



Venturas

Future beyond Destiny

Internship Report
On
“Human Resources Practices in Venturas Ltd.”

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Inspiring Excellence

Letter of Transmittal

August 1, 2017

Md. Ariful Ghani
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Subject: Submission of Internship Report.

Dear Sir,

It is my utmost pleasure to have had an opportunity to submit my internship report on “Human Resource practices in Venturas Ltd.” which was assigned to me as a requirement for the completion of the Internship Program.

Venturas Ltd. is a Japanese Educational IT company based in Bangladesh, established in 2014 by Founder and CEO Yoriko Ueda, whose aim is to maximize good quality education to each and every student with the help of technology that is free of cost and can be easily available to them, to achieve this many projects have been introduced and implemented in different schools and colleges all over Bangladesh.

During my time as an intern, under your active supervision as my academic supervisor Md. Ariful Ghani, Lecturer, BRAC Business School, and my organizational supervisor Yoriko Ueda, I was able to learn and merge both my theoretical with the practical knowledge that I have acquired from my courses. I have put in my best effort to complete this report and I hope this will maintain such integrity. I would like to thank you again for providing me the opportunity to submit this report.

Best Regards,

Siam Ahmed
ID - 13104123

Acknowledgement

This report has been completed with the combined efforts of many people. Two organizations played key roles, for me to have come this far. Firstly, BRAC University to which this report is being submitted to and secondly to Venturas Ltd. the company which has taught me its ways that I have summarized in the report.

First of all, I would like to sincerely honor Mr. Md. Ariful Ghani, Lecturer of BRAC Business School (BBS), and BRAC University. I am indebted to his sincere guidance during my internship period. It is with his proper directives and suggestions that this report has come to be fruitful.

I would like to thank Venturas Ltd. to have given me the opportunity to be an intern in their organization. I would like to thank Ms. Yoriko Ueda who has given me the hands on experience of what I had studied so far.

Finally, I would also like to express my gratitude towards my friends who have provided me with moral support and valuable suggestions, which has made my learning even finer and hence this report as a result.

Executive Summary

The objective of the report is to identify how theories and concepts that are discussed in my educational program can be practiced in the aspect of human resource practices in a multinational corporation. As usual, primary data and secondary data were used to prepare this report. Primary data were gathered from my day to day observation and interviewing employees. Secondary data was collected from the discussions with my organization supervisor, website and relevant books.

The HR practices taken after by Venturas Ltd. help them to accomplish their objectives. Consequently, I likewise attempted to concentrate on how proficiently and adequately this organization can enlist, oversee and hold the profitable representatives through the different exercises they may embrace and how they can enhance those strategies.

This report additionally reflects how this organization can keep up their worldwide HR models, strategies and practices. It additionally covers how they should design the advancement exercises of the significant human resources, their few pay approaches, and preparing and engagement capacities. In addition, the report gives some proposal which may enhance their procedure.

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INTRODUCTORY PART

1.1 Introduction

The theoretical knowledge and practical training is not the same theme. The theoretical knowledge is fulfilled when it can be used in the practical field. The goal of internship is to apply one's theoretical knowledge in practical fields. Thus internship is a pragmatic application of knowledge and achieving practical experience by engaging oneself in different and distinct sectors of work. That is why the internship program is also included in the curriculum of BBA in BRAC University, which is undertaken in different organization of the country. I have also completed my internship program at "Venturas Ltd". There I practically gain knowledge of this organization and I discussed with the different Officers about my internship. They help me to know about human resource planning and practice.

1.2 Concept of internship:

Internship is a process to achieve practical knowledge about some theoretical lesson. Actually internship means having a practical knowledge from a real field of work.

The part "Internship" indicates practical training in any real field where theoretical knowledge is practically applied. Internship help to become aware of how practical practice deviates from theoretical principles. Thus internship program expands both the theoretical and the practical knowledge of the participants.

1.3 Origin of the Report:

This report was assigned as part of the Internship program of BRAC Business School after completing all the credits of Bachelor of Business Administration (BBA) program. In accordance with the specifications of this program, I have completed three month periods of the internship at Venturas Ltd. The assigned project titled "BIZ Development Intern" has been completed and report has been prepared under kind supervision of Academic Supervisor Md. Ariful Ghani, Lecturer BRAC Business School, BRAC University and Organizational Supervisor Ms. Yoriko Ueda, Founder and CEO of Venturas Ltd.

1.4 Objective of the Report:

The main objective of this report is to know about the concept of human resource practices in context of Venturas Ltd. The world of business is dynamic it is subjected to continuous changes and a major cause is many of the companies are growing faster so that we need to change our strategy according to its environment. Here our major focus is on understanding the policies practiced by Venturas Ltd.

1.5 Scope of the Study:

This report will give a clear idea about the various policies applied and the recruiting process works. The report covers the activities of "Venturas Ltd". It has identified the major activities of the different ways recruitment is done in the company and the changes that has been brought about in the new recruitment policies.

1.6 Methodology of the Study:

I have used both primary and secondary data for preparing the report.

For primary data: I have had thorough discussions with my organization supervisor who had shared with me insightful information.

For secondary data: Various articles, publication, website of "Venturas Ltd", "Viling Group", "reapra.sg"

1.7 Limitations:

Limitations of the report are given below:

- Confidentiality is a crucial matter in this organization. As an intern it was not possible to reach those secret topics.
- It was difficult to find out the gap between rules and regulations and real life practice. So, I went under a huge stress to find out those matters.
- Lack of published relevant documents
- Lack of website information to reach on any nice ending

ORGANIZATION OVERVIEW

2.1 Overview of the organization:

VENTURAS is an EduTech (Education × Technology) company based in Bangladesh founded by Yoriko Ueda. The aim is by maximizing the power of technology, Venturas contributes to the learning sector of the emerging Bangladeshi market. Venturas mainly provides online "Personalized Learning" platform for local students in Bangladesh so that everyone can access to high quality contents at affordable price. Also, Venturas covers businesses related to "Learning" and "Working" contributing to emerging Bangladeshi market.

Mission: To democratize high quality of education so that everyone realizes their dream by maximizing their potential.

Vision: To be No.1 Learning platform to change the world.

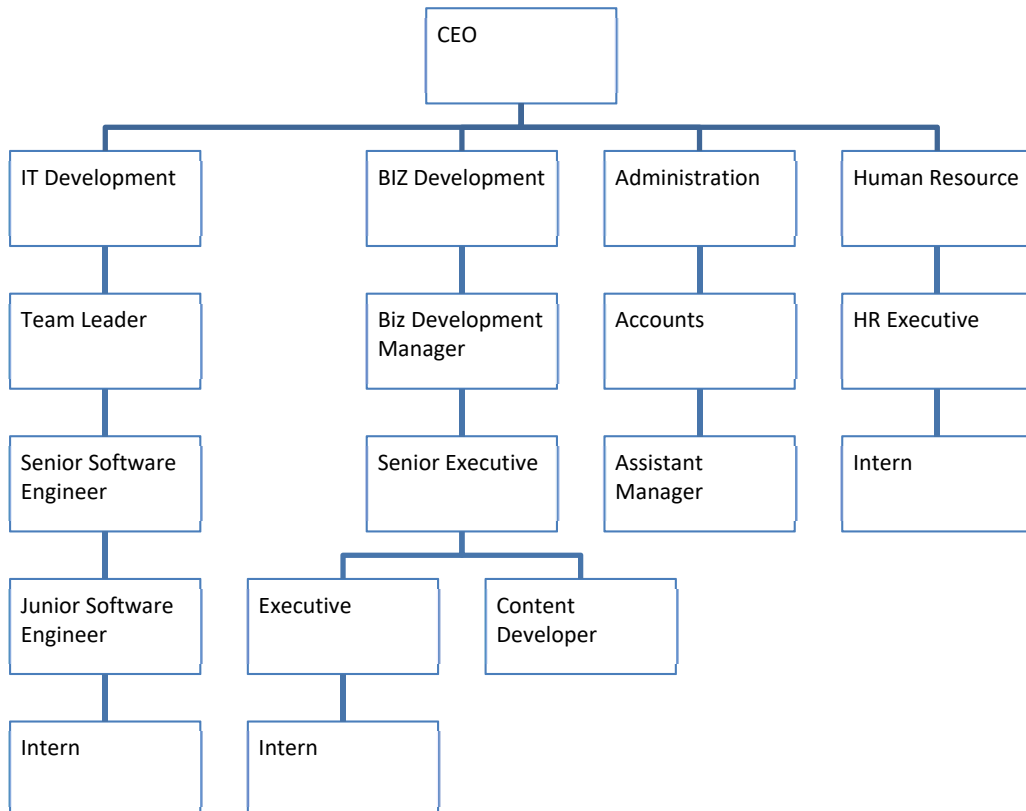


Figure: Organogram of Venturas Ltd

2.2 Structure of the Organization:

The sister concern of Venturas Ltd. is Viling Group situated in Japan furthermore, REAPRA PTE LTD is the parent corporation of Viling PTE LTD and the holding company of the group.

REAPRA established in Singapore in 2014 by Japanese entrepreneur Shuhei Morofuji, has established 14 industry practices and has invested in close to 50 start-ups in a diverse range of sectors, including agriculture, healthcare, education, hospitality, digital media, travel, real estate, and aviation. Our businesses operate across Asia, in Singapore, Thailand, Vietnam, Malaysia, the Philippines and Bangladesh. (reapra.sg, 2017)

Viling Group works on a mission “Bring out potential to keep on living vividly with the society” starting to proceed toward the realization of our educational activities since 2014. Viling Venture Partners is a venture capital arm of Viling Group which focuses on investment in "Ed Tech" sectors around Asia.(viling.co)

Villing VP is actively conducting some "Accelerator Program" for Ed Tech startups trying to implement disruptive idea and dramatically change current market mechanism.

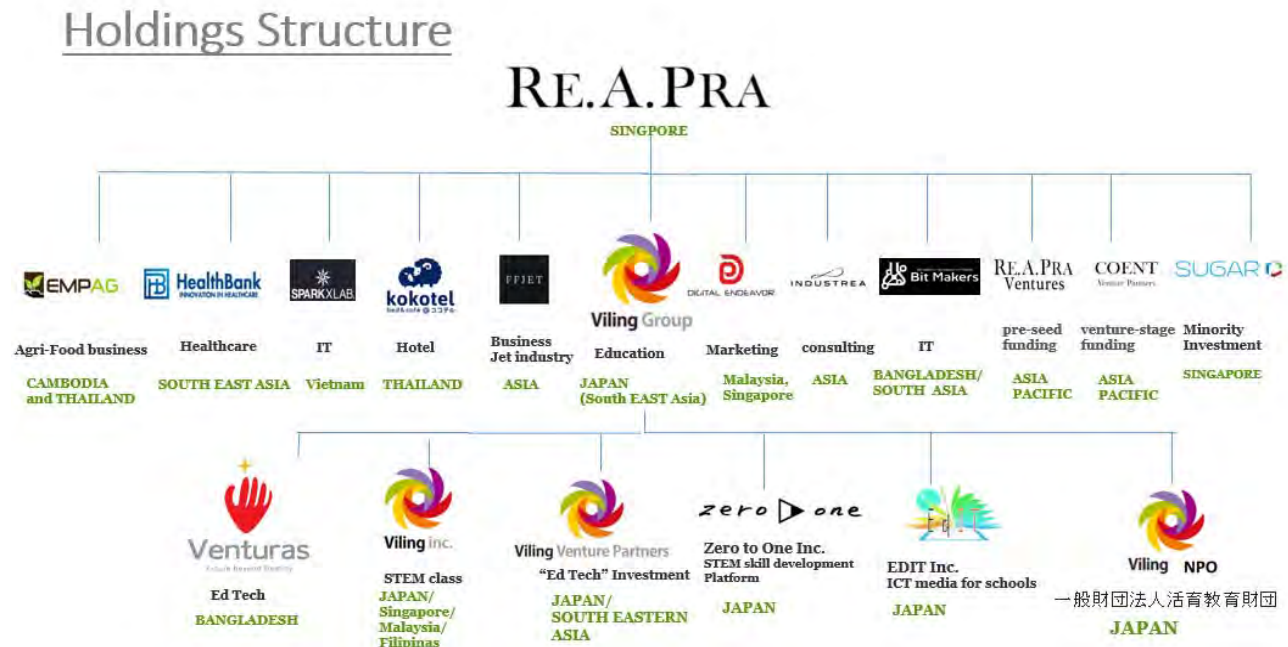


Figure1.1: Holdings Structure of RE.A.P.R.A (Grandparent Company of Venturas Ltd.)

source: Reapra(reapra.sg)

Services offered by the Organization

1) **JANO KI Mobile based Learning APP:**

"JANO KI" is the 1st memorizing app in Bangladesh for SSC and HSC students to ensure learning effectiveness. It provides contents of 19 subjects including 104 courses and 1000 vocabularies. "JANO KI" was introduced to more than 70 schools and colleges in Dhaka city, and used by more than 10,000 students.

2) **PODOKKHEP Digital Classroom SaaS Platform:**

PODOKKHEP is the 1st Digital Classroom Platform fully customized and developed for Bangladeshi educational institutions. It helps teachers to visualize every student's shortcoming and quality and Batch-wise shortcoming with the goal that educators can have a legitimate technique to enhance their understanding level in an information arranged manner.

3) **Campusbd.net Varsity comparison WEBSITE:**

The 1st ever University search and comparison website for HSC students in Bangladesh. We're associated with many universities (both public and private) all over the country so that students can be less time and money consuming when searching and applying to Varsity. Campusbd.net was launched to support students in searching, comparing and selecting Varsity in the most appropriate way. To support students to be less worried and utilize less time for making the best match to Varsity. To make this possible all the UGC approved universities of Bangladesh are brought in the same platform from which students on needs base can view in-depth information about their preferred university. Through this website student and further apply online or bookmark their various range of universities.

4) **STEMON Robotics and Engineering program for school:**

STEMON is robotics and engineering classes introduced for English Medium schools in Bangladesh. STEMON is JAPAN and U.S. Based learning method of STEM (Science, Technology, engineering, mathematics) subjects. This project is still in progress and soon will be introduced in the upcoming years.

BACKGROUND OF THE STUDY

3.1 Nature of Job:

As an intern I worked for the position of BIZ Development Executive in Venturas Ltd. under the supervision of Yoriko Ueda (Founder & CEO) on one of the projects that is Campusbd.net.

Campusbd.net was launched on March, 2017 and I had to pitch the service's concept to different College and University clients and to do this I got an opportunity to conduct field work that involved conducting campaigns and surveys in schools and colleges in Dhaka to setting meeting dates with the Vice Chancellor of different universities with our CEO, Yoriko Ueda, and presenting the business proposal to them. Moreover, I had to shortlist CVs through internal recruitment and on bdjobs.com for different positions like Senior Sales Executive, Sales Manager and Biz Development Intern. I inputted data collected from the surveys of the college students and also via phone calls set meeting dates with Principals and Registrars.

3.2 Specific Responsibilities of the job:

During my internship period I was assigned various jobs that I preceded with accordingly that were included in my day to day schedule.

Firstly, I was assigned to work with the HR and Admin in the recruitment processes of the candidate where I was thought how to give job postings in Facebook and how to screen CVs in the bdjobs web portal, after shortlisting the CVs I have to collect all the necessary information of the candidates after which I would call them to inform about the interview schedule and after all the calls are made then an email will be sent to all the candidates for further details about the interview location and contact details. Moreover, on selecting the candidate I would follow them up by a final call.

Secondly, I was assigned colleges in different areas where I have to get confirmation on being able to conduct the campaign for Campusbd.net, some of the campaigns conducted by me are Badda Alatunessa Girls' College, Monpura College, Uttara Girls' College, Govt. Science College, Ideal Commerce College, Queen Mary College, Gulshan Commerce College, Gazipur Commerce College and Rotnogarva Farida Jaman School and College.

Finally, I had get approval from the University VCs so that they get aligned with the project of Venturas ltd which is Campusbd.net and some of universities that have been aligned since May, 2017 are BRAC University, North South University, Fareast University, Canadian University Bangladesh, Northern University, Primeasia University, University of Liberal Arts, United International University, Ahsanullah University of Science and Technology and Presidency University.

HR PRACTICES IN VENTURAS LTD

4.1 Overview of HR Practices in Venturas Ltd:

Human Resource practices has been discussed in different HRM contexts for many years. HR planning was at first an imperative part of occupation investigations and was regularly utilized as bases for deciding qualities and shortcomings among the representatives and to build up the aptitudes and capabilities they required. As individual profession designs increased greater notoriety, organizations bit by bit begun to give careful consideration to the specific aptitudes and skills among singular workers as a method for adjusting and managing the organizations progression arranging.

The HR organization assemble prescribes to the organization gather how to purposely administer people as business resources. This fuses administering selecting and getting agents, arranging specialist benefits and prescribing laborer get ready and headway systems. A not too bad HR division is essential to a delegate arranged, profitable workplace in which agents are invigorated and secured. HR screens the lifestyle and recommends that the ownership is spread over all agents. HR is accountable for giving initiative, planning, booking help, an exact utilizing process, enrolment masterminding shapes, converse with ability, choice checking, and anything is possible from that point.

When you look at the improvement of any association, by then an expansive segment of us look at the numbers that the association produces, yet we disregard the most basic factor behind those numbers and that is the association's staff. The agents lock in with a particular true objective to finish those numbers and how productive your association will be depends upon what you look like at enrolment. The associations which need to grow snappy however reliable understands that it must be refined when they have the perfect blend of agents and for that enrollment is of most outrageous noteworthiness. Despite whether your candidate will wind up being an advantage for the association or a hazard, all depends upon how you enroll people. In this way, it is not quite recently important that you select the right candidate, yet it is moreover basic that you select the contender who guarantees the estimation of the association likewise in like manner helping in keeping up and fulfilling the legitimate targets and goals.

HR planning of Venturas Ltd.:

- An estimation of how many people the organization needed for the future
- A determination of what ability, skills, and knowledge requires to compete
- An evaluation of employees ability, skills and existing knowledge
- A determination of how the company could fill the identified competence gaps

4.2 Recruitment and Selection:

In an organization the system that is responsible for placing diversified talents throughout is referred to as recruitment and selection processes. The process of recruitment and selection is an ethical approach by a firm to seek and attract the most competent and suitable applicant for a vacant position. Recruitment strategies can be divided in three significant approaches:

Suitability – the most qualified applicant for the position

Malleability – molded within the cultural norms

Flexibility– the most reliable and versatility employee

Available recruitment and selection process of Venturas Ltd are:

Internal Recruitment:

In Venturas Ltd internal recruitment practice is most usual. The top level management refers a person and place them in a specified department, in that case proper procedure of recruitment are almost ignored.

External Recruitment:

External recruitment and selection process is as follows:

- Vacant created
- Provide advertisement
- Receiving CVs
- Short listing
- Arrange written exam
- Arrange interview board
- List the toppers
- Select the qualified candidate for the job.

4.3 Training and Development:

In the present contemporary affiliation laborers, abilities and data can make a positive effect on the association's effectiveness. Affiliations need to counter a couple challenges while setting up a lone or more specialists .Formal get ready is just a single of the possible results for relationship to make strides the staff execution level, as basic parts are secured moreover by progressive socialization and multitasking. It was proposed in the mid1990s that progressive socialization is a fine method for newcomers to source out data about the affiliation get some answers concerning the critical errands and how to play out their commitment; clarifying their parts and relate with others inside the affiliation. In Venturas Ltd planning is a standard development. Venturas Ltd sort out various get ready in light of its undertakings. For a wander, ace gathering of Venturas Ltd needs to pick through which approach the wander will be executed, so they illustrated their readiness in light of that. Especially on diagram the data experts accomplished a couple of get ready to know how the data will be accumulated. These trainings are planned either in Venturas Ltd or in the host affiliation. For a preparation Venturas Ltd takes after the four stage preparing process.

Step: 1.Need examination: is to distinguish the particular information and expertise the occupation requires, and contrast these and the imminent learner's learning and abilities.

Step: 2.Instructional Design: is to figure particular, quantifiable learning and execution preparing objective, survey conceivable preparing program content (exercise manual, activities and substance) and gauge the financial plan for the preparation program.

Step: 3.Implement: is to lead the preparation to the focused on representative gathering utilizing reasonable strategy.

Step: 4.Evaluation: is to survey the program's prosperity (or disappointment).

Methods used in Training programs:

In Venturas Ltd trainings are conducted through various suitable methods. Some of the frequently used methods are

- 1.Programmed Learning
- 2.On the job Training

Programmed Learning:

is a systematic method for teaching job skills, involving presenting question and facts, allowing the person to respond, and giving the learner immediate feedback on the accuracy of his or her answers. For a pattern review extend, information authorities are directed an in house preparing system to enhance their examiner understanding and different issues identified with information accumulation.

On the job training:

is the process of training a person to learn a job while working on it. Like all most every organization Venturas Ltd also practice this training method to train their newly oriented employees.

Feedback:

After conduction of every training feedback is measured. In Venturas Ltd, peer checking and role playing is the common method to get feedback.

4.4 Performance Evaluation System:

Measuring execution or overseeing execution inside affiliations is to strategize how firms can get the most extraordinary preferences from their agents. The best approach to manage measuring execution can be designated a three-organize approach that made by goals, assessment and feedback. The underlying stride is the setting of execution goals that are quantifiable, easy to measure and simple to pass on all through the affiliation. Starting now and into the foreseeable future, the system of execution examination ought to happen. Finally the feedback is measured.

The organization of execution joins design of work systems, help of data utilization, sharing and creation, and assessment and reward structures.

For measuring agent execution toward the complete of each wander, the organization of Venturas Ltd inspects among themselves about each specialist and gives their comment in laborer execution appraisal shape. After that it is recorded in the delegates' near and dear archive. For execution assessment Venturas Ltd consider the accompanying elements:

- **Quality of work:** Consider accuracy, thoroughness, effectiveness.
- **Flexibility:** Consider performance under pressure and handling of multiple assignments.
- **Initiative:** Consider the extent to which the employees sets own constructive work practice and recommends and creates own procedures.
- **Dependability:** Consider the extent to which the employee completes assignments on time and carries out instructions.
- **Interpersonal Relations:** Consider the extent to which the employee is cooperative, considerate, and tactful in dealing with supervisors, subordinates, peers and others.
- **Safety Compliance:** The degree to which the employee complies with or oversees the compliance with the organization safety rules.

4.5 Benefit and Compensation:

Evoking high commitments inside a hierarchical situation is very basic for the firm and also the representatives. For example, hope speculations have explained parts of foreseen compensates in accordance with worker's inspirations. This demonstrated each worker should confront with a coherent choice in agreement to the present sparing situation. Therefore to that worker impressive exertion will shows into a proposed acknowledge and satisfaction of a particular craving result..

The conceptions of both internal and external rewards are highly valued by organizations and its employees. Not just the conspicuous actuality that representatives longs more about limited time openings, higher pay or better advantages, additionally their longings and anguish turns from self-rule, self-improvement and esteemed duty. A sit without moving Benefit & Compensation administration framework will help an association essentially support the execution of its representatives and make a more think workforce that will go the additional mile for an association.

Types of Compensation Provided by Venturas Ltd:

Venturas Ltd provides both direct and indirect compensation to their employees. They try to match with the environment of the current situation and the needs of the employees.

Direct compensation:

Direct compensation that Venturas Ltd usually provide to their employees is:

- **Basic Payment:** A fixed amount of monetary benefits provided to the employee at the end of each month in return for their services to the company.
- **Over Time Payment:** A fixed amount of monetary benefits provided to the employee at the end of each additional one hour after completed the daily schedule hour (8 hour)
- **Car allowance:** Based on project the personnel of Venturas Ltd get vehicle either from pool or rent it.
- **Medical allowance:** Venturas Ltd their employees medical reimbursements for medical claims covering not only employees themselves, but also their family members.
- **Merit pay:** Venturas Ltd merit pay to their employees in terms of brings out critical hurdled job. Generally these types of circumstance happen in base line survey when the employees go to remote places to execute it.
- **Festival Bonus:** Venturas Ltd also offers yearly festival bonus which is given two times in a year- Eid-ul-Fitr and Eid-ul-Azha. This bonus is given on the basis of basic salary. Usually the rate of bonus is 100% of the basic salary.

Retirement Benefit:

At the time of retirement to facilitate the employees Venturas Ltd includes provident fund facility in its compensation package. It is a store into which the business and the representative both pay a similar measure of cash routinely, with the goal that when the worker resigns or leaves the organization, he or she gets an aggregate of cash.

4.6 Leave Policy:

Venturas Ltd offers paid leave to its employees.

Type of Leave

Casual Leave:

Maximum 10 days with pay.

Medical Leave:

Maximum 15 days with pay.

Earned Leave:

One day earned leave for every fifteen working days.

Maternity Leave (For Women):

6 months from to the declaration of the employee.

Hajj Leave:

Maximum 45 days with pay.

Study Leave:

Venturas Ltd grants study leave for its employee. This type of leave is especially applicable for the temporary employees. The duration of study leave is maximum 15 days with payment.

CRITICAL OBSERVATION

5.1 Lessons Learned from the Internship Experience:

From my involvement with the administrator segment of Venturas Ltd I have adapted such a large number of important information which helped me a considerable measure to comprehend the HR exercises and to set up this report. Through this temporary job connection report I got an opportunity to have a nearly see about all the HR exercises of Venturas Ltd. Followings are my comprehension from this entry level position program:

First of all, I have found out about the authoritative conduct, i.e. how people and gatherings act in the association, what are the general population association connections regarding the entire individual, entire gathering, entire association and so on.

Secondly, I have found out about the compensation management practice. Here I have found out about various type of direct-circuitous, monetary non money related advantages and rewards that has been given to the worker in return for their work. The most vital lessons from this part is before making remuneration strategy for the workers, the arrangement creator must be remember about the Management Philosophy.

Thirdly, I have adapted for the most part about the leave management system. Here I have found out about the class of leave, leave privilege, how to handle a leave application, how to ascertain earned leave and so forth.

Fourthly, I have gathered experience about recruiting and selection process from CV short listing to appoint an employee in the organization.

Finally, through writing different type of letters and notices my writing skill has been developed.

FINDINGS AND RECOMMENDATIONS

6.1 Findings:

1. Venturas Ltd don't have any Human Resource software. All the activities have been done manually. As a result, the overall HR activities get lengthy and the whole process becomes prolonged.
2. The present way to deal with enlisting staff into different positions is sufficiently bad. Particularly the Internal enrolment framework is feeble. There is no exam and introduction part in their inner enlistment prepare.
3. Compensation package of Venturas Ltd is not alluring to hold a qualified worker. Under the immediate remuneration framework Venturas Ltd offers all sort of pay for the representative yet under the backhanded pay framework they should offer something new.
4. The goal of compensation package of Venturas Ltd is to accomplish the organizational objective not to motivate the workers. As a result, the employees seem to lose their motivation for work and become negligent towards their work.
5. Employment assessment system of Venturas Ltd is not satisfactory. They assess the execution of the worker in view of the perception. There is no companion checking for more precision. As a result, there is a high chance of unfair assessment in the firm.
6. Workers can't demonstrate their ability as there is no job flexibility. As a result a lot of potential employees tend to switch their jobs and in the process Venturas Ltd lose their high potential employees.
7. A lot of abuse of reference control influences the equivalent work opportunity. As a result, there is a higher chance of under qualified employees to get employed in the firm.

6.2 Recommendations:

1. First of all the main important thing for an organization is the Recruitment, which exists in this firm, is not well designed. The firm usually recruited people in tradition way. In this case what they can do is that they can go for campus recruitment, hire institute for helping them recruiting people. They can also go for online recruitment, which is a modern method.
2. Need to assemble specialists who can give genuine feedback with respect to the one of a kind circumstance that the firm faces. There is a very relevant space for improvement, which can have an efficient result in the operations of the firm. As Venturas Ltd.'s Chief Executive Officer is from Japan, it is advised to hire local specialists to generate ideas relevant to the country and its market. They can provide a closer perception of the environment for the Chief Executive Officer to make better decisions.
3. Need to hire more management people who can provide better directions to the employees. A work force without a direction is a just group of people. The firm needs to hire people with managerial skills so that employees do not feel stranded with a project in their hand. It is a crucial factor to any company to have a leading head to every department and Venturas Ltd. needs more leaders.
4. Job analysis and job description should be prepared elaborately and well discussed during the interview session so that the personnel can understand their duties and responsibilities. While binding to a contractual bond, it should be specifically instructed to the recruited individual about the job description and specification. In a failure to do so may result in false expectations and it may cause employee dissatisfaction. Not being motivated to work will result in delay or failure to finish a job. As Venturas Ltd has done projects that have time limits to achieve their goal, delayed work is not an expense the firm can make.
5. Ventura Ltd. should arrange some annual event for their employees, to entertain them, motivate them, give them relief from their monotonous work and make them feel that the organization also cares about each employee. In an event such as an annual dinner where employees with better results should be rewarded as token of appreciation for achieving goals that has given rise to the firm's growth. Such appreciation does not need to be monitory but a recognition among the current colleagues will motivate the employee to do better for the future and also give motivation to others to do better in the following year.

6. Ventura Ltd. should open their performance evaluation system to the employee and should set some standard, so that competitiveness can grow in the employees mind to achieve the level of standard. It will be easier to assess their own work and progress and will provide a better understanding to which aspect of their performance needs to polished and worked upon as well as which are their strength also. Transparent basis of performance evaluation will also help Venturas Ltd to establish the characteristics of their work procedures as employees will have an in depth perception to the need and want the company expects from their employees.

Conclusion:

To ensure the better service effective Human Resource Management Practice is very much essential. This is unquestionably the case at Venturas Ltd. To guarantee better consultancy benefit the association must need to guarantee a decent Human Resource Management rehearse. The region of Human Resource Management is wide. In this report it has been tried to demonstrate the degree at which Venturas Ltd hones Human Resource Management at their association. That covers their Training, enrollment and determination handle, add up to pay bundle, execution evaluation framework. Human Resource administration is the core of an association which assumes an essential part of getting the perfect individuals to do the correct employment and at the correct spots, which guarantees the general accomplishment of the objectives of the association. For proper utilization of human resource, Venturas Ltd should overcome its limitation and follow the recommendation mentioned earlier. They must ensure job flexibility. It should be kept in mind that efficient employees of an organization is the assets of that organization and that is why it should be taken up carefully. A large portion of the workers are well disposed and the seniors dependably support collaboration as opposed to an individual focus, then again there are some difficult issues if there should arise an occurrence of basic leadership. In spite of the fact that it is a new business however it had a splendid achievement record in a brief timeframe. Human Resource Management is an instrument for development. Workforce is the prime factor of success for any organization. Venturas Ltd needs to keep this in mind and work accordingly to turn into a more successful firm in the future.

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