

Report On
**"Examining the Influence of Career Development Opportunities on
Employee Satisfaction at Summit Power Limited"**

By

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Student ID: 17304018

**An internship report submitted to the BBS Department in partial fulfillment of the
requirements for the degree of Bachelor of Business Administration**

Brac Business School
Brac University
October, 2023

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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:

Bappy Baidya
Student ID : 17304018

Supervisor's Full Name & Signature:

Ummul Wara Adrita
Senior Lecturer, BRAC Business School
BRAC University

Letter of Transmittal

Ummul Wara Adrita

Senior Lecturer,

BRAC Business School

66 Mohakhali, Dhaka-1212

Subject: Submission of the Internship Report.

Dear Madam,

I am writing to turn in my internship report entitled "Examining the Influence of Career Development Opportunities on Employee Satisfaction at Summit Power Limited"

I've tried to take your suggestions into account and provide the information in an understandable and concise format. Please accept my deepest appreciation for all of your help, collaboration, and direction during my internship. This report would not have been possible without your thoughtful comments and suggestions.

I'd be grateful if you could look over the report and let me know whether it's adequate. In case you have any other questions, please let me know and I'll be pleased to answer them. Thank you for giving me this chance to learn and improve, and I hope the report satisfies your expectations.

Sincerely yours,

Bappy Baidya

Student ID: 17304018

BRAC Business School

BRAC University

Date: October, 2023

Non-Disclosure Agreement

This Non-Disclosure Agreement is made and entered into on 15th July,2023 between Bappy Baidya (the "Intern") and Summit Power Limited, having its registered office at Kawran Bazar, Dhaka.

- **Purpose:** The Intern is working on a project as part of his internship program with the Company. The company may give the Intern confidential information about the Project, which the Intern will use to complete the Project.
- **Confidentiality:** The Intern agrees to keep all confidential information given to him by the company secret and not share it with anyone else without the Company's written permission first. The Intern also agrees not to use any information that is kept secret for anything other than finishing the Project.
- **Exceptions:** The confidentiality requirements in this Agreement don't apply to information that: (i) is or becomes public through no fault of the Intern; (ii) is legally obtained by the Intern from a third party without breaking any confidentiality obligation; or (iii) is required to be disclosed by law, court order, or government regulation.
- **Term:** The term of this Agreement shall be for three (3) months from the date of this Agreement.

As evidenced by the below signatures, this Agreement has been signed by the parties as of the date first above indicated.

Name & Signature of Intern: Bappy Baidya

Name & Signature of representative of SPL: Faruk Ahmmad

Acknowledgement

It is my pleasure to take this opportunity to thank various people who have helped me tremendously throughout my internship at SPL. To begin, I'd want to express my gratitude to Ummul Wara Adrita, my academic advisor, for all of his help and direction as I wrote this report. In addition, I'd want to express my appreciation to Faruk Ahmmad, the manager of Accounts of SPL and my office supervisor. By his guidance and instruction, I was able to grasp the essential duties associated with working in the company. Moreover, during my internship at SPL's accounts department, I received guidance from Morzina Akter, who is the Deputy Manager of accounts and my co-supervisor. For the internship report, she has helped me gather crucial facts and statistics. Finally, I would like to thank all my co-workers for their support and efforts in creating a pleasant and productive working environment. Throughout my internship, I had the opportunity to interact with a diverse range of clients and stakeholders, each with unique professional and educational backgrounds. I would like to extend my gratitude to each and every one of them for making my internship a productive and enjoyable experience.

Executive Summary

In our country electricity plays an important role to maintain the economic growth and also the development of our country. And we can see that SUMMIT POWER LIMITED is doing their best to gain success in all those arias and playing an important role in the development of our country. This report examines employee satisfaction of SPL Head Branch. Primary data were collected using surveys, interviews, and secondary data form their website and also from their annual report. The report shows that the employees of the company's are satisfied because the communication between the higher and the mid-level employees are very well. And also the career development opportunities are great here. Because while I was working there I came to know that most of the employees are working there for a long time. And also while collecting the data many of them gave the opinion that the opportunity of career development are great here.

Keywords: Employee satisfaction, Summit Power Limited, Career Development, recommendations

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Chapter 1

Introduction

Introduction:

1.1 Organization

The first Bangladeshi Independent Power Producer (IPP) in the country's private sector, Summit Power Limited (SPL), is supported by Summit Industrial and Mercantile Corporation (SIMCL) and is supplying electricity to the national grid. On March 30, 1997, SPL was established in Bangladesh as a Private Limited Company. According to the Companies Act of 1994, the Company became a public limited company on June 7, 2004.

In order to sell electricity to the Rural Electrification Board (REB) on a build, own, and operate basis, Summit Power Limited erected three power plants with a combined capacity of 11 MW in 2001 at Savar, Narsingdi, and Comilla. In each of the aforementioned three locations, a second unit was put into service in 2006 or 2007 to increase SPL's capacity to 105 MW. 2009 saw the establishment of 4 new power plants, bringing the total capacity of SPL's 2 subsidiaries, which it owns at 99% each, to 215 MW. Another power plant with a 102 MW capacity was inaugurated in 2011 by SPL at Narayanganj. SPL owns a 55% stake in Summit Narayanganj Power Limited.

1.2 Summit Power limited At A Glance

A group of extremely successful businesspeople came up with the idea of launching a power production company called "Summit Power Limited" with the intention of realizing the dream of the people of Bangladesh to have uninterrupted access to electricity. The name "Summit Power Limited" is derived from the hope that the company will rise to the highest peaks of the world. The sponsors are well-known individuals in the fields of business, industry, and finance.

The complete range of power generating facilities is available from "Summit Power Limited". There is no service diversification because the business only specializes on independent power production. An expert team of managers with a range of experience in managing and finance is in charge of the organization. The company's management is continually concerned with customer satisfaction and feels that a happy client makes a fantastic ambassador. Within just eight years, the organization has made enormous strides. The company is well-known for its reputation and has already earned a spot among the top power producers. Within the parameters of the Public Companies Act and the laws and regulations established by our government, it provides the whole spectrum of power generation services for the government, covering all societal segments.

By this time, the business had established correspondent relationships with 18 banks, which covered their 385 reputable international branches and units located throughout their extensive global network. Additionally, it created accounting relationships with ten banks and kept 60 accounts in three (three) major currencies in a variety of handy locations.

The company's Board of Directors is made up of reputable businessmen and industrialists who have achieved success in their respective fields. Mr. Muhammed Aziz Khan, the Board Chairman, is a well-known industrialist and businessman in Bangladesh and the founding president of the Bangladesh Energy Companies Association (BECA). The Board often deals with business management policy issues, establishes goals for the overall growth and development of the firm, periodically reviews those goals, and provides the required direction to the management.

The business is run by a team of qualified executives and officials with in-depth knowledge and experience in all areas of management and operation.

Summit Power Limited has so far built a sizable number of power plants in the short amount of time it has existed to help the nation's power sector grow and its resource base diversify. In the near future, additional plants will be gradually added in accordance with client, BPDB, and REB needs. Since its inception, The Company has produced a lot of electricity with excellent results.

All of the company's operations, including its power generation, are primarily for Bangladesh's various economic classes.

1.3 Vision Of SPL

To provide quality & uninterrupted electricity to the vast majority of rural Bangladesh for their personal, social & economic development

1.4 Mission Of SPL

- Empowering Bangladesh, we can & we will.
- To expand the company into a power generation capacity to the tune of 1000 MW which is 20% of the electricity requirement of Bangladesh.
- To and maintain that level of production

1.5 Objective Of SPL

- Objective Produce and continuously offer our consumers electricity at a fair price.
- Effective use of financial, technological, industrial, and human resources.
- Ongoing enhancements to resource management and customer satisfaction.

1.6 Strategies Of SPL

Summit Power Limited's strategy consist of the following:

- Strive for the highest level of customer satisfaction and gain their trust.
 - To run and manage the business as efficiently as possible.
 - To determine the needs of the customer and to keep track of how well those needs are being met.
 - To examine and update policies, practices, and procedures to improve our capacity to offer clients better services.
-

- To adequately equip all employees with the training, development, and resources they need to effectively meet the needs of customers.
- To encourage organizational effectiveness by promptly and transparently conveying firm plans, policies, and procedure to the workforce.
- To foster a friendly work environment.

1.7 Motto Of SPL

The motto of Summit Power Limited is “Empowering Bangladesh: We can and we will.”

1.8 Social Welfare Activities

The company has a very high donation contribution rate with the goal of providing health care, relief and rehabilitation, education, humanitarian winter clothing during the winter, etc. for the poor and needy members of society as well as for the welfare of the community.

1.9 Business Activities Of SPL

The eight power stations currently in operation by Summit Power Limited generate 317 MW of electricity. The business wants to add three more units to get it up to 1000 MW. The nation's 20% remaining electricity needs will be satisfied by the production of 1000 MW of electricity.

1.9.1 SUMMIT POWER LIMITED PROJECTS

ASHULIA POWER PLANT

This project was established as part of a 15-year Power Purchase Agreement (PPA) with the Rural Electrification Board (REB) to supply energy to the Dhaka PalliBidyutSamity.

Additionally, a contract for implementation was inked with the GoB of Bangladesh.

Summit Power has increased this plant's capacity by 33.75 MW, bringing the total production to 45 MW, after signing expansion contracts with REB and GoB.

NARSINGDI POWER PLANT

Under a 15-year Power Purchase Agreement (PPA) with the Rural Electrification Board (REB), this project was established to provide power for Narsingdi Palli Bidyut Samity. Additionally, a contract for implementation was inked with the GoB of Bangladesh.

Summit Power has increased this plant's capacity by 24.30 MW, bringing the total production to 35 MW, after signing expansion contracts with REB and GoB.

COMILLA POWER PLANT

Under a 15-year Power Purchase Agreement (PPA) with the Rural Electrification Board (REB), this project was established to provide electricity for Comilla Palli Bidyut Samity. Additionally, a contract for implementation was inked with the GoB of Bangladesh.

The capacity of this plant has been raised by 13.50 MW by Summit Power following the signing of expansion contracts with REB and GoB, resulting in a total output of 25 MW.

1.9.2 SUMMIT UTTARANCHOL POWER COMPANY LIMITED PROJECTS

ULLAPARA POWER PLANT

This project was established as part of a 15-year Power Purchase Agreement (PPA) with the Rural Electrification Board (REB) to supply energy to the Sirajganj PalliBidyut Samity.

Additionally, a contract for implementation was inked with the govt. of Bangladesh.

A total of 11 MW were produced.

MAONA POWER PLANT

This project was established as part of a 15-year Power Purchase Agreement (PPA) with the Rural Electrification Board (REB) to supply energy to Maymensingh and Gazipur PalliBidyut Samity. Additionally, a contract for implementation was inked with the govt. of Bangladesh. 33 MW were produced in total.

1.9.3 SUMMIT PURBANCHOL POWER COMPANY LIMITED PROJECTS

JANGALIA POWER PLANT

This project was established as part of a 15-year Power Purchase Agreement (PPA) with Bangladesh Power Development Board (BPDB) to supply energy to Comilla Grid Substation.

Additionally, a contract for implementation was inked with the govt. of Bangladesh. 33 MW were produced in total.

RUPGANJ POWER PLANT

This project was established as part of a 15-year Power Purchase Agreement (PPA) with the Rural Electrification Board (REB) to supply energy to the Narayanganj PalliBidyut Samity. Additionally, a contract for implementation was inked with the govt. of Bangladesh.

33 MW were produced in total.

1.9.4 SUMMIT NARAYANGANJ POWER LIMITED PROJECT

MADANGANJ POWER PLANT

Heavy fuel oil (HFO) will be used in this project to generate power for the Bangladesh Power Development Board (BPDB) on a build, own, and operate (BOO) basis. The whole amount of electricity produced will be sold to BPDB. There are 102 MW of output in total. POWER LTD.

1.10 DEPARTMENTS

The head office of Summit Power Limited is run through 6 different departments. These departments are:

1. Admin & HR department
2. Accounts Department
3. Commercial Department
4. Development Department

5. IT department

6. Training Department

1. Admin & HR department

The hiring of new personnel and other routine administrative tasks are handled by the administration and human resources department.

2. Accounts Department

The accounts department manages all daily cash transactions, accepts consumer checks, and distributes checks to providers of various goods.

3. Commercial Department

LC opening and other LC-related tasks are often handled by the commercial department. They are the primary department for importing any engine components or importing operating engines from abroad.

4. Development Department

The development section works on both new initiatives and the expansion of current projects. When a new project is available, they create a bid proposal and present it to the government to win the project.

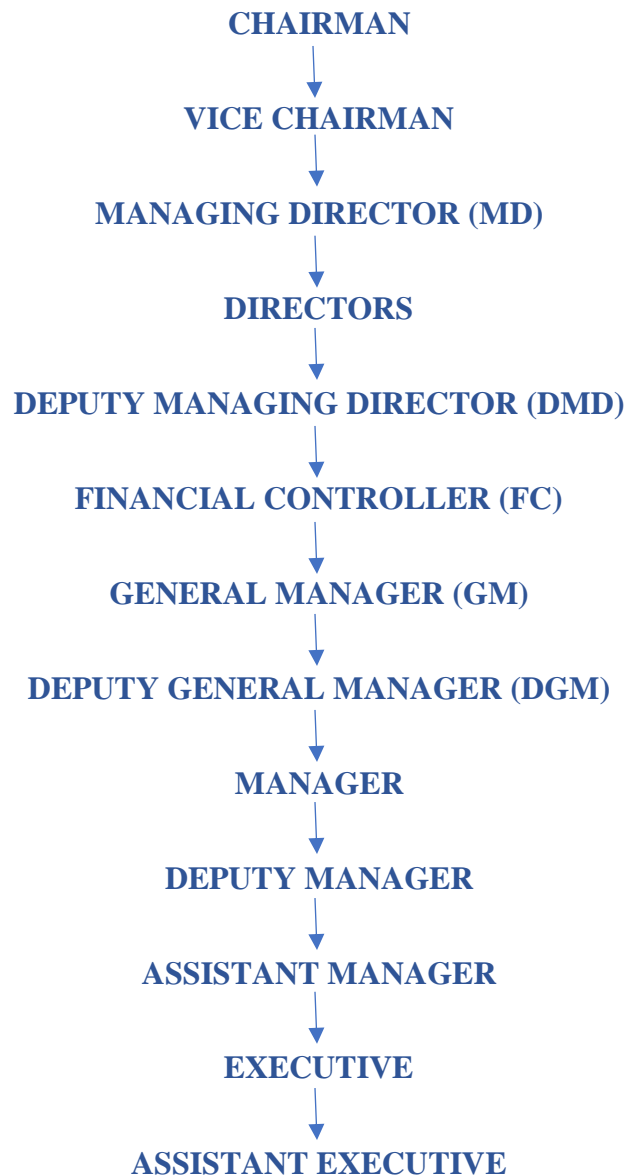
5. IT department

The company's online websites are managed and administered by the IT department. They keep the website current with the business's operations. Every time there is fresh news or information, the IT staff uploads it to the website.

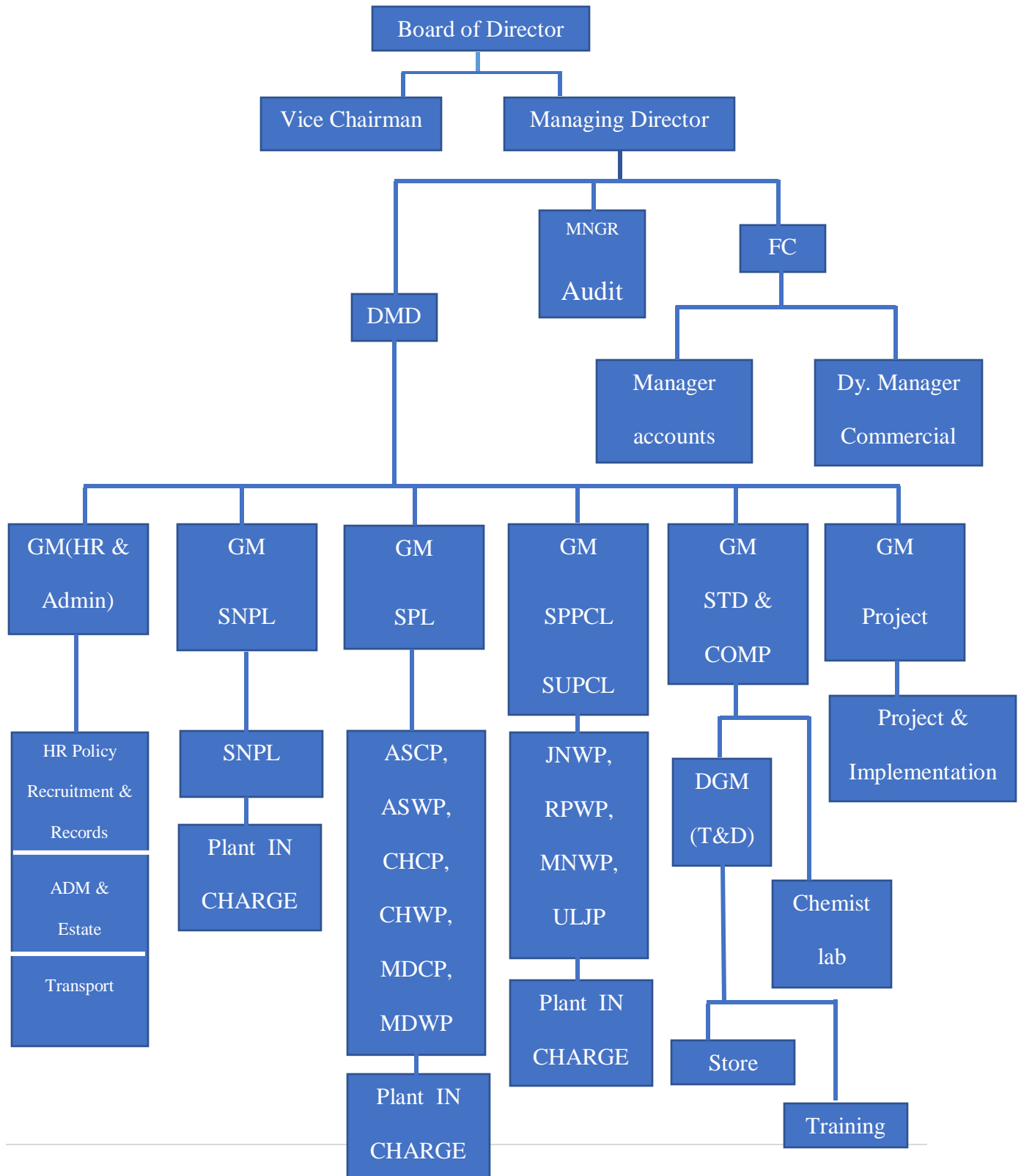
6. Training Department

In other businesses, the administration and human resources departments often handle training, but Summit Power Limited has a separate department that manages the training needs of various personnel.

1.11 HIERARCHY OF SPL



1.12 OPERATIONAL NETWORK ORGANOGRAM



1.13 SWOT analysis

A SWOT analysis is a strategic planning tool that is used to find out any organization's strengths, weaknesses, opportunities and threats.

Strengths (Internal):

More than one energy portfolio: This organization has diverse range of energy sources, such as natural gas, renewable energy, and conventional power generation.

Great financial performance: This company has a history of great financial history for that reason this it can be considered as a strength.

Established Infrastructure: Infrastructure such as power plants, distribution networks, and customer relationships may be considered strengths.

Weaknesses (Internal):

High Debt: If Summit Power Limited has a significant amount of debt, it could be a weakness due to the financial burden.

Dependence on Fuel Imports: If Summit Power relies heavily on imported fuels, it may be exposed to supply chain vulnerabilities.

Opportunities (External):

Expansion into Renewable Energy: The global shift towards renewable energy sources presents growth opportunities for companies in the energy sector.

Energy Efficiency Solutions: Rising demand for energy-efficient technologies and solutions can create new revenue streams.

Government Incentives: Government incentives for clean energy and infrastructure development can be leveraged.

International Expansion: Exploring new markets, especially in developing countries, may present growth opportunities.

Threats (External):

Market Competition: Intense competition from other energy companies can pose a threat.

Natural Disasters: The risk of natural disasters can disrupt energy production and distribution.

1.14 PESTEL ANALYSIS

Key Elements Investigated by PESTEL Analysis:

Political: What opportunities and pressures do political entities bring, and how much of an impact do public rules have on the business?

Economic: What economic policies, trends, and structures are anticipated to have an impact on the company, and to what extent?

Sociological: What sociological and cultural factors will influence how much people will buy the company's goods and use its services?

Technology: What effects do technology innovations, impediments, and incentives have on the organization?

Environmental: What aspects of the local environment and the environment more broadly are likely to have an impact on the business?

Legal: Which rules and regulations will have an impact on how company is conducted?

Political Factors:

Government Policies: Evaluate the government's energy-related rules, incentives, and tax measures.

Energy Security: Consider the political climate in the area where Summit Power conducts business. Political unrest can have an impact on the reliability of the energy supply.

International Relations: Take into account how a company's operations and access to resources may be impacted by international relations and trade agreements.

Economic Factors:

Economic Growth: Examine the state of the economy in the regions where Summit Power does business, as this can have an impact on energy consumption.

Currency Exchange Rates: Consider how exchange rates affect the price of exporting and producing energy.

Energy Prices: Keep an eye on energy price fluctuation, which can have an impact on revenue and profitability.

Social Factors:

Demographic trends: Consider population trends, urbanization, and shifting consumer preferences for sustainable energy sources.

Environmental Awareness: Evaluate public perceptions of environmental sustainability and how they might affect the market for renewable energy.

Workforce: Consider the company's workforce, the availability of skilled personnel, and the effect of labor laws.

Technological Factors:

Energy technology advancements: Take into account how the energy sector may be impacted by new technologies like energy storage, smart grids, and renewable energy developments.

Digital Transformation: Analyze how digital technologies are used in data analytics, automation, and energy management.

Research and development: Assess the amount of money spent by the business on technological and innovative R&D.

Environmental Factors:

Rules about Climate Change: Examine how rules about climate change affect the generation of energy and the reduction of emissions.

Renewable Energy Potential: Assess the potential for renewable energy sources in the areas where Summit Power operates, including solar, wind, and hydropower.

Sustainability in the environment: Consider the company's efforts to lessen its impact on the environment and to promote sustainability.

Legal Factors:

Energy Regulations: Examine the laws, licenses, and other requirements that are relevant to the operations of Summit Power in the area of energy.

Intellectual Property: Examine the legal ramifications of patents, trademarks, and other forms of intellectual property in the energy industry.

Contractual Obligations: Examine any contracts, partnerships, or other legal commitments that could have an impact on how a company does business.

1.15 Porter Five Forces Analysis

1. Threat of Substitute Products and Services:

- **Low to Moderate:** Summit Power works in the energy and power industry, which often has few direct substitutes for the production of electricity and other forms of power. Alternative energy options, including solar, wind, or nuclear power, can, however, be a mild danger, particularly in areas where there is a significant push for renewable energy.

2. Threat of New Competitors Entering the Market:

- **Low to Moderate:** Regulatory obstacles and considerable capital expenditures are frequent obstacles for new entrants to the energy and power sector. The threat posed by new rivals, however, can be minimal in regions with favorable legislation for new energy companies or with substantial demand for clean energy.

3. Intensity of Competitive Rivalry:

- **Moderate to High:** In the energy and power business, there can be intense competition. Market share is contested by numerous established players, and the level of competition

varies by location. Pricing pressures and an emphasis on innovation and efficiency may result from this.

4. Bargaining Power of Buyers:

- **Moderate:** Customers in the energy sector frequently have few options for meeting their needs, which limits their ability to negotiate. However, in markets with a variety of energy options, their capacity to move to different energy suppliers or sources may provide them some negotiating sway.

5. Bargaining Power of Suppliers:

- **Moderate:** Energy industry providers' ability to negotiate can differ. Suppliers of basic supplies (such fuel) may be of moderate influence, particularly if there aren't many alternatives. Given the abundance and diversity of these resources, suppliers' influence in the renewable energy market may be diminished.

Chapter 2

My Working

Experience AT

SPL

2.1 WORK EXPERIENCE AT SUMMIT POWER LIMITED

I learned more than I ever could have imagined from my internship at Summit Power Limited. During my internship in the accounts department, I felt that my responsibilities were varied and always changing. Being a student in a new setting, it was occasionally challenging to work. However, everyone at the company was kind and helpful in delivering information, especially my supervisor, Faruk Ahmmad. Although it can be difficult at times to recall all the things I have learned over the past three months, I believe they were some of the most useful lessons I have ever acquired.

2.2 LESSONS LEARNED FROM THE INTERNSHIP PROGRAM

Patience is among the most important business lessons I've learned from this. We are aware that learning a person's position inside an organization takes some time, and learning other people's working habits requires much more time. With the assistance of my supervisor, I was able to adapt to the corporate culture and procedures of Summit Power Limited. There were much too many tasks involving writing papers utilizing Excel and Word, which allowed me to get better at writing. This has gradually helped me finish the duties that were assigned within the allotted time. Additionally, I've improved my communication abilities and become more adept at relating to the staff. My understanding of collaboration and how people may work together to accomplish goals has increased simply from observation of daily activities.

2.3 DAILY ACTIVITIES

While I was working in SPL, I have done different kinds of work. As I was working in the accounts department for that reason I have supported my co-supervisor who is the DM of accounts. Her role was to maintain the cash and expenses of SPL. I have helped her to prepare the journals, making the vouchers and also entering the data on the software. Sometimes I have also helped the Deputy assistant manager to her work. Her role was to handle the shareholders customers services.

2.4 ROLE OF MY SUPERVISOR

The supervisor typically has a deeper understanding of the company and the employee's line of work. As a result, the manager is in a unique position to continuously counsel the intern regarding their internship and career. The supervisor might serve as a role model for the intern in terms of development and direction. The mentorship role must be accepted by the supervisor for there to be a successful mentor-mentee connection. A good supervisor can contribute immeasurable value to a worker's career. There is nothing unusual about my supervisor. He used to keep an eye on my everyday work, verifying each data entry I produced and each voucher I resolved. He also provides me with feedback about my job and takes a report for himself at the end of the day. He continuously made an effort to assist me in doing tasks if I was unable to do them on my own. In addition, he used to explain to me how daily operations, projects, and tasks are carried out so that I could understand more about Summit Power Limited.

Chapter 3

The PROJECT

"Examining the Influence of Career Development Opportunities on Employee Satisfaction at Summit Power Limited":

3.1 INTRODUCTION TO THE REPORT:

Employee satisfaction directly affects productivity, retention, and general employee well-being, making it a key factor in determining an organization's success. Organizations need to consistently make investments in creating environments where workers feel appreciated, engaged, and given chances to advance in today's dynamic settings. In the context of Summit Power Limited, a top energy company, this study explores the intriguing connection between chances for career growth and employee satisfaction.

The dependent variable being examined in this study is "Employee Satisfaction," a complex construct that captures workers' general contentment, engagement, and favorable attitude toward their job roles and the firm as a whole. Employee satisfaction is a comprehensive metric that captures the interaction of many variables, making it the perfect focus point for analyzing the effects of career development possibilities at Summit Power Limited.

3.2 OBJECTIVES OF THE REPORT:

Objective 1: To Assess the Impact of Career Advancement Opportunities on Employee Satisfaction

- This objective aims to examine how the availability of internal promotions, growth prospects within the company, and clear paths for career progression influence employee

satisfaction at Summit Power Limited. By analyzing these factors, we can gain insights into how employees perceive their long-term prospects within the organization.

Objective 2: To Evaluate the Effectiveness of Training and Development Programs on Employee Satisfaction

- This objective seeks to assess the extent to which training programs offered by the company contribute to enhancing employees' skills and competencies, consequently affecting their overall job satisfaction. An analysis of the effectiveness of these programs will provide valuable information for future training investments.

Objective 3: To Investigate the Role of Mentoring and Coaching in Shaping Employee Satisfaction

- This objective focuses on understanding how formal mentoring programs and one-on-one coaching sessions impact employees' career growth and job satisfaction. By examining the role of mentorship and coaching, we can determine their significance in fostering a supportive work environment.

Objective 4: To Examine the Influence of Performance Feedback on Employee Satisfaction

- This objective aims to analyze how the frequency and quality of performance feedback provided to employees affect their job satisfaction. It seeks to understand whether constructive feedback enhances motivation, engagement, and overall satisfaction with their roles at Summit Power Limited.

Objective 5: To Determine the Alignment of Career Development Opportunities with Personal Goals

- This objective aims to assess the extent to which the career development opportunities offered by Summit Power Limited align with employees' individual career goals and aspirations. By exploring this alignment, we can identify whether employees perceive the organization as supportive of their personal growth objectives, which in turn influences their job satisfaction.

These objectives collectively form the backbone of our research, enabling us to comprehensively explore the relationship between career development opportunities and employee satisfaction at Summit Power Limited. The findings from this study will provide actionable insights for the organization to enhance its strategies and practices, ultimately fostering a more satisfied and motivated workforce.

3.3 SCOPE OF THE REPORT:

This report examines the influence of career development opportunities on employee satisfaction at Summit Power Limited. It encompasses the analysis of career advancement opportunities, training and development programs, mentoring and coaching initiatives, performance feedback practices, and alignment with personal goals. The report provides a holistic view of how these factors impact employee satisfaction within the organization.

3.4 LIMITATIONS OF THE REPORT:

Instead of a lot of effort and co-operations some limitations were faced in the study and preparation of the report some of such limitations are noted below:

1. Lack of time : The time period was not that much. During the working day there was also some govt. vacations also I had some unfortunate sickness most of them were seasonal. That's why the time was shorter compare to the project work.

2. Insufficient Data: For this project I have collected data. But the data was not sufficient because I just get nine response from the company. The employees were very busy to their own work for that reason I could not get more responses for the projects. I get the responses from the accounts team and from the HR team only.

3. Other limitations: There are some other limitations like sickness also first ten days the work pressure of the employees was very high on that time on that time I got less support from them to do my assigned work.

3.5 METHODOLOGY OF THE REPORT:

The methodology of the report is divided into two parts as stated bellow:

1. Sources of data

Two types of information sources have been used in achieving the specific objectives of the study. These two sources are as follows:

- Primary sources
- Secondary sources

2. Methods of collecting data

Primary data have been collected by interviewing the (Accounts team and the HR team) because I have worked with them closely. And secondary data have been collected from their website and also from their annual report that they have gave me in the first day of my joining.

Data collection:

1. Primary data : I have collect the primary data from the employees of accounts team and also the HR team by talking with them personally. And also took their response in a google form that has a some questions related to the topic of this project.

2. Secondary data: I have collected the secondary data from their own website, academic book of mine, some previous online news and also from their annual report.

Chapter 4

Findings and Analysis

4.1 Findings and Analysis

4.1.1 Analysis of Job satisfaction of the employees.

To find out the satisfaction level I did personal interviews and also gathered responses from 9 employees from SPL. The responses are from the accounts and HR department. The responses are given below in 2 tables.

Job satisfaction	Training and development	Career growth and development	Skill development and enhancement	Career advancement opportunities are transparent and fair
Agree	Satisfied	Agree	Satisfied	Very Transparent and Fair
Strongly Agree	Very Satisfied	Strongly agree	Very Satisfied	Very Transparent and Fair
Strongly Agree	Very Satisfied	Strongly agree	Very Satisfied	Very Transparent and Fair
Agree	Satisfied	Agree	Satisfied	Very Transparent and Fair
Strongly Agree	Very Satisfied	Strongly agree	Very Satisfied	Very Transparent and Fair
Strongly Agree	Very Satisfied	Strongly agree	Very Satisfied	Very Transparent and Fair
Strongly Agree	Very Satisfied	Strongly agree	Very Satisfied	Very Transparent and Fair
Strongly Agree	Very Satisfied	Strongly agree	Very Satisfied	Very Transparent and Fair
Strongly Agree	Very Satisfied	Strongly agree	Very Satisfied	Very Transparent and Fair

TABLE 01

Support and guidance provided by mentors	Feedback and performance evaluations	Long-term career aspirations	Values and invests in employee growth and development	Consider joining Summit Power Limited
Very satisfied	Very Satisfied	Fully Aligned	Disagree	Likely
Very satisfied	Very Satisfied	Fully Aligned	Strongly agree	Very Likely
Very satisfied	Very Satisfied	Fully Aligned	Strongly agree	Very Likely
Satisfied	Satisfied	Fully Aligned	Strongly disagree	Likely
Very satisfied	Very Satisfied	Fully Aligned	Strongly agree	Very Likely
Very satisfied	Very Satisfied	Fully Aligned	Strongly agree	Likely
Very satisfied	Very Satisfied	Fully Aligned	Strongly agree	Likely
Very satisfied	Very Satisfied	Fully Aligned	Strongly agree	Very Likely
Very satisfied	Very Satisfied	Fully Aligned	Strongly agree	Very Likely

TABLE 02

4.1.2 Analysis

To what extent do you agree with the statement: "Career development opportunities at Summit Power Limited contribute to my job satisfaction"?

9 responses

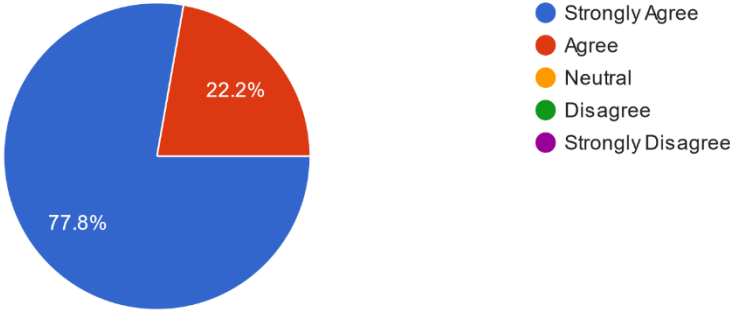


Figure 01

In figure 01 we can see that most of the employees agree that they are satisfied with their job. Almost 77.8% strongly agree with the statement and others also agree with the statement too.

How satisfied are you with the support and guidance provided by mentors or supervisors regarding your career development at Summit Power Limited?

9 responses

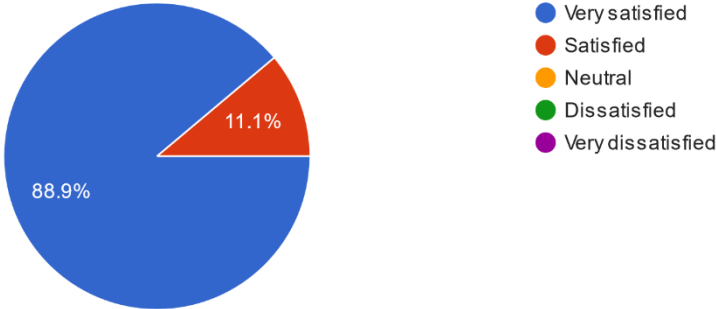


Figure 02

In figure 02 we can see that the employees are agreeing that they are happy with support they are getting from their supervisors or the higher level officers on Summit Power Limited.

How satisfied are you with the feedback and performance evaluations related to your career development goals at Summit Power Limited?

9 responses

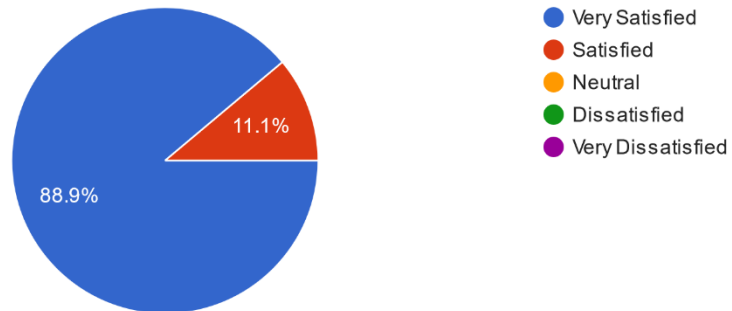


Figure 03

Feedback and performance evaluation are very essential in any job environment. It encourage the employees to do their job more effectively. And here we can see that the employees are satisfied with their feedback form their superiors.

To what extent do you believe that career development opportunities at Summit Power Limited align with your long-term career aspirations?

9 responses

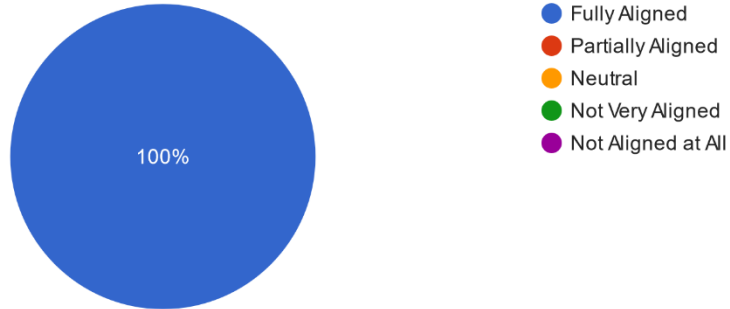


Figure 04

In here we can see that the employees believes that career development opportunities at Summit Power Limited align with your long-term career aspirations.

How likely are you to consider joining Summit Power Limited as an employee based on the perceived availability of career development opportunities?

9 responses

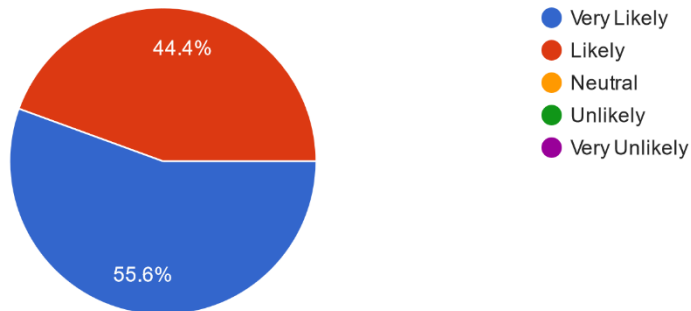


Figure 05

From the previous analysis we can see that all employees are satisfied in their job all of them are insisting the new peoples for joining in SPL but 44.4% employees are not selected the option very likely because the work at SPL are not too much easy for that reason they have selected likely. And also different people has their own satisfaction in different sectors. For that reason 44.4% people think that career development opportunities are not that much good for all types of people in SPL.

Employees at Summit Power Limited (SPL) have a very optimistic perspective, according to the statistics shown in Figures 01 and 02. Given that nearly 77.8% of respondents strongly agreed with this statement and that other respondents also agreed, it is clear that the vast majority of employees are satisfied with their jobs. This strong job satisfaction is a definite sign of a productive workplace at SPL.

Figure 02 further emphasizes the excellent environment at SPL by showing how happy employees are with the help they receive from their superiors and higher-level authorities. This emphasizes the value of good leadership and direction within the company, which is apparent to be a well-liked feature of working at SPL.

It is encouraging to see that staff members are satisfied with the feedback they receive from their superiors. Feedback and performance reviews are crucial elements of every workplace. This suggests a culture of positive feedback that supports worker growth and productivity.

Additionally, the data hints that employees think SPL's career development prospects correspond with their long-term professional goals, which is a very favorable development. This alignment shows that SPL is supporting its workforce's growth and career objectives in addition to just providing jobs.

SPL appears to be meeting the requirements and expectations of its employees in terms of general job satisfaction, leadership support, feedback methods, and career growth chances. These results show that SPL has fostered an atmosphere where staff members are happy and eager to recruit new members. Although 44.4% of employees did not select "very likely" when asked to recommend that others join SPL, this may be because of the demanding nature of the work, which not everyone may find fit. Given that everyone has different expectations and ambitions, the job growth chances might not be in line with everyone's aspirations.

In conclusion, SPL seems to have promoted a pleasant workplace culture, but it's crucial to recognize that not every prospective employee will be a good fit for the type of job and career options available. However, the organization's strengths and dedication to employee development are demonstrated by the high levels of satisfaction among present staff.

Chapter 5

Recommendation and

CONCLUSION

5.1 RECOMMENDATIONS

Several qualities have been displayed by Summit Power Limited, as seen by the positive comments and high employee satisfaction ratings. However, there are always methods to get better in order to guarantee long-term success and ongoing worker happiness. Here are some suggestions for Summit Power Limited to improve its workplace and better assist its staff:

Diversity and Inclusion Initiatives:

SPL should think about putting diversity and inclusion programs into place so that it can meet the varied requirements and expectations of its staff. These initiatives can promote a more welcoming workplace where every worker, regardless of origin, gender, or age, feels valued.

Continuous Training and Development:

Although many workers express satisfaction with possibilities for professional growth, SPL may yet improve its training and development programs. Employees can continue to develop and contribute more effectively to the organization by being given ongoing learning opportunities, mentorship, and skill-building activities.

Employee Well-being Programs:

The health of the workforce is essential for job satisfaction. To ensure that employees are physically and mentally healthy, SPL can adopt well-being programs including stress management classes, mental health assistance, and exercise activities. This will improve employees' ability to accomplish their jobs.

Regular Feedback Mechanisms:

SPL can codify and structure feedback processes even though the feedback culture appears to be good. Implement frequent feedback meetings between subordinates and employees to review work, handle issues, and establish precise objectives for progress.

Employee Recognition and Rewards:

Employee morale can be raised by thanking and recognizing hard work and effort. SPL can create an employee appreciation program to honor exceptional work, creative suggestions, and enduring dedication.

Flexible Work Options:

Where it is practical, take into account providing flexible work options, such as remote work or flexible hours. Employees may be able to better balance their personal and professional life as a result, which could lead to more job satisfaction.

Employee Surveys:

To get a sense of how people feel generally and to pinpoint areas that need work, conduct frequent employee satisfaction surveys. Utilize the feedback you've gathered to solve particular problems and come to data-driven judgments.

5.2 CONCLUSION

My time at Summit Power Limited has been a priceless experience that has given me useful knowledge and insights that I am confident will be very helpful in my future career. I got the

opportunity to learn firsthand throughout my internship, which has increased my professional development. In a relatively short period of time, Summit Power Limited has clearly established a remarkable reputation. This success can be credited to the company's persistent dedication to discipline, diligence, and strategic excellence. The company's management has been essential in determining its success. While preparing this report, it is important to acknowledge that certain limitations were encountered in obtaining precise internal information. However, these limitations were thoughtfully considered to ensure that they did not unduly impact the quality and validity of the research findings.

In closing, it is clear that the ultimate success of an organization is the result of unwavering dedication, steadfast commitment, and dynamic leadership. With a management committee that exhibits these qualities, Summit Power Limited is poised to continue its journey with confidence and vigor, supplying energy to communities with a heightened sense of purpose. As the company moves forward, it is evident that Summit Power Limited will maintain a strong, upward trajectory, solidifying its reputation and impact within the energy sector.

5.3 REFERENCES

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5.4 APPENDIX

The sample of the Questionnaire for Employees are given below:

1. To what extent do you agree with the statement: "Career development opportunities at Summit Power Limited contribute to my job satisfaction"?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

2. Please rate your satisfaction with the training and development programs offered by Summit Power Limited.

- Very Satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very Dissatisfied

3. Indicate your level of agreement with the statement: "I feel supported in my career growth and development at Summit Power Limited."

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

4. How satisfied are you with the opportunities for skill development and enhancement at Summit Power Limited?

- Very Satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very Dissatisfied

5. To what extent do you believe that career advancement opportunities are transparent and fair within the organization?

- Very Transparent and Fair
- Somewhat Transparent and Fair
- Neutral
- Not Very Transparent and Fair
- Not Transparent and Fair at All

6. How satisfied are you with the support and guidance provided by mentors or supervisors regarding your career development at Summit Power Limited?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

7. How satisfied are you with the feedback and performance evaluations related to your career development goals at Summit Power Limited?

- Very Satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very Dissatisfied

8. To what extent do you believe that career development opportunities at Summit Power Limited align with your long-term career aspirations?

- Fully Aligned
- Partially Aligned
- Neutral
- Not Very Aligned
- Not Aligned at All

9. Indicate your level of agreement with the statement: "Summit Power Limited values and invests in employee growth and development."

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

10. How likely are you to consider joining Summit Power Limited as an employee based on the perceived availability of career development opportunities?

- Very Likely
- Likely
- Neutral
- Unlikely
- Very Unlikely