

Report On
**A Case Study on NewVision Solutions Limited and the Effect of Human
Resource Management Practices on Employee Commitment**

By
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**An internship report submitted to BRAC University to satisfy the
requirements for the Degree of Master of Business Administration**

BBS Department
BRAC University
September, 2025

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Declaration

It is hereby declared that

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

Student's Full Name & Signature:

Quazi Samia Saba
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Supervisor's Full Name & Signature:

Mohammad Rabiul Basher Rubel
Professor, BRAC Business School
BRAC University

Letter of Transmittal

Mohammad Rabiul Basher Rubel

Associate Professor

BRAC Business School

BRAC University

Subject: Submission of Internship Report on “**Effect of Human Resource Management Practices on Employee Commitment: A Case Study on NewVision Solutions Limited**”

Dear Sir,

I kindly present my internship report, which is called “**Effect of Human Resource Management Practices on Employee Commitment: A Case Study on NewVision Solutions Limited.**” This is Quazi Samia Saba, and I am a MBA student with a focus on Human Resource Management at BRAC Business School. During my internship, I had the privilege of working under the supervision of Mr. Abu Sufian Khan, Manager and Head of HR & Administration Team at NewVision Solutions Limited. This position gave me firsthand expertise with a variety of HR functions, such as employee engagement, recruitment, onboarding, and project-based tasks. Additionally, my participation in research initiatives such as the background verification process and employee Engagement activity offered me valuable insights into HRM practices and their influence on organizational commitment. The completion of this report necessitated a synthesis of academic knowledge and practical experience, and your support was crucial in this endeavor. I extend my heartfelt gratitude for your assistance throughout this process. I trust that this report meets the expected academic and professional standards and contributes meaningful insights into the subject matter.

Sincerely,

Quazi Samia Saba

ID: 21264050

BRAC Business School, BRAC University

January, 2025

Non-Disclosure Agreement

This agreement is made and entered into by and between NewVision Solutions Limited and the undersigned student at Brac University

.....**Quazi Samia Saba**.....

Acknowledgement

I want to express my sincere appreciation to Mr. Abu Sufian Khan, Manager and Head of HR & Admin at NewVision Solutions Limited, for his exceptional guidance, support, and encouragement during my internship. His mentorship offered me practical insights into HR and administrative functions, which were crucial in the development of this report. I am also profoundly thankful to the HR & Admin teammate at NewVision Solutions Limited for his ongoing cooperation and assistance throughout my internship. Their support enabled me to effectively complete my tasks and gain valuable hands-on experience in various HR practices. A special acknowledgement goes to my academic supervisor, Dr. Mohammad Rabiul Basher Rubel, Adjunct Professor at BRAC Business School, BRAC University, for his insightful guidance, constructive feedback, and encouragement during the preparation of this report. His strong support has made me offer my work with professionalism and in depth. Finally, I would like to thank my colleagues, family, and friends for their boundless support, which inspired me to finalize this project.

Executive Summary

This document, "Effect of Human Resource Management Practices on Employee Commitment: A Case Study on NewVision Solutions Limited," treats how HRM methods affect employee commitment and how organizations will succeed. This research, based on a half year internship at NewVision Solutions Limited, It is focused on the importance of activities of recruitment, training, employee engagement, compensation, and workplace culture. Employee commitment is mainly influenced by professional growth, followed by a supportive work environment, career growth training and development programs, and appealing smart salary packages. Employees are focused on career advancement, collaboration, and personal/professional development opportunities. Additionally, This report also remarks on the practical contributions made during the internship, such as organising employee engagement activities, welcoming process of new employees, handling administrative obligations, and carrying out a background verification project for new employees targeted at improving service quality. These experiences give a complete grasp of HRM practices inside a renowned consulting firm that serves a variety of industries, remarks on energy, agriculture, and manufacturing. To secure HRM processes, proposals include initiating organised career development programs, cultivating a lovely workplace culture, increasing training efforts, and organizing competitive salary and reward systems. These methods are critical for matching employee dreams with organisational goals, increasing loyalty, and improving overall worker performance. This research highlights the importance of strategic HRM in increasing employee commitment and makes practical recommendations for NewVision Solutions Limited to sustain its driven advantage in the consulting industry.

Key Words: EC(Employee Commitment), EEO(Equal Employment Opportunity), OT(Overtime),
EBV(Employee Background Verification) etc.

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Chapter 1: Overview of Internship

1.1 Student Information

Name: Quazi Samia Saba

Program: Master of Business Administration

Major: Human Resource Management

1.2 Internship Information

Period: 4 Months, 3 June, 2024 –3 September, 2024

Company Name: NewVision Solutions Limited

Address: House 85 (1st Floor), Road 3, Block F, Banani, Dhaka-1213

1.3 Internship Company Supervisor's Name and Position

Name: Abu Sufian Khan

Position: Manager, Head of HR & Admin

1.4 Job Scope

1.4.1 Job Description/Duties/Responsibilities

During my internship, I worked under a Head of HR in the HR & Admin Department. My duties were aimed to provide practical experience in the HR and administrative sectors. Here are some of my responsibilities:

1.5 Detailed Job Responsibilities

1.5.1 Daily Bill Verification:

- Completed checks on daily bills, including evening snacks, lunch bills, and drivers' fuel costs, to ensure correctness and compliance with corporate regulations.
- Identified and resolved any discrepancies in billing records to maintain financial integrity.
- Acknowledged the critical nature of this responsibility, where errors required detailed explanations to the Accounts Department. Gained proficiency in this task after initial learning challenges during the first month.

1.5.2 Employee Engagement Initiatives:

- Coordinated employee engagement activities in alignment with NewVision's policies, such as organizing birthday celebrations.

- Facilitated the distribution of indoor plants and personalized birthday cards signed by colleagues to foster a sustainable and inclusive workplace culture.
- Managed all logistical and organizational aspects to ensure seamless execution of these events.

1.5.3 Onboarding Management:

- Directed the onboarding process for new employees, including conducting formal orientation sessions and familiarizing new joiners with the office environment.
- Organized formal welcome ceremonies where the Managing Director presented branded company diaries and mugs to new employees.
- Delivered professional presentations to new joiners, emphasizing the company's reputation, leadership structure, and workplace policies, such as attendance and work-hour regulations.
- Designed and produced onboarding posters to support employer branding and create a positive impression.

1.5.4 Event Management

Played an instrumental role in organizing company-wide events, such as:

NewVision Solutions Anniversary Celebration:

- Oversaw all aspects of event planning, including cake procurement, decoration arrangements, and snack provisions.
- Developed detailed budgets and ensured efficient cash management to purchase event-related supplies.

1.5.5 Recruitment and Selection

- Actively participated in internal and client recruitment processes by:
- Screening candidate CVs, creating shortlisted profiles and conducting preliminary phone interviews.
- Formatting CVs to meet NewVision's standards and coordinating interview schedules.
- Ensured a professional and efficient recruitment experience for both internal & external candidates.

1.5.6 Overtime Calculation for Drivers:

- Prepared and calculated the monthly overtime (OT) sheets for drivers by reviewing their
- daily logs and aligning them with company policies.
- Ensured accuracy in calculations to maintain compliance with payroll standards and provided timely submissions to the Accounts Department for processing.

1.5.7 Specific Assignments

- Contributed to project-based activities, such as working with Zira Software
- Conducted surveys on evening snack preferences to enhance employee satisfaction and engagement.
- Maintained monthly meal sheet updates and reconciled expenses.
- Verified water jar bills and daily operational expenses at the start of each month.
- Drafted formal legal notices to tenants of the Finance Director and calculated outstanding rent dues.
- Monitored the maintenance of female washroom facilities to uphold Kaizen workplace standards.

- Provided guidance and support to female employees on workplace procedures. Typed and managed official documents to assist in administrative tasks.

1.6 Internship Outcome

1.6.1 Contribution to the Company

As I lack the same level of experience as the full-time employees of the company, I put my full effort into helping the HR & Admin Team by being eager and willing to learn. As an intern, I approached my responsibilities with enthusiasm, dedication, and a strong willingness to learn, allowing me to effectively support the company and its employees despite my limited professional experience. One of my key contributions was successfully completing a project named **Background Verification**, a significant initiative aimed at enhancing NewVision Solutions Limited's service offerings. On behalf of the HR team, I conducted a comprehensive survey of private and public universities by sending formal request emails, making follow-up phone calls, and gathering information about their verification processes. This project provided crucial insights and will serve as a foundation for launching a background verification service for NewVision's clients, enabling the company to strengthen its reputation and expand its service portfolio.

Additionally, I provided the company's daily work-flow and long-term goals through various tasks. I effectively managed the verification of daily bills, including evening snacks bills, lunch bills, and drivers' fuel bills, ensuring accuracy and transparency in the company's financial records. My role in

employee involvement, such as organizing birthday celebrations and new employee welcoming programs, fostered a positive workplace culture. I successfully managed welcoming procedures for new joiners, conducted many professional orientation sessions, and I prepared employer branding posters to showcase our new employees.

In event management, I always helped organise the company's anniversary celebration, managing budgets, decorative preparations, and general logistics to ensure a memorable occasion. In recruitment, I actively worked in screening CVs, conducting initial interviews, and managing interview schedules, providing both internal and client recruitment efforts.

In addition, I made and calculated monthly overtime (OT) sheets for drivers, for sure that they met payroll standards and were submitted most accurately. I also worked on administrative tasks provided by our senior management, such as draughting legal notices, monitoring facility maintenance activity, and updating operational records, all of which helped the organisation run fluently.

Through these efforts, I was initiated to help the company's smooth operations by exhibiting resilience, a dedication to quality, and a proactive attitude to learning and issue solving. While I accept that I am not very well and made some mistakes throughout my term, I worked hard to learn from them and learn things. My internship offered me valuable advancement for professional development, allowing me to polish my skills while also assisting NewVision Solutions Limited in meeting its mean time goals and setting the framework for future projects.

1.7 Benefits to Me During the Internship

My internship at NewVision Solutions Limited provided me with continuous learning opportunities that helped me manage the gap between theoretical knowledge that is earned through formal schooling and the actual skills that are needed in the industry. This experience with the diverse functions of the HR and Admin department, including welcoming new employees, recruitment, employee involvement, and Administrative management, significantly enhanced my knowledge of organizational dynamics. Mostly they treated me as an employee rather than an intern. This often indicates that the organization values your skills and trusts your abilities. Such experiences can be highly beneficial as they allow me to develop hands-on expertise, enhance professional credibility, and demonstrate capacity to handle critical tasks.

Working on a key project like **Background Verification** allowed me to develop critical research and communication skills by conducting surveys, sending formal request emails, and engaging with university representatives via phone calls. This experience broadened my understanding of process development and its implications for launching new client services, a skill set that will be instrumental in my future career endeavors.

Throughout my half year internship, I learned critical soft skills such as time management, adaptability, how to communicate with vendors, and problem solving by overseeing activities such as bill verification, overtime(OT) sheet preparation, and corporate event coordination. Collaborating with my team members on initialization such as corporate anniversary celebrations and recruiting employees helped me shine my organisational and teamwork skills.

Moreover, this internship offered me great professional development chances. I learn about how to follow business manners, communicate properly with bosses and colleagues, and fulfill the requirements of a professional office. These teachings, combined with practical knowledge of office operations and event management, have significantly increased my self confidence and prepared me for a professional job.

The problems I had during this time, such as managing various duties and ensuring accuracy in sensitive assignments, enhanced me to improve my problem-solving skills and perform under pressure. This experience has not only been effective in my professional development, but it has also given me the skills and insights required to grow in future employment in dynamic and fast-paced situations.

1.8 Difficulties Encountered During the Internship

During my training program at NewVision Solutions Limited, I had to face challenges that tested me to adapt skills and have to learn new skills. Meeting in strict timelines, such as preparing a report for the background verification project of employees, proved challenging. Our Japanese clients require strict deadlines, and any kind of delays may harm our company's reputation. This put a lot of pressure on me, especially because my typing speed was poor when I was a trainee.

Equaling many kinds of responsibilities was another issue. I had to accept a variety of tasks at the same time, marked as administrative and human resource tasks. Maintaining these various activities required careful sequencing and time management, although the workload might become overloading at times.

Besides, I sometimes struggled with formal communication, as mentioned when calling prospects to collect critical information. This often resulted in wasted time, but I also worked on developing my communication skills and saw noticeable results over time.

One of the most difficult tasks was organising interviews as part of the talent hunt process for Japanese clients. In spite of careful preparation, some candidates do not notify us of their inability to attend scheduled interviews. Last-minute managing this issue caused embarrassment for our beloved clients, wanting to know from us to reduce the impact while remaining professional. While these issues weren't pleasant, they provided me with major learning opportunities.

To pass hurdles, I was skilled at time management, communication skills, and high-pressure management rules. These experiences helped me grow professionally and achieve confidence in handling complex jobs.

1.9 Recommendation for Future Internship Programs

To overcome the experience and productivity of future interns, NewVision Solutions Limited might develop a more organised internship program. Providing interns with a welcoming process for new employees that includes clear instructions, well-defined tasks, and responsibilities will aid in their work into their duties. A dedicated intern needs a handbook or guide that could be created to outline the company's mission, vision, working process, and specific expectations of interns. This handbook also contains a part that answers often asked questions and provides solutions.

Moreover, given the dynamic nature of NewVision's tasks, assigning a mentor or point of contact for interns could provide recent direction of work and feedback. For jobs that require accuracy , such as writing a report and formal interactions, holding growth skills workshops or providing tools such as templates would show the path of interns in meeting requirements efficiently.

Finally, scheduling feedback meetings would always allow interns to track their own progress and resolve any issues they faced as soon as possible. Such activities will increase interns' confidence and skills while also making sure that their contributions are aligned with the company's aims, making the internship mutually beneficial.

Chapter 2 : Organization Overview

2.1 Introduction

NewVision Solutions Limited is a renowned consultancy firm of Bangladesh that promotes foreign investment and gives business solutions in Bangladesh by collaborating with government agencies, commercial enterprises, and non-governmental organisations. Their experience includes many industries, marked as energy, education, agriculture, fast-moving consumer goods, and manufacturing.

This company provides many kinds of services, such as market assessments, corporate strategy consultancy, investment consulting, partnership facilitation, supply chain evaluations, and surveys. These solutions are made to assist companies in identifying market possibilities, overcoming obstacles, and making sure to build effective operations.

With a focus on team work, NewVision has helped Business Solutions and Management consulting through its vast global network, mainly in Japan. Their success in guiding customers through complex infrastructure such as market assessment, corporate strategy advice, investment consultancy, partnership liaison, supply chain assessment and their commitment to providing adapted, meaningful solutions.

2.2 Mission

The companies have been a reliable partner for Bangladeshi government agencies, private corporations, and non-governmental organisations since their birth in 2008. Their main objective is to support and

promote foreign investment, we offer customised business solutions that assist their companies in effectively making and operating in the country. They have made a reputation throughout the years for giving results-oriented services that are fitted to the specific demands of their beloved clients.

2.3 Vision

They mixed vast experience with technical knowledge, good management abilities, and the ability to change conditions. This ensures them to provide their clients unique, comprehensive, and effective solutions. They ensure pure smooth collaboration, cost-effective processes, and meaningful outcomes by serving as a one-stop solution.

2.4 Goals

They are fond of meeting their client's rising needs by taking on excellent projects across a many wide range of industries. Their knowledge includes main sectors such as energy, foreign transportation, water and sanitation, agriculture, and environmental durability. Each work process they take on presents their dedication to promoting the economic process and enhancing the quality of life in Bangladesh.

2.5 Values

Their work is guided by basic concepts of work that define who they are and how they operate their business .

Simplicity Over Complexity: They are believed that simple techniques yield the best results. By minimising all complexity, they improve their job cleanly and effectively.

Transparency and Integrity: They control open and honest information with all partners, which gain trust and mutual respect with each other.

Accountability and responsibility: Their main and first priority is to act morally and with a strong understanding of responsibility. They accept responsibility for their kinds and decisions as like in order to maintain the last levels of ethical behaviour.

With these, they hope they can make good control and develop long-term connections with their partners and clients.

2.6 Collaboration

- NewVision works with many partners, such as government agencies, to make sure regulatory compliance and strategic initiatives.
- Private companies provide investment planning and operational support.
- Non-governmental organisations (NGOs) support them to make development and sustainability programs successful.

2.7 Industries Served

The organisation has many experience in all industries, marked as:

- Energy: Renewable energy systems and electricity foundation.
- Agriculture & Environment: All Projects that ensure sustainability and environmental effect.
- Manufacturing: Improving operations for inter-country and multinational manufacturers.
- Education: Improving training in skills and capacity building.
- Considering the fast-moving consumer goods market (FMCG).

2.8 Key Services

Market Assessment: Mind Blowing research to identify market capabilities, audit competitors, and overview of future trends.

Business Strategy Advisory: Try to develop strategic solutions for corporate growth, integrate and acquisitions, and make digital transformation.

Investment Consulting: Advise their clients on portfolio management, risk assessment, and maintain investments with their corporate objectives.

Facilitate strategic alliances: With local and global partners they increase their commercial possibilities.

Supply and value chain assessments: Forecast processes for efficiency, make sure cost reduction, and more sustainability.

Survey Services: Conducting the baseline, midline, and endline surveys to show actionable information with image.



Figure 1

2.9 Specialization in International Networks

NewVision Solution has been on a fast growth path since its birth, developing its focus in Business Management Consultancy, Market Research & Advisory, and Engineering Consultancy. Their circulation has been made by a constant focus on quality and most strong dedication to supporting their clients and partners, who have been the guys of their success.

Their operations that continuously connect Japan and Bangladesh, they make a combined cultural variety and specialist knowledge to provide most satisfactory solutions suited that the customer needs. Their qualified team of specialists works persistently to help firms by providing calculated insights, in-depth market research, and innovative engineering consulting.

Their Business Management Consultancy team plays a vital role in making sustainable success by handling their specific difficulties with maintained solutions. Their Market Research & Advisory services provide businesses with reformed information, allowing them to make more efficient decisions in challenging marketplaces. At the same time, their Engineering Consultancy goes beyond providing best designs, focusing on their ecologically responsible and sustainable solutions.

NewVision's loyalty for making brilliance and commitment to client satisfaction remain central to its operations. They continue to make a significant contribution to the consultant sector in Bangladesh and Japan by providing innovative, sustainable, and impactful solutions. To support their significant collaborations and joint ventures, the company works on its excellent links with Japanese organizations such as JICA (Japan International Cooperation Agency) and JETRO (Japan External Trade Organization).

2.10 Commitments of NewVision Solutions Limited

Clients: NewVision Solutions is promoting long-term partnerships with their clients and the community they own. They attempt to go beyond transactions, stressing a thorough understanding of individual and

organizational requirements. Trust, similar ideals, and mutual progress are the foundations of their dedication to building meaningful, long-term interactions.

Progress At NewVision is driven by a strong commitment to transparency, ethics, and excellence. Their clients-centric strategy ensures that they consistently produce high-quality solutions while responding to the changing needs of their clientele. They strive for long-term, positive growth in all aspects of their business by committing to continual improvement.

Prosperity: They are committed to providing long-term, sustainable value to all stakeholders. By incorporating ethical practices into their strategy, they ensure that advantages reach beyond shareholders to employees, clients, and the larger community. NewVision wants to make significant contributions to societal and economic growth through our dedication to bring foreign investment

2.11 Philosophy

- To address corporate difficulties, an emphasis is placed on invention and ingenuity.
- Commitment to long-term solutions that benefit both customers and the community.
- Dedication to upholding high quality standards while meeting the unique demands of each client.

Joining their HR & Admin team provides interns with the opportunity to obtain practical experience in a dynamic and diversified setting. Interns can expect to work on meaningful projects, collaborate with industry professionals, and gain essential skills that will prepare them for future opportunities in a variety of fields.

2.12 Partial Owner of NewVision Solutions Limited

KB Trust: This is defined as NewVision Solutions Limited's CSR. They are partial holders of KB Trust and PARI. The Kazuko Bhuiyan Trust (KB Trust) was founded in August 2019 to focus on effective roles in education, cultural exchange, and community development programs. Since its foundation, the KB Trust has actively roles in the following programs:

Scholarships for underprivileged students: In addition to merit-based, we provide scholarships that are given for hard work and self-improvement. This method inspired students to focus on personal improvement while utilizing their progress as a scale of knowledge. It also provides opportunity to a wider scale of students who will not qualify bravely on the basis of academic brilliance.

Kokorozashi and Kazuko Bhuiyan Japanese Cultural Center: This one center provides Japanese language training to Bangladeshi students who want to learn the Japanese language. The advanced curriculum is not only for teaching the language but also offers a comprehensive cultural experience.

Kazuko Bhuiyan Japanese Language Laboratory at Dhaka University: This one laboratory, which is a part of the Department of Japanese language Studies, offers Japanese language training as well as cultural program exposure to Dhaka University students.

Community-Based Enterprise Development (C-BED): This program gives entrepreneurship training to assist students in gaining their skills required to start and manage businesses.

Youth and Student Awareness Programs: Efforts modern designed to educate young students about the importance of social and economic issues.

Emergency Response During COVID-19: This efforts to help communities also when is was the pandemic.

Charity and Zakat Fund Contributions: Funding financial aid and donations to help deprived communities.

Pan Asia Research Institute (PARI): Officially recognized General Incorporated Association (GIA), the Pan-Asia Research Institute (PARI), headquartered in Tokyo, Japan. It functions as a cross-disciplinary and multi-modal think tank, sharing with professionals and scholars across the Pan-Asia region.

PARI initially focused on researching and analyzing a broad range of subjects, marked as socio-economic dynamics, Public-private interactions, and diplomatic relations.

It is goals encompass the following:

- Enhancing country-to-country (C2C), government-to-government (G2G), people-to-people (P2P), and business-to-business (B2B) relationships.
- Shifting geo-political that examines the dynamics in the Pan-Asia region.

2.13 Consulting Services of the HR & Admin

The HR and Admin Department in NewVision Solutions Limited plays a vital role for delivering comprehensive HR consulting services for both international and local companies. With a specialized focus on Japanese clients, the department offers diverse human resource needs, for helping

organizations achieve operational efficiency, strategic alignment, and employee satisfaction. There are the key services provided by the department, explained in detail:

2.13.1 Head Hunting

This service is focused on locating and recruiting top-tier professional talents for executive and senior-level roles within client organizations. Captivating in market research, talent mapping, and fitted outreach to identify professionals with all necessary skills and expertise. This process helps organizations discover highly skilled job seekers who fit their company culture and align with strategic objectives, promoting long-term success.

2.13.2 Outsourcing

The main department provides workforce outsourcing services, allowing businesses to focus on their initial activities while NewVision takes care of HR tasks. For managing payroll, employee administration, and obedience for the client, it makes the lowest operational costs for organizations and guarantees loyalty to local labor regulations.

2.13.3 HR & Organizational Gap Analysis

This is informed by a diagnostic service designed to uncover discrepancies between current HR practices and organizational objectives. This is also assessing current HR policies, procedures, and employee skills which identify areas that require enhancement. This offers practical suggestions to close these holes, boost efficiency, and maintain HR strategies for overall business goals.

2.13.4 HR Policy Preparation

The department always helps in making and executing detailed HR policies that are customized for meeting the specific requirements for clients. It formulated policies related to hiring, performance assessment, leave management, attendance, and workplace conduct, with other areas. This always ensures an furnished work atmosphere, improves compliance, and promotes a positive organizational culture.

2.13.5 Compensation & Benefits Service

This amazing service assists organizations in creating competitive and fair compensation frameworks and benefits offerings. It involves establishing salary structures, incentive plans, and employee benefit programs that are in line with industry benchmarks. This approach helps for making in and keeping top talent during the time as ensuring equity and clarity in compensation methods.

2.13.6 Employee Satisfaction Survey

The HR department moves out surveys for assessing employee satisfaction and gathering information on workplace relations. Creating questionnaires, obtaining feedback, and evaluating data for pinpointing areas for enhancement of career. Promotes employee involvement, minimizes turnover, and nurtures a culture for continuous improvement.

2.13.7 Background Verification

This service includes confirming the educational and professional qualifications of prospective employees to guarantee their validity in job fields. Although this service is not recently introduced in

Newvision, it is on the way for launch. It is to verify their academic credentials, job history, and, when necessary, criminal records. This process reduces the risks associated with fake hires and upholds the integrity of the workforce properly.

2.13.8 HR Legal Advice Service

Legal advice is offered by the HR department to help follow labor laws and rules. They help to create contracts, resolve disagreements, and check all things if everything is in line with the rules. This lowers the chances of legal issues for clients and makes sure they are following both local and international labor laws.

2.14 Strategy of NewVision Solutions Limited

At NewVision Solutions Limited, our plan revolves around simplifying complexities and fostering seamless interactions across markets. We plan to facilitate the trade of products, services, and funds by breaking down barriers and establishing efficient systems. This remarks negotiating flexible agreements, streamlining customs processes, and building robust logistics and communication networks for organization. Our goal is to confirm businesses for succeeding in a global economy with ease and competitiveness.

We are ranking creating accessible, inclusive, and client-centric solutions tailored to diverse backgrounds and needs. By planning intuitive services and processes, we always ensure that every interaction with our clients is seamless, rewarding, and respectful. Whether addressing challenges or streamlining full operations, we focus on delivering top value and enhancing the client experience.

To tackle complex business challenges, we adopt a step-by-step approach by identifying key issues and addressing them systematically. We encourage collaboration, drawing on innovative ideas and resources to develop effective and practical solutions that align with client objectives.

Furthermore, we advocate for financial inclusion by developing accessible and technology-driven economic services. Through mobile banking and digital platforms, we aim to empower unbanked and underserved communities, promoting financial stability and economic growth. By leveraging innovation and adaptability, NewVision Solutions Limited continues to make a transformative impact, enabling businesses and individuals to achieve sustainable success.

2.15 Organogram of NewVision Solutions Limited

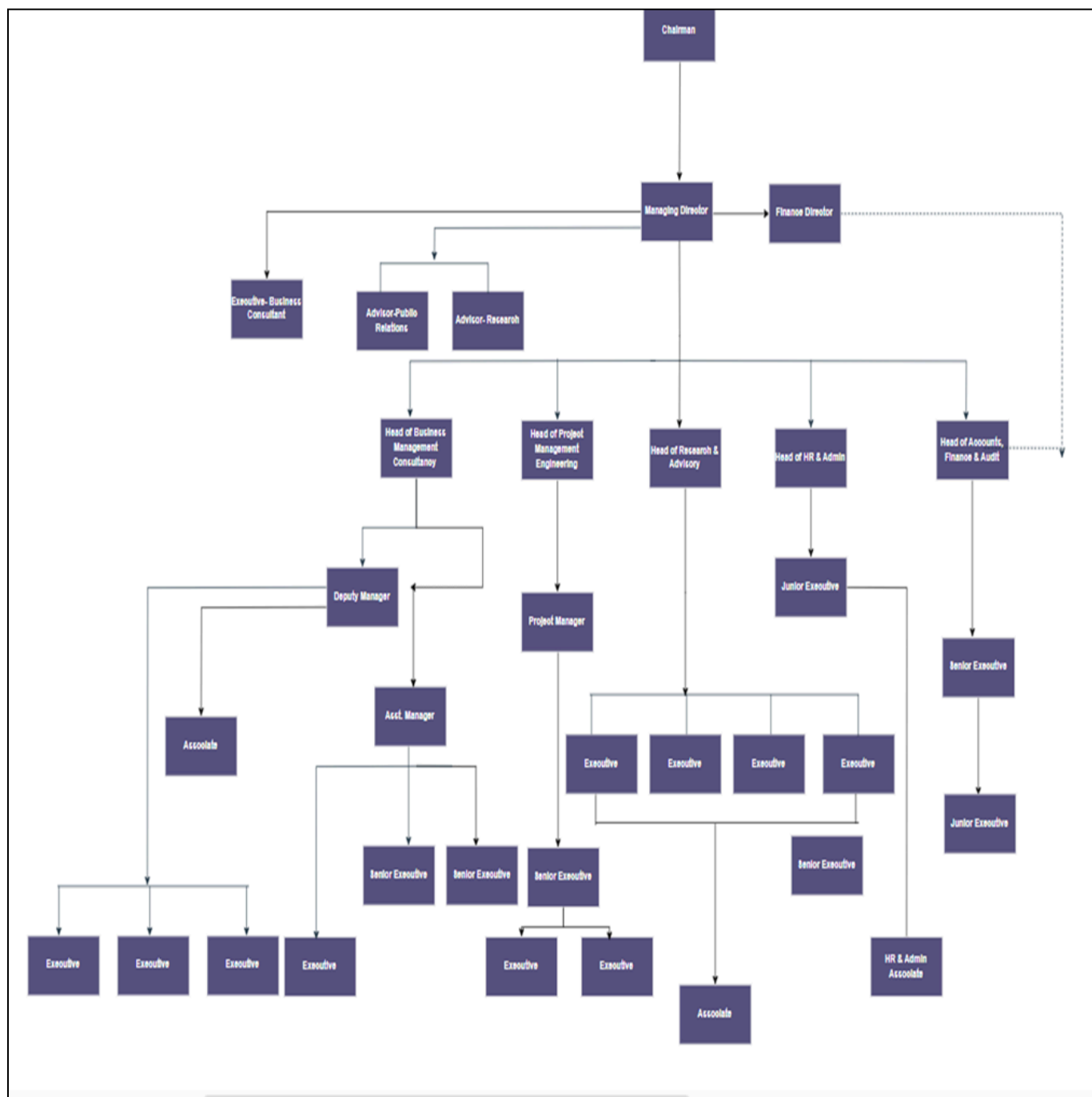


Figure 2

2.16 SWOT Analysis for NewVision Solutions

2.16.1 Strengths:

Industry Expertise: With massive experience across these sectors such as energy, agriculture, manufacturing, education, and FMCG, NewVision is positioned as a versatile and reliable consultancy firm.

Strong Network: The company makes sure to use its global relationships, particularly with Japanese groups such as JICA and JETRO, to create meaningful partnerships and shared projects.

Comprehensive Services: NewVision provides many kinds of customized services such as market analysis, business strategy guidance, investment advice, and supply chain reviews, for helping them to meet the different needs of their clients.

Technological Adaptation: Our advanced operational systems always help improve efficiency, reduce mistakes, and make services better, which gives NewVision Solutions a better position compared to its competitors.

2.16.2 Weaknesses:

Niche Expertise: We focused so much that a few international partnerships could reduce the chances of exploring other global markets.

Dependence on Specialized Industries: After depending too much on industries like energy and agriculture, it might lead to problems if those sectors experience a decline.

Limited Digital Presence: The absence of an aggressive online marketing process for multiple channels might reduce visibility in the competitive market.

2.16.3 Opportunities:

Growing Demand for Consultancy Services: For getting more foreign investors we are showing interest in Bangladesh, NewVision has the opportunity to grow its customer group and give them new and creative solutions.

Technological Integration: Making digital tools and platforms, like AI systems and online services, we can help make services better and improve the experience mostly for customers.

Diversification: For making new areas such as IT, fintech, and healthcare might help us to grow the market and bring in more money.

Sustainability Focus: We are going into new fields like IT, fintech, and healthcare that could help the market expand and increase profits.

2.16.4 Threats:

Intense Competition: The consultancy market in Bangladesh is very competitive as both local and international companies are trying hard to get.

Economic Uncertainty: Political and economic uncertainty in Bangladesh and other parts of the world could affect how clients decide where to invest their money.

Technological Disruption: New companies that focus on technology may start to compete with traditional consulting businesses.

2.17 Porter's Five Forces Model for NewVision Solutions Limited

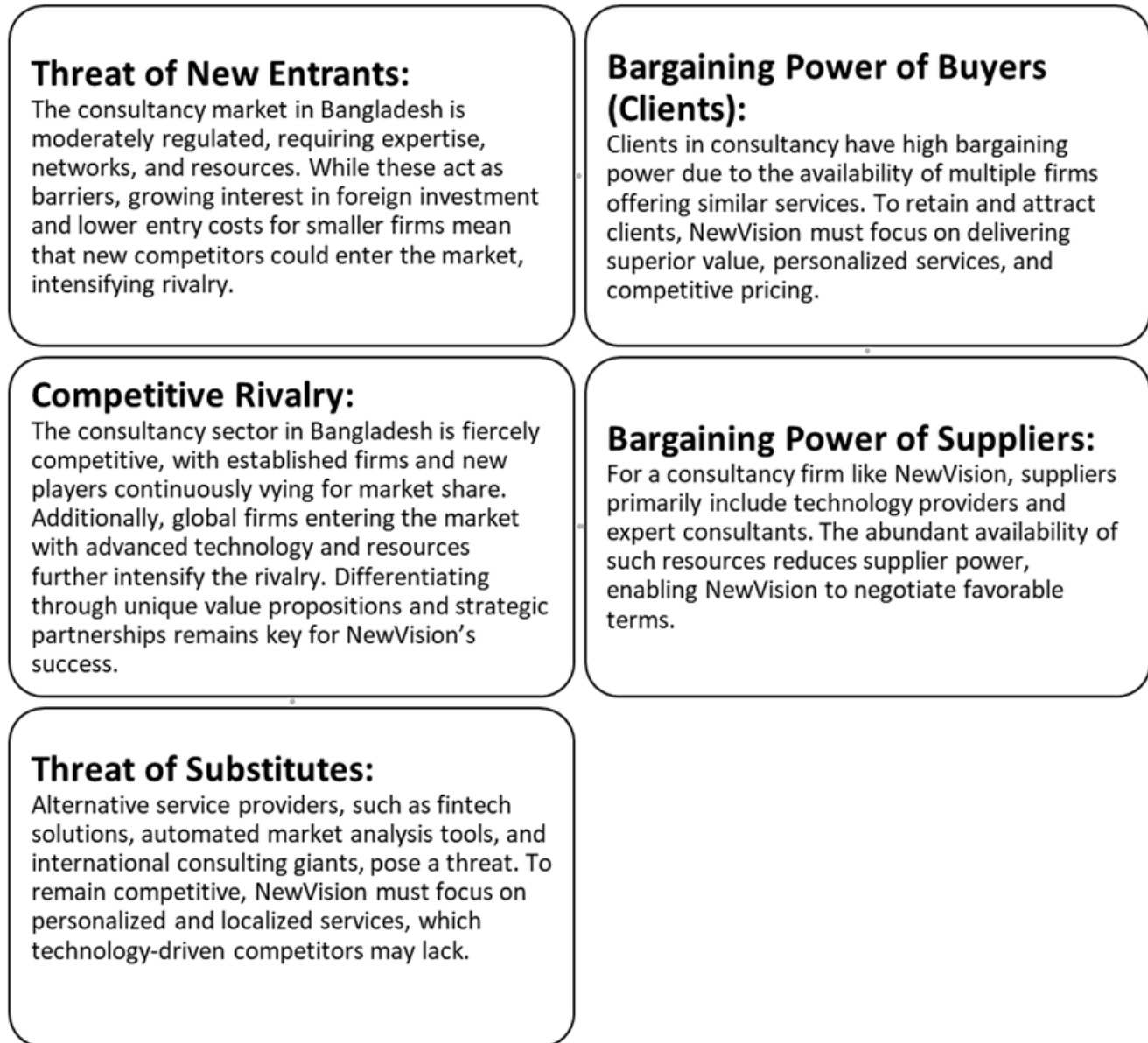


Figure: 3

Chapter 3: Project Part

3.1 Introduction

This article looks into how the ways companies handle their employees, like hiring, training, and keeping them, affect different parts of the business. Strong HRM strategies, including thorough recruitment and selection methods, extensive training and development opportunities, equitable compensation structures, and performance-driven management approaches, convey a powerful message to employees that they are valued, appreciated, and recognised by the organisation (Alam, M. J. et al., 2024). The consulting sector lacks precise information on its human resource management strategies. Most knowledge is anecdotal, and there is a lack of both theoretical explanations and empirical evidence for differences in HRM techniques within the business (Richter, A. et al., 2008). Consulting businesses can foster a positive workplace culture by implementing ethical, transformative, inclusive, and responsible leadership styles.

Furthermore, using collaborative, high-involvement, and commitment-based human resource management methods can improve work satisfaction and employee engagement. These sustainable HRM practices not only increase organisational performance, but also give consulting businesses a competitive advantage in the market (Cahyadi, A., Poór, J. et al., 2022). NewVision Solutions Limited is a well-known management consulting firm established in Bangladesh that specialises in assisting Japanese investments and offering bespoke business solutions. The organisation specialises in energy,

education, agriculture, FMCG, and manufacturing, and provides a variety of services such as market assessments, business strategy consultancy, investment consulting, and supply chain evaluations.

This report digs into the internship experience at NewVision Solutions Limited, focussing on the precise jobs and responsibilities carried out, the skills gained, and the challenges encountered over the four-month period. The research also discusses the company's organisational structure, strengths, weaknesses, prospects, and threats, as well as its competitive position in the industry.

This report seeks to provide significant insights into the practical aspects of human resource management and consultancy services in Bangladesh by examining the company's operations and the intern's contributions.

3.2 Problem Statement

Employees' views towards effective HRM approaches influence their performance. This has major implications for businesses, as they must evaluate how HRM practices and the workplace environment affect employees' emotional connection and sense of belonging to the company.

It also shows how good HRM practices affect service behaviour. This promotes not just employees' positive attitudes towards HRM approaches, but also their organisational commitment, which drives them to provide great customer care to customers (Browning, V. et al., 2006). Empowerment is not frequently accepted in Asian countries due to large power disparities. Managers in Asian organisations

may not prioritise employee empowerment because they are frequently viewed as the most capable decision-makers.

Managers' envy may impede empowered employees from making decisions that improve organisational efficiency. Empowered employees may abuse their organisational authority. By developing a recognised image as an organisation, the organisation will automatically become popular among its employees. When an organisation can encourage its staff in a more precise way, it directly increases production and operational efficiency (Hong, E. N. C. et al., 2012).

3.3 Research Question

Employee commitment plays a vital role in ensuring the long-term success and sustainability of organizations. It indicates how much employees align with the company's goals, their readiness to go the extra mile, and their loyalty to their employer. In today's busy business world, having good Human Resource Management (HRM) practices is important for helping employees feel committed. Based on the report's title, a good research question could be:

How do the ways human resources are managed at NewVision Solutions Ltd. affect how committed employees are?

This research is looking into how different HRM practices like hiring, training, managing performance, paying employees, and keeping them involved affect their commitment at NewVision Ltd. By studying this particular company, I wanted to understand the specific ways HRM works in a specialized business

setting and give useful advice on improving how employees feel about their work and staying with the company.

3.3.1 Objective of the Study:

The goal is to look at how the HRM practices used by NewVision Ltd. help in making employees more committed. The study also wants to find out which specific HRM strategies work well with what employees expect and what the company aims to achieve, so that both the employees and the organization benefit from their relationship.

3.3.2 Significance of the Study:

Understanding how HRM practices affect employee commitment is very important for companies like NewVision Ltd. , especially in busy and fast-moving industries. The results will not only provide a clear path to improve employee loyalty but also help the company draw in and keep the best talent, build a trustworthy work environment, and reach higher levels of overall performance. Here's a more detailed look at why this matters:

- The research will identify specific HRM practices that have the most significant influence on employee commitment at NewVision Ltd. This provides a clear roadmap for the company to focus its efforts and resources on the most effective strategies to boost employee loyalty.
- Companies must set themselves apart in a competitive labor market in order to draw in and keep the top workers. NewVision Ltd. can learn from this study what matters to workers and how to build a work environment that draws and retains top talent.

- Trust in the company is intimately related to employee dedication. The study can show how HRM procedures can be planned to foster trust and a productive workplace where staff members feel appreciated and encouraged.
- Enhancing organizational performance is the ultimate aim of any HRM endeavor. NewVision Ltd. can anticipate increases in client happiness, productivity, quality of work, and total profitability by strengthening staff dedication.

3.3.3 Importance of Employee Commitment:

Employee commitment is very important for the success of a company, because it affects how employees act, how well they do their jobs, and how likely they are to stay with the company. The document highlights several key points about why this matters:

3.3.4 Enhanced Organizational Effectiveness

When employees are highly committed, their personal work efforts match better with the organization's goals. Committed employees are more willing to put in the work needed to help the company succeed, which makes the whole organization more effective.

3.3.5 Improved Service Behavior

Employees who are committed show both the behaviors required for their job and actions that go beyond what is expected. The manner required for their dream jobs are the tasks listed in their official job description. Which acts that go beyond what is expected are things they do on their own, without being asked, to help improve service quality. These behaviors are important for giving good services to the company.

3.3.6 Increased Job Satisfaction and Retention

HR practices that focus on commitment which help increase job satisfaction and lower the chance of employees leaving from companies. When the workers feel appreciated and have support, they are more likely to stay with the company, which helps cut down on the costs of hiring and training new employees.

3.3.7 Positive Employee Attitudes

When the workers feel appreciated and have support, they are more likely to stay with the company, which helps cut down on the costs of hiring and training new employees. HR that practices that focus on commitment which help increase job satisfaction and lower the chance of employees leaving.

3.3.8 Adaptability to Change

Most employees who are committed are better at adjusting to changes in the company policies and are more open to trying new ideas, sharing what they know, and they come up with creative solutions to problems.

3.3.9 Determinants or Factors of Employee Commitment

This initiated document lists many factors that impact how committed employees are, especially those looking at High Commitment Human Resource Management (HCHRM).

3.3.10 High Commitment HRM Practices

HCHRM is the smartest way to help employees and stay committed by using certain HR methods.

Performance Appraisal: Formative feedback might align individual performance with organizational goals.

Training and Development: Skill enhancement opportunities to signal the organization's investment in employees.

Career Development Opportunities: Long-term commitment is growth encouraged by Clear pathways.

Participation: Involving all employees in decision-making and a sense of ownership.

Compensation: Balanced pay scale systems reward performance and loyalty.

3.3.11 Trust in Management

Trust can help connect people to how companies handle human resources and how committed employees are. When there is open communication, fair treatment, and steady actions from managers of a company, trust can grow. This trust makes employees more loyal to the company.

3.3.12 Employee Perceptions of HRM

When people have a good knowledge of how HR handles all things, they tend to be happier at work, more attached and loyal to the company, and more likely to stay in companies. On the other hand, if they don't like how HR is managing all things, they might lose motivation or decide to leave the company.

3.3.13 Role Clarity

When employees understand how HR does things, they usually feel more satisfied at the office for work, more connected to the company, and more likely to stay. But if employees don't like how HR is doing their job, they might lose interest or choose to leave the company.

3.3.14 Work-Life Balance

Flexible work environments enable employees to make sure to balance personal and professional duties, leading to increased happiness.

3.3.15 Recognition and Rewards

Recognizing employee efforts, whether through formal recognition programs or casual appreciation, improves morale and strengthens commitment.

3.3.16 Alignment with Organizational Goals

Employees are more engaged and dedicated when their values match those of the organization's mission.

3.3.17 Job Design

Job roles that incorporate flexibility, teamwork, and opportunities for skill utilization contribute to long-term engagement.

These factors collectively demonstrate how strategic HR practices, trust-building measures, clear communication, and supportive environments drive employee commitment while enhancing organizational performance.

3.4 Literature Review

3.4.1 Defining Employee Commitment

Meyer and Allen identified three psychological states that influence a person's commitment to an organisation using current research. Three aspects contribute to organisational commitment: emotional attachment (affective commitment), realisation of the costs associated with quitting (continuance

commitment), and the obligation to stay (normative commitment). (Allen and Meyer et al., 2001)

Organisational commitment is defined as an employee's strong connection to, visible involvement in, and contribution to the organisation (Damit et al. 2019).

Affective commitment refers to an employee's good emotional connection to their company. An employee who aligns with corporate aims is more likely to stay with the company for personal reasons (Anwar, G. et al., 2021).

3.4.2 HRM Practices and Their Role in Employee Commitment

HRM practices are capable of influencing employee commitment, viewed as the emotional attachment and involvement of an employee with the organization. It integrates theoretical underpinnings, such as Social Exchange Theory and Resource-Based View, highlighting main practices: recruitment, training, performance management, compensation, and work environment. Empirical evidence from the studies of Meyer and Allen (1991) and Wright and Kehoe (2008) identifies a positive relationship between structured HRM systems and increased employee commitment. Future research should be directed toward technology-based HRM strategies and gig/remote work contexts.

3.4.3 Importance of Employee Commitment to Organizational Success

It follows that employee commitment is so crucial to organizational success. Commitment has a significant impact on productivity, rates of turnover, and the level of general workplace morale. Committed employees can provide high performance, be easily aligned with organizational goals, and ensure continuity with their employer. As Meyer and Allen (1991) note, commitment can take the form of affective, continuance, or normative factors, although all three can be triggered by effective HRM.

Organizations that elicit commitment via supportive policies and practices then have a competitive advantage by developing a motivated yet stable workforce.

3.4.4 HRM Practices in the Bangladeshi Context

Bangladesh has changed significantly Human Resource Management (HRM) systems in response to the country's socioeconomic and cultural landscape. Bangladeshi Organisations have prioritized strategies such as recruitment, training, and performance management for increased employee loyalty, particularly in the garment and banking sectors. According to the studies and journals, collectivist ideals, hierarchical structures, and restricted technological integration influence HRM practices in this context in Bangladesh. For the tight budget limits, regulatory gaps, and technological advancements is crucial for fostering deduction of employees and contributing to organizational success.

3.4.5 Challenges in Implementing Effective HRM Practices

HRM practices can be challenging organizations when it is implemented effectively due to many barriers. HR systems impede the establishment of effective with Limited resources and particularly in SMEs. Changing the opposition in entrenched business cultures may limit the implementation of innovative HR practices. Furthermore, the rapid rate of globalization and technological development is going to complicate day by day. Implementing the honesty and consistent HR procedures for diverse and multiple cultural workforces sometimes can be challenging. Addressing these critical problems is for retaining workers and achieving companies goals.

3.4.6 Case Studies and Industry Comparisons

Industry comparisons and Case studies shed light which define how human resource management methods can influence employee commitment in different organizational settings. Most international firms consider, which frequently use most advanced HRM frameworks—such as technology-based global best practices for achieving amazing levels of workers commitment. On the other hand, small and medium-sized firms (SMEs) can be suffering from resource constraints, limiting the scope and capability of their HRM strategy.

For industry-specific techniques, there is a notable difference: the technology sector values innovation and adaptability, manufacturing business always focuses on safety and stability. These characteristics stress the significance of valuing the HRM strategies for the specification of needs of each industry and organizational size.

3.4.7 Theoretical Frameworks for HRM and Commitment

For understanding theoretical frameworks which plays an important role how HRM practices relate to employee commitment. For example, the Social Exchange Theory (SET) , which states that when firms provide assistance and treat employees as well, those employees are more willing to show dedication which is returned. On the other hand, The Resource-Based View (RBV) emphasizes the importance of human capital which is a significant strategic asset, arguing that devoted personnel are essential for preserving a competitive advantage. Furthermore, the Psychological Contract Theory is covering the unwritten agreements between employers to employees, demonstrating when expectations are not

satisfied, employee commitment decreases. Concepts give light for both on how HRM strategies can influence employee behavior and encourage companies loyalty.

3.4.8 Gaps in the Literature

HRM practices to employee commitment can despite extensive studies linking, the literature still has substantial gaps. Social Exchange Theory (SET) for starters has frequently been used to explain the back-and-forth relationship between how employees are treated and their commitment remain, very little known about how factors such as organizational culture or leadership styles may influence this relationship (Blau 1964). Resource-Based View (RBV) has played an important role for highlighting the strategic importance of employees who are committed; There has been little study into how HRM practices might directly increase the value of human capital over time and across industries (Barney, 1991). Furthermore, Psychological Contract Theory can shed light on the unspoken expectations between employees and employers; How HRM practices influence for the formation and violation for some unanswered questions remain regarding these psychological contracts in various organizational contexts (Rousseau, 1995). Specific HRM practices influence commitment users; these conceptual gaps highlight the need for additional research into how, particularly in dynamic and cross-cultural environments.

3.5 Research Framework

Employee commitment is critical to the success of any firm and is influenced by a variety of human resource management (HRM) techniques. The research approach identifies four main characteristics that

significantly influence employee attitudes and behaviors. These factors demonstrate the organization's dedication to supporting, motivating, and retaining its employees. By examining how these HRM practices influence employee commitment, this study seeks to uncover the elements that boost loyalty, satisfaction, and lasting engagement among employees at NewVision Ltd.

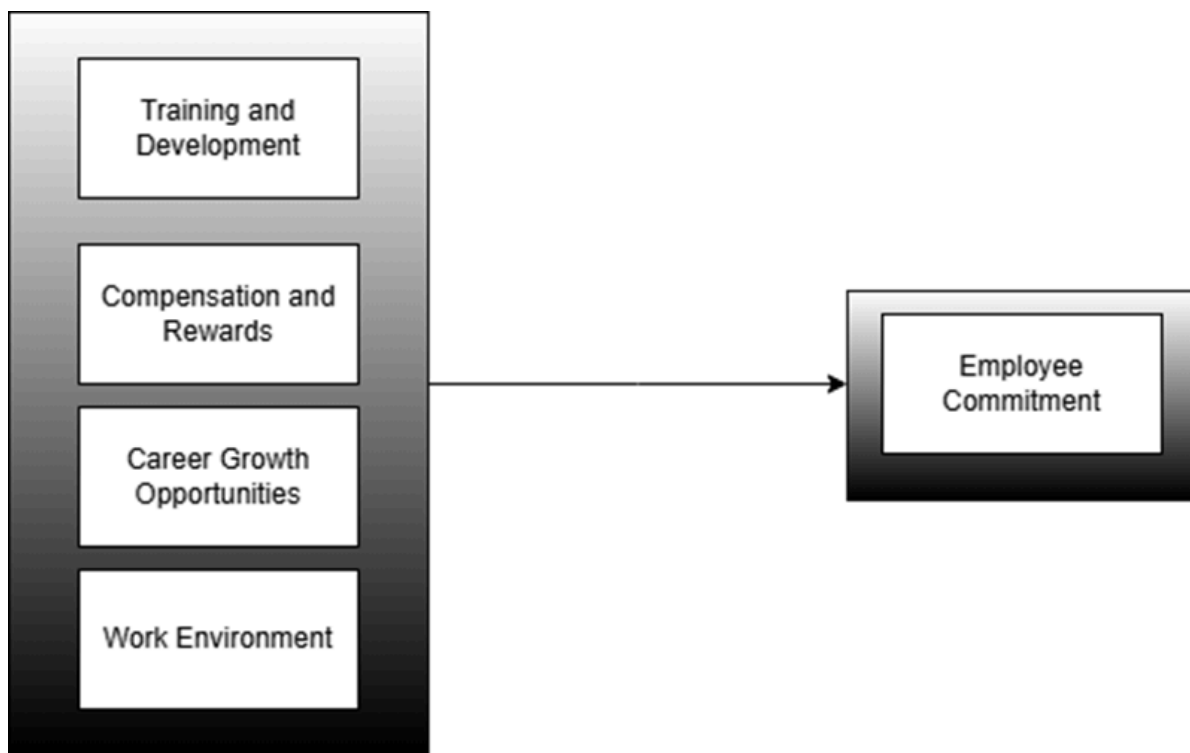


Figure: 4

3.6 Hypothesis Development

3.6.1 Relation between Training and Development and Employee Commitment

Enhancing employees' abilities, self-esteem, and general contentment is mostly dependent on training and growth. Numerous studies indicate that when companies provide opportunities for structured learning and development, employee commitment rises (Jehanzeb & Bashir, 2013). According to Meyer and Allen (1991), employees view training programs as organisational support that cultivates a sense of loyalty and belonging. Employee engagement and retention are positively impacted by organisations that prioritise continuous learning environments.

Training increases organisational commitment and performance in addition to improving personnel knowledge and abilities. Training should be incorporated into overall organisational development strategies in order to create a committed staff. Significant gains in labour productivity growth were observed by companies that introduced new employee training programs, underscoring the significance of training initiatives in accomplishing corporate objectives. The quicker pace Employees view training as a sign of the organization's dedication to them, which they may return by staying devoted to the organization.

Thus, the hypothesis is as follows:

H1: Training and development have a positive effect on employee commitment.

Relation between Compensation and Rewards and Employee Commitment Fair and competitive compensation structures, along with rewards, directly influence employees' motivation and commitment.

Compensation serves as a tangible acknowledgment of an employee's efforts, while rewards such as bonuses, incentives, and recognition foster satisfaction and strengthen emotional ties to the organization (Lazear, 2000). Prior research has demonstrated that effective reward systems positively affect job satisfaction, which, in turn, enhances employee commitment (De Gieter & Hofmans, 2015). A study explored when a company needs to increase employee loyalty, pay competitive wages, provide competitive benefits, and promote the most eligible candidates. To address low productivity, firms can prioritize reward and pay systems in their HR policies to foster commitment (Milgo, A. C., 2014).

Recognizing and rewarding top performers may enhance employee happiness and engagement, leading to increased productivity.

Based on the empirical findings, the following hypothesis is proposed:

H2: Compensation and rewards have a positive effect on employee commitment.

Relation between Career Growth Opportunities and Employee Commitment Career growth opportunities, such as promotions, role advancement, and skill enhancement, significantly contribute to employee commitment. When employees perceive clear pathways for career development, they are more likely to remain loyal to the organization (Kuvaas, B., et al 2008)). A lack of career growth prospects often results in turnover intentions and disengagement. Organizations that focus on structured career planning positively influence employee dedication and long-term association. Career prospects have a major impact on employee dedication, according to the findings (Agba, A. M., et al 2010). According to famous research, career happiness is linked to the alignment between an individual's stated professional requirements and the chance to achieve those goals in the workplace (Barkhaus and Bulyard., et al

1978). It is proved by research that there is a link between career opportunities, organizational commitment, and work participation (Kent and Otte., et al 1982).

Thus, the hypothesis is as follows:

H3: Career growth opportunities have a positive effect on employee commitment.

Relation between Work Environment and Employee Commitment

A helpful and positive work environment increases employee happiness and commitment. A collaborative culture, work-life balance, managerial assistance, and workplace safety all help to improve employee well-being and productivity (Rhoades & Eisenberger, 2002). Employees who feel valued and supported at work are more likely to remain engaged and devoted to the organization's goals. There is a significant lack of job commitment among personnel at higher institutions, which may be influenced by campus conditions. The link between campus environment and staff job commitment is not well understood in our knowledge system (Oludeyi, O. S., et al 2015).

Therefore, the hypothesis is put forth:

H4: Work environment has a positive effect on employee commitment.

A positive work environment significantly enhances employee commitment by fostering engagement, satisfaction, and loyalty. When employees feel valued, supported, and motivated, they are more likely to invest in their roles and align with organizational goals. **Psychological Safety and Trust:** A positive

work environment, characterized by open communication and trust, allows employees to express ideas without fear of criticism. This

psychological safety increases commitment as employees feel secure and valued. (Edmondson, A. (1999)).

Job Satisfaction and Motivation: Supportive environments with recognition, fair policies, and opportunities for growth boost job satisfaction. Satisfied employees are more committed to their organization's success.(Herzberg, F. (1966)).

Work-Life Balance: Positive environments that offer flexibility and respect personal needs reduce stress and burnout, leading to stronger organizational commitment.(Allen, T. D. (2001)). **Team**

Collaboration and Culture: A culture of collaboration and inclusivity fosters a sense of belonging, encouraging employees to stay committed. Strong interpersonal relationships at work reinforce this effect.(Chiaburu, D. S., & Harrison, D. A. (2008)).

Leadership and Support: Leaders who provide guidance, feedback, and empowerment create environments where employees feel motivated to contribute fully, strengthening their commitment.(Eisenberger, R., Stinglhamber, F., Vandenberghe, C., Sucharski, I. L., & Rhoades, L. (2002)).

3.7 Methodology

3.7.1 Research Type

This study uses a quantitative technique to investigate how HRM practices affect employee commitment at NewVision Solutions Limited. The main method for gathering data in this study is through survey questionnaires. These include a mix of open-ended and closed-ended questions designed to gather insights from employees in various departments. The focus of this research is on executives, managers, and team members who feel the direct impact of HRM practices. The information gathered sheds light on how employees perceive four key factors: training and development, compensation and rewards, opportunities for career growth, and the overall work environment. This study explains a quantitative approach to explore the way where HRM implications in practices influence employee's dedication of commitment at NewVision Solutions Limited. We primarily implement survey questionnaires for collecting data. These survey questionnaires have included both open-ended and closed-ended questions anticipated to assemble insights from employees across various departments.

The major respondents are those employees in leadership and teammates who are directly involved by HRM practices. The collected data provides a glimpse into employee perspective on four essential drivers: training and development, Compensation and rewards, career Development opportunities, and the workplace culture.

3.7.2 Data Collection

Due to this study, data collection was conducted through a structured Google Survey questionnaire Form designed to examine HRM practices and their involvement into employee commitment at NewVision

Solutions Limited. The form is determined by respondents with an elaborative overview of the study's objectives, data confidentiality assurance, and instructions for completion. Employees across departments willingly participated in this short survey. The questionnaire was designed into the following sections:

- **Training and Development**
- **Compensation and Rewards**
- **Career Growth Opportunities**
- **Work Environment**
- **Employee Commitment**

Additionally, some demographic data for example as age, tenure, and role were included. Responses were listed on a **5-point Likert scale** (1 = Strongly Disagree, 5 = Strongly Agree).

3.7.3 Data Analysis

SPSS Version 25 was used to analyze the data in order to test hypotheses and identify connections. The following statistical approaches were used:

Descriptive Analysis: For dispersion (standard deviation) and central tendencies (mean). Reliability analysis measures the internal consistency of survey items using Cronbach's Alpha.

3.8 Demography

Demographic analysis included factors such as age, tenure, and department. Respondents consisted of employees from **HR, Admin, Accounts, and Project Teams** at NewVision Solutions Limited. This analysis ensured diverse perspectives across organizational roles.

3.9 Findings and Analysis

3.9.1 Descriptive Analysis

SPSS Version 25 was used to analyze the data in order to test hypotheses and identify connections. The following statistical approaches were used

Variable	N	Minimum	Maximum	Mean	SD
Training & Development	95	2.00	5.00	3.75	0.835
Compensation & Rewards	95	1.00	5.00	3.42	0.765
Career Growth Opportunities	95	2.00	5.00	3.90	0.781
Work Environment	95	2.00	5.00	3.68	0.812
Employee Commitment	95	2.00	5.00	3.80	0.779

Table: 1

Career Growth Opportunities had the highest mean score (3.90), indicating employees value upward mobility.

Compensation & Rewards displayed variability (SD = 0.765), showing differing perceptions regarding pay satisfaction.

3.9.3 Reliability Analysis

Cronbach's Alpha was calculated to measure the reliability of the scale. The findings are presented below: Interpretation: The Cronbach's Alpha values are above the 0.7 mark, which suggests that the items demonstrate strong reliability and internal consistency.

Scale	Cronbach's Alpha	Items
HRM Practices	0.911	16
Employee Commitment	0.899	6

Table: 2

3.9.4 Correlation Analysis

The Pearson correlation coefficients were calculated to determine the relationships among HRM practices and employee commitment. A statistical method for determining the relationship between variables and assessing how strongly they are linearly related. To put it simply, correlation analysis is used to determine the magnitude of change in one variable as a result of the change in the other. In this study, correlation analysis is used to show a relationship between the various variables.

Variables	Training	Compensation	Career Growth	Work Env.	Commitment
Training & Development	1.000	0.601	0.577	0.492	0.653
Compensation & Rewards	0.601	1.000	0.564	0.503	0.608
Career Growth Opportunities	0.577	0.564	1.000	0.544	0.721
Work Environment	0.492	0.503	0.544	1.000	0.679
Employee Commitment	0.653	0.608	0.72	0.679	1.000

Table: 3

3.9.5 Regression Analysis

To assess the relationship between HRM practices and employee commitment, a multiple regression analysis was conducted. This kind of analysis aids in identifying the most crucial elements, those that are susceptible to being missed, and the relationships among them. It makes it easier to determine how

many concurrent inputs will affect a single dependent variable. When a researcher is only interested in one effect of an independent variable, multiple regressions are typically required since simple regression is biased by missing components. The results of this study employ regression analysis to ascertain the influence of every variable.

Furthermore, the study found that there were moderate but statistically significant links between neglected elements like work-life balance rules and equitable remuneration systems. These results are consistent with the useful suggestions made in the paper, which include creating incentive programs that are competitive and fostering a cooperative work environment. The regression approach gives NewVision Ltd. a data-driven roadmap to prioritize actions that optimize organizational performance and employee commitment by separating the effects of particular HRM practices.

Model	R²	Adjusted R²	F	Sig.
HRM Practices → Commitment	0.565	0.554	29.876	0.000

Table: 4

3.9.6 Co-Efficients:

Variables	B	t	Sig.
(Constant)	0.451	2.109	0.038
Training & Development	0.245	3.367	0.001
Compensation & Rewards	0.198	2.914	0.004
Career Growth Opportunities	0.332	4.756	0
Work Environment	0.286	4.12	0

Table: 5

3.9.7 Interpretation

The regression model can explain 56.5% of the variation in employee commitment. Opportunities for Career Growth ($B = 0.332$, $p = 0.000$) had the most beneficial impact, followed by Training & Development and Work Environment.

The effect of HRM procedures on NewVision Solutions Limited employees' dedication was examined in this study. We looked at four important HRM factors: work environment, career growth opportunities, compensation and rewards, and training and development.

3.10 Discussion

The results of this study showed enlightening connections between NewVision Solutions Limited's employee commitment and HRM practices. Of the major motivators, career growth opportunities were found to have the greatest impact on promoting long-term engagement and employee loyalty. Opportunities for skill development, personal improvement, and upward mobility are highly valued by employees. Employees are more likely to connect their objectives with the company when career development pathways are well-defined and articulated, which boosts retention rates and enhances organisational performance. The focus on career growth is indicative of a larger trend in fast-paced sectors such as consulting, where driven workers look for positions that will both challenge and reward their career goals.

Another important factor that has been found to influence employee commitment is the work environment. Employee satisfaction is directly impacted by teamwork, open communication, and respect for one another, all of which are fostered in a pleasant and encouraging work environment. Work-life balance, managerial assistance, and an inclusive and acknowledging culture are all essential components of a productive workplace. Workers are more likely to stay involved and motivated if they believe their workplace fosters growth and productivity, which will help the company achieve its goals.

Employee commitment was found to be significantly impacted by Training & Development and Compensation & Rewards as well, but their proportional influence was marginally less than that of the previously listed categories. Initiatives for training and development give staff members the abilities and information required for both professional and personal development. However, how well these efforts match organisational needs and employee goals will determine how effective they are. In a similar vein, pay and incentive schemes offer concrete acknowledgement of workers' contributions. In favor of long-term commitment, non-monetary elements like career development possibilities and workplace culture must be significant factors to competitive pay structures and incentive programs, which are the significant criteria for job satisfaction.

3.10.1 Practical Implications

The study's results emphasize the importance of taking initiative for strategic HRM which will go into account the many criteria of employee commitment. There is an obvious and compelling necessity for these HRM interventions to aim at all aspects of what keeps employees engaged as motivated. Opportunities for career developments, the workplace atmosphere, training and development, compensation structures, and good communication all provide significant contributions to employee loyalty. NewVision Solutions Limited must apply strategic methods that go beyond traditional HR procedures for developing a motivated and engaged team. The suggestions below provide realistic and doable actions to implement that HR operations coincide with both employee expectations and organizational goals.

Here are some valuable ideas for NewVision Solutions Limited based on the analysis:

1.Career development programs can be a priority area.

Career development actions can be a major focus in their strategic HR. Employee's career development initiatives may include:

2. Skill augmentation Workshops: Developing Strategic and clear criteria for promotions and advancements assists to motivate employees and prevent turnover.

Clear Promotional Directions: Leaders should establish the Specific & Clear criteria for promotions and position advancements to motivate employees and reduce burnout.

Opportunities for Mentoring : Corresponding employees with senior leaders can guide for career development suggestions and individualized growth plans. NewVision can build a committed workforce that is aligned with its long-term objectives by investing in structured career development opportunities.

3. Enhance Effective Workplace Culture

A supportive and collaborative environment, where people are engaged and pleased necessitates for establishing an effective workplace. Here are a few particular initiatives that will help:

Recognition Programs: "Employee of the Month" awards, which are regular employee recognition events, these are essential for celebrating accomplishments and cultivating an appreciation culture. Activities which actually build a team, such as organizing meetings and seminars, that can also boost team morale and increase personal relationships.

Work-Life Balance Policies: Flexible work hours and remote work which is implementing choices and can help employees satisfy their needs while effectively balancing their personal life.

4. Strengthen Training & Development Initiatives

When training programs are essential, because it's important that they align with both the company's goals and the goals of its worker. Here are some key recommendations:

Tailored Training Modules: For maximizing the effectiveness of training sessions, employees should be designed for the specific roles and career ambitions of employees.

Continuous Learning Platforms: Developing a culture of lifelong learning which is offering access to online seminars, certifications, and courses.

Performance-Driven Training Opportunities: Employees gain tangible benefits for ensuring that from training programs as they progress in their careers by linking them to performance evaluations.

3.10.2 Develop Competitive Compensation & Reward Structures

For creating competitive reward and compensation plans, Enhancing its pay and benefits structures which NewVision should focus on. This will help maintain employee engagement and satisfaction.

Market-Competitive Salaries: Making sure pay scales are competitive in the business by regularly benchmarking.

Incentive Programs: Introducing profit-sharing plans, performance-based bonuses, and spot awards to honour exceptional work.

Non-monetary benefits: Providing wellness initiatives, professional development funding, and health insurance to improve overall job satisfaction.

3.11 Limitations

- Small sample size.
- Limited to one organization, restricting generalizability.
- Short Time period
- Availability of Sample
- Due to company policy and confidentiality, it was very difficult to find information and data on the subject.
- Participants' reluctance to respond is another disadvantage of this research project;
- The study was made more difficult by a lack of information;
- There is a shortage of young, talented, and active officers and employees;

3.12 Conclusion and Recommendations

HRM practices play a critical role in fostering employee commitment. **NewVision Solutions Limited** should focus on career growth opportunities, improve workplace culture, and provide continuous training programs to enhance organizational performance and employee satisfaction. Effective management of human resources significantly influences employee commitment by fostering higher levels of employee engagement. This increased engagement subsequently boosts employees' self-esteem, thereby enhancing their dedication to the organization (Jackson et al., 2014). Strategic human resource management practices have a beneficial impact on human capital development and employee commitment. Hospital HR managers ought to transition from traditional responsibilities and conventional HR functions, such as recruitment and performance evaluations, to a more strategic approach focused on developmental strategies. This involves ensuring that HR strategies are aligned with and support the hospital's vision and mission, thereby connecting the organization's overall strategy with its HR initiatives. Fostering career opportunities and commitment is particularly crucial for HR Services, who often experience dissatisfaction stemming from perceived limitations in career progression. Therefore, HR administrators should allocate more resources towards formal training and organizational development programs to enhance employees' skills and competencies in alignment with the strategic objectives of the organization. Despite its shortcomings, this study should not be disregarded because it focuses on how organisational commitment is affected by HR practices. The study's relatively small sample size is a major limitation. Nevertheless, the results could be a useful tool for future studies. An association between organisational commitment and human resource management techniques was found in the study carried out in banking organisations. It is crucial to remember that not all of the banks' HR procedures were covered in the study. Additionally, this study provides helpful

suggestions for further research. Future research could use a situational study design to confirm the findings.

Appendix

Survey Questionnaire

This questionnaire is designed to measure your perceptions regarding various Human Resource Management (HRM) practices and their impact on employee commitment at NewVision Solutions Limited.

Scale	Description
5	Strongly Agree
4	Agree
3	Neutral
2	Disagree
1	Strongly Disagree

Please read each statement carefully and mark the most appropriate option based on your opinion or experience using the scale below:

Section A: Training & Development

1. My organization provides structured training programs for employees.
2. Training and development programs are aligned with my career goals.
3. I feel the training programs improve my skills and knowledge.
4. Training sessions are relevant and helpful for my job role.
5. The organization invests adequate resources in employee training and development.

Section B: Compensation & Rewards

1. My salary and benefits are competitive compared to other organizations in the industry.
2. I receive recognition for my contributions to the organization.
3. The reward system in the organization motivates me to perform better.
4. Incentives and bonuses are provided fairly in the organization.
5. The compensation structure aligns with my job responsibilities and performance.

Section C: Career Growth Opportunities

1. My organization provides clear career advancement opportunities.
2. I receive guidance and mentorship for my professional growth.
3. I feel the organization values internal promotions.
4. Career progression policies are fair and transparent in the organization.
5. I have access to tools and resources to achieve my career goals within the organization.

Section D: Work Environment

1. The work environment in my organization is positive and supportive.

2. I feel valued and respected in my workplace.
3. There is effective communication between employees and management.
4. The organization promotes a healthy work-life balance.
5. I receive sufficient support from my team and supervisors to perform my job effectively.

Section E: Employee Commitment

1. I feel a strong sense of belonging to this organization.
2. I am willing to put in extra effort for the success of the organization.
3. I intend to stay with this organization for the foreseeable future.
4. I am glad to be affiliated with this group.
5. I integrate personal aspirations with organizational objectives.

Section F: Demographic Information

Please provide the following information by checking (✓) the appropriate box:

1. Gender

- ☐ Male
- ☐ Female
- ☐ Others

2. Age

- ☐ 16–25 years
- ☐ 26–35 years
- ☐ 36–45 years

☐ 46–55 years

☐ 56 years and above

3. Monthly Income

☐ Below 15,000 BDT

☐ 15,000–25,000 BDT

☐ 25,000–35,000 BDT

☐ 35,000 and above

4. Total Work Experience

☐ 1–5 years

☐ 5–10 years

☐ 10–15 years

☐ More than 15 years

5. Work Experience in Current Organization

☐ 1–5 years

☐ 5–10 years

☐ 10–15 years

☐ More than 15 years

This questionnaire is designed for academic purposes only, and your responses will be kept confidential.

Thank you for your valuable time and participation.

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