

Report On
An analysis of the recruitment and selection activities of IPDC Finance
Limited.

By

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18104127

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

BRAC Business School
BRAC University
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Declaration

Hereby it is declared that

1. While pursuing a degree at BRAC University, the internship report submitted is my own, original work.
2. The report does not contain previously published or written material by a third party, unless properly cited with complete and accurate referencing.
3. The report does not contain any content that has been accepted or submitted for any other degree or diploma at any other university or institution.
4. I have acknowledged all major sources of assistance.

Student's Full Name & Signature:

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18104127

Supervisor's Full Name & Signature:

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Lecturer, BRAC Business School

BRAC University

Letter of Transmittal

Mr. Feihan Ahsan
Lecturer,
BRAC Business School
BRAC University
66 Mohakhali, Dhaka – 1212

Subject : Submission of the internship report

Dear Sir,


With due respect, I am submitting my internship report on " An analysis of the recruitment and selection activities of IPDC Finance Limited." I have made every effort to follow the university's guidelines. You have my sincere gratitude for your advice and education.

I've made an attempt to prepare this report as best I can. I sincerely hope you will accept my report, and if you have any questions, I will be happy to respond as soon as you do.

Sincerely Yours,
Rashedi Hasan Anon
18104127
BRAC Business School
BRAC University
13.9.2022

Non-Disclosure Agreement

This agreement is made and entered into by and between IPDC Finance Limited and the undersigned student at BRAC University.



.....

Rashedi Hasan Anon

Acknowledgement

I would want to begin by expressing my thankfulness to Allah for granting me the capacity to complete the three-month internship program and the internship report.

I am really appreciative to a huge number of people for their kind support and encouragement throughout my internship program.

I would like to thank my academic supervisor, Mr. Feihan Ahsan, Lecturer at BRAC Business School, for providing his valuable time and consistent assistance in assisting me with the completion of this internship report. He guided me in the right direction and provided every piece of input I requested.

Second, I would like to convey my gratitude to Mr. Saadi Uddin Ahmed (Assistant Manager-Talent Acquisition, Human Resources, IPDC Finance Limited.), for assuming my supervisory responsibilities and guiding me over the past three months. In addition, I really want to thank Mr. K.S Taiseer Chowdhury (Executive-Talent Acquisition), Mr. Sayeed Iqbal (Chief Human Resources Officer) Human Resources, IPDC Finance Limited for providing me with all the information I needed to submit my internship report.

Executive Summary

Through the fulfillment of human resource functions successfully and efficiently, the Human Resources Department of an organization can greatly contribute to the organization's long-term business success and growth. The company is without a doubt a very reputable non-bank institution in the Bangladeshi financial industry, and the purpose of this report is to gain valuable and clear insights regarding the role played by IPDC's HR Department in the organization's selection process. The efficacy of the HR Department's actions in terms of selection is then judged based on organizational performance, organizational and employee growth, employee satisfaction, and employee feedback. For the survey, a systematic questionnaire was created and conducted in order to evaluate the HR team's contribution to the selection process from the employee's perspective. A total of 63 replies have been analyzed as part of the sample that reflects the characteristics of the entire company. Multiple-choice and open-ended questions were included in the survey, and the sample was voluntarily composed of employees from various departments and branches in order to draw an objective conclusion from the survey results. 47 out of 63 assessed employees rated the HR team's performance as a 4 or above on a 5-point scale, indicating that the majority of respondents were pleased with the HR team's performance and surprisingly none of them deemed the recruitment and selection process to be unfair. All of these results indicate that the HR Department has made adequate progress, but there are still a few areas for improvement. Here, you can find current, accurate information that has been taken from internal or business websites. My line manager, I managed to construct the business model canvas to illustrate the organizational structure of IPDC. Also there is a brief discussion on human resources department and the talent acquisition section which belongs to the recruitment and selection process of IPDC.

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1. CHAPTER 1 : OVERVIEW OF THE INTERNSHIP

1.1 Information of Student

My name is Rashedi Hasan Anon. My student ID : 18104127. Currently I am studying in the BRAC Business School while completing my majors in the Human Resources Management and Minor in Marketing.

1.2 Information of Internship

I completed my internship in IPDC Finance Limited (Head Office) (Hosna center 4th Floor, 106 Gulshan Avenue. Dhaka-1212, Bangladesh). From 19th June.2022 to 19th September 2022. I have worked there in the Human Resources Department in the Talent Acquisition team.

1.3 Supervisor's Information of the Internship Company:

In my internship period I was supervised by Mr. Saadi Uddin Ahmed who is an Assistant Manager of Talent Acquisition in the Human Resources Department of IPDC finance.

1.4 Job description and Responsibilities -

My main responsibility during my internship was to support my supervisor with every curriculum project. As a result, I have attended all chores and responsibilities from the beginning of the salesman interviews to the confirmation of their hiring. The duties and responsibilities include:

1. Schedule interview of the candidates
2. Verifying the training scripts
3. Assessment of the candidates
4. Attending the trainees viva
5. Examining verification and certification

1.2.1 Outcomes of the Internship:

1.2.2 Contribution to the organization:

As an intern, I was not only a member of my team, which is Talent Acquisition, but also an intern for Human Resources Department as a whole. As an intern, if another department had additional tasks, I would also complete them. Therefore, as interns at IPDC Finance Limited, we have a significant impact. IPDC also values interns' opinions and work suggestions, such as the modification I suggested during my internship, which is give more preference to online interviews for those who came to attend an interview from outside of Dhaka.

1.2.3 Advantages for the student: They provide internship compensation to the students which are a good deal from my point of view because many organizations don't provide any remuneration to their interns, and they provide tea and coffee for no cost during whole day. Certificate is also provided. The work environment is really pleasant and secure. They taught the intern a great deal.

1.2.4 Difficulties or Problems: Due to the fact that the supervisor and coworkers of IPDC are so kind, There is one problem that I would like to share is that the salary of an intern is not adequate. They provide 5,000 taka monthly which is not worth it, at least they should pay 8,000 to their interns unlike other financial institutions. Apart from that working with the company did not present any issues. They treat interns as if they were students and are teaching us their mindset.

1.2.5 Recommendations: In IPDC Finance, the interns have a solid support system. If a post or employee is needed and there is an Intern in the same industry, there is a great opportunity for the intern to grab the chance. Additionally, whenever a circular comes available, interns are given priority over other candidates. If another student wishes to join IPDC Finance Ltd., it would be an excellent choice. As IPDC Finance Limited is really learning-friendly, instructive, and co-operative to interns.

2 CHAPTER 2 – ORGANIZATION PART

2.0 Introduction:

Established in 1981, IPDC Finance Limited is the first private sector financial institution in Bangladesh. Over the past three decades, IPDC has grown into the largest non-banking, multi-product, multi-segment financial organization in Bangladesh and a blue chip corporation listed on the Bangladesh Stock Exchange. In 1981, when the company first opened its doors, it had a few of workers. Today, it employs over 700,000 people and sells a wide range of products to customers in the corporate, medium-market, Retail, and capital-market sectors. IPDC now has over 800 staff spread across 15 offices across the country. The firm is dedicated to long-term viability and sound business procedures. IPDC is proud to serve as a model for the Bangladeshi financial industry, which has been repeatedly praised for its commitment to ethical practices by non-governmental groups. IPDC expects all of its staff to act with the utmost integrity and conformity at all times. Every employee follows the set of rules set forth by the Company. IPDC takes engaged in a wide variety of CSR initiatives. IPDC's goal since 2011 has been to grow and improve to unprecedented levels. They release cutting-edge innovations in products, services, business models, and more. Using these funds, the company ramped up activities dramatically in 2014.

2.1 Overview of the Company:

IPDC Finance Limited formerly known as Industrial Promotion and Development Company of Bangladesh Limited is the country's first private sector financial institution, established in 1981 by a distinguished group of shareholders including International Finance Corporation , United States, German Investment and Development Company, Germany, The Aga Khan Fund for Economic Development, Switzerland, Commonwealth Development Corporation , United Kingdom, and the Gove Foundation. Formed in 1981 with the Registrar of Joint Stock Companies and Firms in Dhaka, Bangladesh, IPDC Finance Limited (hence IPDC or the Company) is the largest private sector long-term lending institution in the country. Its goal is to promote national economic growth. The Company became a federally chartered financial institution on February 7, 1995, per the terms of the Financial Institutions Act of 1993. Once known as IPDC of Bangladesh Limited, IPDC Finance Limited was the first private sector nonbank financial organization in Bangladesh. Company shares can be purchased by anyone with access to the Dhaka or Chittagong stock exchanges.

Since its founding, IPDC has played a crucial role in altering the industrialization of the country's private sector by providing new financial products and services. IPDC is a diversified financial organization that offers a vast array of products and services, including corporate finance and consulting services, middle market supply chain financing, retail wealth management, and retail finances. The company's main goal is to provide all of its customers' monetary demands. IPDC collaborated on a number of Bangladesh's firsts, including some pioneering infrastructure projects. That's why IPDC has one of the largest and most varied client bases of any active financial institution, including some of the world's top corporations. There are several loyal customers who have stuck with IDLC Finance Limited, including Fantasy Kingdom Theme Park, Summit, and DBH. With a focus on helping young people, women, and low-income groups, we aim to become the most fervent financial brand in the country. IPDC's new name, "IPDC Finance Limited," reflects the company's commitment to playing a leading role in Bangladesh's economic growth. Previously known as "Industrial Promotion and Growth Company of Bangladesh Limited," IPDC's former name was more cumbersome. Over the next three years, IPDC Finance Limited will adopt a new set of strategies based on a newly developed road plan. IPDC Finance Limited asserts that in the current climate of economic change, it is more important than ever to restate the company's goals. To guide the bank through the ever-evolving global economy, we rely on our vision, mission, and values to guide our daily activities and decisions.

2.2 Practices of the management

2.3 Vision, Mission, Strength and Slogan:

2.3.1 The Vision:

The vision for IPDC Finance Limited to constantly view its people as crucial to the organization's success. The organization recognizes the critical importance of treating its employees fairly. Thus, the human resource department is continually engaged in several activities.

Initiate and manage policies to ensure IPDC provides equal access to hiring, advancement, pay, relocation, and other benefits of employment, regardless of a person's age, gender, race, national origin, ethnicity, political affiliation, or religious beliefs. Encourage a setting where employees feel safe taking risks and expressing their originality. Make sure everything goes according to plan when it comes to hiring, evaluating, and rewarding employees. Make sure all of your company's top executives have a clear path to continued success by developing a solid succession plan.

2.3.2 Mission:

According to the organization's mission statement, to ensure that clients and communities may operate according to their will by realizing their full potential. Utilizing contemporary financial systems with a focus on punctuality, transparency, and cost-effectiveness. Thus, these are the principal objectives of IPDC financing Limited.

2.3.3 IPDC's strengths include:

IPDC believes its high-quality human resources are crucial to the company's future development. The organization has strong human resource policies in place to inspire its workers and guarantee their best efforts in boosting business results and adhering to the most morally upright goals. They believe strongly that their department of human resources gives them a major edge over the competition, therefore they keep on trying to hire the best and brightest in their field. Moreover, they engage in a wide range of training and motivating efforts to attract and retain talented workers.

2.3.4 Slogan: IPDC Finance Limited always upholds the dictum: **জাগো উচ্ছ্বাসে**

2.4 Services and Products of IPDC:

IPDC's strategic plan calls for the division of the company into three distinct but interrelated divisions: Corporate, MME, and Retail Business.

Below are specifics on the Products and Services offered by IPDC Business Units.

2.4.1 Loan Products:

IPDC Finance offers a variety of loan solutions at their customer's doorstep in order to help their clients to realize their lifelong goals and meet their basic needs.

2.4.2 Home Loans:

IPDC Finance's home and mortgage division has a variety of home financing choices.

Seeks to fulfill the necessity that tops the list of every individual's aspirations home ownership.

2.4.3 Auto Loans:

IPDC Finance's vehicle loan business specializes in automotive finance solutions and services.

Solutions for both institutions and individuals.

2.4.4 Personal Loans:

IPDC Finance's personal loan department provides loans for a variety of personal needs and criteria.

2.4.5 Bhalo Basha Home Loan:

Bhalo Basha house loan provides growing families with housing financing. A middle-income basis outside of urban centers.

2.4.6 IPDC-EZ:

IPDC EZ is a consumer lending business. IPDC EZ lets customers make the purchases they want to make at popular stores and websites, plan and go on exciting trips abroad, and stretch the cost of doing so over a period of up to 18 interest-free monthly payments.

2.4.7 Retail Finance:

Retail Finance at IPDC Finance offers customers a wide range of personalized financial solutions.

2.4.8 Medium Market Enterprise (MME)

IPDC provides lending products for SMEs that provide low interest rates and accommodating payback schedules. IPDC has also created specialized small and medium enterprise financing options for women business owners.

2.4.9 Term Loan

Small and medium-sized businesses requiring capital and operations funds Expenditures for things like balancing production lines, modernizing manufacturing processes, expanding production capacity or space, etc.

2.4.10 Factoring:

Invoice discounting from IPDC allows companies quick access to cash for working capital needs. Receivable accounts from settling a debt with the initial party for less than the full amount, allowing the company to continue operations with a steady flow of cash.

2.4.11 Working Capital Financing:

IPDC provides working capital financing to help businesses fulfill their short-term financial requirements, allowing them to maintain their daily company operations.

2.4.12 Joyee:

A loan for female business owners at 8% per year.

2.4.13 Work Order Finance:

To perform a job order promptly and to overcome obstacles. Due to a lack of liquidity, IPDC offers work order financing.

2.4.14 Lease Funding:

IPDC supports small and medium-sized businesses with lease financing against big. Among other things, industrial engines, industrial machinery and equipment, commercial equipment, generators, automobiles, and ships.

2.4.15 Corporate Finance and Consulting:

Corporate finance and advice services are provided by IPDC's corporate finance and advisory division. Corporate finance includes the following products.

2.4.16 Lease Funding:

IPDC provide lease finance for industrial equipment and machinery among others, commercial equipment, generators, cars, vessels, and huge industrial engines.

2.4.17 Finance of Projects and Syndications:

If your project needs a large sum of money for an investment, IPDC can help you syndicate it. It does this by forming consortia with other financial institutions to increase its access to capital. IPDC is the primary arranger of funding for this arrangement. There are no restrictions on whether the expansion is a Greenfield or brownfield.

2.4.18 Term Lending:

Term loans are designed specifically for long-term business reasons. These are typically offered to fulfill our clients' capital and operating expenditure requirements, such as production balancing lines, upgrading of industrial processes, increase of production capacity or area, etc.

2.4.19 Temporary Financing:

To help firms with their regular expenses and short-term cash flow needs, IPDC offers working capital loans. IPDC helps its clients satisfy their capital needs by making investments in preference and ordinary shares when such companies are in need of additional funding.

2.4.20 Deposit Services:

IPDC provides working capital loans to businesses to help them meet daily operational costs and temporary cash flow requirements. When its clients are in need of additional cash, IPDC invests in the form of preference and ordinary shares to enable them meet their financial obligations.

2.4.21 Deposit Premium Scheme:

Every month, a specific sum is placed and capitalized. Annually. The total sum may be withdrawn at the conclusion of the period.

2.4.22 Millionaire Deposit Scheme:

A monthly plan with variable long-term terms and a maturity value of 1,000,000 BDT.

2.4.22 Savings Schemes:

Through its savings plans, IPDC provides you with the most secure and lucrative investment opportunities.

2.4.23 Ultiflex Deposit Scheme:

The most flexible deposit scheme on the market, allowing consumers to deposit any amount of money at any time at a fixed interest rate. The minimum duration of employment is two years.

2.4.24 Deposit Schemes:

IPDC Finance's deposit schemes provide the greatest return on the customers' hard-earned little funds.

2.4.25 Annual Profit Scheme:

This account requires a deposit of a minimum of BDT 10,000. Annual interest payments are made.

2.4.26 Quarterly Profit Schemes: A fixed deposit of at least BDT 50,000 with a minimum term of one year and quarterly interest payments is required.

2.4.27 Monthly Profit Program:

A minimum fixed deposit of BDT 50,000 must be made. This has a minimum term of three months and monthly interest payments.

2.4.28 Scheme of Cumulative Profit:

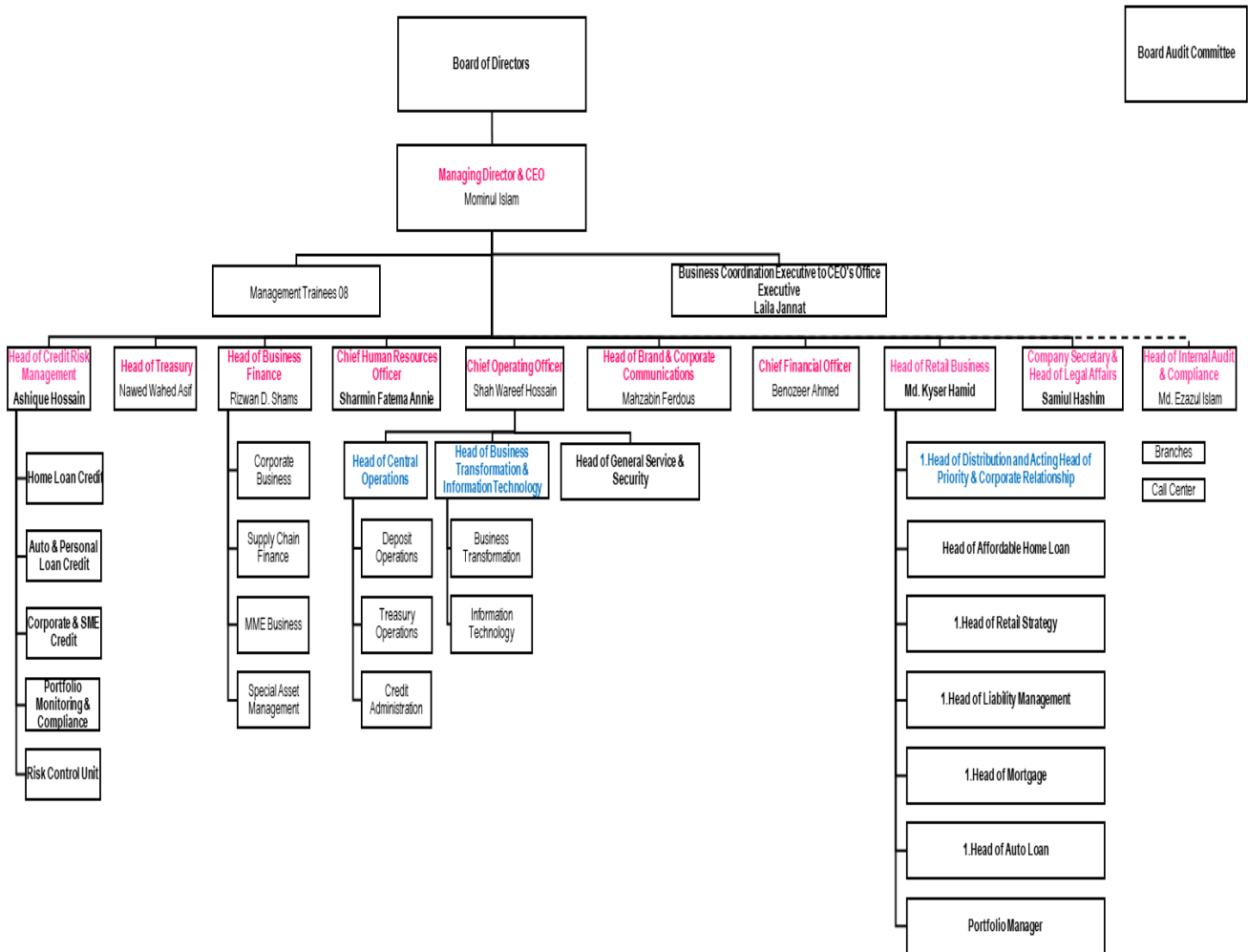
A minimum deposit of BDT 10,000 must be made in order to receive interest at maturity.

2.4.29 Scheme for Double-Money Deposits:

A fixed deposit of at least BDT 50,000 is required, with the deposit amount being quadrupled after a specified period.

2.4.30 Fixed Deposit General: A minimum deposit of BDT 10,000 must be made for a minimum term of 3 months, with interest paid at maturity.

2.5 Organogram of IPDC Finance Limited :



2.6 Functions of IPDC Human Resources:

IPDC is confident that the success of the company can be attributed in large part to the quality of its human resources. The company's leadership is committed to creating and enacting innovative human resource initiatives that will inspire and retain its workforce. They continue to snag the best and brightest in the business because they know that HR will give them a leg up in the marketplace. Human resources is in charge of ensuring the company complies with all applicable laws, as well as doing record keeping, employing and training employees, determining pay, providing relational support, and resolving specific performance difficulties. Due to the inability to carry out the necessary tasks without certain abilities, they are indispensable. The Human Resources (HR) function consists of six sub-menus: recruitment/selection, development/training/appraisal, compensation/incentives/benefits/organizational change/service delivery.

2.6.1 Training & Development

Training is an essential aspect of the company's culture since it helps workers reach their full potential. Human Resources perform an annual training requirements assessment to determine how much of the annual budget should be set aside for training and development beyond on-the-job instruction. On the basis of job relevance, a training needs assessment, and approval from the relevant Department Head and the CEO, employees may be nominated for local and foreign training opportunities.

2.6.2 Performance Evaluation

Setting goals entails establishing standards for employee performance and obtaining buy-in from the worker. Supervisors have a legitimate basis for providing feedback, mentoring, and evaluating employees only once performance targets have been clearly defined and employees understand the how and what of goal setting. When you set performance goals, you outline not just the results you want to see but also the actions and abilities you need from your employees to get there. A lack of clearly stated goals and objectives is a common cause of employees falling short of their supervisors' expectations. Consequently, it needs to be stated in simple,

action-oriented language to guarantee that the employee grasps the expected performance. These goals and benchmarks are often the performance standards or capability criteria that will be utilized to assess the employee's effectiveness. However, issues may develop if an employee is handed a list of objectives or performance requirements without any context or explanation. Due of this, there will be confusion. It is highly advised that managers hold regular one-on-one meetings with their direct reports to go through each performance goal and the steps needed to reach it. As soon as an employee starts working for the firm and at regular intervals thereafter, the supervisor is responsible for communicating the organization's aims and objectives to them in a clear, concise manner, preferably using the smart criteria.

2.6.3 Remuneration & Benefits:

One of the most important policies of human resource management, compensation is a major consideration for each employer. Classification and pay structures are set by HR. Each worker is assigned a classification that best describes their role, and then given a salary that is within that classification's norm. IPDC must pay its employees competitively so that it can attract and retain the most qualified candidates. IPDC's pay plan is designed to attract top candidates, meet the needs of all employees, and retain the company's most valuable workers.

2.6.4 Wages and Allowances:

Staff are paid on the 27th or 28th of each calendar month, depending on the specifics of their contract.

2.6.5 Festival Bonus:

All employees including the Managing Director and Deputy Managing Director, who are still on the Company's payroll at the time of salary disbursement, will receive one month's basic salary as a Festival Bonus at the time of each EID Festival, as per the terms outlined in their Letter of Appointment.

2.6.6 Revenue Tax:

Income tax is calculated each month based on the current Income Tax Act, withheld from each paycheck, and remitted to the appropriate government agency. Employees are given a certificate at the end of the Income Tax Valuation Year that specifies how much money was withheld for income tax.

2.6.7 Gratuity:

When an employee leaves permanently, the employer is required to pay them a gratuity equal to one month's worth of their last drawn basic salary for every year of service. Service of more than six months in a calendar year shall be considered one year of service for the purpose of determining gratuity. After ten years of service, employees are eligible for a gratuity equal to one and one-half months' salary.

2.6.8 Provident Fund:

The company has an Associate Provident Fund that all permanent workers can participate in. When an employee passes their probationary period and is hired permanently, he or she must start contributing 10% of his or her basic salary to the business's provident fund each month, and the corporation must do the same. After three months on the job, an employee is entitled to the Provident Fund as a retirement benefit. However, in order to qualify for the employer's contribution, an employee must have worked for the company for at least five years from the time of hire.

2.6.9 Other Benefits:

Health Insurance

Retirement Plans

Professional Associations

Program for Group Life Insurance

Health Care Insurance Program

Treatment in a Hospital

Refinements to the Organization

With the help of succession planning, IPDC can promote from within and ready current workers for important management positions in the event of a vacancy. In addition to helping workers advance in their careers, succession planning helps businesses stay functioning even when a key person leaves by ensuring that customer connections and internal processes are not dependent on any one person. It is the responsibility of the mentor and Human Resources to provide the selected candidate with one to three months of training, including classroom instruction and on-the-job experience.

2.7 Overall comprehension of HR Department:

At present, there are 34 non-bank financial institutions operating in Bangladesh (Non-banking Financial Institution). Only recently has IPDC Finance Limited been recognized as both a SUPERBRAND and the Best Financial Institution of the Year. This is exceedingly challenging to do in today's fiercely competitive economy. Great internal policies and synergy between human resources are what make this feasible.

IPDC Finance places the same value on personal characteristics as it does on professional qualifications. Strong human resources are the result of many interrelated variables in an organization. This is due to the fact that even highly skilled employees could lack the requisite character traits to fit in with the culture of the company. IPDC Finance Limited actively encourages cultural diversity. As employees are not all from the same culture, they are able to participate in a variety of cultural activities and share their cultural experiences. IPDC becomes festive during cultural occasions such as EID, DURGA PUJA etc.

2.7.1 Conflict Management

There are always a variety of conflicts in the workplace, and they have a negative impact on the organizational environment. IPDC Finance is acutely conscious of the need to prevent workplace conflicts. A team named team of employee satisfaction is diligently communicating with employees at all levels in order to identify and resolve any conflict prior to its spreading. The IPDC Employee Satisfaction Team will have individuals from several departments, each with their own unique set of skills and experiences to bring to the table. The group's mission is to foster an environment where all staff members feel comfortable raising problems of concern and offering suggestions for improving working conditions. In addition, there will be a feedback box where employees can provide input directly to the CEO. Incentives and what keeps workers coming back to work Keeping workers interested in staying with the company is essential. Disengaged workers have no chance of contributing to the

company's success because they do not feel like they are part of it. IPDC offers a lot of benefits to its employees, and those benefits make them want to stay with the company for the long haul. Some examples are:

- Employee compensation is competitive relative to the market level.
- The organization's culture is distinct from that of other NBFIs, which makes working with coworkers enjoyable.
- Management cares greatly about each department's employees.
- The company will subsidize employees' cross-border travel costs for training tours within their respective departments if they have the opportunity to do so.
- Most benefits are available to employees in a wide range of well-known retailers and service providers.

2.8 MARKETING PRACTICES:

2.8.1 Marketing integration:

We all desire more customers and sales to grow our businesses. Expanding the business will help boost the brand. Sometimes cash and time are limited. The organization looks for solutions. A small budget and tight deadline won't make a brand successful. All firms must maintain effective communication. Consider Brand human. One person is shy and introverted, isolating him or herself from friends. People are attracted in extroverts who know how to communicate, hang out with friends, family, and coworkers, and entertain. Brands work similarly. If a firm wants to grow, it must regularly engage with consumers across several channels to offer new products and services and increase client loyalty. Integrated marketing communication is a technique and strategy for maintaining in touch with customers and reminding them of the brand. Creating regular communication with Facebook, TVC, newspapers, radio, PR, direct communication, word of mouth, etc. Integrated Marketing Communication provides brand updates and information about services, offers, and packages.

2.8.2 Executed Strategies:

IPDC Finance Limited's marketing communication team works hard to preserve the interaction between media and integrated marketing communication. This is the finest way to become market leader. Before launching a campaign, the marketing communication team proposes and selects the finest ideas to create a blueprint. Anyone can sabotage the strategy. IPDC's plan-starting process is unique.

- Pick the best idea first.
- Make a formal management suggestion. The management community aims to add two-day strategy meetings to discuss effective measures and plan implementation. This meeting and strategic planning will approve the concept.
- After implementing appropriate methods, the concept blueprint is implemented. Following the establishment of a strategy, the associated agencies meet to plan the campaign. The most logical and user-friendly presentation is selected among those developed by other agencies. Afterward, the agency gave a presentation to the Management Committee and the Head of Marketing. The Chief Marketing Officer reviews the full presentation and provides feedback before management committee.

2.8.3 Promotional Activities:

IPDC sparkled in a very uncommon magenta color with a humorous pay-off line JAAGO UCCHASHE among the blue, green, and yellow hues indicating major depositories seeking popular appeal. It embodies an extraordinary lifestyle. After 30 years of traditional banking, one of the industry's most stunning rebranding's caught the country off guard in 2016. IPDC's promotional strategy includes GDN, GNR, YouTube, and other platforms. Each marketing effort focuses on a cause-driven theme rather than a wish list. IPDC launched BIJOYE JADUGHORE on Independence Day. It praised average people's achievements and freedom. IPDC's EID UCCHASH program provides complimentary tickets to travel home during EID. A series of blogs on regional dialects and the benefits of communicating in one's native tongue were published in honor of International Mother Language Day, while the 10 Pound 10 Din deposit campaign paid tribute to mothers around the world. The sacrifices and love of a father were highlighted in a child's Messenger conversation for Father's Day. IPDC collaborates with universities, major media companies, and grassroots organizations to broaden its impact. In addition, IPDC co-founded the Unsung Women Nation Builders Awards to honor unsung

women leaders at the grassroots level. With the 2018 Bangladesh Supply Chain Excellence Awards, IPDC established the first-ever comprehensive supply chain finance eco-system in Bangladesh.

2.8.4 Branding:

IPDC financing Limited is a service-sector Non-Bank Financial Institution. Non-banking financial institutions need checking and savings accounts, accessible branches, online transactions, and good deposit and loan rates. Most finance clients consider these features of banking important and expect speedy, quality service. IPDC had the lowest NPL ratio in the business, hence ECR gave it a AAA grade. The year's best bank. IPDC offers high interest rates on deposits, low-rate loans for women, and no closing charges on home or auto loans.

2.8.5 Values:

Every day at IPDC Finance is a milestone. The services encompass a person's entire life cycle, from infant to worried teen to retired senior. IPDC Finance tells stories at every life stage. IPDC wants to convey stories like purchasing a new car, owning a home, finishing additional education, starting a new business, and living a stress-free retirement life.

2.8.6 Collaboration:

IPDC launched Manobota during the outbreak. This program's deposit strategy encourages saving while feeding the impoverished. Due to a lack of affordable food and other demands, thousands of people had to subsist on little food throughout Ramadan, which began during the outbreak. For every 1 lakh put in an IPDC MANOBOTA account, a disadvantaged household received food for a month due to a joint depositor and IPDC donation.

2.9 ACCOUNTING PRACTICES AND FINANCIAL PERFORMANCE

IPDC Finance Limited is a leading Non-Banking Financial Institution of the country. Financially advancement and the introduction of new concepts are IPDC Finance’s primary goals. In order to make modern financial services available to the people of this country, IPDC finance limited established corporate finance, Loans for small and medium entrepreneurs, there famous auto loan and many more financial services which really helps the people and also contributing for the country’s economy. Their deposit and loan services which have empirical evidence to support their business purposes and performance are the focus of this research. Quality management processes and quick services for the client with interesting monthly installment facilities are really one of their key objectives. They also collect deposit from the customers with good interest and valuation and they have created a trustable image on the market. The company’s quality policy dictates that items must meet a high standard of quality assurance. Highly competent, experienced and very well personnel in providing services, marketing, sales and distribution are involved.

2.9.1 INCOME STATEMENT:

Particulars	2017	2018	2019	2020	2021	Growth YoY
Net interest income	1,073	1,698	1,943	2,017	2,783	38.0%
Investment income	65	63	115	639	471	-26.2%
Commission, exchange and brokerage	82	89	78	108	180	66.4%
Other operating income	25	24	30	66	10	-84.8%
Total Revenue	1,246	1,875	2,166	2,830	3,445	21.7%

2.9.2 Financial Performance:

IPDC Finance Limited evaluates its financial condition on a yearly basis to determine where it is, where it is heading, what the future might bring, and whether it is sustainable. A complete picture of a company's health, including its financial situation, risk, liquidity, assets, efficiency, and solvency, may be obtained via IPDC Finance analysis.

So from the statement we can see IPDC has achieved another prosperous year. Despite a hard socioeconomic environment, IPDC maintained good earnings and recorded a 24.9% increase in organic profits. To ensure operational efficiency and provide unrivaled customer service, IPDC hopes to continue prioritizing product innovation and technology improvement outside of the realm of finance. Annual sales for 2021 amounted to BDT 3,445,000,000, up 21.7% from 2020's BDT 2,830,000,000,000. Net Interest Income increased by 38.0% in 2021 to reach BDT 2,783 million. This accounted for 80.8% of total revenue. Income from net interest was relatively safe for the Financial Sector in the face of negative uncertainty. The extraordinary growth in Net interest income is a result of the increasing spread, as IPDC had to keep larger suspense amounts against unrealized revenue from stressed clients.

According to the annual report, the value of investment income dropped by 26.2% in 2021, from BDT 639 million to BDT 471 million. Investment income fell by 46.7% in 2021 compared to the previous year because the investment portfolio was cut in half, from BDT 5,144,000,000 to BDT 2,740,000,000. Comparing 2019 to 2020, investment income contributed 13.7% to total revenue whereas it was 22.6% in 2020.

2.9.3 OPERATING EXPENSES:

Particulars	2017	2018	2019	2020	2021	Growth
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						YoY
Salary and benefits	296	396	566	693	741	6.9%
Rent and utilities	33	43	24	26	26	2.1%
Depreciation	31	41	85	116	117	0.8%
Other operating expense	213	271	306	316	357	13.3%
Operating Expense	573	752	981	1,150	1,241	7.9%

At the end of 2021, pay and benefit expense amounted to BDT 741 million, an increase of 6.9% and 59.7% of the total operational expense for the year. Promotions and raises, the CPI, and new hires all contributed to rising wages and benefits in 2021. The number of workers increased from 845 in 2020 to 849 in 2021. The hiring was a part of IPDC's capacity-building strategy, which should pay off in 2022 if the company keeps up its aggressive expansion plans.

In 2021, other operating expenses amounted to BDT 357 million, up 13.3% from BDT 316 million in 2020. This represented 28.8% of total remaining operating expenses. Publicity, advertising, and promotional charges, as well as an increase in professional fees, account for the bulk of the rise in other operational expenses at IPDC.

Because of strict cost controls and office closures in reaction to the announcement of a lockdown during the year, IPDC was able to drastically reduce the growth of operating expenses. The Cost to Income Ratio will drop from 2020 to 2021, demonstrating this trend.

2.9.4 Taxation:

Particulars	2017	2018	2019	2020	2021	Growth YOY
Current tax expense	177	406	431	500	622	24.3%
Accounting profit before tax	514	861	994	1,201	1,503	25.1%
Effective tax rate	34.4%	47.2%	43.4%	41.6%	41.4%	-0.6%

Tax as % of operating profit	26.3%	36.2%	36.4%	29.8%	28.2%	-5.2%
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As we can see from the box in 2021, the current tax rate was 622 million BDT, compared to 500 million in 2020. In 2021, the effective tax rate was 41.4%, compared to 41.6% the previous year. As the capital gain on government treasury bonds is exempt from taxation, the tax rate as a percentage of operating profit falls to 28.2% in 2021 from 29.8% in 2020.

2.9.5 Profitability:

With sales up 21.7% and expenses up 7.9%, operational profit in 2021 hit a record high of BDT 2,203 m., up 31.2% from the previous year. The operational profit was significantly higher than both the budget and the predictions for 2020 due to the combination of tightly managed expenses and a larger portfolio. A healthy BDT 881 million was earned in 2021, representing a 24.9% increase over the BDT 706 million earned in 2020. The fact that the net income increased despite the fact that the country was hit by a pandemic in 2021 is remarkable. Despite the obstacle, IPDC was able to significantly boost its profits. IPDC's net profit has increased by 2.6 times from its 2017 base year levels.

2.9.6 Return on Asset and Return on Equity:

11.4%	13.1%	12.1%	12.1%	14.2%
1.1%	1.0%	1.0%	1.0%	1.1%
2017	2018	2019	2020	2021

2.9.7 Asset and Liabilities:

Cash and cash equivalent	3,280	3,759	9,777	14,674	14,224	-3.1%	16.7%
Investment	663	869	1,571	5,144	2,740	-46.7%	3.2%
Loans, advances and leases	34,467	44,325	50,726	53,610	65,327	21.9%	76.9%
Fixed Assets	267	545	788	777	765	-1.5%	0.9%
Others	612	1,013	1,541	1,766	1,916	8.5%	2.3%
Total Asset	39,289	50,511	64,402	75,969	84,973	11.9%	100.0%

So from the above following statement we can see that the total asset of IPDC Finance ltd is increasing day by day. In compare to other important essentials like loans, advances and leases the fixed asset and overall total asset is increasing in a competitive manner which is a very positive sign.

Total Liabilities

Borrowing	4,214	5,917	7,038	10,946	10,496	-4.1%	12.4%
Deposit	29,747	37,066	46,361	52,456	60,405	15.2%	71.1%
Other Liabilities	2,217	3,776	5,427	6,503	7,718	18.7%	9.1%
Equity	3,111	3,752	5,576	6,063	6,353	4.8%	7.5%
Total liabilities and shareholders' equity	39,289	50,511	64,402	75,969	84,973	11.9%	100.0%

So from the above following statement we can see the total liabilities and shareholders' equity of IPDC Finance limited. Their borrowing and other important essentials like deposit and other current liabilities is seaming up with each other and the total liabilities has started from 39.289 and it ends up in almost 100%. So the figure is currently providing this kind of statement about the liabilities and equity portion.

2.9.9 Du-Pont Summary:

To summarize IPDC's Du-Pont research, despite a 24.9% increase in Net Profit after Tax in 2021 (data collected for the annual report), IPDC's Net Profit Margin grew by 1% in 2021 compared to 2020. The rise from 4% to 4.3% in Asset Turnover in 2021 was driven by Investment Income, namely capital gains from Government Securities. Over the past year, the ratio of expenses to revenues has dropped from 40.6% to 36.0%. The key driver of the jump from a 2020 Equity Multiplier of 12.1 times to a 2021 Equity Multiplier of 13.1 times is the increased loan portfolio.. So from the annual report of 2021 and the by this report I have collected the Du-Pont information like Net interest income figures starting from 2017 to 2021 and there is also operating total profit and income alongside with the total operating expenses. The Du-Pont summary also gives us proper information about the total tax rate, ROA and ROE, there is also other provisional calculation which is very much important to figure out the whole balance weather it's on a conditional position or not. So all the figures and DU-Pont Summary information has been collected from the annual report of 2021 of IPDC.

2.10 Information System and Operation Management:

IPDC is pushing towards technological advancement in recent years. ORJON represents their most recent stride towards modernity. In collaboration with IBM, IPDC developed the digital supply chain platform ORJON. For the purpose of facilitating micro and medium-sized businesses access to collateral-free, low-cost credit, the organization has designed a program for their incorporation. This information is then used to collaborate with corporate entities.

Establishing an ecosystem for supply chain management from start to finish. With funding from the United Kingdom's Department of International Development, a progressive platform was developed for the Bangladeshi poor program. The Supply chain financing process requires manual stages, including the gathering, attestation, and authentication of work orders, lifting orders, etc. One of the major difficulties with is that they are expensive, poorly structured, difficult to process, and do not offer sufficient support for the development and expansion of Micro- and small- and medium-sized enterprises. Due to the lack of a digital ecosystem in

Bangladesh, SCF requires precise operational resources that enable Banks to properly mitigate the operational risks associated with SCF.

The new platform intends to establish a transformational benchmark by developing an ecosystem that ensures financial inclusion, reflects security and transparency, and makes the marketplace more dependable. Last but not least, for economic growth to flourish with efficiency, sustainability, and optimization, it will be necessary to connect all the dots in value chains. The first digital supply chain financing platform in South East Asia based on a block chain is called ORJON.

2.11 Competitive Analysis and the Industry:

Particulars	IPDC	IDLC	Lanka Bangla	DBH	United
Loans and Advances	61,366	88,452	55,413	43,223	17,179
Growth (YTD)	14.5%	-3.7%	1.3%	1.1%	13.5%
Deposit	57,683	75,197	47,206	46,381	13,201
Growth (YTD)	10.0%	-6.7%	-0.8%	5.8%	7.3%
Revenue	2,329	4,262	2,026	1,897	680
Growth (YOY)	17.2%	21.2%	11.1%	24.5%	4.3%
Operating Profit	1,437	2,621	883	1,472	200
Growth (YOY)	24.2%	28.3%	38.3%	29.4%	-0.8%
Net Profit	630	1,144v	272	811	134
Growth (YOY)	25.3%	-24.5%	-41.0%	48.6%	41.7%
Net Cash Inflow	(516)	6,318	199	4,768	1,503

As we can see from 30 September 2021, when compared to other NBFIs, IPDC's credit portfolio was the second largest. IPDC's credit portfolio was worth BDT 61,366 million as of 30 September 2021, while IDLC's was worth BDT 88,452 million and Lanka Bangla's was worth BDT 55,413 million. Compared to its rivals in 2021, IPDC's portfolio growth was the most robust.

In comparison to IDLC's BDT 75,197 million and Lanka Bangla's BDT 47,206 million and DBH's BDT 46,388 million and United Finance's BDT 46,388 million BDT 13,201 million, IPDC had a deposit balance of BDT 57,683 million. IPDC grew by double digits in terms of deposits, growing by 10%, far more than its rivals. The bulk of IPDC's new retail customers also contributed to the expansion of the company's Deposits. This is encouraging for the corporation because it means they are less reliant on banks.

2.12 SWAT ANALYSIS of IPDC:

Strength	<ul style="list-style-type: none"> • Capitalization structure • Relationship with major corporations • Capital adequacy • 4. Risk management
Weakness	<ul style="list-style-type: none"> • 1.Low brand awareness in Retail and MME • 2. restricted distribution system • 3. Internal capacity in retail and small- and medium-sized enterprises
Opportunities	<ul style="list-style-type: none"> • Retail lending receives regulatory benefits. • A new middle class has emerged. • Encouragement of female business owners • Network BRAC and BRAC Bank • expanding services industry • Young adults entering the workforce

	<ul style="list-style-type: none"> • 7. Increasing mobile phone and internet usage
Threats	<ul style="list-style-type: none"> • Bank competition in business lending • Restrictions imposed on low-cost deposits • Portfolio Management limited supply <p>Tailor a risk management strategy for wholesale and factoring funding</p> <ul style="list-style-type: none"> • To do this, you should roll out new services and products that make use of information technology. • Develop an effective collection management system for retail lending

3. Chapter 3: The Project Part

3.1 The introductory phrase:

Planning serves as the basis for all management responsibilities. As the foundation, the other three zones should be formed on top of it. In order to properly plan, management must consider both the current and desired future state of the company's human resources. The next step is to create and put into action a plan that will help the company accomplish its objectives. Every organization has an established recruitment strategy. Additionally, IPDC Finance Limited has a plan for its future personnel. These firms frequently anticipate employees and other issues, including technological advancements and environmental shifts. Even though there are numerous methods for anticipating personnel requirements, they rely on management judgment since it provides a more accurate assessment of human requirements. They believe that other methods will not provide an accurate depiction of staffing needs. These are merely visual solutions that are incapable of capturing the real scale of staffing needs. However, a manager's approach to decision-making is affected by fluctuations in productivity, market conditions, and other variables.

3.1.1 Literature Review:

The recruitment and selection of employees has become an important theoretical and practical research area. Theoretically, knowing what causes how the process unfolds and what the pros and cons are can help managers determine how to recruit more effectively. It is essential to understand the ratio of salespeople and the demand for them, as well as their management. However, in order to minimize the cost of replacing employees or salespeople, happiness and management of these individuals are essential (Richard, 1994). Additionally, a lower incidence of salesperson churn retains the company's most qualified and experienced employees in sales, which is IPDC Finance Limited's most crucial sector. Due to low unemployment rates and a plenty of work opportunities, we have experienced a substantial degree of employee turnover in recent years. This chapter presents an overview of a wide range of published material on the process, as a result of which the turnover rate may be reduced, so benefiting the organization.

3.1.2 Objectives:

This report's objectives can be categorized as Primary objective and particular objectives:

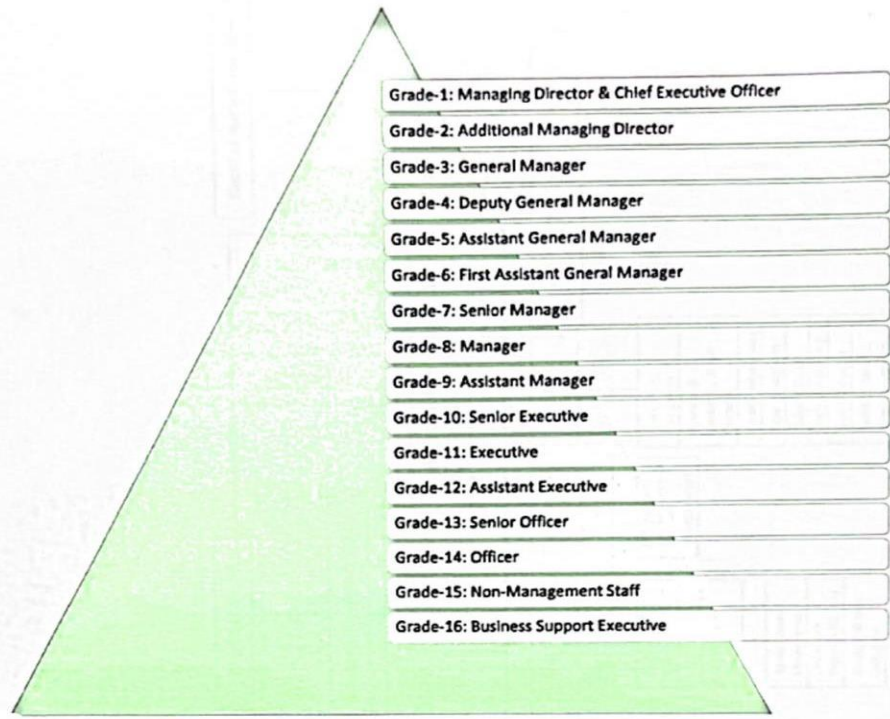
Primary Objective: Identifying all recruitment and selection processes and then discussing them in depth for better comprehension.

Specific Objective: To identify the factors influencing the process and its flaws in order to determine the effect of turnover on the organization's performance as a result of the process.

3.1.3 Significance:

Recruitment is an organization's search for job-qualified candidates. A skilled recruiter informs prospective employees about the organization and encourages them to apply. Informing applicants about the activities and expectations of the organization will prevent them from applying blindly.

These reduce the costs of on-the-job training. The recruitment team can select the most promising candidate from a pool of candidates. If done correctly, the organization hires only qualified candidates who can become valuable assets. This saves the organization money by minimizing the need to train new employees in their respective positions.



- Organizational Hierarchy Chart of IPDC Finance Limited (Seniority-based)

3.2 Managerial Hierarchy for Executive and Higher Positions:

3.3 Personnel Budget:

Each division establishes a budget for staff based on its specific requirements. Whenever a position becomes available, such as at the beginning of the year or when an employee resigns. The budget is based on the required number of personnel.

3.4 Recruitment process:

IPDC Finance's recruitment procedure is transparent and up to par. When selection procedure initially, the HR department posts an online advertisement on bdjobs.com and also places ads in the daily newspapers. and also accepts applications via email and mail. After the deadline has passed, IPDC organizes a written examination, from which short-listed candidates are invited to an interview, and those who pass the interview request a medical examination. If the chosen Candidates that pass the medical examination are hired by the management committee. IPDC is an equal opportunity employer and encourages applications from people of all backgrounds. The hiring process is based solely on criteria directly connected to the position being filled.

Finding the best person for the job is important, but so is finding them the right job at the right moment. This calls for a concentration on the effectiveness of the hiring and staffing procedures, as well as the pursuit of new and better hiring techniques. IPDC recognizes that more recruiting analytics are necessary to fully understand labor needs, levels, and the success of recruitment efforts. IPDC Finance employs a meritocratic hiring process to fill open positions with the best qualified people possible. IPDC ensures all applicants are treated fairly and given a fair chance at employment.

Any and all applicants without respect to race, religion, gender, age, or any other factor that may be used in accordance with the laws of the country. We only consider job-related criteria while making hires. There is uniformity in the hiring process, and it encourages fairness, diversity, and transparency. All state laws, rules, and policies that are relevant to this procedure have been followed. IPDC Finance's hiring practices are meritocratic and include the following steps:

Requisitions	Internal Sources	Written Test
Advertising Vacancies	BD Jobs	Interview-Based Competency Assessment
Collection of resumes	Screening and Ranking Applicants	Final Negotiation
Career Mail	Conduct Evaluative Assessment	Recruiting the proper talent

Internal recruitment and external recruitment are conducted by IPDC. When a position is created, IPDC first searches for an internal candidate. If no acceptable applicants are found within, the organization turns to external recruitment. Both internal and external sources are utilized by IPDC. The source that is chosen is dependent on the positions or job's salary and/or location. Employee references, for instance, are heavily exploited for positions in high management.

IPDC's selection procedure includes a number of distinct evaluation techniques. IPDC initially identifies the necessary procedures for the selection procedure. In order to put these processes into action, a selection sequence must be created those maps out the steps individuals must take from the time they apply through the time they are considered a finalist and finally receive an offer.

- Human Resource Officer is concerned about this matter in terms of Non-Management procedure.
- Concerning the Management Trainee or Assistant Manager Level positions at the department or human resources division's organizational seniority level.

The department conducts preliminary screening for the aforementioned Assistant Manager post, while the chief human resources officer is responsible for the final screening.

3.4.1 Organizing Written Test:

Prior to the interview, the human resources team will administer a written examination, which is required for junior-level officers.

- The Human Resource Officer is concerned about this matter in terms of Non-Management procedure.
- Concerning the Management Trainee or Assistant Manager Level positions at the department or human resources division's organizational seniority level.

3.4.2 Interview Based on Competencies:

Those who do well on the written exam will be invited for a preliminary interview with the HR department. The panelists conducting the Initial Interview should get their score sheet to the HR Manager as soon as possible once the interview is over. Candidates with the highest ratings are invited to the final round of interviews, which determines who is hired for the post or is considered for future openings. After the Final Interview, the panel sits together to discuss the candidates and make a decision based on their combined scores from the First Interview and the Second Interview.

1. Human resource personnel will conduct preliminary interviews for non-management cadre, probationary officers, and executive/senior executives.
2. The Human Resources Director will conduct the first round of interviews for Management Trainee and above jobs, while the General Managers and HR Director will conduct the second and final round of interviews.

Both interview sessions involved competency-based interview evaluation. Competencies serve as objective criteria for evaluating candidates. CV recruitment reduces hiring mistakes because it prevents interviewers from evaluating candidates based on irrelevant traits. CV recruitment leads to an organized selection process because all candidates are evaluated using the same criteria.

3.4.3 Conclusion of Recruiting:

- The candidate is chosen by the final evaluation committee, and their salary is based on the candidate's professional qualifications and expertise in the relevant fields, as determined by the head of human resources.
- The company's recruitment program is excellent, especially given the company's tiny size. However, the business keeps growing. They are also trying to grow its human resources department. Newspaper ads

are used in the company's hiring process. Internship students, and website applications. IPDC is currently intending to implement a Campus Recruitment System, which will assist them in selecting clever and young, capable employees. Therefore, the organization must adhere to and initiate the procedure as soon as possible.

3.5 Placement of Newly Hired Personnel:

3.5.1 Medical Assessment:

One prerequisite for confirmation is that the successful applicant has been given a clean bill of health by a licensed doctor who has been pre-approved by the corporation. The business will pay for the cost of the evaluation.

3.5.2 False Declaration:

A worker can be fired at any time if it turns out that they lied on their application or if there is any kind of false information.

3.5.3 Time on Probation:

Unless otherwise determined by the Head of HR, the Divisional Head and the Head of HR reserve the right to impose a twelve-month probationary period upon a new employee for a Junior/Assistant Officer position. The minimum length of probation for positions at the assistant general manager level and higher is three months. Probationary periods may be extended if the employer determines that the employee's failure to meet confirmation standards was due to extenuating circumstances and that the employee will be more likely to meet confirmation standards if given additional time to do so during the extended probationary period.

3.6 Employment Termination:

During the initial or extended probationary period, either the Company or the employee may terminate the employment relationship with 15 days' notice and without cause. In the event of termination, the Company shall pay the Employee any and all accrued but unpaid compensation through the date of termination, and the Employee shall have no further claims against the Company arising out of or in connection with the employment, except for claims that may arise under the provisions of any law then in effect that imposes liability on the Company.

3.7 Acceptance of Appointment:

If the probationary term ends well, the employee will be officially hired by the company. All of the company's rules and practices, written and unwritten, as well as the terms and conditions of employment, apply to this appointment.

3.8 Authorization to Confirm:

After a successful probationary term, the Managing Director and/or his/her designee will approve the confirmation as proposed by the Functional Heads. The HR manager will send the worker a letter.

3.9 Obligation to Transfer:

An employee must provide services wherever the organization asks, whether in Bangladesh or elsewhere. It's all part of the same transfer, whether you're changing jobs inside the same organization or switching to a different branch, department, or other similar structure.

3.10 A quick look at the Recruitment and Selection Process:

- Make a note and recruitment assessment.
 - Collection of Resumes -Through Ads, Open Sourcing, Internal Vacancies, and the Present Job Market
 - Formatting resumes for optimal placement.
 - Evaluations Can Be Conducted Orally And In Writing
 - It's Time for Our Second Get-Together
 - Checking the applicant's credit history.
 - Negotiating with the candidate at the last minute
 - Letter of support for the chosen candidate.
 - Please forward the Membership Letter.
-
- Submit to upper management for approval.

3.11 Recommendations:

IPDC Finance Limited is a well-run organization, but it doesn't mean you should work with them. There are a lot of good non-bank financial companies out there that are trying to get better. Based on my research, IPDC is head and shoulders above the competition. In light of it, we have a few recommendations for IPDC Finance Limited:

Streamline the system that keeps track of daily attendance so that it can be more reliably recorded. Upgrading the HR system was essential for improving its efficiency, as without it, precise results would not be possible.

- Enhanced task delegation across the board to speed up promotion processes.

So that they can learn new things and grow professionally, individuals should be encouraged to switch jobs regularly.

- The evaluation process has to place a greater emphasis on candidates' competencies, and evaluators need to take greater responsibility for their work.

New methods of talent acquisition, such as on-campus recruitment and traineeships, should be implemented to increase the likelihood of hiring the best possible employees.

3.12 Conclusion:

IPDC Finance Limited is one of Bangladesh's non-banking financial institutions with the quickest growth rate. The company's management team consists of skilled, highly experienced, and energetic executives that have contributed to the company's continual growth and advancement over the years. The HR team and recruitment procedure are comparable to those of other major organizations. IPDC Finance Limited uses competency-based interview assessment because it reduces the potential for discrimination, ensures fairness during the recruiting process, and keeps panelists from making snap judgments about candidates based on characteristics unrelated to the job at hand. With a more alluring HR strategy and a recruitment process that is in line with industry standards, IPDC may be able to build a strong team that will contribute to the expansion of the company.

And that's how from my perspective the business can contribute to our country.

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