

Internship Report

On



Compensation

Employee Satisfaction on Aarong's Compensation



INTERNSHIP REPORT

Employee Satisfaction on Aarong's Compensation

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LETTER OF TRANSMITTAL

07 December, 2017

To
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Subject: Internship Report Submission

Dear Madam,

With due respect, I have delight to present my internship cover "Employee Satisfaction on Aarong's Compensation" to somewhat satisfy the necessities of the four year university education under your supervision. It has been an advantageous ordeal for me undertaking such a report work to get presentation to the genuine business. I have given my best push to fulfill the scholastic necessities.

In this report, I endeavored to make sense of part of Human Resource division at Aarong. Besides I attempted to raise an extensive variety of staff benefits gave by Aarong and its worker fulfillment remuneration.

I might want to thank you for your consolation and bolster which propelled me to work energetically. It would be my pleasure to react any of your request with respect to the report.

Sincerely yours

Manjurul Hasan

ID: 13304042

Acknowledgement

I would like to express thanks from depth of my heart to my regarded supervisor Tahmina Hossain (Executive of HR at Aarong) and all individuals from Human Resource department. They helped me to utilize different records, Human Resource Policy and Procedure (HRPP) of Aarong during my internship period and their important recommendations, advices and stretched out helping makes me ready to finish this report. I might want to thank extraordinarily Md. Golam Saklain (Senior HR Officer of Aarong), Zahidul Islam (Manager Aarong), Monjuri Monica Drong (Senior Officer at Aarong) for their genuine help. My earnest much gratitude goes to my director Ummul Wara Adrita (Lecturer, BRAC Business School, BRAC University) for giving me a chance to pick this topic and giving her direction and bolster which draws out a result of this report. I value her co-operation and forfeit of significant time. I might likewise want to thank my folks for supporting me and empowering me from the earliest starting point till the finish of my work. Last however not the least, I thank the Almighty for keeping me solid and fit and empowering me to finish my provide details regarding time.

Executive Summary:

Aarong has established in 1978 with the visionary goal to change the lives of deprived artisans and underprivileged country ladies by charging and empowering their specialties and artworks. Aarong means „a village fair or market“ in Bengali. Aarong have the essence of Bangladeshi culture and magnificence into every single piece. Aarong was set up to help the minimized individuals of Bangladesh As it is a social undertaking, it gives a few administrations to the low wage and underestimated individuals in the provincial regions to beat the three principle deterrents. Other than Aarong is securing and advancing Bangladeshi item and outlines which contain the substance of Bangladeshi culture and excellence. Presently Aarong has more than 100 product offerings. Aarong gives the neighborhood and global open chance of owning a Bangladeshi handmade item. At introduce Aarong have 18 residential outlets in Dhaka, Narayanganj, Chittagong, Sylhet, Comilla, Bogra, and Khulna and 1 establishment outlet in London. Since 1984 this association is sending out their items in Italy, U.K., Spain, Canada, Japan and different nations. The objective customers of Aarong are middle and higher financial classes, expatriates, foreign guests (visitors and business explorers) and Bangladeshis living abroad. In spite of the fact that they have more than 100 product offerings, greatest benefit is earned frame women’s wear, men’s wear, children’s wear, jewelery, leather, Households (material, non-material) and others. Step by step this organization’s sales are expanding and additionally profit. As Aarong is the main design place of Bangladesh, for directing their business operations splendidly they require qualified staffs. This association has a Human Resource Department which guarantees inflow of qualified HR in the association.

I did my internship in the HR department of Aarong. My responsibilities and duties as an intern was screening CV’s, inviting candidates to attend interview, checking out documents of selected candidates, appointment letters, planning individual representative records, preparing confirmation letters, getting ready transfer letters, getting ready promotion letters and getting ready experience letters and so forth. Aarong gives an extensive variety of staff promotions to their employees. So I ended up plainly intrigued to think about „Employee Satisfaction on Aarong's Compensation'. While going to learn about employee satisfaction on Aarong’s pay it was discovered that exclusive 55% staffs of Aarong are happy with their compensation. 45% staffs are disappointed. They imagine that they ought to be paid more. Moreover 45% of staffs said that pay advantage of Aarong is higher than some other same class association. 30% of

staffs said that it is practically comparable and 20% said that it is lower than other. Rest 5% staffs admitted that they have no clue whether it is less, higher or like other same classification association. 85% staffs of Aarong are happy with leave technique. 15% are disappointed with leave advantage. In addition, 55% staffs of Aarong believe that general pay advantage of Aarong is great. 15% feel that it is great. 5% staffs feel that it is awful. 30% of staffs said that Aarong should expand compensation. 20% imagines that it ought to give lunch to staffs. 20% of staffs imagine that it ought to give reward on execution. 15% conceives that Aarong should expand motivating force. 5% staffs of Aarong said that Aarong should impart some segment of benefit to staffs. 5% said that they require more sustenance recompense while they are going by outside for official reason. 5% of staffs said that they require more night haltage while they remain outside for official reason. The HR division of Aarong guarantees draw in, achieve and hold of ability staffs inside the association and aides in setting opportune individuals, at the ideal place, at the ideal time doing the correct activity. Ability and qualified staffs are faithful to the Aarong for its best remuneration bundle. Lion's share of staffs of Aarong are happy with their general pay benefits. However contenders can pull in gifts of Aarong through offering more alluring pay benefits. Hence Aarong ought to be more worry about it and should expand remuneration advantages of staffs.

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1. Introduction

As indicated by the scholastic manage the students of BBA (Bachelor of Business Administration) must need to finish an incorporated course called internship toward the finish of their BBA program. The fundamental goal of this internship program is to guarantee that students gain down to earth involvement of expert occupation in respect to their major or minor concentrated zone. students are recommended to different productive or non gainful associations for internship. Amid the time of working in an organization as understudy students are given the chance to pick up something about specific business and additionally make a commitment to the organization by playing out some occupation obligations and obligations. Regularly remuneration are paid for the time they work; in a few examples, they are most certainly not. I did my temporary job in Aarong which is the main design brand of Bangladesh. I did double major in Human Resource Management and Marketing. My internship began on 26 August, 2017 and wound up on 28 November, 2017. Amid this three months time frame I worked in the enlistment and determination department of HR of Aarong as an intern. I had some particular activity obligations and duties. I played out those activity obligations and duties consummately and delighted in the life at Aarong. I accomplished some down to earth encounters while working at Aarong. It was an extraordinary ordeal functioning as an understudy at Aarong.

1.1 Objective of the project:

Two goals of internship program are broad objective and specific objective.

These two sorts of objectives are as per the following:

1.1.1 Broad Objective

The wide target of this report is acquainting with the down to earth proficient world. To pick up a viable affair identified with major concentrated region is the expansive goal of internship program.

1.1.2 Specific Objectives

But the broad objective there are some different objective . These objective are specific objective . This paper was intended to achieve some particular targets. From my perspective, these issues are essential to discover the hole amongst desire and impression of the workers to take out disappointment. Through this investigation, I endeavored to achieve the accompanying particular objectives

The specific objectives of internship program are given below:

- ✓ To finish the educational requirement.
- ✓ To know about the association that means Aarong.
- ✓ To think about Aarong's general human asset related operations.
- ✓ To think about worker advantages of Aarong.
- ✓ To think about remuneration advantages of Aarong.
- ✓ To think about satisfaction level of Aarong's worker.
- ✓ To think about particular zones of disappointment of the Staff's.
- ✓ To think about the reasons of disappointment.

1.2 Methodology:

The information I have introduced in this internship report are gathered from different sources. The sources are specified underneath:

1.2.1 Primary Data Source

Primary data are those information which is originated by the author for the particular reason for describing or dissecting something. I gathered data by doing up close and personal discussion with the workers Aarong. In addition, I built up an arrangement of poll which was topped off by workers of Aarong.

1.2.2 Secondary Data Source

Secondary data are information gathered for some reason other than the principle certainties. Secondary data are quick source of foundation data. I additionally gathered data from optional information sources. The sources are:

- ✓ Web
- ✓ Financial statements
- ✓ Interview with the HR (Human Resource) work force
- ✓ HRPP of Aarong
- ✓ Past reports on HR of Aarong

1.3 Scope:

To lead this research I didn't visit distinctive outlets of Aarong. I simply assemble data from employee's of Aarong Head Office. Moreover I didn't sit with all workers of Aarong Head Office.

1.4 Limitations:

For preparing this report a few troubles have been confronted. These challenges can be considered as limitations. The limitations are as per the following:

1.4.1 Unavailability of Updated Information:The organogram showed in this report is starting at 2008. They are working on making new organogram. Moreover, they were all the while working on it till my intership period.

1.4.2 Restriction on Publishing Information:There is some data introduced in this report. This information are not precisely described. The association make some changes of the sum. So there was restrictions on disclosing secret information.

2 Company Overview

2.1 Introduction:

Aarong – Bengali for 'Village Fair' – is Bangladesh's most popular way of life retail chain. This moral brand started in 1978 to engage rural craftsmans to rise over poversty. Today, with 15 retail locations crosswise over Bangladesh and more than 100 design and way of life product offerings, Aarong supports 65,000 craftsmans with reasonable terms of exchange. Changing the retail business with exclusive expectations for quality and artistry, this notable brand mixes the customary with the contemporary in ways that never stop to win customer offer both at home and abroad. In 1976, when BRAC – the world's biggest advancement association – connected with few rural ladies to produce crafts, their only purchasers were a couple of scattered retailers in Dhaka. Weeks, even months would go amongst supply and installment, until the point when BRAC interceded and built up Aarong to pay the country ladies for their products on time. In the course of recent decades, Aarong has carved out an extraordinary market portion for handicrafts, restoring Bangladesh's rich heritage and affecting the lives of more than 325,000 individuals through 850 little business visionaries and the Ayesha Abed Foundation. The foundation goes about as Aarong's production hub, where craftsmans discover business and access to BRAC's all-encompassing help including, maternal medicinal services, cleanliness mindfulness and financed lavatories, smaller scale credit, lawful guide, day look after their kids. From mud pots to precious stone diamond setters, and silk and cotton textures to metal and calfskin stock, Aarong's tremendous scope of creative items, sponsored by a strong store network and dissemination arrange, makes Aarong genuinely a family unit mark in Bangladesh. Its developing nearness outside of Bangladesh – through reasonable exchange systems and the online shop– keeps on widening the market for Bangladeshi artworks internationally, making more open doors for craftsmans to secure their well-established workmanship and employments.

2.2 Naming

A town reasonable is a great occasion to the villagers. In a town reasonable craftsmans and skilled workers get the chance to demonstrate their abilities and show their high quality customary items for offering. The name Aarong speaks to the associations responsibility towards advancing conventional Bangladeshi items and plans which are high quality by rural craftsmans and handicraft producers around the nation. Furthermore, the results of Aarong have the embodiment of Bangladeshi culture and excellence into each piece. Remembering these considerations, the association has named as „Aarong“.

2.3 Logo

The logo of Aarong is the picture of a peacock. It is incredibly wonderful as a result of having the sparkling, glowing, enhanced bright examples in its tail. This logo demonstrates that Aarong items are attractive and interesting as a peacock. In addition, it needs to stress on its common, eco-accommodating items through the image. There are two hues in the Aarong’s logo. One is dark and another is orange. Dark speaks to polished methodology and orange speaks to vitality.



Figure: logo of Aarong

2.4 History:

BRAC the largest NGO of world was established in 1972. At that point in 1976, BRAC the largest NGO of the world committed to reduce poverty and engaging the underprivileged individuals has begun a little activity to advance sericulture among the women of Manikganj. Afterward, Aarong was conceived in 1978 need of helping the impeded, poor silk farmers of Manikganj. Their visionary objective to change the lives of deprived craftsmans and underprivileged rural women by charging and empowering their specialties and artworks. At the earliest reference point their objective purchasers were a couple of vendors of Dhaka. Before sufficiently long, Aarong began to develop and spread all through the entire nation, from one single shop to the greatest retail chains of Bangladesh. Presently, Aarong has a major group of 65,000 craftsmans with adaptable specialists including weavers, potters, metal laborers, gem specialists, jute specialists, crate weavers, wood carvers, cowhide specialists and the sky is the limit from there. Among these craftsmans, 85% of them are provincial women which demonstrate positive signs towards engaging women. Today, it can be effectively said that Aarong has turned into the greatest stage for the little autonomous gatherings and family-based activity for offering their specialties in the national and worldwide market. Aarong is remains as the interfacing span through which rustic craftsmans and ladies can offer their home-made items and convey sustenance to their table.

2.5 Key Product Lines of Aarong:

As specified before Aarong has more than 100 product offerings. Be that as it may, their key product offerings are women's wear, men's wear, children's wear, jewelry, leather, household (material, non-material) and others. Others food, home grown items, stationary, toys and furniture. Most extreme bit of profit originates from these parts. The level of these key product offerings among the total product offering are shown in a diagram:

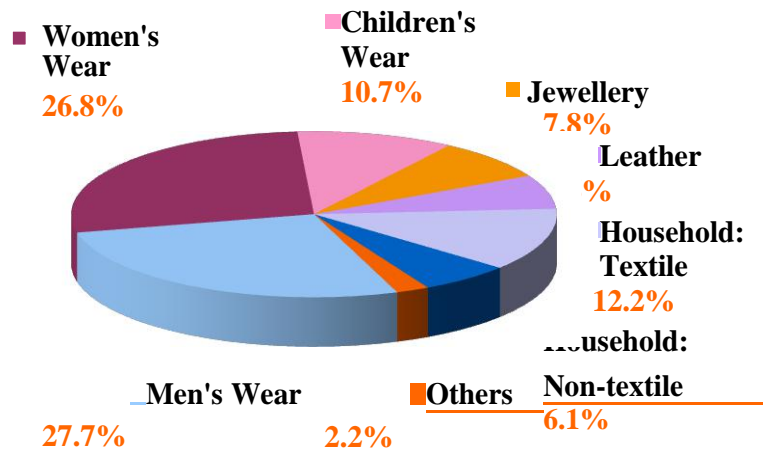


Figure: Product Lines of Aarong in Percentage

2.6 Key Values of Aarong:

- ✓ Integrity
- ✓ Inclusive
- ✓ Innovative
- ✓ Effectiveness

2.7 Operational Network Organogram:

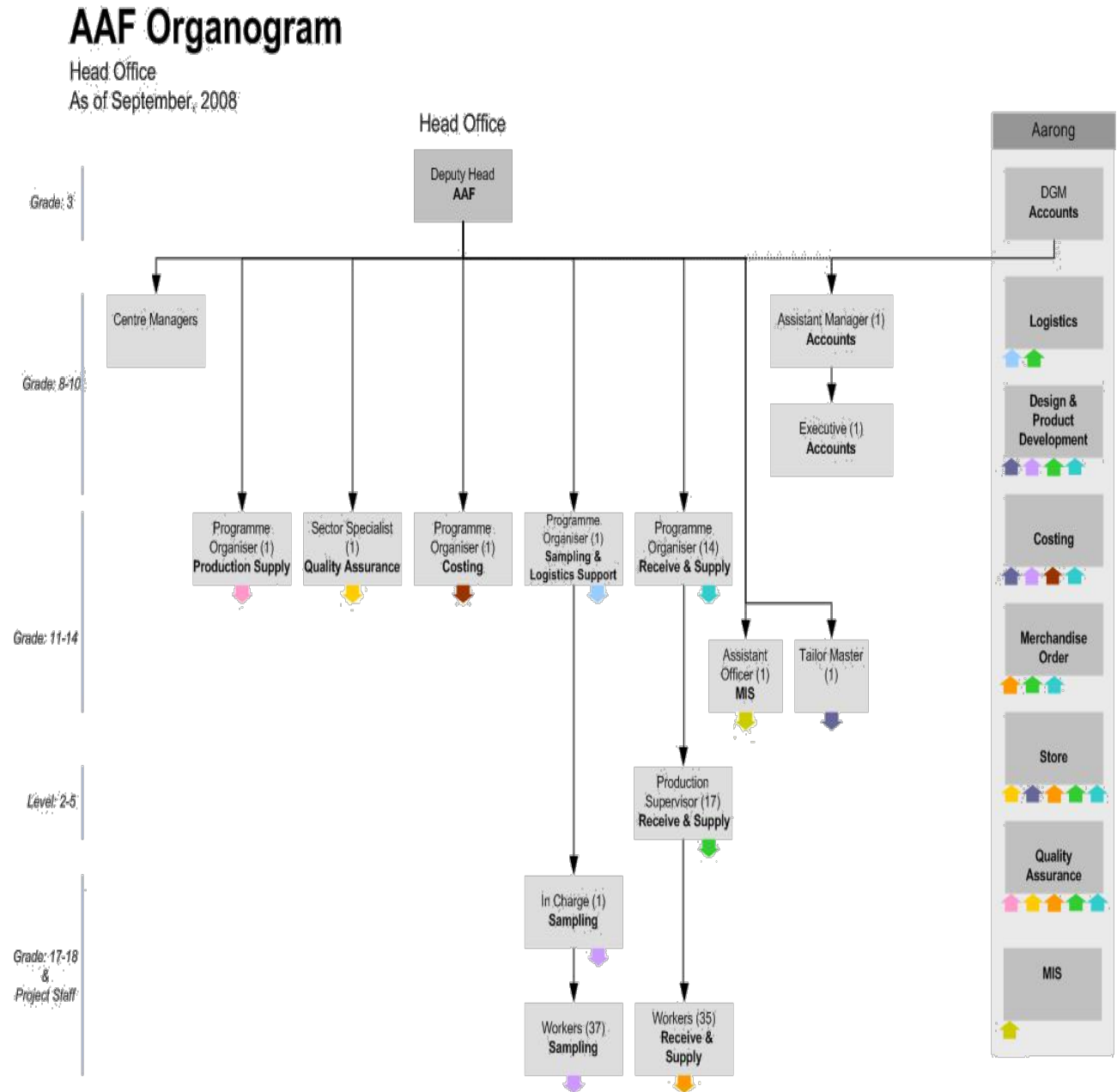


Figure: Operational Network Organogram of Ayesha Abed Foundation

2.8 Operational Network Organogram:

Organogram of the Aarong

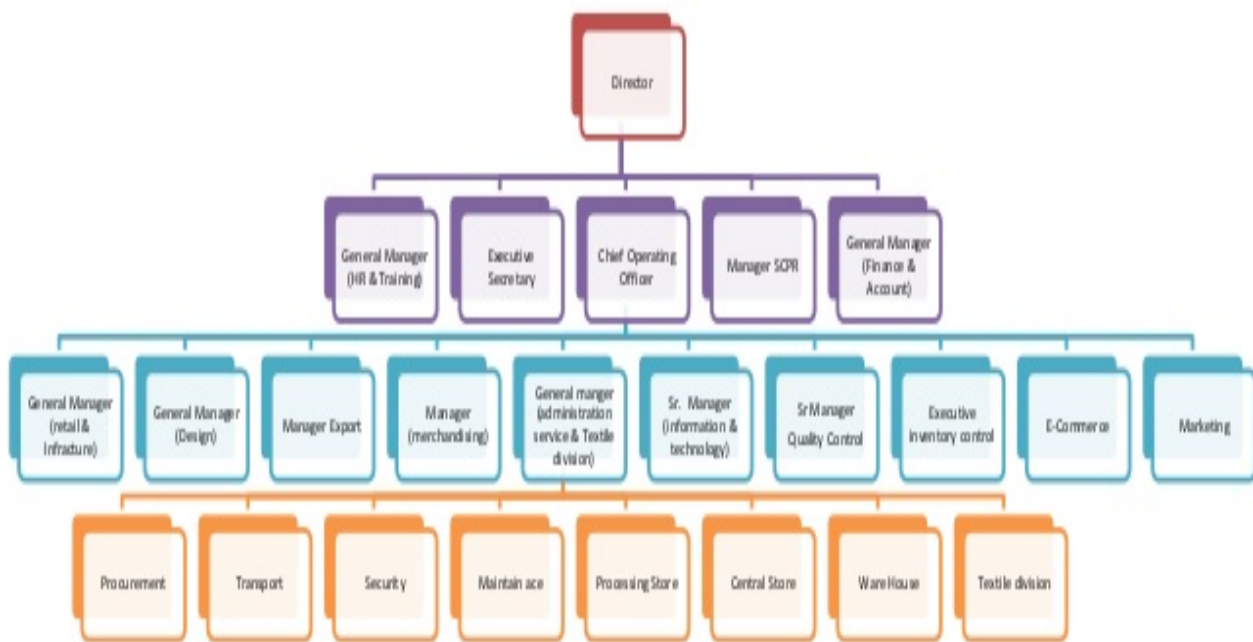


Figure: Operational Network Organogram of Aarong

2.9 Mission and Vision:

2.9.1 Aarong's Mission Statement

“Be the best socially responsible enterprise empowering people to realize their potential by creating appeal for a Bangladeshi lifestyle experience.”

2.9.2 Aarong's Vision

“Aarong”'s vision is a just, enlightened, healthy and democratic Bangladesh free from hunger, Poverty, environmental degradation and all forms of exploitation based on age, sex, religion and Ethnicity.” Its vision is to establish them as world's one of the famous fair trade fashion house, and to remain market leader throughout its business. “Aarong” expanded its business in international arena. “Aarong” has a dream to develop more artisans of Bangladesh and make them self- dependent and attract more and more international customers towards Bangladeshi culture.

2.10 The Target Customers of Aarong:

Target customers are the centering gathering of customers for whom items are delivered. As like as business associations Aarong likewise has its own particular target gathering of customers. As the cost of Aarong's items is relatively high, all classes of individuals of our general public can't exertion the results of Aarong. So the objective customers of Aarong are as specified beneath:

- ✓ Middle and higher financial classes

- ✓ Expatriates

- ✓ foreign guests (Tourists and Business Travelers)

- ✓ Bangladeshis living abroad.

2.11. Aarong's Domestic Market:

In its 38 years of journey, Aarong has made an incentive for a large number of country craftsmans and Millions of satisfied customers. Today, Aarong is one of the strongest brand ambassadors for Bangladeshi social legacy. At present Aarong has 65,000 craftsmans who are working in 13 generation centers and 647 sub centers, 2200 employees are working in the corporate level and has 18 Local outlets and 1 universal establishment outlet. As of late it opened another outlet in Bogra. The outlets of Aarong are as per the following:Aarong Uttara

- Aarong Dhanmondi
- Aarong Dhanmondi-2
- Aarong Gulshan
- Aarong Banani
- Aarong Jamuna Future Park
- Aarong moghbazar
- Aarong Wari
- Aarong Bashabo
- Aarong Mirpur
- Aarong Narayanganj
- Aarong Sholoshahar
- Aarong Halishahar
- Aarong Sylhet
- Aarong Comilla
- Aarong Khulna
- Aarong Bogra

Sales growth of Aarong is expanding step by step and additionally no. of the outlets is expanding. The benefit created from Aarong is either reinvested for its extension or furrowed back to BRAC for advancement activities as it works towards BRAC's objective of neediness mitigation through financial and human limit building and strengthening of women.

2.12 Relationship among BRAC, Aarong & AAF

As a support entity of BRAC, a significant portion of Aarong earnings go directly into financing NGOs development programs in healthcare, education as well as economic and social development.

The AAF is closely interrelated with other programs specially BRAC Development Program (BDP) and Aarong. The women workers of AAF come from the BDP organized village organizations. Working at the AAF thus gives the women access to other BRAC programs. All of the AAFs finished products are sold through Aarong, which additionally provides designs, raw materials and financial support to AAF. Since AAF supplies exclusively to Aarong, it is teemed as Aarong production centers.

2.13 Aarong's Export Market:

Aarong has export market since 1984. Aarong trades their items to Italy, U.K., Spain, Canada, Japan, Australia and so forth. Aarong sends out 4% of aggregate sales. Among the export maker, 85% of the purchasers are driving reasonable exchange purchasers and 15% of them are business purchasers including London. Their exports markets are:

- ✓ Europe – Italy, U.K., The Netherlands, Spain, France
- ✓ North America – Canada
- ✓ Asia – Japan, Korea
- ✓ Australia

3 Compensation:

Payment may be An deliberate approach with give outward What's more inalienable benefits, fiscal Also non fiscal profits of the representatives. It will be also recognized Similarly as estimation how representatives need aid being dealt with in an association. Every Also each association need their payment arranging the place they point out what offices need aid setting off to gatherings give their employees, how it ought to a chance to be furnished What's more In view of the thing that class. Hosting the hypothetical information from claiming payment i feel investment to think regarding those true situation for recompense polishes what's more entryway it is, no doubt actualized done an association about our particular nation. I bring chose Aarong should recognize over their payment framework Furthermore Worker fulfillment. Those human assets arrangement Also methodology manual for BRAC gives the approaches What's more methods to overseeing Furthermore Creating staffs. It additionally gives those guideline Aarong will utilize should manage these strategies for the right methodology will take after. These arrangements Furthermore methods are connected of the representatives from claiming Aarong and in addition of the workers from claiming constantly on subsidiaries of BRAC.

3.1 Compensation Dimensions

Compensation system comes about allocation, conversion, What's more exchange of a parcel of the wage about an association with its workers. It might be two types" monetary and in-kind claims. Monetary claims need aid compensation Furthermore salaries paid on an representative in the type about cash or An type that is rapidly & effortlessly transferable to cash. On the great holders kept all in-kind asserts would cases for products What's more administrations need aid aggravated accessible Also paid to Possibly completely or to A percentage rate. Recompense extents would Likewise follows-

Compensation

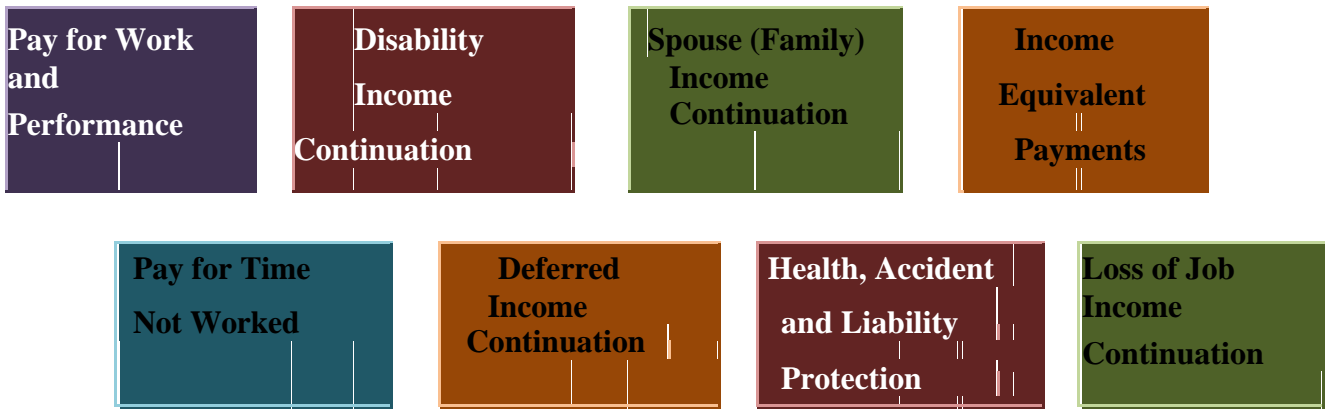


Figure : Compensation Dimensions

3.2 Non compensation Dimensions

These remunerates would much additional perplexing. These need aid constantly on circumstances related Furthermore to those physical Furthermore mental great continuously of every representative. Any movement that need a effect on the intellectual, enthusiastic What's more physical great being may be included here. For the most part it may be provided for on move forward fill in execution. Non recompense measurements need aid Similarly as follows-

NonCompensation

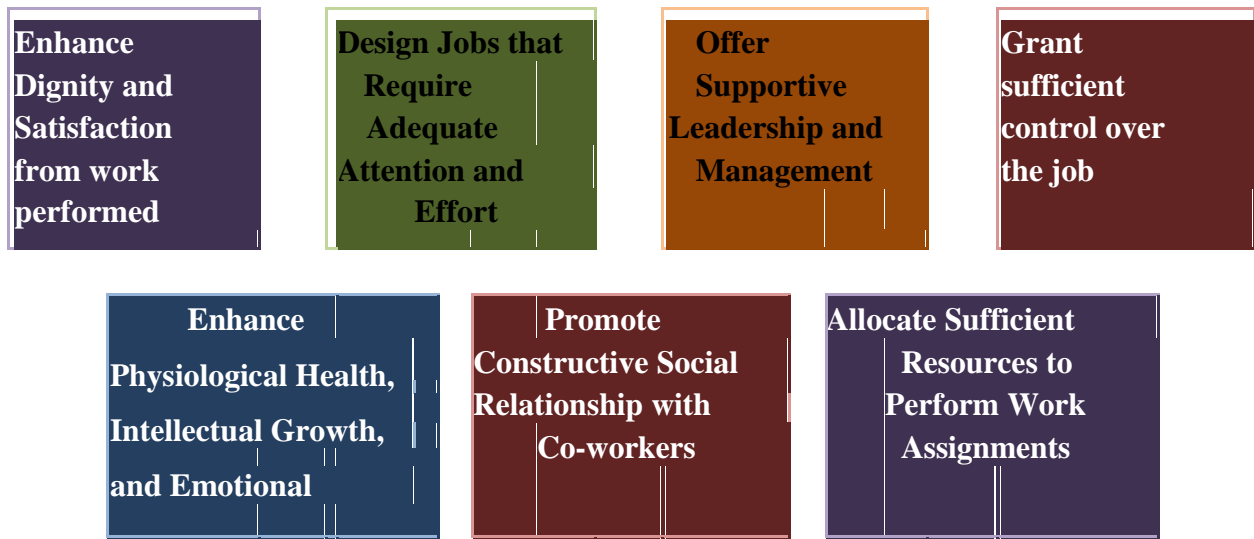


Figure: Non Compensation Dimensions

3.3 Compensation advantages of Aarong:

3.3.1 Pay for work and execution:

Aarong gives this staff advantages to their representatives. These are base pay, average cost for basic items alterations, extra/motivating forces, excursion and some other suite of representative advantages. These are as per the following-

3.3.2 Salary: Aarong gives pay to their workers on time. The representatives of Aarong are given settled measure of pay every last month. It never deducts employee's pay as discipline.

3.3.4 Annual increase: All affirmed staffs get augment every single year in light of their level.

3.3.5 Salary change: Salaries of representatives in Aarong are acclimated to expansion rate. At the point when swelling rate turns out to be over 3% compensation of Aarong's representative are expanded. A settled measure of augmentation is given to them in light of expansion rate.

3.3.6 Advance installment: If somebody goes outside of office and there is no possibility of returning inside that month he/she will be given propel installment compensation.

3.3.7 House Rent: A settled measure of house lease is given to the representatives of Aarong. It is given in light of level of representatives.

3.3.8 Travelling Allowance: Travel stipend is given in view of the level of representatives and thinking about the separation. Transportation cost, sustenance, ticket accumulation cost these are incorporated into voyaging remittance. On the off chance that anybody utilize transport of BRAC they are not assume to get this remittance.

3.3.9 Movement Allowance: All representatives of BRAC are given accommodation stipend as indicated by their level.

3.3.10 Transfer Allowance: Aarong gives its representatives exchange recompense. The measure of stipend relies upon family estimate. Greatest 2 days exchange leave additionally given to the staffs of Aarong

3.3.11 OT Allowance: Staffs of Aarong gets extra minutes stipend when they are assume to remain after office hour and need to come to office on vacations. Measure of extra time every day/every hour is resolved by kind of work.

3.3.12 Offices for Transport, Logistics and Maintenance Staff: At the absolute starting point of every single year Driver, Mechanic, Security Guard and all upkeep staffs get allotted uniform for them inside the primary seven day stretch of January.

3.3.13 Transport and Food Allowance for Working after Office Time: Those who are not entitled for after some time they are given transport and nourishment recompense for working after the workplace time.

3.3.14 Credit Facilities: There is advance office at Aarong for their staffs. The affirmed staffs and the individuals who work for no less than one year they are considered as qualified to get credit office. 12% intrigue is charged for credit.

3.3.15 Transport Facility: The staffs of Head Office are given transport office. Low maintenance/legally binding/impermanent representatives are not given transport office.

3.3.16 Phone Facilities: Aarong gives phone offices to its representatives. It's fundamentally accommodated official utilize. However representatives are permitted to do individual correspondence in a constrained premise. Phone office is additionally accommodated a few workers at their home contingent upon their assignment. Cell phone set and versatile SIM Card is additionally given to the representatives for most straightforward correspondence. A settled measure of versatile bill is dispensed for representatives and it shifts from assignment and set of working responsibilities.

3.3.17 Celebration Bonus: All normal and administration staffs can appreciate celebration reward twice in a year. Celebration reward is identical to staffs month to month compensation. On the off chance that it is given twice in a year it will be separated into two parts. One segment will be paid first time and another part will be given second time.

3.3.18 Medical Allowance: A settled measure of restorative remittance is dispensed for staffs of Aarong. Measure of therapeutic stipend likewise differs from level to level.

3.3.19 Exceptional Allowance for Recruitment: If anybody needs to exhibit at office for enrollment reason in end of the week days he/she will be paid additional 400 taka for each day with movements and different charges.

3.3.20 Exceptional Allowance for Maintenance Staff for dealing with Weekly/Annual Holiday: The representatives of Head Office the individuals who don't get extra minutes in the event that they work in occasions they will get extraordinary recompense. The measure of extraordinary stipend will be twofold of their fundamental compensation.

3.3.21 Earned Leave: This leave is earned by work. It is with pay. Earned leave incorporates just the leaves of working day. Week after week occasion, intermittent occasion or some other occasions are avoided from this leave.

3.3.22 Week Holiday: Two occasions (Friday and Saturday) every week for the representatives of head office of BRAC and Aarong. The representatives of field office of BRAC and its auxiliaries get one occasion (Friday) in seven days. Security protects (male) can appreciate one occasion for each 15 working days. That implies they get 2 occasions in a month. Female watchmen can appreciate one occasion in seven days. BRAC specialist has the privilege to change week after week occasion.

3.3.23 Yearly Holiday: According to the distributed rundown of leave by fundamental office the yearly leave get ready for the representatives of BRAC and Aarong is chosen. These occasions are essentially the administration occasions. It is resolved in light of government occasions.

3.3.24 Sick Leave: 14 days wiped out leave with pay is given to the staffs of Aarong every last year.

3.3.25 Maternity Leave: Aarong furnishes a half year with pay maternity leave to its female staffs. Additional a half year non paid maternity leave is likewise given to the staffs of Aarong.

3.3.26 Paternity Leave: 7 days paternity leave is given to the every single affirmed staff of Aarong at an extend. Non affirmed staffs are not qualified to get this leave.

3.3.27 Obligatory leave: Those who work six days in seven days they get 6 days necessary leave in a year at an extend and who works five days in seven days they are additionally given 5 days mandatory leave at an extend.

3.3.28 Higher study Leave: Authority can give higher investigation leave to an affirmed general staff. It can be paid or nonpaid. On the off chance that staff is chosen by association for advanced education he/she will be paid.

3.3.29 Gratuity: It is begun from joining to the working environment. It is just given to the staffs if their time of contribution with Aarong isn't under 3 years. In the event that somebody serves for 3 or above years and he/she isn't expelled from the activity, he/she will be given at the rate of last month's compensation for each finished year.

3.4 Non Compensation advantages of Aarong

With a noteworthy no. of pay benefits Aarong likewise gives some non pay advantages to their staffs. These are as per the following-

3.4.1 Discount: Every workers of Aarong get 10% markdown on Aarong's item. So staffs of Aarong can get Aarong's item with bring down cost. It upgrades their respect and fulfillment. Enhance physiological wellbeing, scholarly development and enthusiastic development

3.4.2 Work place: Aarong guarantees an efficient work put for their representatives. It has all around enlivened meeting room, flask, and all around prepared office space for the staffs of Aarong. It likewise appoints a specialist for its staffs. The general workplace in Aarong is ideal to physiological wellbeing, scholarly development and to advance enthusiastic development.

3.4.3 Day care: Aarong has day care office to deal with the infants of their staffs. Any staff can keep their infant into here. Enough staffs are appointed to deal with these kids. The day mind focus is efficient with toys with different offices as kids can make the most of their minutes. Moms of youngsters can work with their full exertion by keeping their infants close to them. They don't need to stress over their babies inside the available time. It eventually builds fulfillment of staffs and also improve their physiological wellbeing.

3.4.4 Promote valuable social association with colleagues:

Yearly Picnic: Each and consistently all workers of Aarong get together and go to excursion. They make the most of their minutes with colleagues and relatives. They go through entire day with making fun, playing amusements, wager draw and show. The game plan of excursion helps the staffs of Aarong to advance their association with colleagues and their family.

3.4.5 Allocate adequate assets to perform work assignments: Aarong guarantees that staffs dependably get adequate assets to perform work assignments. It has enough hardware to perform assignment effectively. Representatives are given all required authority supplies on time as they can play out their work task adequately.

3.4.6 Often strong administration: In every last division Aarong appoints a decent pioneer to lead the group and guarantee steady authority. The pioneers of Aarong are exceptionally useful and well disposed. They constantly watch work execution of their colleagues and dependably prepare to help their individuals at whatever point they confront any sort of issue..

4 Research and Analysis:

4.1 Research Type

The examination on “Employee fulfillment for Aarong’s Compensation” will a chance to be logical As far as examination sort. Logical research is particular case kind from claiming exploration design, which need Likewise its grade target the procurement of insights under and perception of the issue circumstances standing up to those analyst. Logical research may be utilized within situation of issue must define a greater amount precisely, recognizing important courses from claiming action, alternately get extra insights in front of a approach could a chance to be produced. When an issue will be encountered that is generally referred to Also have a depiction from claiming it, there may emerge compelling reason on start should wonder the reason things are those route they are. Those yearning to know those motivation behind will illustrate may be the reason for logical examination. This exploration transform is adaptable and unstructured. Toward completing logical Scrutinize it will be supportive will contemplate something like representative fulfillment around Aarong’s payment.

4.2 Sample

4.2.1 Descriptive Analysis

Test may be An subgroup of components of the populace that chosen to support in the contemplate. To behavior exploration around representative fulfillment on Aarong’s recompense example span is 40. Done Aarong leader office the aggregate no. For Worker will be constantly on around 700. It will be truly incomprehensible will select the sum from claiming them Similarly as test span. For this motivation behind workers for Aarong are recognized Similarly as gathering about groups In light of their divisions. Aggregate 40 workers from claiming Aarong mind office would chosen concerning illustration example size starting with every Also each section. Starting with separate Branch 2-4 representatives are picked In light of no. About workers.

4.3 Research Hypothesis

Null Hypothesis Ho: “Employees of Aarong are satisfied with their compensation”

Alternative Hypothesis H1: “Employees of Aarong are not satisfied with their compensation”

Knowing about employee satisfaction on compensation these are chosen as hypothesis.

4.4 Analysis:

To lead inquire about on worker satisfaction on Aarong's pay an arrangement of poll was made. The examination is directed on 40 staffs of Aarong. That implies among 700+ staffs of Aarong Head Office the sample size of the exploration was 40. In view of the appropriate responses of Aarong staffs it is discovered that 70% of representatives of Aarong imagine that celebration reward which is given by Aarong is average.

4.4.1 Aarongs Festival Bonus

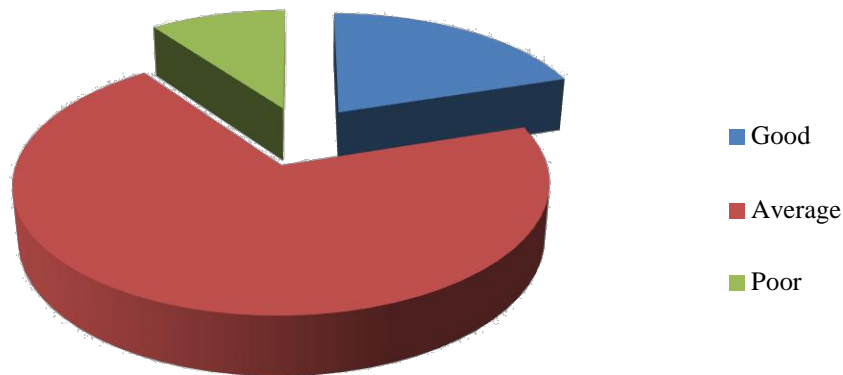


Figure: Staff Satisfaction on Aarong's Festival Bonus

Moreover 20% staffs of Aarong feel that Aarong's celebration reward is good. Rest 10% of staffs feels that it is poor. That implies the vast majority of the workers of Aarong like their celebration reward. They are content with Aarong's celebration reward. In spite of the fact that 10% staffs of Aarong consider its celebration reward as poor yet they don't have any grumble about it. As lion's share of staffs like celebration reward one might say that workers of Aarong are happy with their celebration reward.

4.4.2 Leave Procedure

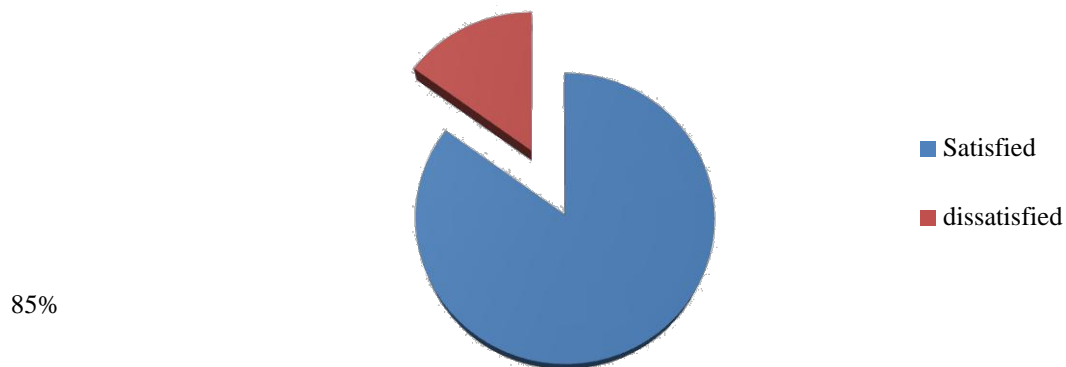


Figure: Staff Satisfaction on Leave Procedure

Besides, it is likewise discovered that 85% employees of Aarong are happy with their leave strategy. Rests 15% are not happy with leave technique. As the vast majority of the workers of Aarong are happy with leave method it can be anticipated that representatives of Aarong are happy with leave office. What's more, it is additionally watched that 55% staffs of Aarong are happy with their pay. They feel that they are paid splendidly.

4.4.3 Salary

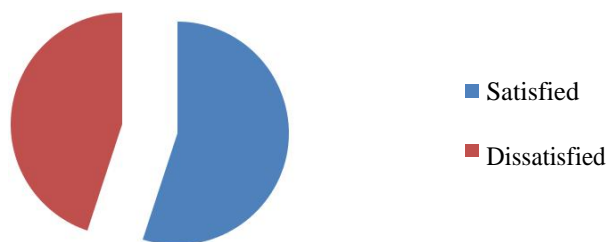


Figure: Staff Satisfaction on Salary

Then again 45% workers of Aarong feel that they are paid less. As indicated by them, they merit more pay. Some of them faulted that somebody who serves for some other same classificationassociation is getting more compensation remaining at proportional level. In spite of the fact that 45% staffs of Aarong are disappointed with their compensation lion's share of them (55%) are

happy with their pay. Thus, one might say that staffs of Aarong are happy with their present compensation.

4.4.4 Salary Satisfaction Based on Gender (Male)

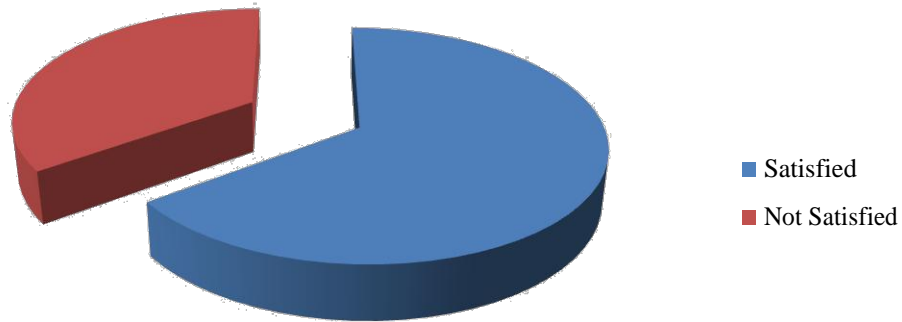


Figure: Salary Satisfaction Based on Gender (Male)

It is demonstrated that dominant part of Aarong's staff are happy with compensation advantage gave by Aarong. On the off chance that the aftereffect of Aarong's representative fulfillment is broke down in view of sexual orientation it is discovered that 65% of male workers are happy with compensation and rest 35% are not happy with their pay. Then again 45% female staffs of Aarong are happy with their pay and rest 55% are not happy with their pay.

4.4.5 Salary Satisfaction Based on Gender (Female)

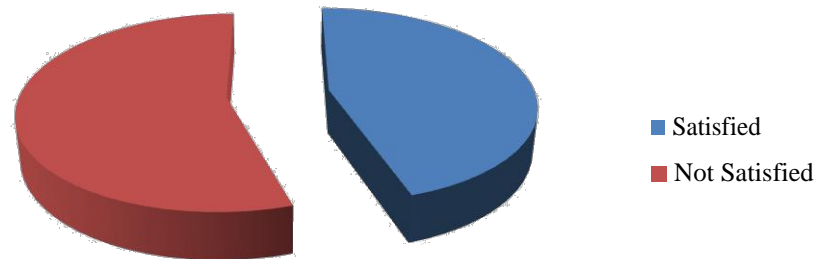


Figure: Salary Satisfaction Based on Gender (Female)

As per the consequence of sex based employee satisfaction one might say that men's are fulfilled than ladies. It is likewise found in explore that the staff who gets more compensation are very satisfied and disappointment for the most part originates from the lower paid staffs. The male staffs are getting more pay contrast with the female as larger part of them are remaining at more elevated amount position. As guys are remaining relatively more elevated amount position so they are additionally getting higher compensation than female and ending up more satisfied than ladies.

In this exploration it is additionally discovered that Aarong rehearses general, average cost for basic items modification and legitimacy pay arrangement of compensation increments. It implies compensation of staffs expanded in view of these three things. Aarong doesn't hone pay increment framework in view of length of administration.

4.4.6 Knowledge on Compensation Benefit

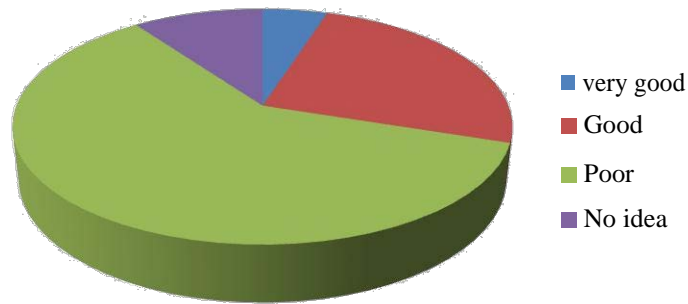


Figure: Knowledge on Compensation Benefit

What is more it is seen that lone 5% staffs of Aarong knows all everything identified with the pay advantage. 25% of Aarong's staff has great learning about compensation advantages of Aarong. 60% staffs have a tad thought regarding remuneration benefits they are given. Rest 10% staff has no clue about remuneration advantages of Aarong. As just 10% staffs have no clue about remuneration advantages of Aarong one might say that 90% staffs know about pay advantages of Aarong. In this exploration it is solicited to the staffs from Aarong that whether pay advantage of Aarong is higher than other retail associations or not? 45% of staffs concurred that it is higher than some other same classification association. 30% of staffs said that it is practically comparable and 20% said that it is lower than other. Rest 5% staffs admitted that they have no clue whether it is less, higher or like other same classification association.

4.4.7 Compensation Benefit of Aarong

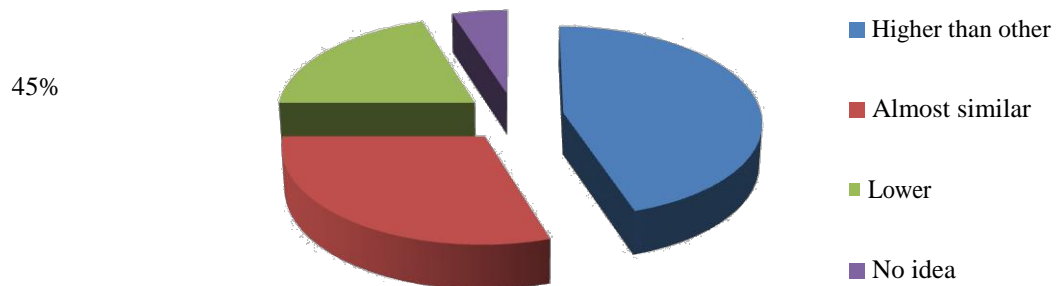


Figure: Compensation Benefit of Aarong compare to the other same category Organization

As lion's share of the staffs said that compensation of Aarong is higher than others so it can said that pay advantages of Aarong is best contrast with the some other same class retail associations. As Aarong's remuneration advantage is discovered best contrast with some other association so there is no uncertainty about satisfaction of Aarong's staff on pay. Furthermore 45% of them believe that remuneration bundle of Aarong is higher than some other same class association and 30% of staffs surmise that it is like some other same classification association so it likewise can be anticipated that staffs of Aarong are happy with their pay benefits.

Furthermore, the result of this exploration demonstrates that 55% staffs of Aarong imagine that general remuneration advantage of Aarong is great. 15% of them imagine that it is superb. 25% of staffs were not intrigued to give their criticism about general pay advantages of Aarong and rest 5% of staffs imagine that general remuneration advantage of Aarong is awful.

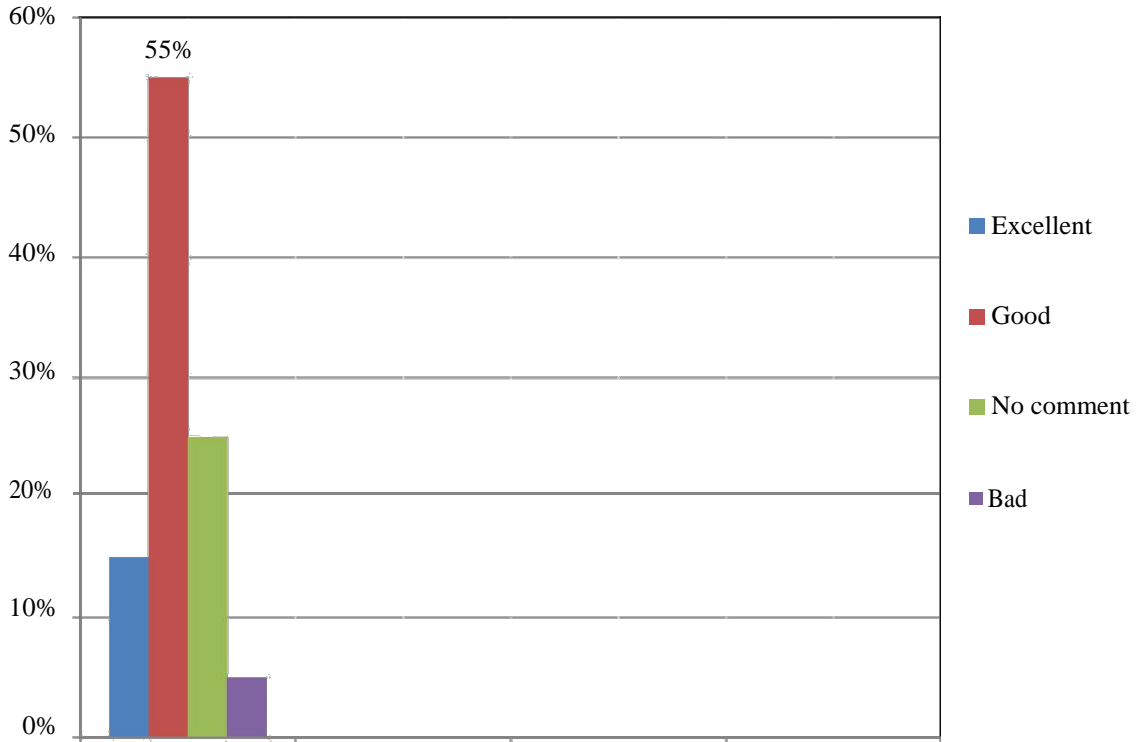


Figure: Employee Perception on overall Compensation Benefits of Aarong

The greater part of the staffs of Aarong are enchanted about their remuneration benefits. As lion's share of staffs are content with pay benefits and consider general pay advantages of Aarong as great, so it is demonstrated that staffs of Aarong are happy with their general remuneration benefits.

4.4.8 Aarong's Area of Improvements

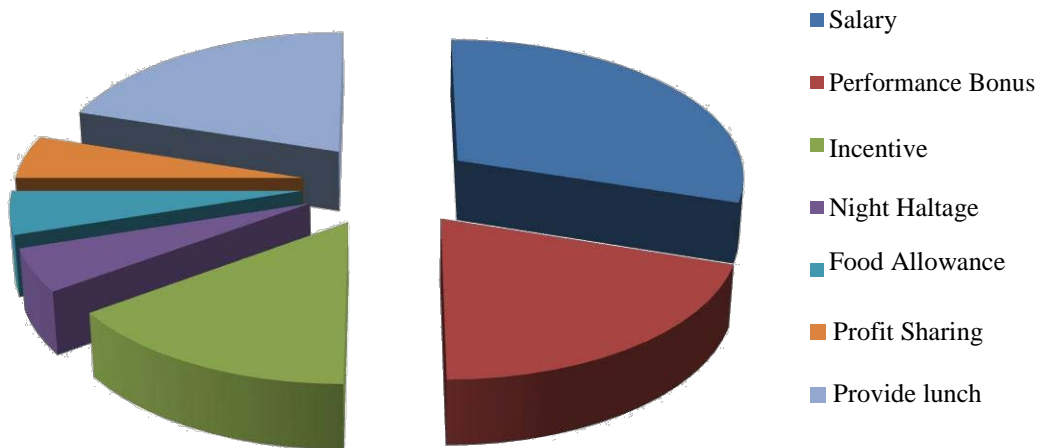


Figure : Aarong's Area of Improvements

In spite of the fact that lion's share of Aarong staff's are happy with their pay benefits they recommended some region of changes which will make them more charmed. The territory changes Aarong ought to acquaint concurring with the aftereffect of study are compensation, performance reward, motivating force, night haltage, nourishment portion, food allowance, benefit sharing and so forth. The exploration result demonstrates that 30% of staffs said that Aarong should build their compensation. It should offer more compensation to its staffs. 20% of staffs believe that it ought to give lunch to them. In addition, 20% of staffs surmise that it ought to give reward on execution. They recommend Aarong to present pay for performance framework. Besides, 15% of Aarong's staff conceives that Aarong should increase incentive. They need more motivating forces. 5% staffs of Aarong said that Aarong should impart some segment of benefit to them. What is more 5% of staffs said that they require more food allowance while they are going to outside for official reason. Rest 5% imagines that Aarong should expand measure of night haltage expenses.

5 Findings:

5.1 Findings Based on the Analysis:

5.1.1 Aarongs Festival Bonus: majority of the workers of Aarong like their celebration reward. They are content with Aarong's celebration reward. In spite of the fact that 10% staffs of Aarong consider its celebration reward as poor yet they don't have any grumble about it. As lion's share of staffs like celebration reward one might say that workers of Aarong are happy with their celebration reward.

5.1.2 Leave Procedure:

As the vast majority of the workers of Aarong are happy with leave method it can be anticipated that representatives of Aarong are happy with leave office. What's more, it is additionally watched that 55% staffs of Aarong are happy with their pay. They feel that they are paid splendidly.

5.1.3 Salary:

In spite of the fact that 45% staffs of Aarong are disappointed with their compensation lion's share of them (55%) are happy with their pay. Some of them faulted that somebody who serves for some other same classification association is getting more compensation remaining at proportional level. Thus, one might say that staffs of Aarong are happy with their present compensation.

5.1.4 Salary Satisfaction Based on Gender:

As per the consequence of sex based employee satisfaction one might say that men's are fulfilled than ladies. It is likewise found in explore that the staff who gets more compensation are very satisfied and disappointment for the most part originates from the lower paid staffs. The male staffs are getting more pay contrast with the female as larger part of them are remaining at more elevated amount position. As guys are remaining relatively more elevated amount position so they are additionally getting higher compensation than female and ending up more satisfied than ladies. It is demonstrated that dominant part of Aarong's staff are happy with compensation advantage gave by Aarong. On the off chance that the aftereffect of Aarong's representative fulfillment is broke down in view of sexual orientation it is discovered that 65% of male workers are happy with compensation and rest 35% are not happy with their pay.

5.1.5 Knowledge on Compensation Benefit:

In this exploration it is solicited to the staffs from Aarong that whether pay advantage of Aarong is higher than other retail associations or not. 45% of staffs concurred that it is higher than some other same classification association. 30% of staffs said that it is practically comparable and 20% said that it is lower than other. Rest 5% staffs admitted that they have no clue whether it is less, higher or like other same classification association.

5.1.6 Compensation Benefit of Aarong:

Majority believes that compensation package of Aarong is higher than some other same class association and it is great. Some few are not satisfied with this and others don't have any idea.

5.1.7 Aarong's Area of Improvements:

In spite of the fact that lion's share of Aarong staff's are happy with their pay benefits they recommended some region of changes which will make them more charmed. Few of Aarong's staff conceives that Aarong should increase incentive. They recommend Aarong to present pay for performance framework. It should offer more compensation to its staffs.

6 Recommendation:

- ✓ Aarong should increase pay of staffs as 45% staffs are disappointed with their pay. Contenders may accept this open door and contract ability staffs of Aarong by offering them appealing pay.
- ✓ It can give performance reward to inspire staffs to give their best exertion for prosperity of association. In the event that staffs don't get support on execution they will progress toward becoming demotivated step by step.
- ✓ Aarong can share some segment of profit every last year with its all staffs. Benefit sharing activity will lead staffs to give their best exertion since they realize that if everybody gives their best exertion, benefit will increment and increment of benefit will bring more impetus for them. This is the manner by which staffs can be inspired to give their best push to Aarong and turn out to be candidly appended with this association. At the point when staffs end up noticeably faithful to the association, employee turnover rate will be diminished and in addition associations cost will be spared
- ✓ Aarong HR Branch ought converse with those bdjobs sites power to take care of those specialized foul issue. They bring an official website for gathering CVs (hr. Outlet. Aarong@brac. Net). Ought illuminate it (Information Technology) division to guarantee a great speed under their machines.
- ✓ it is challenging for Aarong on figure out qualified region based staffs to a portion positions. Thus they could detract range based staffs Also gatherings give preparation on the abilities obliged should do employment responsibilities. Preparation camwood help with develop particular work abilities What's more attain An standard level about qualification "around the staffs. For example, they requirement prepared cook to Sylhet outlet. They could detract learner cook from Moulvibazar Furthermore give preparing on cooking.
- ✓ for avoiding data unapproved unlucky deficiency In those duration of the time of get ready arrangement letterpress and affirmation letterpress they could record every last one of majority of the data for staffs in the HRMS (Human Resource Management System) product. As opposed to documenting they might information every last one of vital data over staffs in that programming. Moreover, hr division of Aarong appearances issue over numbering pay for transitory staffs because of unapproved unlucky deficiency from claiming information, they if record those data for transitory staffs in their HRMS product. Besides, their participation ought further bolstering make recorded legitimately.

- ✓ during those occasion when about proving Execution assessment manifestation will every Branch they might give tenets about filling dependent upon the individuals manifestations Also ought further bolstering provide a perceive that no late submission will make acknowledged. Also in front of giving work to Execution assessment manifestations should departments, hr section about Aarong camwood organize one day preparing for evaluators with respect to how will assess those execution for staffs what's more entryway on top off the individuals structures.
- ✓ those punching machine issue is happening frequently all the. Should make participation in Aarong superbly they if kind of those issue. In necessary they camwood present other framework for example, such that attractive name card framework alternately they camwood utilization both punching machine What's more attendance/working register. The point when any staff might provide for protest around punching machine alternately participation problem, afterward those working/attendance register could tackle the issue.
- ✓ the staffs don't top off those clear out manifestation legitimately. At the period of taking take off form, those hr section faculty answerable for take off administration ought furnish direction book in regards filling up those clear out manifestation. Whether could be allowed those particular staff could top off the structure right away and the staffs answerable for take off administration might check those type if the structure is appropriately filled dependent upon alternately not

7 Conclusion:

Since 1978 Aarong is working business in the design business and they are currently the main form mark in Bangladesh. At show Aarong gives the nearby and global open chance of owning a Bangladeshi high quality item. It is assuming the part of illustrative of Bangladeshi culture to the outside world. Because of the significant commitment of craftsmans and workmanship makers and the managerial staffs, Aarong has come up until now. The qualified HR of Aarong keep the business running and encourage the development of business. The HR bureau of Aarong guarantees pull in, achieve and hold of ability staffs inside the association and aides in setting ideal individuals, at the perfect place, at the ideal time doing the correct activity. Ability and qualified staffs are faithful to the Aarong for it's best remuneration bundle. Staffs of this association are happy with their general pay benefits. However contenders can pull in gifts of Aarong through offering more alluring pay rates and different advantages. Hence Aarong ought to be more worry about it and should build compensation of staffs. It can present execution reward, benefit sharing, and lunch office to the staffs. However the enlistment and choice of staffs is the primary duty of HR office. But this they have some different obligations, for example, exchange of staffs, keeping up participation of staffs, leave administration, execution evaluation related exercises, affirmation of staffs, work division, grievance administration and so forth so HR of Aarong can take activities as contenders can't pull in ability staffs of Aarong. As Aarong is developing and spreading its outlets all through the entire nation, this association will require loads of qualified HR. Human Resource branch of Aarong will guarantee contracting pool of qualified, gifted human recourses for Aarong. Through draw in, accomplish, and holding ability staffs by offering fantastic remuneration bundle to the gifts HR division will urge Aarong to push ahead.

8 Appendix

8.1 Survey questionnaire on ‘Employee satisfaction on Aarong’s Compensation’

Remuneration is a deliberate way to deal with give outward and inborn advantages, financial and non-money related advantages to the workers. It is additionally considered as estimation how representatives are being dealt with in an association. For your kind data, compensation, house lease, medicinal recompense, accommodation, night haltage recompense, voyaging stipend, credit office, exchange remittance, remove recompense, exceptional recompense for enrollment, consultancy expense, transfer allowance, phone office, celebration reward, typical cost for basic items modifications, motivating forces/deals commission, additional customary leave, exchange leave, necessary leave, maternity leave, paternity leave, earned leave, extra minutes, provident reserve, tip, staff security advantage, and so on staff advantages of Aarong falls under remuneration..

This study will lead due to effectively fulfillment of my internship program. My significant region of concern is to think about employee satisfaction on Aarong's remuneration. There is no some other goal related with this study. You are asked for to fill the arrangement of questionnaire precisely. The data gave by you will stay secret..

Gender: Department: Level/Grade:

1. How long have you been with this association?

- Less than 1 year
 - 1-4 years
 - 5-09 years
 - 10-14years
 - More than 14 years
 - Others (please indicate underneath)
-

2. What kind of employee would you say you are?
- Regular
 - Contractual
 - Part time
 - Other (please indicate underneath)
-
3. How regularly you get Promoted?
- Every single year
 - Oftenly
 - Less as often as possible
 - No promotion
4. "The performance appraisal is connected with promotion"
- Agree
 - Disagree
5. What do you consider the Aarong's celebration reward?
- Good
 - Average
 - Poor
6. How much do you think about Aarong's pay advantage?
- Enough knowledge
 - A little knowledge

- I know practically nothing
- I don't know anything

7. Please list any four Compensation advantages of Aarong you like most?

-
-
-
-

8. What is your compensation range?

- Below 12,000
- 12,000 - 20,000
- 21,000 - 40,000
- 40,001-65,000
- Above 65,000

9. The compensation you get is satisfactory for you?

- Yes
- No

Assuming no,

Why? (Kindly give your particular reason)

10. What sorts of pay increments are practiced in Aarong? (check all that apply)

- Excellence

- Performance based
- General
- Cost of living
- Duration of service
- Others (please determine beneath)

... ..

11. Do you figure Aarong should include performance reward/motivating force to their system?

- Yes
- No

12. How Aarong's pay structure is contrasted with other same classification associations?

- More than others
- Almost comparable
- Less than others
- No idea

13. Are you happy with your leave method?

- Yes
- No

14. What is your recognition about finished all Compensation advantages of Aarong?

- Great
- Average
- No remark
- Bad
- Extremely awful

16. What other compensation advantage ought to be added to Aarong's pay package?

.....

Any proposal with respect to Aarong's remuneration:

.....

9 References:

- <https://www.google.com/search?q=Aarong+articles&ie=utf-8&oe=utf-8&client=firefox-b-ab>
- <http://www.aarong.com/about-aarong/>
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