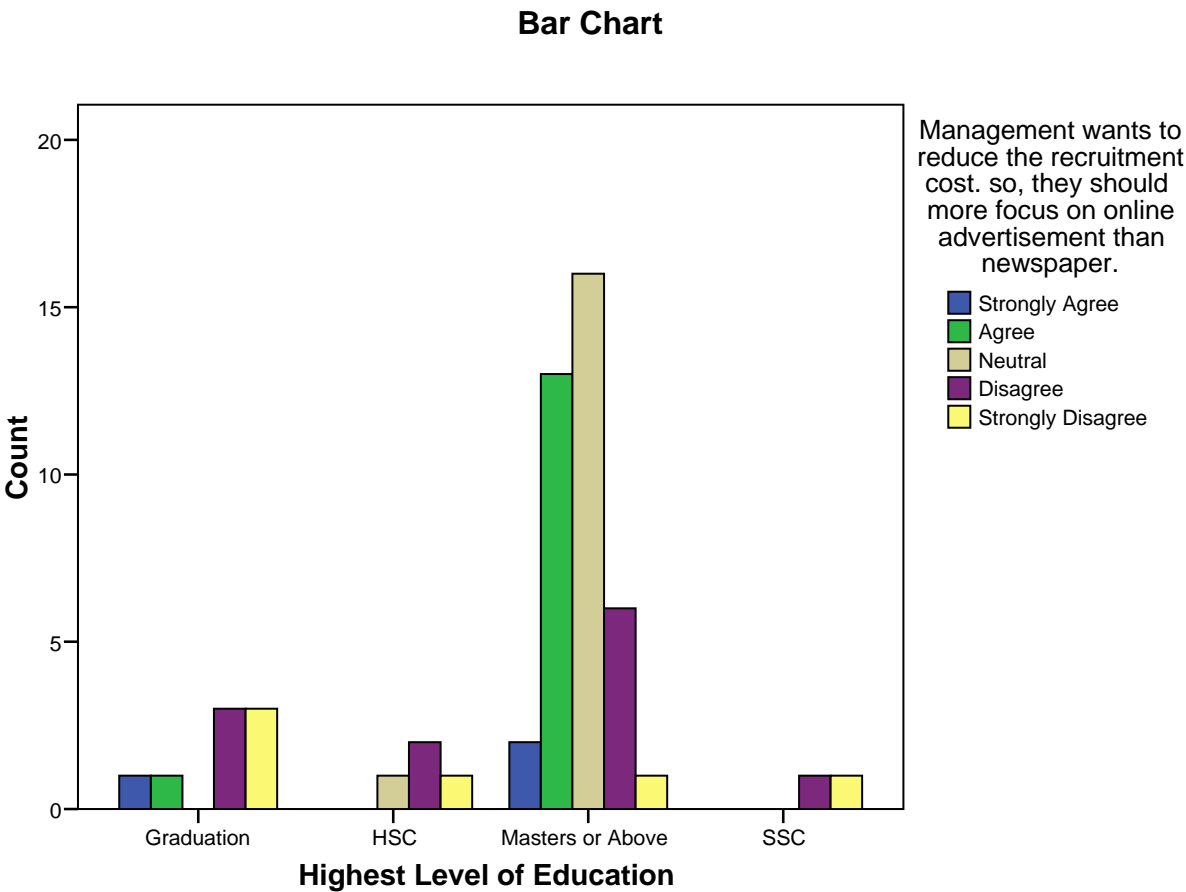
8.3% of the disagree opinions and 16.7% of the strongly disagree come from the employees who are only SSC passed.

Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .034 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.



Highest Level of Education * Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.

Crosstab

			Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Highest Level of Education	Graduation	Count	0	2	2	4	0	8
		% within Highest Level of Education	.0%	25.0%	25.0%	50.0%	.0%	100.0%
		% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates. % of Total	.0%	10.0%	11.1%	44.4%	.0%	15.4%
	HSC	Count	.0%	3.8%	3.8%	7.7%	.0%	15.4%
		Count	0	2	1	0	1	4
		% within Highest Level of Education	.0%	50.0%	25.0%	.0%	25.0%	100.0%
		% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates. % of Total	.0%	10.0%	5.6%	.0%	100.0%	7.7%
		Count	.0%	3.8%	1.9%	.0%	1.9%	7.7%
		Masters or Above	Count	3	15	15	5	0
	% within Highest Level of Education		7.9%	39.5%	39.5%	13.2%	.0%	100.0%
	% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates. % of Total		75.0%	75.0%	83.3%	55.6%	.0%	73.1%
	SSC	Count	5.8%	28.8%	28.8%	9.6%	.0%	73.1%
		Count	1	1	0	0	0	2
		% within Highest Level of Education	50.0%	50.0%	.0%	.0%	.0%	100.0%
		% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates. % of Total	25.0%	5.0%	.0%	.0%	.0%	3.8%
		Count	1.9%	1.9%	.0%	.0%	.0%	3.8%
Total		Count	4	20	18	9	1	52
	% within Highest Level of Education	7.7%	38.5%	34.6%	17.3%	1.9%	100.0%	
	% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates. % of Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
			7.7%	38.5%	34.6%	17.3%	1.9%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	25.802(a)	12	.011
Likelihood Ratio	17.393	12	.135
N of Valid Cases	52		

a. 17 cells (85.0%) have expected count less than 5. The minimum expected count is .04.

This cross tabulation is done between highest level of education and the statement; recruitment cost should not be an important issue to get an applicant pool of qualified candidates

Employees who are only graduated,

None of them strongly agree, 25.0% of them agree, 25.0% neutral, 50.0% disagree and none strongly disagree with the statement.

No strongly agree, 10.0% agree, 11.1% neutral, 44.4% disagree and no strongly disagree opinions come from the employees who are only graduated.

Employees who are only HSC passed,

None of them strongly agree, 50.0% agree, 25.0% neutral, none disagree and 25.0% strongly disagree with the statement.

No strongly agree, 10.0% agree, 5.6% neutral, no disagree and 100.0% strongly disagree opinion comes from the employees who are only HSC passed.

Employees who have masters and higher degree,

7.9% of them strongly agree, 39.5% agree, 39.5% is neutral, 13.2% disagree and none strongly disagree with the statement.

75.0% of the strongly agree opinion, 75.0% agree, 83.3% neutral, 55.6% disagree and 16.7% no strongly disagree opinions come from the employees who have masters or above degree.

Employees who are only SSC passed,

50.0% of them strongly agree. 50.0% of them agree.

25.0% of the disagree opinions and 5.0% of the strongly disagree come from the employees who are only SSC passed.

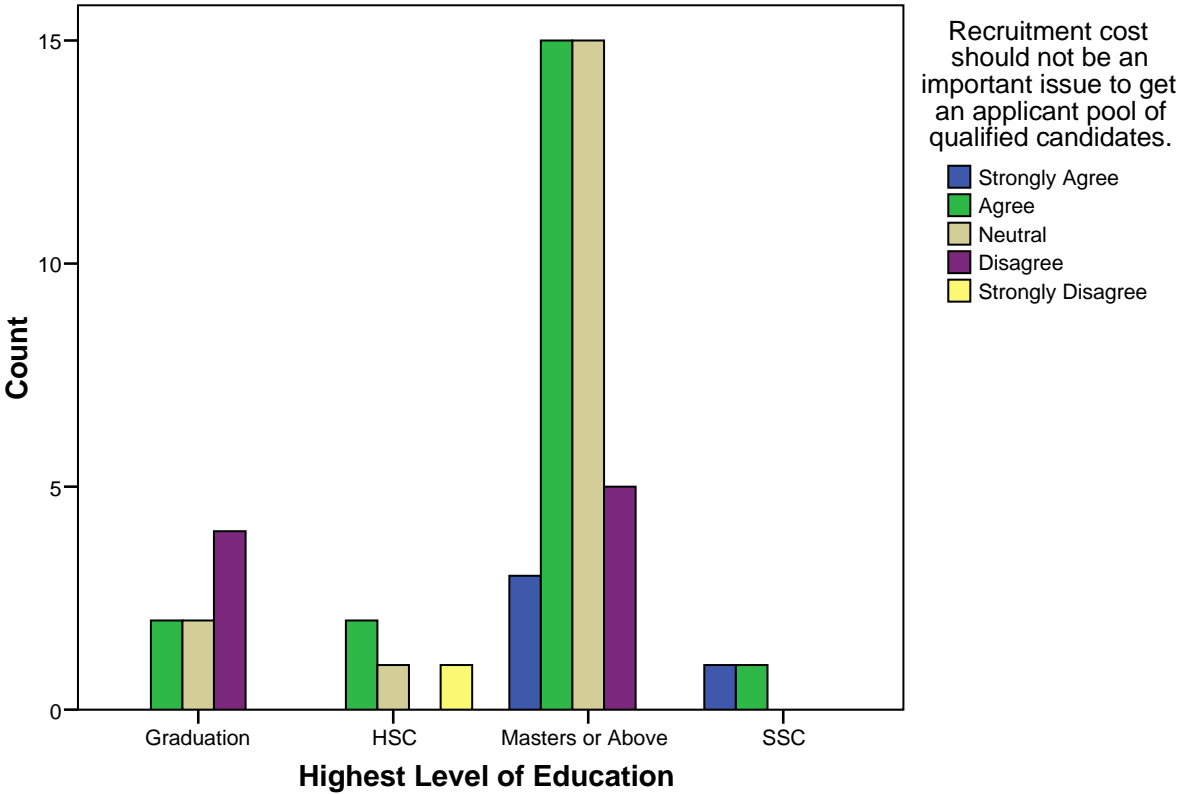
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .011 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Highest Level of Education * Only online advertisement is enough to attract sufficient number of qualified candidates.

Crosstab

			Only online advertisement is enough to attract sufficient number of qualified candidates.					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Highest Level of Education	Graduation	Count	0	2	2	4	0	8
		% within Highest Level of Education	.0%	25.0%	25.0%	50.0%	.0%	100.0%
		% within Only online advertisement is enough to attract sufficient number of qualified candidates.	.0%	13.3%	12.5%	28.6%	.0%	15.4%
	HSC	% of Total	.0%	3.8%	3.8%	7.7%	.0%	15.4%
		Count	0	1	1	0	2	4
		% within Highest Level of Education	.0%	25.0%	25.0%	.0%	50.0%	100.0%
		% within Only online advertisement is enough to attract sufficient number of qualified candidates.	.0%	6.7%	6.3%	.0%	40.0%	7.7%
		% of Total	.0%	1.9%	1.9%	.0%	3.8%	7.7%
	Masters or Above	Count	2	12	13	9	2	38
		% within Highest Level of Education	5.3%	31.6%	34.2%	23.7%	5.3%	100.0%
		% within Only online advertisement is enough to attract sufficient number of qualified candidates.	100.0%	80.0%	81.3%	64.3%	40.0%	73.1%
	SSC	% of Total	3.8%	23.1%	25.0%	17.3%	3.8%	73.1%
		Count	0	0	0	1	1	2
		% within Highest Level of Education	.0%	.0%	.0%	50.0%	50.0%	100.0%
		% within Only online advertisement is enough to attract sufficient number of qualified candidates.	.0%	.0%	.0%	7.1%	20.0%	3.8%
		% of Total	.0%	.0%	.0%	1.9%	1.9%	3.8%
	Total	Count	2	15	16	14	5	52
		% within Highest Level of Education	3.8%	28.8%	30.8%	26.9%	9.6%	100.0%
		% within Only online advertisement is enough to attract sufficient number of qualified candidates.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.8%	28.8%	30.8%	26.9%	9.6%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.263(a)	12	.140
Likelihood Ratio	15.444	12	.218
N of Valid Cases	52		

a. 17 cells (85.0%) have expected count less than 5. The minimum expected count is .08.

This cross tabulation is done between highest level of education and the statement, only online advertisement is enough to attract sufficient number of qualified candidates.

Employees who are only graduated,

None of them strongly agree, 25.0% of them agree, 25.0% neutral, 50.0% disagree and none strongly disagree with the statement.

No strongly agree, 13.3% agree, 12.5% neutral, 28.6% disagree and no strongly disagree opinions come from the employees who are only graduated.

Employees who are only HSC passed,

None of them strongly agree, 25.0% agree, 25.0% neutral, none disagree and 50.0% strongly disagree with the statement.

No strongly agree, 6.7% agree, 6.3% neutral, no disagree and 40.0% strongly disagree opinion comes from the employees who are only HSC passed.

Employees who have masters and higher degree,

5.3% of them strongly agree, 31.6% agree, 34.2% is neutral, 23.7% disagree and 5.3% strongly disagree with the statement.

100.0% of the strongly agree opinion, 80.0% agree, 81.3% neutral, 64.3% disagree and 40.0% no strongly disagree opinions come from the employees who have masters or above degree.

Employees who are only SSC passed,

50.0% of them disagree. 50.0% of them strongly agree.

7.1% of the disagree opinions and 20.0% of the strongly disagree come from the employees who are only SSC passed.

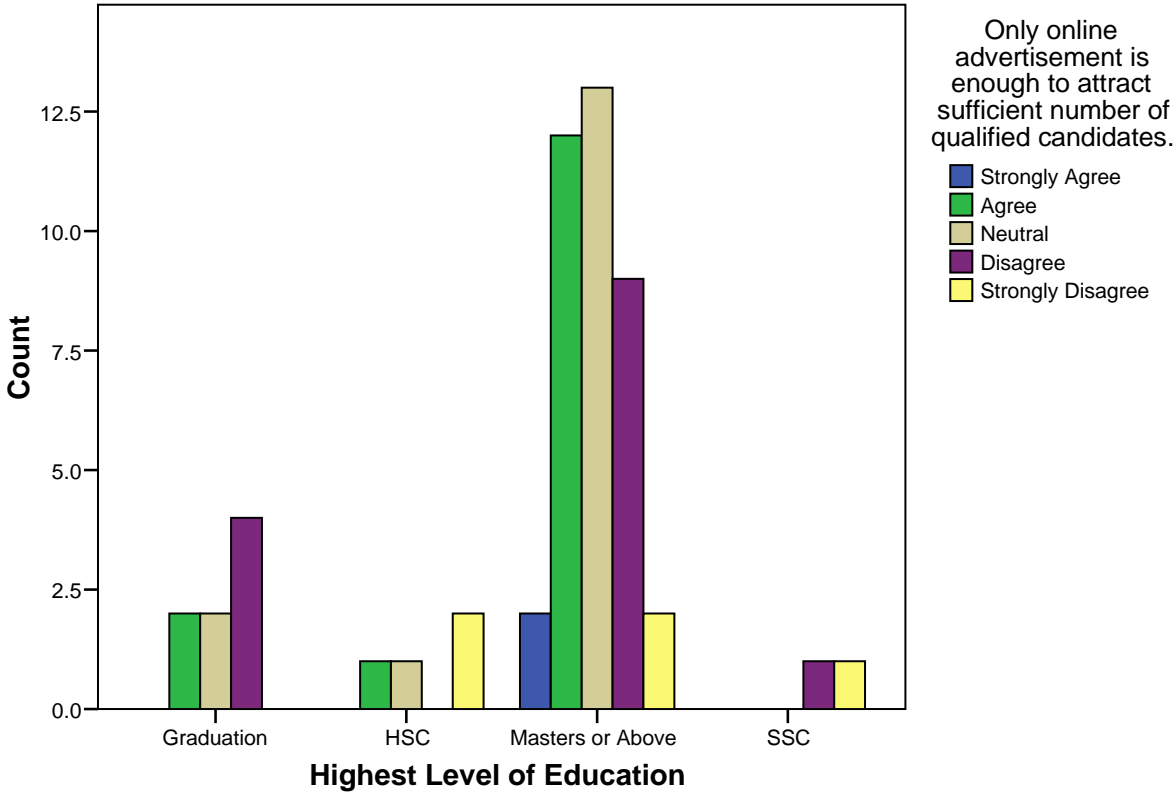
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .140 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Highest Level of Education * In ACME, good relation with superiors helps to get promotion

Crosstab

			In ACME, good relation with superiors helps to get promotion					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Highest Level of Education	Graduation	Count	2	4	2	0	0	8
		% within Highest Level of Education	25.0%	50.0%	25.0%	.0%	.0%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	50.0%	33.3%	7.7%	.0%	.0%	15.4%
	HSC	% of Total	3.8%	7.7%	3.8%	.0%	.0%	15.4%
		Count	1	3	0	0	0	4
		% within Highest Level of Education	25.0%	75.0%	.0%	.0%	.0%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	25.0%	25.0%	.0%	.0%	.0%	7.7%
		% of Total	1.9%	5.8%	.0%	.0%	.0%	7.7%
	Masters or Above	Count	0	4	24	9	1	38
		% within Highest Level of Education	.0%	10.5%	63.2%	23.7%	2.6%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	.0%	33.3%	92.3%	100.0%	100.0%	73.1%
	SSC	% of Total	.0%	7.7%	46.2%	17.3%	1.9%	73.1%
		Count	1	1	0	0	0	2
		% within Highest Level of Education	50.0%	50.0%	.0%	.0%	.0%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	25.0%	8.3%	.0%	.0%	.0%	3.8%
		% of Total	1.9%	1.9%	.0%	.0%	.0%	3.8%
Total		Count	4	12	26	9	1	52
		% within Highest Level of Education	7.7%	23.1%	50.0%	17.3%	1.9%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	7.7%	23.1%	50.0%	17.3%	1.9%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	31.658(a)	12	.002
Likelihood Ratio	34.054	12	.001
N of Valid Cases	52		

a. 17 cells (85.0%) have expected count less than 5. The minimum expected count is .04.

This cross tabulation is done between highest level of education and the statement, in ACME, good relation with superiors helps to get promotion

Employees who are only graduated,

25.0% of them strongly agree, 50.0% of them agree, 25.0% neutral, none disagree and strongly disagree with the statement.

50.0% strongly agree, 33.3% agree, 7.7% neutral, no disagree and strongly disagree opinions come from the employees who are only graduated.

Employees who are only HSC passed,

25.0% of them strongly agree, 75.0% agree, none neutral, disagree and strongly disagree with the statement.

25.0% strongly agree, 25.0% agree, no neutral, disagree and strongly disagree opinion comes from the employees who are only HSC passed.

Employees who have masters and higher degree,

None of them strongly agree, 10.5% agree, 63.2% is neutral, 23.7% disagree and 2.6% strongly disagree with the statement.

No strongly agree opinion, 33.3% agree, 92.3% neutral, 100.0% disagree and 100.0% strongly disagree opinions come from the employees who have masters or above degree.

Employees who are only SSC passed,

50% of them strongly disagree. 50% of them agree.

25.0% of the strongly agree opinions and 8.3% of the agree opinions come from the employees who are only SSC passed.

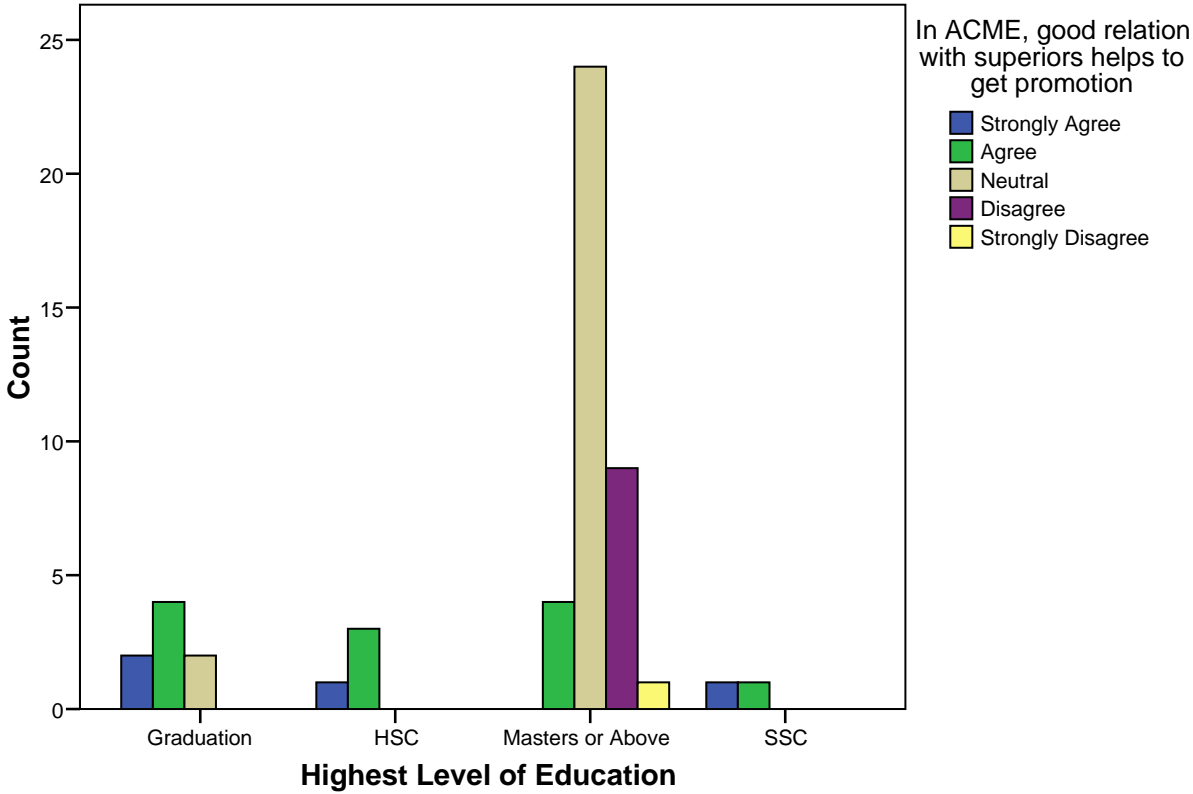
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .002 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Highest Level of Education * Attitude is an issue for selection at ACME

Crosstab

			Attitude is an issue for selection at ACME				Total
			Strongly Agree	Agree	Neutral	Disagree	
Highest Level of Education	Graduation	Count	2	6	0	0	8
		% within Highest Level of Education	25.0%	75.0%	.0%	.0%	100.0%
		% within Attitude is an issue for selection at ACME	10.0%	23.1%	.0%	.0%	15.4%
		% of Total	3.8%	11.5%	.0%	.0%	15.4%
	HSC	Count	0	0	1	3	4
		% within Highest Level of Education	.0%	.0%	25.0%	75.0%	100.0%
		% within Attitude is an issue for selection at ACME	.0%	.0%	33.3%	100.0%	7.7%
		% of Total	.0%	.0%	1.9%	5.8%	7.7%
	Masters or Above	Count	18	19	1	0	38
		% within Highest Level of Education	47.4%	50.0%	2.6%	.0%	100.0%
		% within Attitude is an issue for selection at ACME	90.0%	73.1%	33.3%	.0%	73.1%
		% of Total	34.6%	36.5%	1.9%	.0%	73.1%
	SSC	Count	0	1	1	0	2
		% within Highest Level of Education	.0%	50.0%	50.0%	.0%	100.0%
		% within Attitude is an issue for selection at ACME	.0%	3.8%	33.3%	.0%	3.8%
		% of Total	.0%	1.9%	1.9%	.0%	3.8%
Total	Count		20	26	3	3	52
	% within Highest Level of Education		38.5%	50.0%	5.8%	5.8%	100.0%
	% within Attitude is an issue for selection at ACME		100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total		38.5%	50.0%	5.8%	5.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	52.925(a)	9	.000
Likelihood Ratio	31.713	9	.000
N of Valid Cases	52		

a. 14 cells (87.5%) have expected count less than 5. The minimum expected count is .12.

This cross tabulation is done between highest level of education and the statement; attitude is an issue for selection at ACME

Employees who are only graduated,

25.0% of them strongly agree, 75.0% of them agree, none neutral, disagree and strongly disagree with the statement.

10.0% strongly agree, 23.1% agree, no neutral, disagree and strongly disagree opinions come from the employees who are only graduated.

Employees who are only HSC passed,

None strongly agree and agree, 25.0% of them neutral, 75.0% disagree and strongly disagree with the statement.

No strongly agree and agree, 9.5% agree, 25.0% neutral, 75.0% disagree and no strongly disagree opinions comes from the employees who are only HSC passed.

Employees who have masters and higher degree,

47.4% of them strongly agree, 50.0% agree, 2.6% is neutral; none disagree and strongly disagree with the statement.

90.0% of the strongly agree opinion, 73.1% agree, 33.3% neutral, none disagree and strongly disagree opinions come from the employees who have masters or above degree.

Employees who are only SSC passed,

50% of them agree, 50% of them neutral

3.8% of the agree and 33.3% of the neutral opinions come from the employees who are only SSC passed.

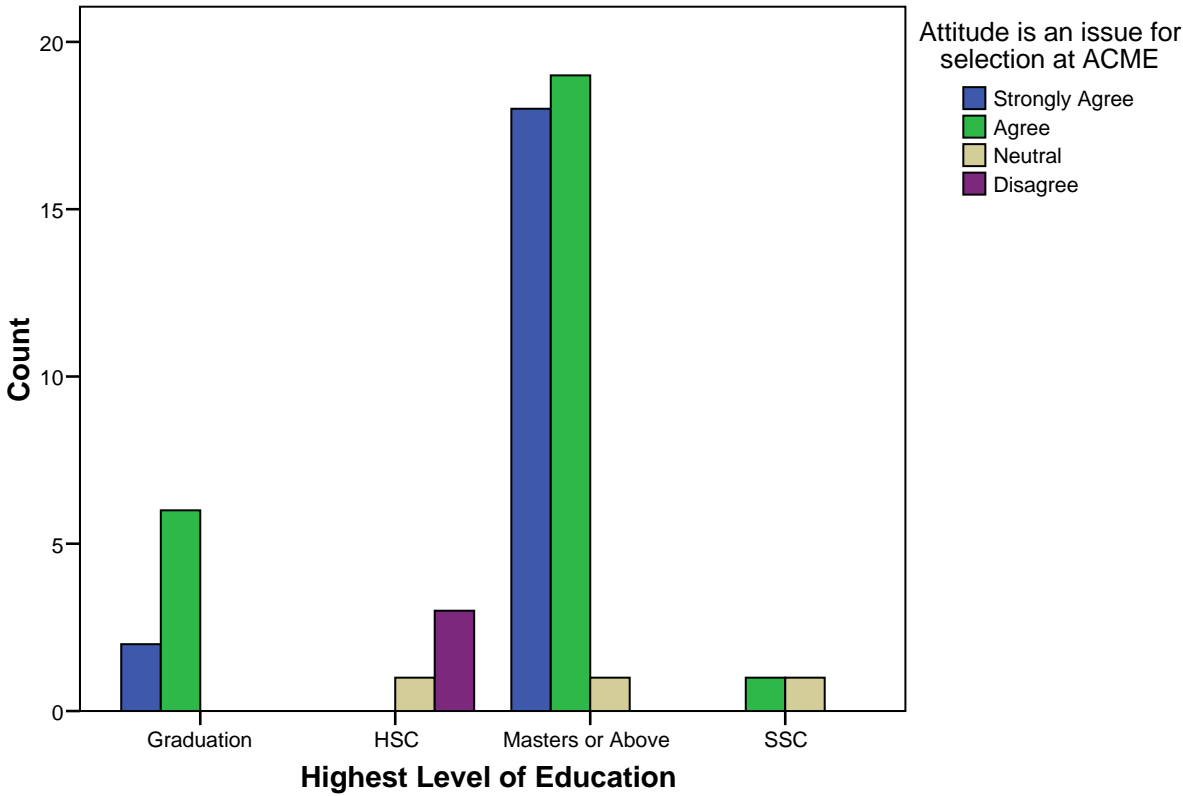
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .000 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Highest Level of Education * Religion is an issue for selection at ACME

Crosstab

			Religion is an issue for selection at ACME			Total
			Neutral	Disagree	Strongly Disagree	
Highest Level of Education	Graduation	Count	4	2	2	8
		% within Highest Level of Education	50.0%	25.0%	25.0%	100.0%
		% within Religion is an issue for selection at ACME	12.1%	14.3%	40.0%	15.4%
		% of Total	7.7%	3.8%	3.8%	15.4%
	HSC	Count	0	4	0	4
		% within Highest Level of Education	.0%	100.0%	.0%	100.0%
		% within Religion is an issue for selection at ACME	.0%	28.6%	.0%	7.7%
		% of Total	.0%	7.7%	.0%	7.7%
	Masters or Above	Count	28	7	3	38
		% within Highest Level of Education	73.7%	18.4%	7.9%	100.0%
		% within Religion is an issue for selection at ACME	84.8%	50.0%	60.0%	73.1%
		% of Total	53.8%	13.5%	5.8%	73.1%
	SSC	Count	1	1	0	2
		% within Highest Level of Education	50.0%	50.0%	.0%	100.0%
		% within Religion is an issue for selection at ACME	3.0%	7.1%	.0%	3.8%
		% of Total	1.9%	1.9%	.0%	3.8%
Total	Count		33	14	5	52
	% within Highest Level of Education		63.5%	26.9%	9.6%	100.0%
	% within Religion is an issue for selection at ACME		100.0%	100.0%	100.0%	100.0%
	% of Total		63.5%	26.9%	9.6%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.474(a)	6	.017
Likelihood Ratio	14.745	6	.022
N of Valid Cases	52		

a. 9 cells (75.0%) have expected count less than 5. The minimum expected count is .19.

This cross tabulation is done between highest level of education and the statement, religion is an issue for selection at ACME

Employees who are only graduated,

None of them strongly agree, none of them agree, 50.0% neutral, 25.0% disagree and 25.0% strongly disagree with the statement.

No strongly agree opinions, no agree, 12.1% neutral, 14.3% disagree and 40.0% strongly disagree opinions come from the employees who are only graduated.

Employees who are only HSC passed,

None strongly agree, none agree, none of them neutral, 100.0% disagree and none strongly disagree with the statement.

28.6% of the neutral opinions come from the employees who are only HSC passed.

Employees who have masters and higher degree,

None of them strongly agree, none agree, 73.7% is neutral, 18.4% disagree and 7.9% strongly disagree with the statement.

No strongly agree opinion, no agree, 84.8% agree, 63.6% neutral, 50.0% disagree and 60.0% strongly disagree opinions come from the employees who have masters or above degree.

Employees who are only SSC passed,

50% of them neutral, 50% of them disagree

3.0% of the neutral and 7.1% of the disagree opinions come from the employees who are only SSC passed.

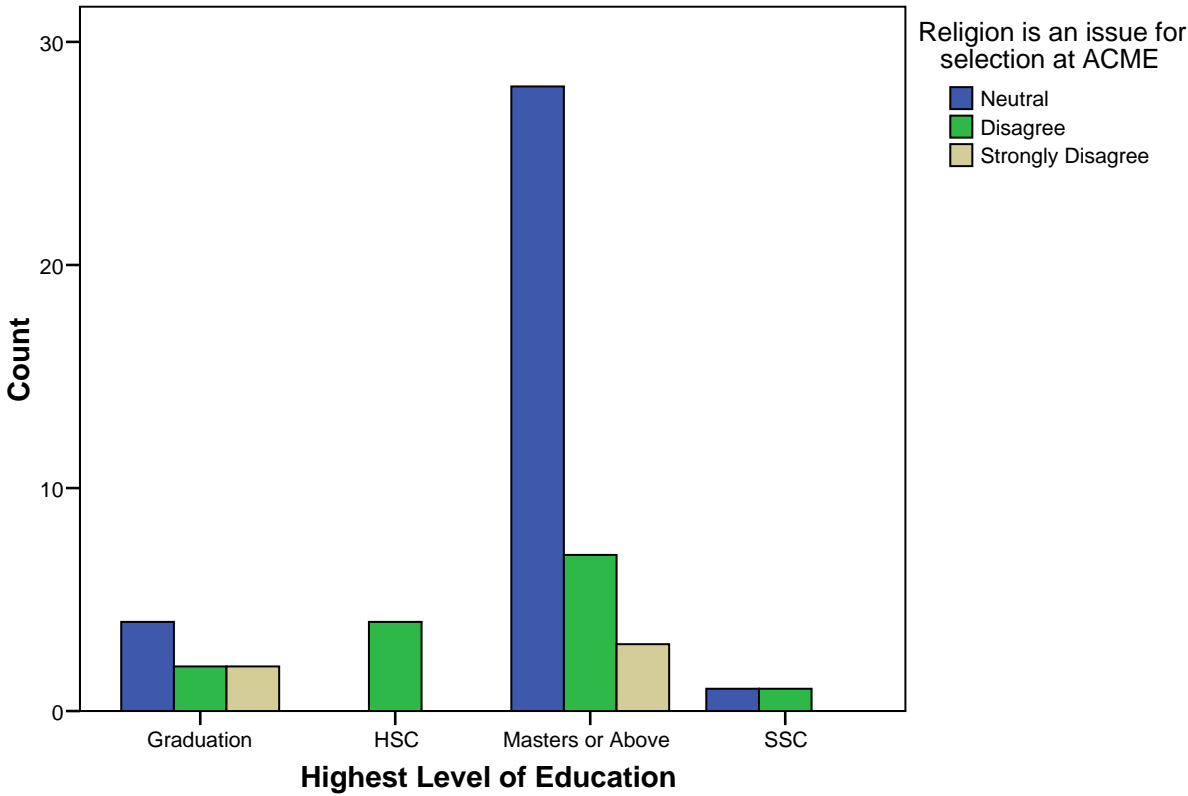
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .017 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Duration of Job Experience (Year) * Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.

Crosstab

			Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Duration of Job Experience (Year)	Less than 5	Count	1	10	12	3	0	26
		% within Duration of Job Experience (Year)	3.8%	38.5%	46.2%	11.5%	.0%	100.0%
		% within Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.	16.7%	43.5%	75.0%	75.0%	.0%	50.0%
	6-10	% of Total	1.9%	19.2%	23.1%	5.8%	.0%	50.0%
		Count	3	12	2	1	2	20
		% within Duration of Job Experience (Year)	15.0%	60.0%	10.0%	5.0%	10.0%	100.0%
	11-15	% within Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.	50.0%	52.2%	12.5%	25.0%	66.7%	38.5%
		% of Total	5.8%	23.1%	3.8%	1.9%	3.8%	38.5%
		Count	0	0	2	0	1	3
	16-20	% within Duration of Job Experience (Year)	.0%	.0%	66.7%	.0%	33.3%	100.0%
		% within Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.	.0%	.0%	12.5%	.0%	33.3%	5.8%
		% of Total	.0%	.0%	3.8%	.0%	1.9%	5.8%
	16-20	Count	1	1	0	0	0	2
		% within Duration of Job Experience (Year)	50.0%	50.0%	.0%	.0%	.0%	100.0%

Total	20-25	% within Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.	16.7%	4.3%	.0%	.0%	.0%	3.8%
		% of Total	1.9%	1.9%	.0%	.0%	.0%	3.8%
		Count	1	0	0	0	0	1
		% within Duration of Job Experience (Year)	100.0%	.0%	.0%	.0%	.0%	100.0%
		% within Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.	16.7%	.0%	.0%	.0%	.0%	1.9%
		% of Total	1.9%	.0%	.0%	.0%	.0%	1.9%
		Count	6	23	16	4	3	52
		% within Duration of Job Experience (Year)	11.5%	44.2%	30.8%	7.7%	5.8%	100.0%
		% within Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	11.5%	44.2%	30.8%	7.7%	5.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	28.715(a)	16	.026
Likelihood Ratio	27.004	16	.041
Linear-by-Linear Association	1.840	1	.175
N of Valid Cases	52		

a. 21 cells (84.0%) have expected count less than 5. The minimum expected count is .06.

This cross tabulation is done between job experience and the statement, failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee. Employees who have job experience less than 5 years, 3.8% of them strongly agree, 38.5% of them agree, 46.2% neutral, 11.5% disagree and none strongly disagree with the statement.

16.7% strongly agree opinions, 43.5% agree, 75.0% neutral, 75.0% disagree and no strongly disagree

opinions come from the employees who have less than 5 years of job experience.

Employees who have job experience between 6-10 years,

15.0% of them strongly agree, 60.0% agree, 10.0% neutral, 5.0% disagree and 10.0% strongly disagree with the statement.

50.0% of the strongly agree opinions, 52.2% agree, 12.5% neutral, 25.0% disagree and 66.7% strongly disagree opinion comes from the employees who have job experiences between 6-10 years.

Employees who have job experience between 11-15 years,

None of them strongly agree, none agree, 66.7% neutral, none disagree and 33.3% strongly disagree with the statement

No strongly agree opinions, no agree, 12.5% neutral, no disagree and 33.3% strongly disagree opinions come from the employees who have job experiences between 11-15 years.

Employees who have job experience between 16-20 years,

50.0% of the employees strongly agree and 50.0% agree.

16.7% of the strongly agree opinions come from the employees who have job experience between 16-20 years.

Employees who have job experience between 20-25 years,

100.0% of them strongly disagree. 16.7% of the neutral opinion comes from the employees who have job experience between 20-25 years.

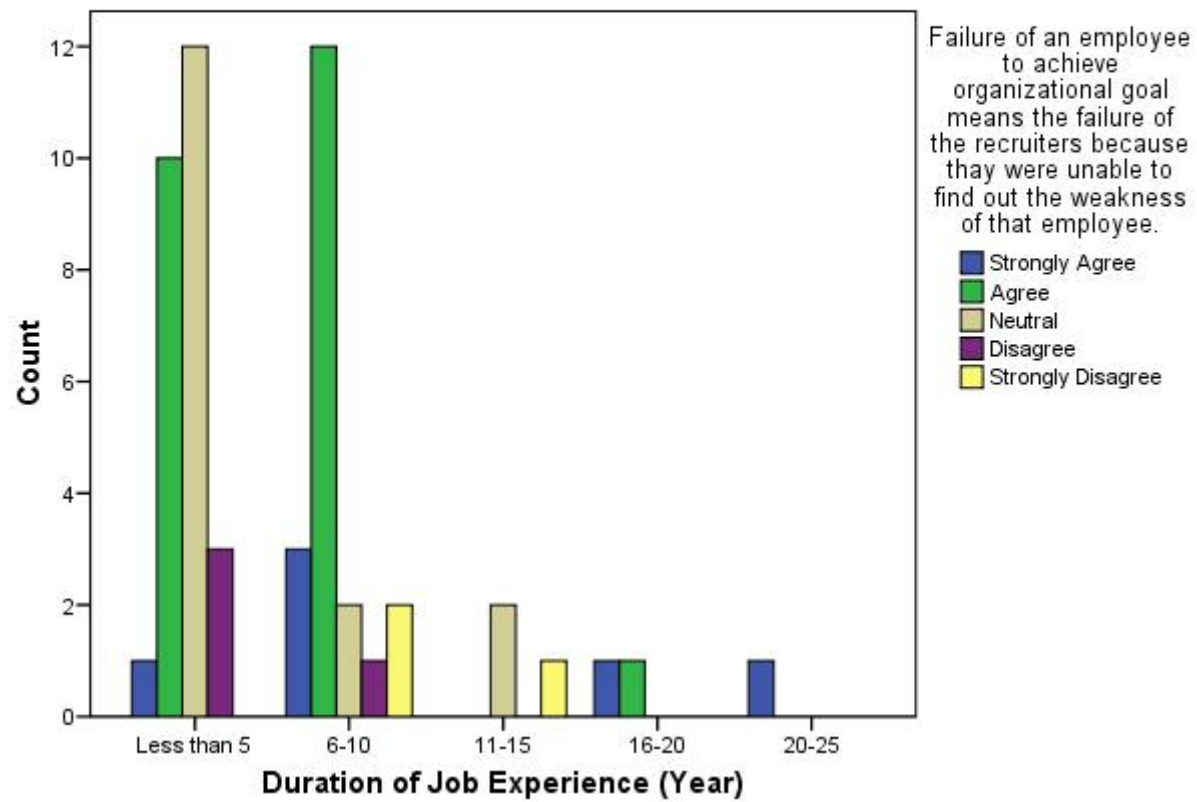
Let,

Null hypothesis - there is no relationship between the two variables.

Alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .026 which is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Managerial Level the respondents are currently working at * Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.

Crosstab

			Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Managerial Level the respondents are currently working at	Bottom Level	Count	1	1	1	6	5	14
		% within Managerial Level the respondents are currently working at	7.1%	7.1%	7.1%	42.9%	35.7%	100.0%
		% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.	33.3%	7.1%	5.9%	50.0%	83.3%	26.9%
	Mid Level	% of Total	1.9%	1.9%	1.9%	11.5%	9.6%	26.9%
		Count	2	13	15	6	1	37
		% within Managerial Level the respondents are currently working at	5.4%	35.1%	40.5%	16.2%	2.7%	100.0%
	Top Level	% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.	66.7%	92.9%	88.2%	50.0%	16.7%	71.2%
		% of Total	3.8%	25.0%	28.8%	11.5%	1.9%	71.2%
		Count	0	0	1	0	0	1
	Total	% within Managerial Level the respondents are currently working at	.0%	.0%	100.0%	.0%	.0%	100.0%
		% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.	.0%	.0%	5.9%	.0%	.0%	1.9%
		% of Total	.0%	.0%	1.9%	.0%	.0%	1.9%
Count		3	14	17	12	6	52	
% within Managerial Level the respondents are currently working at		5.8%	26.9%	32.7%	23.1%	11.5%	100.0%	

% within Management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	5.8%	26.9%	32.7%	23.1%	11.5%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	21.290(a)	8	.006
Likelihood Ratio	21.674	8	.006
N of Valid Cases	52		

a. 12 cells (80.0%) have expected count less than 5. The minimum expected count is .06.

This cross tabulation is done between Managerial Level the respondents are currently working at and the statement, management wants to reduce the recruitment cost. So, they should more focus on online advertisement than newspaper.

7.1% of the bottom level employees strongly agree, 7.1% agree, 7.1% neutral, 42.9% disagree and 35.7% strongly disagree with the statement.

33.3% strongly agree, 7.1% agree, 5.9% neutral, 50.0% disagree and 83.3% strongly disagree opinion comes from the bottom level employees.

5.4% of the mid level employees strongly agree, 35.1% agree, 40.5% neutral, 16.2% disagree and 2.7% strongly disagree with the statement.

66.7% of the strongly agree, 92.9% agree, 88.2% neutral, 50.0% disagree and 16.7% strongly disagree opinion comes from the mid level employees.

100% of the top level management has taken neutral position.

5.9% of the neutral opinion comes from top level.

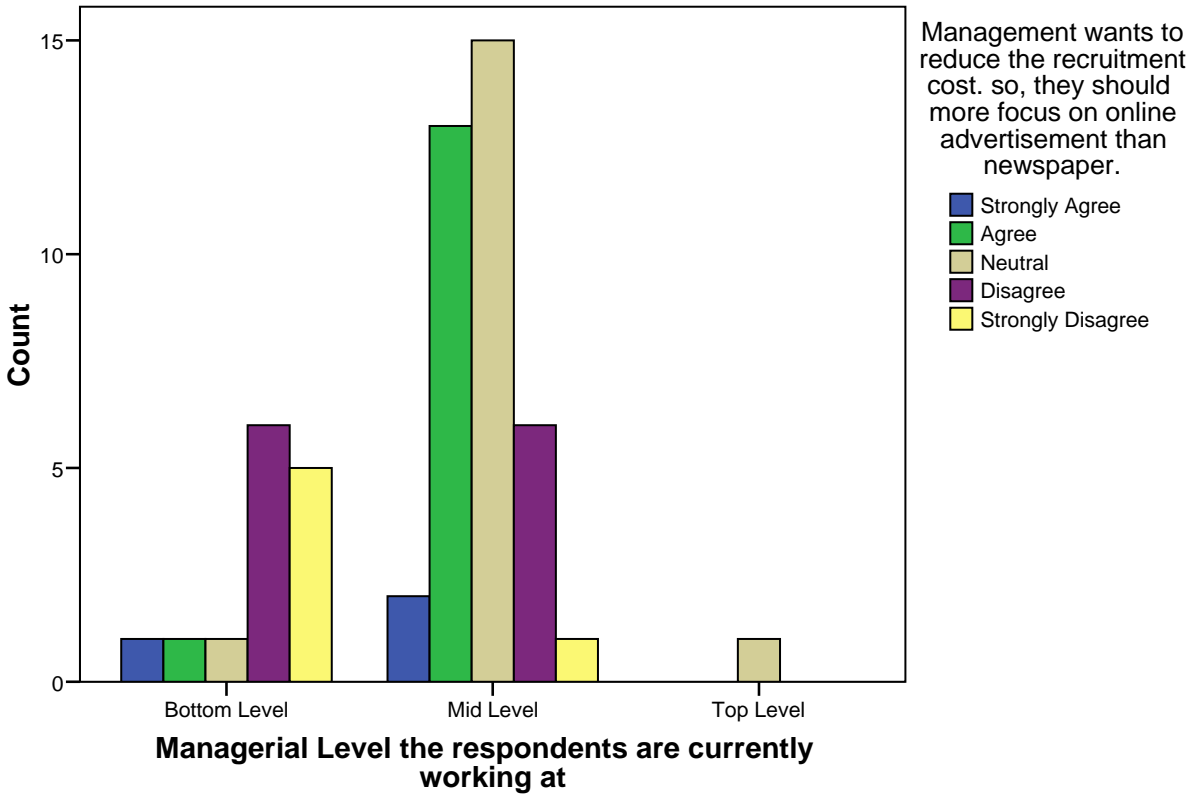
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .006 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Managerial Level the respondents are currently working at * Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.

Crosstab

			Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Managerial Level the respondents are currently working at	Bottom Level	Count	1	5	3	4	1	14
		% within Managerial Level the respondents are currently working at	7.1%	35.7%	21.4%	28.6%	7.1%	100.0%
		% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.	25.0%	25.0%	16.7%	44.4%	100.0%	26.9%
	Mid Level	% of Total	1.9%	9.6%	5.8%	7.7%	1.9%	26.9%
		Count	3	15	14	5	0	37
		% within Managerial Level the respondents are currently working at	8.1%	40.5%	37.8%	13.5%	.0%	100.0%
	Top Level	% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.	75.0%	75.0%	77.8%	55.6%	.0%	71.2%
		% of Total	5.8%	28.8%	26.9%	9.6%	.0%	71.2%
		Count	0	0	1	0	0	1
	Total	% within Managerial Level the respondents are currently working at	.0%	.0%	100.0%	.0%	.0%	100.0%
		% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.	.0%	.0%	5.6%	.0%	.0%	1.9%
		% of Total	.0%	.0%	1.9%	.0%	.0%	1.9%
	Total	Count	4	20	18	9	1	52
		% within Managerial Level the respondents are currently working at	7.7%	38.5%	34.6%	17.3%	1.9%	100.0%
		% within Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total		7.7%	38.5%	34.6%	17.3%	1.9%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.815(a)	8	.557
Likelihood Ratio	6.902	8	.547
N of Valid Cases	52		

a. 11 cells (73.3%) have expected count less than 5. The minimum expected count is .02.

This cross tabulation is done between Managerial Level the respondents are currently working at and the statement, recruitment cost should not be an important issue to get an applicant pool of qualified candidates.

7.1% of the bottom level employees strongly agree, 35.7% agree, 21.4% neutral, 28.6% disagree and 7.1% strongly disagree with the statement.

25.0% strongly agree, 25.0% agree, 16.7% neutral, 44.4% disagree and 100.0% strongly disagree opinion comes from the bottom level employees.

8.1% of the mid level employees strongly agree, 40.5% agree, 37.8% neutral, 13.5% disagree and none strongly disagree with the statement.

75.0% of the strongly agree, 75.0% agree, 77.8% neutral, 55.6% disagree and no strongly disagree opinion comes from the mid level employees.

100% of the top level management has taken neutral position.

5.6% of the neutral opinion comes from top level.

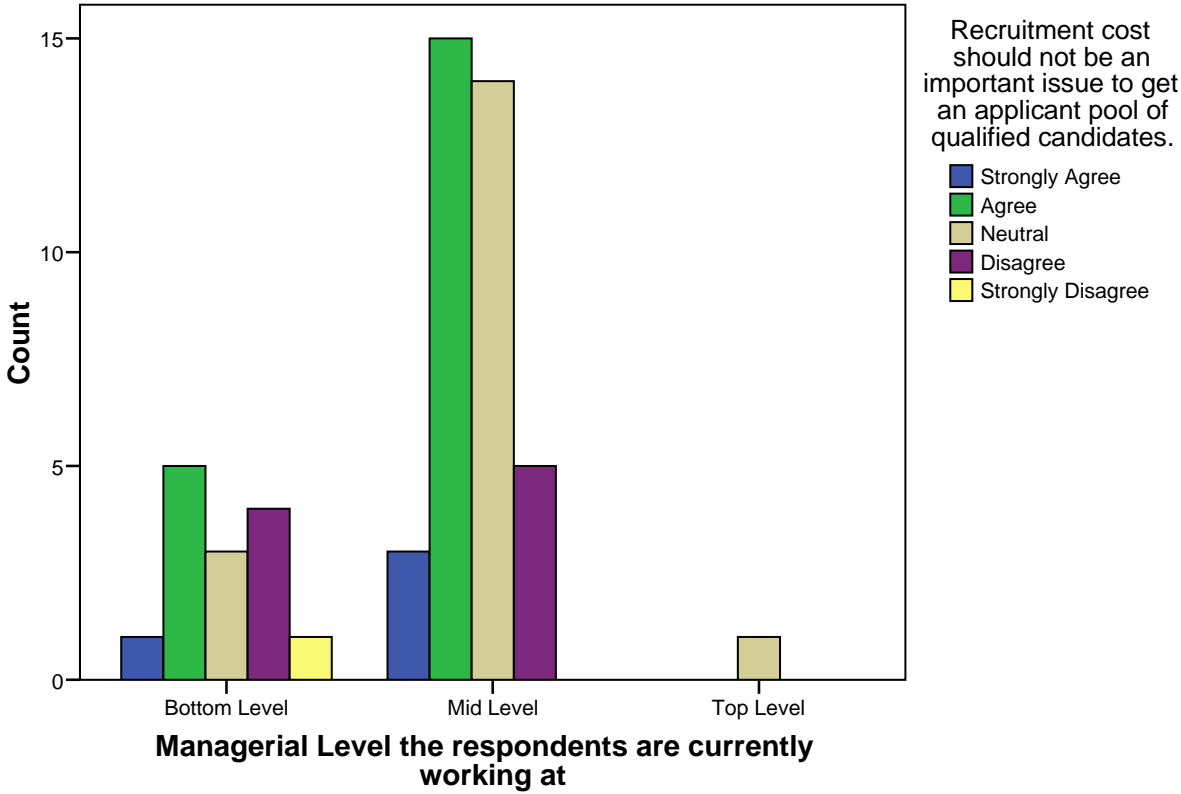
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .557 is greater than .05. So, the null hypothesis cannot be rejected. Therefore, we can state that there is no relationship between the variables.

Bar Chart



Managerial Level the respondents are currently working at * Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.

Crosstab

			Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Managerial Level the respondents are currently working at	Bottom Level	Count	0	11	3	0	0	14
		% within Managerial Level the respondents are currently working at	.0%	78.6%	21.4%	.0%	.0%	100.0%
		% within Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.	.0%	47.8%	18.8%	.0%	.0%	26.9%
	Mid Level	% of Total	.0%	21.2%	5.8%	.0%	.0%	26.9%
		Count	5	12	13	4	3	37
		% within Managerial Level the respondents are currently working at	13.5%	32.4%	35.1%	10.8%	8.1%	100.0%
	Top Level	% within Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.	83.3%	52.2%	81.3%	100.0%	100.0%	71.2%
		% of Total	9.6%	23.1%	25.0%	7.7%	5.8%	71.2%
		Count	1	0	0	0	0	1
		% within Managerial Level the respondents are currently working at	100.0%	.0%	.0%	.0%	.0%	100.0%
		% within Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.	16.7%	.0%	.0%	.0%	.0%	1.9%
Total		% of Total	1.9%	.0%	.0%	.0%	.0%	1.9%
		Count	6	23	16	4	3	52
		% within Managerial Level the respondents are currently working	11.5%	44.2%	30.8%	7.7%	5.8%	100.0%

at						
% within Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	11.5%	44.2%	30.8%	7.7%	5.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.634(a)	8	.024
Likelihood Ratio	17.137	8	.029
N of Valid Cases	52		

a. 12 cells (80.0%) have expected count less than 5. The minimum expected count is .06.

This cross tabulation is done between Managerial Level the respondents are currently working at and the statement, failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.

None of the bottom level employees strongly agree, 78.6% agree, 21.4% neutral, none disagree and strongly disagree with the statement.

No strongly agree opinions, 47.8% agree, 18.8% neutral, no disagree and strongly disagree opinion comes from the bottom level employees.

None of the mid level employees strongly agree, 13.5% agree, 35.1% neutral, 10.8% disagree and 8.1% strongly disagree with the statement.

83.3% of the strongly agree opinion, 52.2% agree, 81.3% neutral, 100.0% disagree and 100.0% strongly disagree opinion comes from the mid level employees.

100% of the top level strongly agrees.

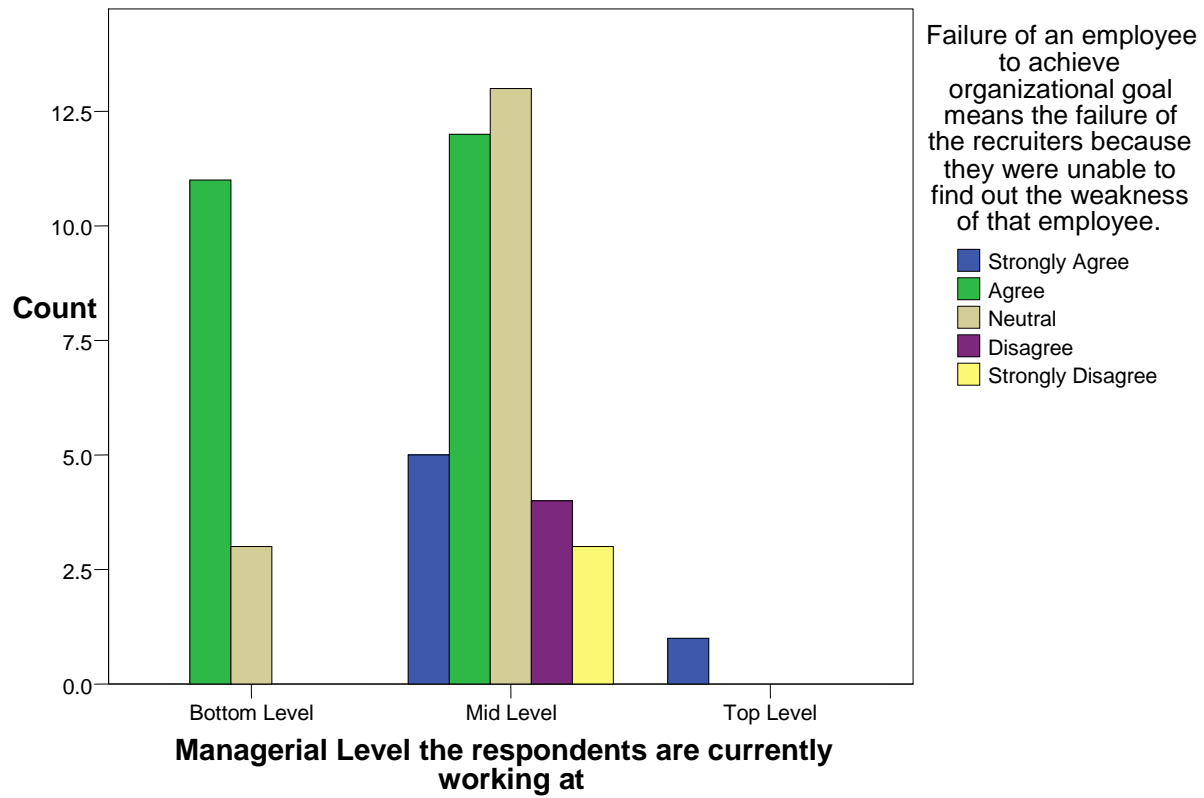
16.7% of the strongly agree opinion comes from top level.

Let, The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .024 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Managerial Level the respondents are currently working at * In ACME, good relation with superiors helps to get promotion

Crosstab

			In ACME, good relation with superiors helps to get promotion					Total
			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Managerial Level the respondents are currently working at	Bottom Level	Count	4	8	2	0	0	14
		% within Managerial Level the respondents are currently working at	28.6%	57.1%	14.3%	.0%	.0%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	100.0%	66.7%	7.7%	.0%	.0%	26.9%
	Mid Level	% of Total	7.7%	15.4%	3.8%	.0%	.0%	26.9%
		Count	0	4	23	9	1	37
		% within Managerial Level the respondents are currently working at	.0%	10.8%	62.2%	24.3%	2.7%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	.0%	33.3%	88.5%	100.0%	100.0%	71.2%
	Top Level	% of Total	.0%	7.7%	44.2%	17.3%	1.9%	71.2%
		Count	0	0	1	0	0	1
		% within Managerial Level the respondents are currently working at	.0%	.0%	100.0%	.0%	.0%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	.0%	.0%	3.8%	.0%	.0%	1.9%
		% of Total	.0%	.0%	1.9%	.0%	.0%	1.9%
Total		Count	4	12	26	9	1	52
		% within Managerial Level the respondents are currently working at	7.7%	23.1%	50.0%	17.3%	1.9%	100.0%
		% within In ACME, good relation with superiors helps to get promotion	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	7.7%	23.1%	50.0%	17.3%	1.9%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	29.761(a)	8	.000
Likelihood Ratio	32.136	8	.000
N of Valid Cases	52		

a. 11 cells (73.3%) have expected count less than 5. The minimum expected count is .02.

This cross tabulation is done between Managerial Level the respondents are currently working at and the statement, in ACME, good relation with superiors helps to get promotion

28.6% of the bottom level employees strongly agree, 57.1% agree, 14.3% neutral, none disagree and none strongly disagree with the statement.

100.0% of the strongly agree opinions, 66.7% agree, 7.7% neutral, none disagree and none strongly disagree opinion comes from the bottom level employees.

None of the mid level employees strongly agree, 10.8% agree, 62.2% neutral, 24.3% disagree and 2.7% strongly disagree with the statement.

None of the strongly agree opinions, 33.3% agree, 88.5% neutral, 100.0% disagree and 100.0% strongly disagree opinion comes from the mid level employees.

100% of the top level has given neutral opinion.

3.8% of the strongly agree opinion comes from top level.

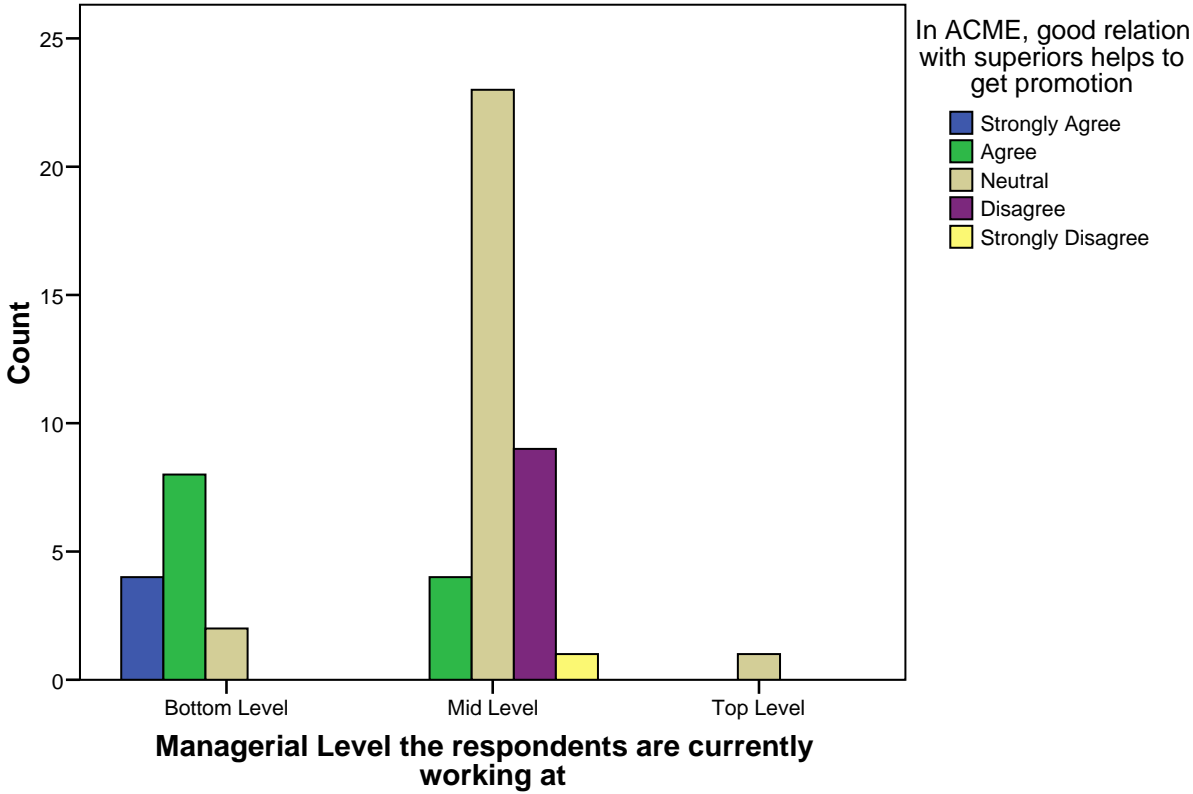
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .000 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Managerial Level the respondents are currently working at * Attitude is an issue for selection at ACME

Crosstab

			Attitude is an issue for selection at ACME				Total
			Strongly Agree	Agree	Neutral	Disagree	
Managerial Level the respondents are currently working at	Bottom Level	Count	2	7	2	3	14
		% within Managerial Level the respondents are currently working at	14.3%	50.0%	14.3%	21.4%	100.0%
		% within Attitude is an issue for selection at ACME	10.0%	26.9%	66.7%	100.0%	26.9%
		% of Total	3.8%	13.5%	3.8%	5.8%	26.9%
	Mid Level	Count	17	19	1	0	37
		% within Managerial Level the respondents are currently working at	45.9%	51.4%	2.7%	.0%	100.0%
		% within Attitude is an issue for selection at ACME	85.0%	73.1%	33.3%	.0%	71.2%
		% of Total	32.7%	36.5%	1.9%	.0%	71.2%
	Top Level	Count	1	0	0	0	1
		% within Managerial Level the respondents are currently working at	100.0%	.0%	.0%	.0%	100.0%
		% within Attitude is an issue for selection at ACME	5.0%	.0%	.0%	.0%	1.9%
		% of Total	1.9%	.0%	.0%	.0%	1.9%
Total	Count		20	26	3	3	52
	% within Managerial Level the respondents are currently working at		38.5%	50.0%	5.8%	5.8%	100.0%
	% within Attitude is an issue for selection at ACME		100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total		38.5%	50.0%	5.8%	5.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.728(a)	6	.022
Likelihood Ratio	14.992	6	.020
N of Valid Cases	52		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .06.

This cross tabulation is done between Managerial Level the respondents are currently working at and the statement; attitude is an issue for selection at ACME

14.3% of the bottom level employees strongly agree, 50.0% agree, 14.3% neutral, 21.4% disagree and none strongly disagree with the statement.

10.0% of the strongly agree opinions, 26.9% agree, 66.7% neutral, 100.0% disagree and no strongly disagree opinion comes from the bottom level employees.

45.9% of the mid level employees strongly agree, 51.4% agree, 2.7% neutral, none disagree and strongly disagree with the statement.

85.0% of the strongly agree opinion, 73.1% agree, 33.3% neutral, no disagree and strongly disagree opinion comes from the mid level employees.

100% of the top level has given neutral opinion.

5.0% of the strongly agree opinion comes from top level.

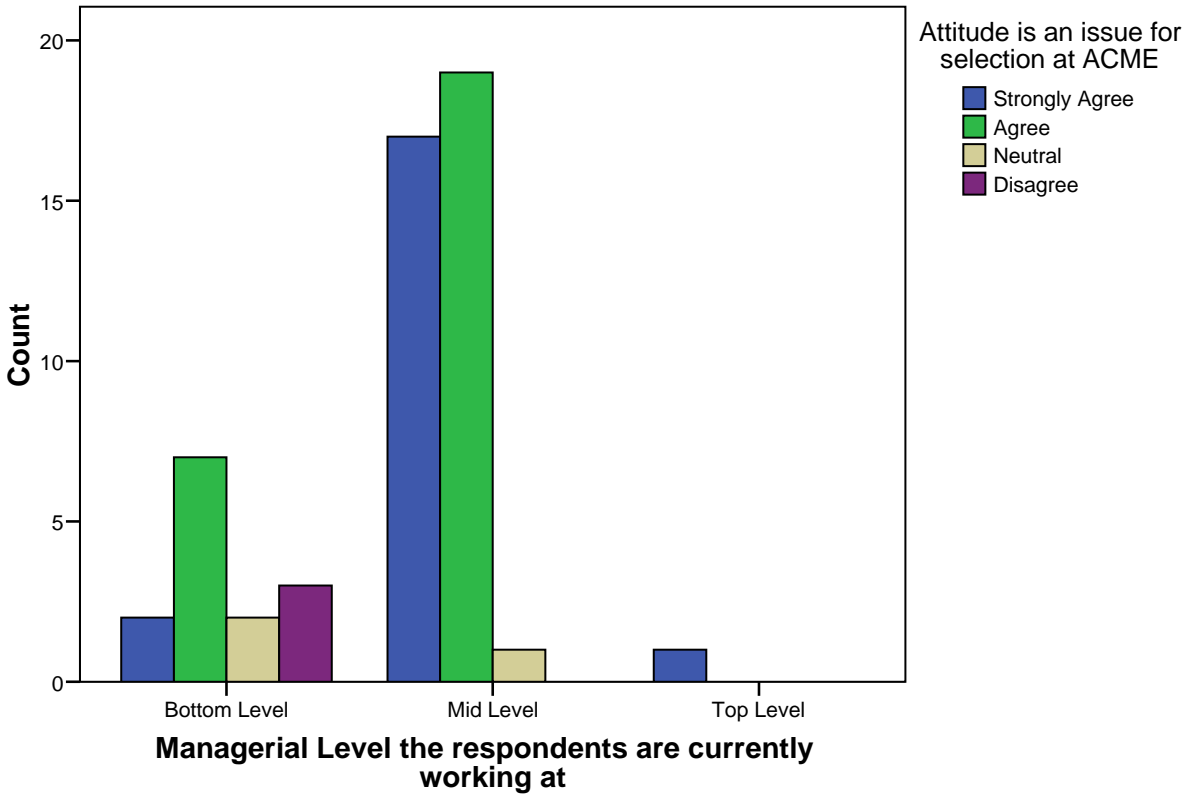
Let,

The null hypothesis - there is no relationship between the two variables.

The alternative hypothesis - there is relationship between the variables.

According to the chi square test, the significant value .022 is less than .05. So, the null hypothesis can be rejected. Therefore, we can state that there is relationship between the variables.

Bar Chart



Chapter 5

Recommendation

1. The recruiters should change the pattern of written exam to reduce the cost of paper. They can take exam in MCQ form instead of theatrical exam. They should not use exam question and answer sheet separately. The space for answer can be given in the question.
2. The recruiters should give most of the job advertisement in online instead of newspaper. The reason is that for advertisement in newspaper, the company pays Tk4200 for per inch. On the other hand, in online job portal they pay Tk7838 per advertisement. But for some organizational position such as Medical Representative and Sales-Promotion Representative, the management publishes advertisement in newspaper because of unavailability of internet user for this group of job seekers.
3. According to the respondents, there is another option that can be considered. The management may invite/announce their job vacancy to the different universities and Institutions as per their job specification through email or hard copies of advertisement to the respective Universities and Institutions notice board.
4. Reducing recruitment cost is an important issue for HR division. But to do that management should not entirely rely on only online job advertisement or only newspaper advertisement. Based on the organization position, they should use the most efficient and effective media. For example, to hire mid level and top level employees, online media should be used. For lower level employees, job advertisement should be given in newspaper.
5. In examining paper script, all the recruiters are not fair. I have seen one recruiter are changing the answer script and showing it to his supervisor for final approval. To solve this problem, the examiners should sit with their superiors and check the scripts. The examiners should remain with their supervisors until the final result is approved.
6. In the time of promotion, it seems that those who are not promoted, they become very disappointed which may decrease their motivation level and some of them may leave the company. So, to retain them management can offer incentives instead of promotion to make them satisfied. The management can also consult with those employees about their weakness and arrange training programs which may help the non promoted employees they are not ignored by their superiors.
7. Without any test, no one should be hired because if company hires any unqualified employee, he or she may fail to perform as expected. It is harmful for the company to achieve goal its goal. At least an interview should be taken.

8. Promotion should be given considering not only the KSAs (Knowledge, skills, abilities) of an employee but also the duration of job experience. The management can also categorize that promotion for some organizational position will be given based on experience, for other position it can be based KSAs. If that happen, non promoted employees will not think that they are misjudged by their employers.

Chapter 6

Conclusion

The findings indicate that some employees prefer internal recruitment. Though newspaper advertisement is costly but some employees still prefer newspaper because they believe that it is a great source of getting an applicant pool of qualified candidates. Some prefer that experience should be considered over knowledge, skills, abilities and educational qualification. Some employees do not prefer hiring employees without any test. But because of their superior manager, they cannot do anything. In case of selection, some employees are really not happy about the internal selection procedure. Because some believes that their employers are biased to someone else or misjudge the non promoted employees' performance. Some prefers the job applicants' job experience in related fields and their attitude. Many of the respondents also consider gender. Because according to their opinion, there are some jobs that cannot be done by females such as security guard, peon etc.

Appendix

Employee Perception about the Recruitment and Selection Process of ACME Group of Industries Ltd.

Disclaimer: The data gathered through this questionnaire will be used exclusively for the purpose of academic research only. For any query, please contact

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General Profile of Respondents

1. Gender:

- Male
- Female

2. Age (years):

- 21-30
- 31-40
- 41-50

3. Highest Level of Education:

- Masters or above
- Graduation
- HSC/ A-Level
- SSC/O-Level

4. Job Experience (years):

- Less than 5
- 6-10
- 11-15
- 16-20
- 20-25

5. Managerial level you are currently working at:

- Bottom- Level
- Mid- Level
- Top- Level

6. Please read the following statements carefully and fill up the questionnaire according to your level of agreement.

Statements	Strongly Agree			Strongly Disagree	
	1	2	3	4	5
1. For internal recruitment, experience should be preferred than knowledge, skills, abilities and educational qualification.					
2. To reduce recruitment cost, management should focus on more internal recruitment.					
3. For higher organizational position, management should consider external recruitment.					
4. External advertisements in newspaper are effective to attract qualified applicants.					
5. Management wants to reduce the recruitment cost. So they should more focus on online advertisement than newspaper.					
6. Recruitment cost should not be an important issue to get an applicant pool of qualified candidates.					
7. Only Online advertisement in online is enough to attract sufficient number of qualified applicants.					
8. Only Newspaper advertisement is enough to attract sufficient number of qualified applicants.					
9. Recruiters of ACME do not follow the rules of company recruitment procedure.					
10. Failure of an employee to achieve organizational goal means the failure of the recruiters because they were unable to find out the weakness of that employee.					
11. If you do not get promotion, you think that your supervisors misjudged your job related knowledge, skills, abilities and educational qualification.					
12. If you do not get promotion, you think that the promoted persons are less qualified than you.					
13. You think that those who evaluate your performance are biased to someone else.					
14. In ACME, good relation with Superiors helps to get promotion.					
15. ACME should continue hiring employees based on reference without any test.					
16. Job experience is an important issue for selection at ACME.					
17. Attitude is an issue for selection at ACME.					
18. Gender is an issue for selection at ACME.					
19. Religion is an issue for selection at ACME.					

Thank You for Your Time and Cooperation