

Report On
**“Employees’ Job Satisfaction of LALBAG Chemicals &
Perfumery Works Ltd.”**

Submitted By

Md. Ashab Annur Islam
14204111

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

BRAC Business School

BRAC University

Jan, 2020

© 2020, BRAC University
All rights reserved.

Declaration

It is hereby declared that

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

Student's Full Name & Signature:

Md. Ashab Annur Islam
14204111

Supervisor's Full Name & Signature:

Mr. Zaheed Husein Mohammad Al-Din
Senior Lecturer
BRAC Business School

Letter of Transmittal

Zaheed Husein Mohammad Al-Din

Senior Lecturer,

BRAC Business School,

BRAC University

66 Mohakhali, Dhaka-1212

Subject: Employees' Job Satisfaction of LALBAG Chemicals and Perfumery Works Ltd.

Dear Sir,

With due respect I would like to state that I'm submitting my internship report on Employees' Job Satisfaction of LALBAG Chemicals and perfumery works ltd. and it's my pleasure to let you know that I've completed my internship report under your supervision.

I'll be grateful to you if you receive and accept my internship report. I've given my best effort to prepare my report with my limited knowledge.

Your approval and acceptance about my report would inspire me. If you have any query about the report, I would be pleased to clarify that.

Sincerely yours,

Md. Ashab Annur Islam

14204111

BRAC Business School

BRAC University

Date: 6th Jan, 2020

Non-Disclosure Agreement

This agreement is made and entered into by and between LALBAG Chemicals and Perfumery Works ltd. and the undersigned student of BRAC University

Acknowledgement

At the very beginning, I would like to thank almighty Allah for giving me the strength to finish my internship report on due time. This paper couldn't be here if some people weren't there beside me while I was struggling to prepare this paper.

At that point, my profound appreciation goes to my honorable advisor Mr. Zaheed Husein Mohammad Al-Din Senior Lecturer of BRAC Business School who helped me with his direction to set up this report.

Moreover, my friendly appreciation goes to my supervisor Md. Malek Aziz Assistant General Manager of Sales and Marketing of The LALBAG Chemicals and Perfumery Works Ltd., who worked there as well as, he helped me adapting such a significant number of important exercises during three months of my internship.

Executive Summary

Consumer goods division is considered as one of the most essential parts for the fundamental needs of a nation to have the option to work. So as to accomplish progress in excellence and wellbeing division, there ought to be a customer products organization to help a nation yet in addition the general public so as to advance. This report centers around the representatives' activity fulfillment of LALBAG Chemicals and perfumery works ltd. It expects to give a review about the divisions which assumes a job in the representatives' fulfillment or disappointment. As fulfillment of a worker is the most pivotal component for the advancement of an association, the administration of LALBAG Chemicals and perfumery works ltd. should attempt to supply the representative desires so as to move toward the worker fulfillment. The initial segment of this report comprises the authoritative review of LALBAG Chemicals and perfumery works ltd., its experience, vision, strategic, objective, the executive's progressive system and SWOT investigation. The subsequent part is about the report which contains level-headed, foundation, scope, goals, procedure, restrictions of the investigation and writing audit and expected set of responsibilities. Followed by examination of the information, translation, discoveries, requirements and suggestions. These give a knowledge about the fulfillment of the representatives of LALBAG Chemicals and perfumery works ltd. through itemized translation and information investigation which was gathered by means of a survey and meetings from the representatives.

Table of Contents

Topic	Page no.
1.Organizational Overview	
Background of LALBAG Chemicals and Perfumery Works Ltd.	01
Mission statement of LALBAG Chemicals & Perfumery works ltd.	02
Vision statement of LALBAG Chemicals & Perfumery works ltd.	02
Machineries of LALBAG Chemicals and Perfumery works ltd.	3-4
Objectives of LALBAG Chemicals & Perfumery works ltd.	04
Management Hierarchy of LALBAG Chemicals and Perfumery works ltd.	05
SWOT Analysis of LALBAG Chemicals and Perfumery works ltd.	06
2. Report Part	
Rational of The Study	07
Background of the report	08
Scope of the report	08
Objectives of the report	09
Literature review	10
Methodology of the Study	10-12
Limitations of the study	12
Job description	13
3.Analysis and Interpretation of the data	14-31
4.Findings	32
5.Recommendations	33
6.Conclusion	34
7.References	35
8.Appendix	36-43

List of figures

Figure 1: Daily given tasks	14
Figure 2: Adaptability of Team spirit	15
Figure 3: Relationship with superintendent	16
Figure 4: Consistency for equivalent opportunity	16
Figure 5: Compensation and benefits	17
Figure 6: Appropriate acknowledgement for contribution	18
Figure 7: Total job security	19
Figure 8: Level of fairness in disciplinary action	20
Figure 9: Measures taken for punishment and disciplinary action	21
Figure 10: Satisfied with the pay structure	21
Figure 11: Salary increment procedure	22
Figure 12: Satisfied with the working hours, leave, work life balance	23
Figure 13: Satisfied with bonus, allowance and other benefits	24
Figure 14: Office set up, working condition, supporting equipment	25
Figure 15: Training programs	26
Figure 16: Measures taken for punishment and disciplinary action	27
Figure 17: Level of justice of the PE	28
Figure 18: Performance evaluation aids to develop the level of performance	29
Figure 19: Suggestion for development provided by supervisor	30
Figure 20: Appreciation provided for long service	31

1. Organizational Overview

Background of LALBAG Chemicals and Perfumery Works Ltd.

Al-Haz Abdul Khalek is the founder of LALBAG Chemicals and Perfumery works ltd. As father of Al-Haz Abdul khalek was a farmer and he finished his study in 1922 and became a small local seller who was selling handmade ball soaps hand to hand to people in streets. In 1932, Al-Haz Abdul Khalek made enough capital to start the foundation of a factory in his residence Tejgaon Industrial Area. In 1935, the Government permitted it as a company and it was established in 236/C-237/A Tejgaon Industrial Area, Dhaka -1208. Likewise, with funding from the charity the groups of Bangladesh UK, a professional training Centre with IT services gave machineries and training courtesies to establish the company after visiting in Bangladesh in the late 70s. Al-Haz Abdul Khalek then decided to make the company improved with more manpower and authority so he transferred the ownership and responsibilities to his sons. From that time, they are arranging better services and products for the consumers. The slogan of "Consumer First" administrations of the company are comprising of customer care, satisfaction and budget-based capability with exclusive expectation upkeep. The factory has 4 gazes assembling and has an underbuilding vehicle leaving administration. There are 2 high class generators for the power supply. Their territory of inside machineries, office rooms and territory are open and for all the employees. The company utilizes 50+ factory workers and has two working zones. They are reliable enough to deal with their emergency need and production. The company factory is built for plan to go through enough air ventilation is controlled as needs be.

Mission statement of LALBAG Chemicals & Perfumery works ltd.

The main goal of LALBAG chemicals and perfumery works ltd. is to provide products for people having low budget maintaining quality and concerned support for every individual.

Vision statement of LALBAG Chemicals & Perfumery works ltd.

LALBAG chemicals and perfumery works ltd. will be a proficient market leader in quality and product service through their incredible low budget consumer goods and persistent quality management.

Machineries of LALBAG Chemicals and Perfumery works ltd.

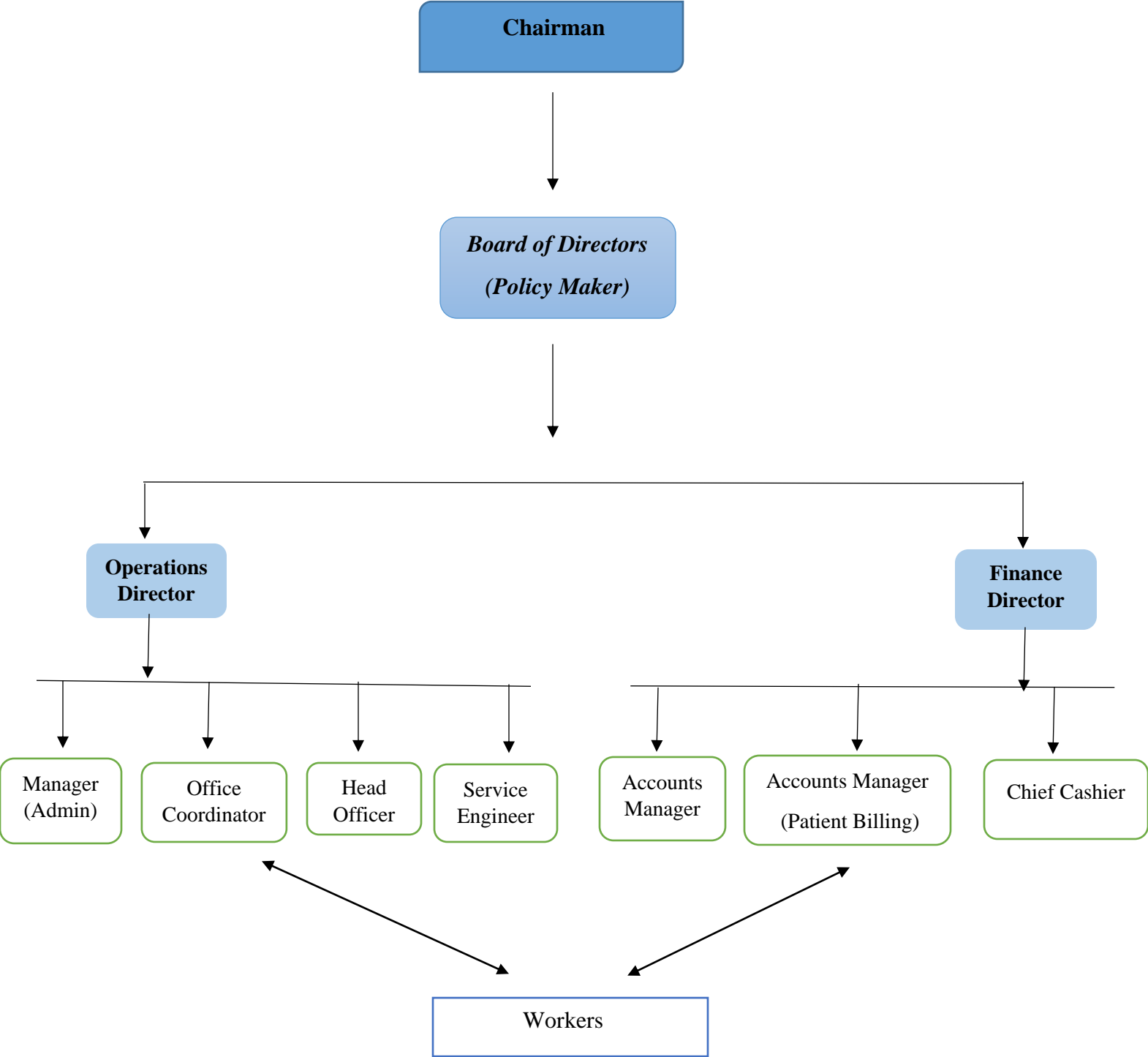
- Cutting Machines
- Air Compressors
- Hydroelectric Pump
- Balancing Machine
- Slotting Machine
- Power meter
- Infrared Temperature Sensor
- Pressure gauge
- Wax Melting Pot 1
- Wax Melting Pot 2
- Tank with Electric Heater
- Melting Furnace
- D.M. Plant
- Heat Treatment Furnace
- Hardness Tester
- Press Test Unit
- Water Filter Plant
- Soap Grinder
- Dewaxing
- Combination Set
- Extensometer

- Electronic Polishing Machine Incipol
- Sample Finishing Machine

Objectives of LALBAG Chemicals & Perfumery works ltd.

- Practice the most secure, generally moral and probable factory production method.
- Discover new products and consumer goods through innovative research.
- Promote their product lines to rural area peoples.
- Developing a culture of efficient budget with quality management of products.

Management Hierarchy of LALBAG Chemicals and Perfumery works ltd.



SWOT Analysis of LALBAG Chemicals and Perfumery works ltd.

Swot is a very important part for any organization because it gives inner strength and weakness as well as outside chances and pressures. Below the SWOT study LALBAG chemicals and perfumery ltd. is given:

Strength:

- ❖ Getting reliable consumers
- ❖ Making a good relation between sellers and customers
- ❖ Workers who are new as well as senior workers have the chance of receiving innovative training to utilize advanced machineries of the factory

Weaknesses:

- Shortage of amusement elements for the staffs and workers
- Difficulties with some backdated machineries to maintain its repair cost and slow down the production process.
- Staffs have more workload pressure that is very hard to maintain for them
- Lengthy working shift.

Opportunities:

- ✓ Giving home delivery services to the customers via cellphone to their location
- ✓ Hiring potential staffs and preparing them to be more efficient in works and services by providing better training.
- ✓ Assuring efficiency with up-to-date training programs for workers to adjust with advanced machineries.

Threats:

- Threat regarding more competitors in that consumer market
- Not being able to meet staff and employee expectations with better environment.

2. Report Part

Rational of The Study

Job fulfillment of workers, staff and employees are very important for a factory progress as glad workers can give their most ideal focus in the work. In spite of the fact that LALBAG chemicals and perfumery ltd. being a Family business however it turns out to be extremely famous and popular company where more than 50 of workers and 25+ company staffs are working each day to keep the factory up, it is essential to think about the workers job fulfilment level so utterly the difficult task and accomplishment that the staffs are convey their work will remain rewarded , their colleagues, working condition, and so on which representative will be fulfilled to improve work in up and coming assignment, conferring to an thesis of Rubin G (2011). So as to finish graduation course the temporary position part is required and I too need to make a statement reliant on the authentic data which was gotten from the internship job. Temporary employment is the place the hole between speculative data and practical data is abbreviated. Reminding this throughout my temporary job below the heading of my manager I categorical to choose the subject "Employee job satisfaction" activity fulfillment of LALBAG chemicals and perfumery works ltd., wherever I draw out the fulfillment part of LALBAG chemicals workers and staffs to find which components

truly make them pleased or frustrated taking it up to the endorsement's sign with the objective which they are able to improve and attempt for adjusting it. So, I made this report along with the features that were needed.

Background of the report

Recently, people need beauty and consumer goods because of skin fixation, fresh feeling, hygiene, beautification and personal satisfaction particularly in Bangladesh. So, better company, better workers as well as quality and reasonable cheap consumer products are badly needed in this country. People are presently very much reliable for the consumer companies for their beautification. LALBAG Chemicals and perfumery works ltd. being a very well renowned old company gives their consumers with the standard level of products in order to keep them satisfied and retained them, the consumers and clients would have the option to be fulfilled their complete degree exactly at what products the company is providing with the objective so that consumers can get their products at the budget they are preferring. Subsequently, when the customers are pleased towards the company products the workers' fulfillment is an unquestionable requirement. A glad and substance worker can speak with the consumers and client further and satisfied them.

Scope of the report

The important part of the thesis is to touch the satisfaction of LALBAG chemicals staff in order to propose them the fundamental enhancements they need to do to meet the workers satisfaction

better and better that prerequisites improvement is recommending in this report. This may help the whole working procedure of the factory by enhancing the performance of laborers dependent on their fulfillment.

Objectives of the report

Specific objective

- Finding out workers desires and demand that should be dealt with implementing their thoughts for whole execution of the factory.
- Building a better relationship between the workers and the authorities of avoiding staff employee's dissatisfaction.

Broad objective

Replicating on the regions of workers fulfillment and dissatisfaction of LALBAG chemicals and perfumery works ltd. and functioning on it. Discovering a few sights of knowledge from the investigation directed on the workers and staffs which may also assist them with knowing the staff and workers need to do the better work in the factory. As well as optimizing the progress of LALBAG chemicals in general by concentrating these activities of satisfaction territory to improve the procedure of the factory.

Literature review

The principle center purpose of the thesis is fulfillment level of the workers. Furthermore, during the time several reports, papers, etc. have formed clarifying and surveying workers work fulfillment of different affiliations or essentially delegates satisfy work. As a regular definition, delegate fulfillment will be characterized as in what way fulfilled the staff's satisfaction on the business situation (Moyes, Shao, and Newsome, 2008). So, this is like the manner remains described as the approach of loaded with feeling retorts to the distinction perspective on what the laborers need to get in connection with what they when in doubt gets (Cranny, Smith, and Stone, 1992). As depicted by the gathering article of Anju K J and Sona George, work fulfillment is another key element that have pinched the energy of scholastics similarly as head of different affiliations. At the point when workers are fulfilled, they are progressively undaunted and useful (Hunter and Tietyen,1997), and these satisfied delegates in this manner impact the various leveled effectiveness and purchaser dedication (Potterfield,1999). Once more, as characterized by Organ and Ryan (1995), another stray pieces of various part of lead is staff fulfillment (Ozdevecioglu,2003). So, I can conclude on behalf of the progression of an association is imperative to think and come across the necessities of the laborers to make them pleased.

Methodology of the Study

The techniques in this thesis that are used

- 1) Primary sources
- 2) Secondary sources

Primal source is utilized for the thesis portion and subordinate portion auxiliary origin is used to gather information. I have predominantly centered around the essential technique so as to gather information. For that I have arranged a poll and gave them over to the representatives to get tests of the information and it was finished secretly with the goal which I able to get fair reaction from the workers. Additionally, face to face discussions are required with some of the company staffs and managers so to get a few more bits of knowledge that the survey only cannot be helped to finish the report properly. Besides, for the company profile of LALBAG chemicals and perfumery works ltd. I use secondary portion specifically, Google and factory manager as well as some papers about staff job fulfillment. In conclusion, I have watched the day by day action and communication of the staffs and workers whereas they are in the factory on how they collaborate with one another and what seems to fulfillment and disappointment for the employees. LALBAG chemicals and perfumery works ltd. has more than 50 workers included to workers individuals and guard. Within the workers and staffs, I had the option to gather information 25 of them that is a satisfactory amount of reactions with the end goal to get ready for the thesis. In light of the reactions I prepare pie diagram test demonstrating the rates of the respondent's satisfaction level. Besides, in real time discussions that I have investigated with the representatives I had the option to acquire more data which assisted me to find out the outcome for my thesis just as build the poll which is utilized to study the information.

Essential source is utilized for the proposal part and for the optional segment collaborator source was used to accumulate information. I have prevalently based on fundamental strategy according to assemble information. So, I have organized a poll and distributed them to the staffs to get trial of the information and it is fulfilled secretly with the objective that I able to get reasonable reply from the laborers. Also, I have face to face discussion with some of the staffs and company

managers for getting some more bits of information that the review only cannot be done. Besides, the organization profile of LALBAG chemicals and perfumery works ltd. I have utilized optional source to be specific, Google and some papers regarding employee fulfillment. All in all, I have viewed the step by step action and correspondence of the staffs and representatives when, they are in the factory regarding how they team up with everyone and what appears to fulfill or disillusion. LALBAG chemicals has 50+ workers including cleaners and security guards. Among these 50+ workers had the option to gather information from 25 of them which was a satisfactory number of reactions with the end goal to get ready for this thesis. In light of their reactions I make pie diagram test demonstrating the rates of the respondent's satisfaction level. Besides, in terms of the direct discussions with the representatives I have the option to acquire data which assisted me to find out the outcome for my thesis just as build the poll that is utilized to study the information.

Limitations of the study

According to acquired more knowledge and to acquire information, period and sustenance from more antecedent are needed. Nevertheless, making authentic as much as possible, accurate and valid the report as much as possible. Honestly, mention that I have not enough time to acquire more data for the thesis. Consequently, there is some limitations in this report. Below few of the difficulties and boundaries that I faced is-

- Limited amount of time for collection of data.
- Because of urgency of factory shifting hours workers were not able to give time for more acquiring data.
- Representatives limitations to totally speak up and tell about the problems.
- Constrained availability for acquiring some information.

Job description

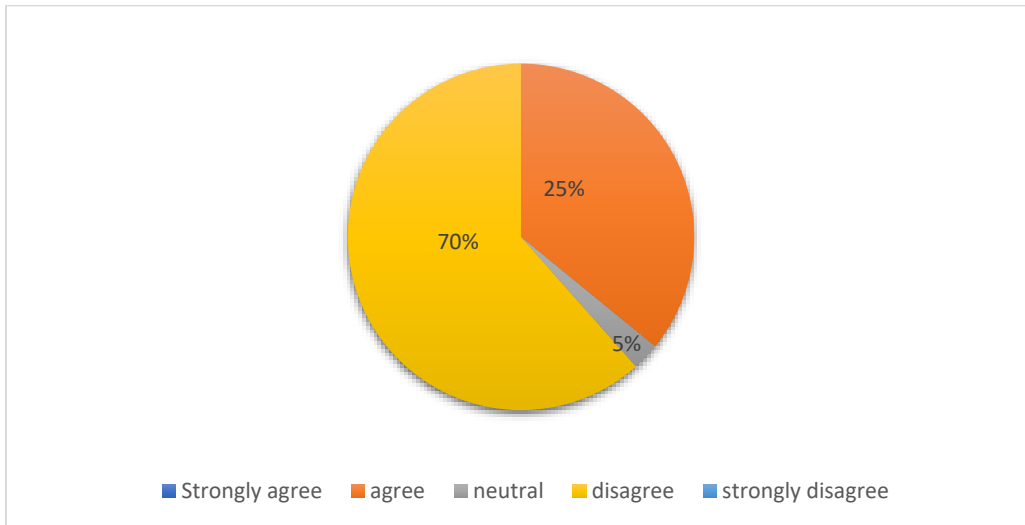
Throughout my internship position period I am working under my supervisor Md. Malek Aziz in the LALBAG chemicals and perfumery works ltd. Here I need to play out the obligations appointed by administrator in consistent schedule just as I need to speak with the workers, staffs, guards and managers and also to take care of my assigning tasks. Despite the fact that the factory and company activities are quite different from other manufacturers and service organizations I have enjoyed a lot and learn many things. The followings are the significant ones among the allotted ones:

- Making PE (performance evaluation) with my supervisor Md. Malek Aziz and he gave me suggestion to make this PE according to the organization.
- Learning the thing that how to deal with every workers and employees and as well as the staffs also from the supervisor.
- Finding the problems from the survey and informing to the supervisor it helps to make me bridge to the supervisor and the workers.
- Last but not the least, I am relegated by supervisor and for my internship study also to find authentic information and preparing suitable question for finding the proper data.

3. Analysis and Interpretation of the data

Staffs and workers fulfillment are fundamentally how fulfilled and contented workers are with employees' tasks and job, it tends to be easily estimated by utilizing the study. Also, for the report to finish the information that are accumulated were acquired by an important audit review that the laborers of LALBAG chemicals thoughtfully finished off. The investigation was coordinated with the consists of 25 staffs out of 50+ workers employed in the company LALBAG chemicals and perfumery works ltd. who are employed in this company from under 1 to more than five years. Getting the data from the staffs and workers, the investigations are explained below:

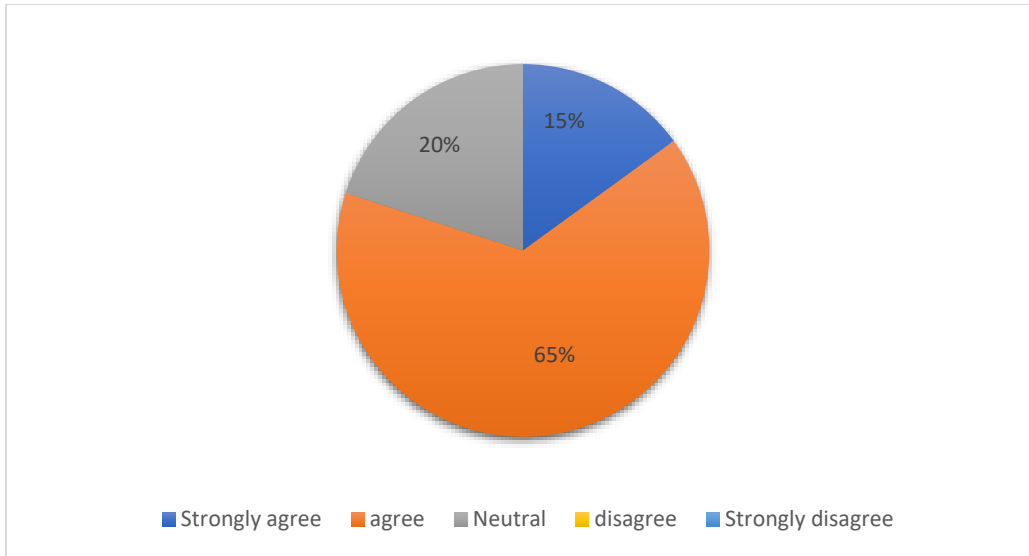
1. Daily given tasks are pleasing enough to finish



70% of staffs have same opinion that the everyday given tasks exercises for the workers are satisfactory enough to finish though 25% of the staffs are denying it in light of the fact that the

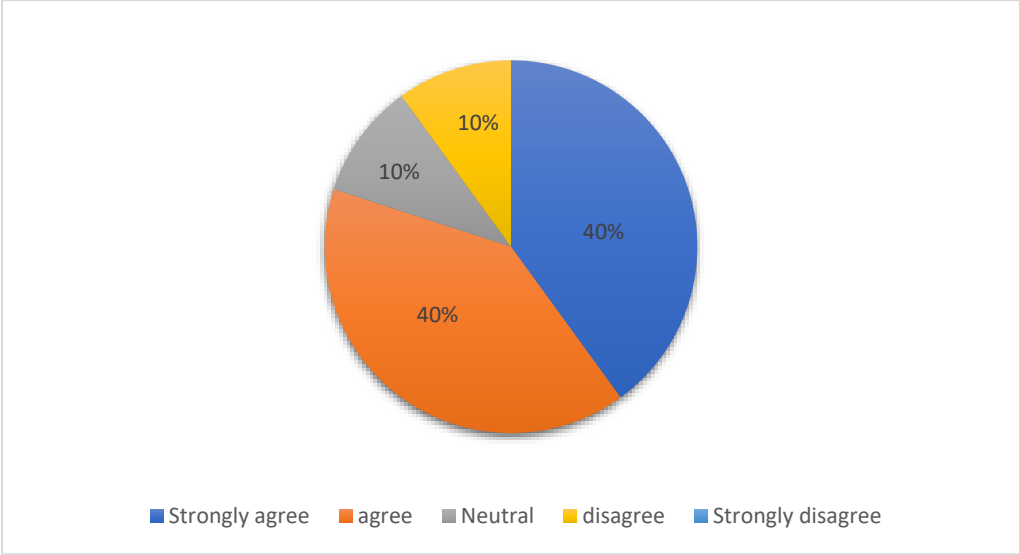
timetable of finishing tasks are not adequate sufficiently and the staffs have to work for extra times for company needs. Along these lines, just 5% of staffs are unbiased with this question.

2. Adaptability of Team spirit exists inside the company



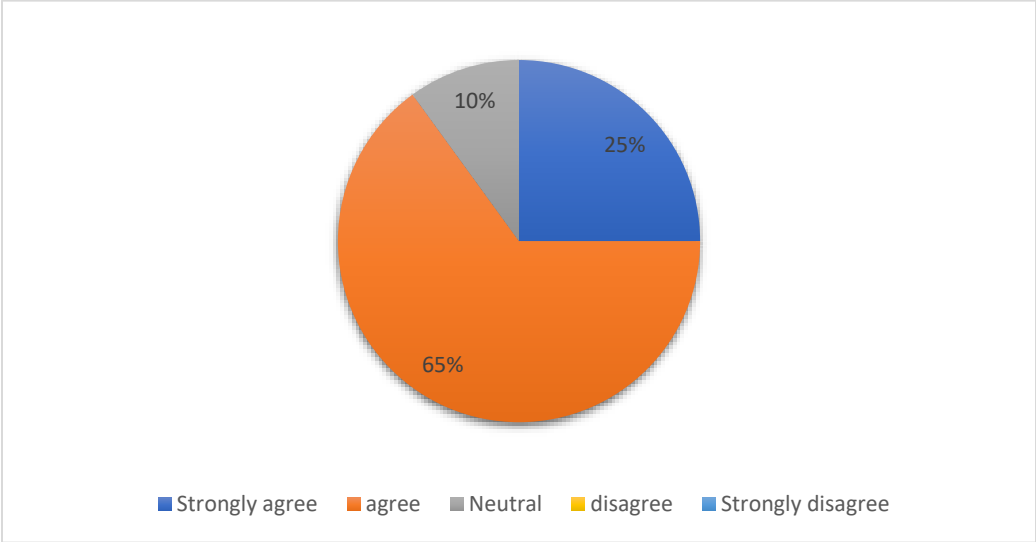
15% of staffs powerfully agreed that LALBAG chemicals gives such a task wherever they sense flexibility whenever assigning task within their working shift hours with their group. Along these lines, 80% staffs pleased due to they discover their colleagues are very much helpful. 20% of staffs stay unbiased through adaptability of the team spirit.

3. Relationship with superintendent is satisfactory enough



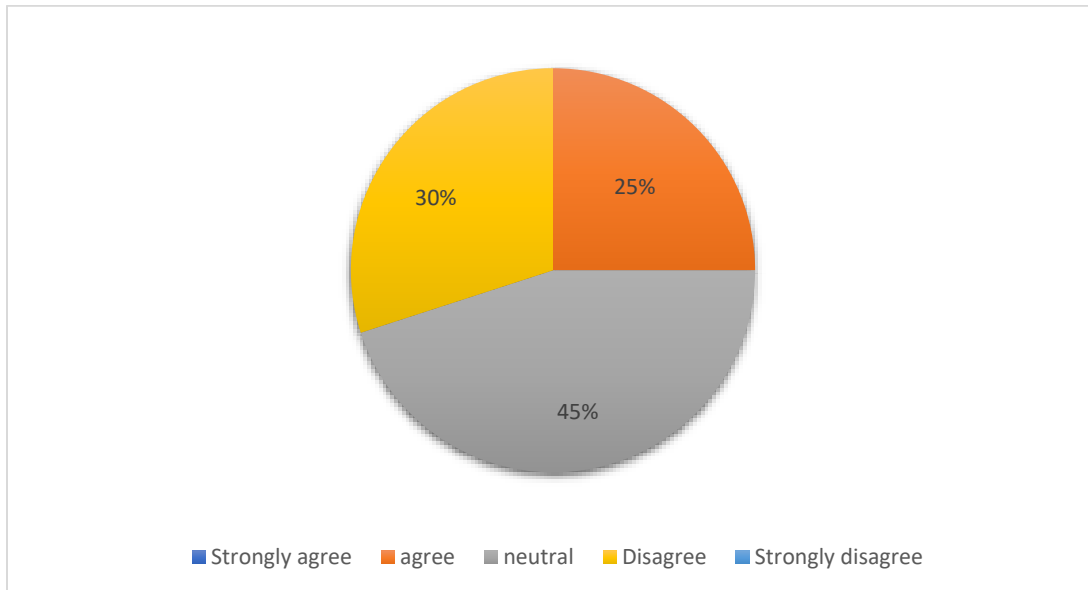
The proportion of powerfully concurred among the respondents and just concurred with similar that is 40% while, the proportion of the ratio of neutral and disagree stay similar which is 10%

4. Consistency for equivalent opportunity is agreeable



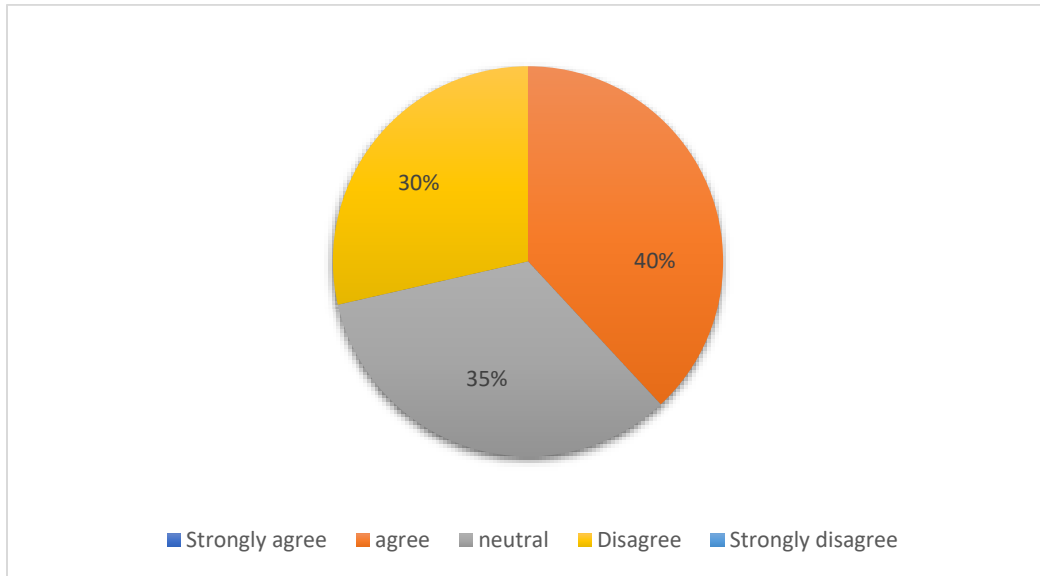
As per the staffs, LALBAG chemicals gives a pleased equivalent chance where 25% workers powerfully concurred with this just as 65% of them (a very high sum) concurred with this though 10% stay neutral.

5. Compensation and benefits match with job responsibilities and duties



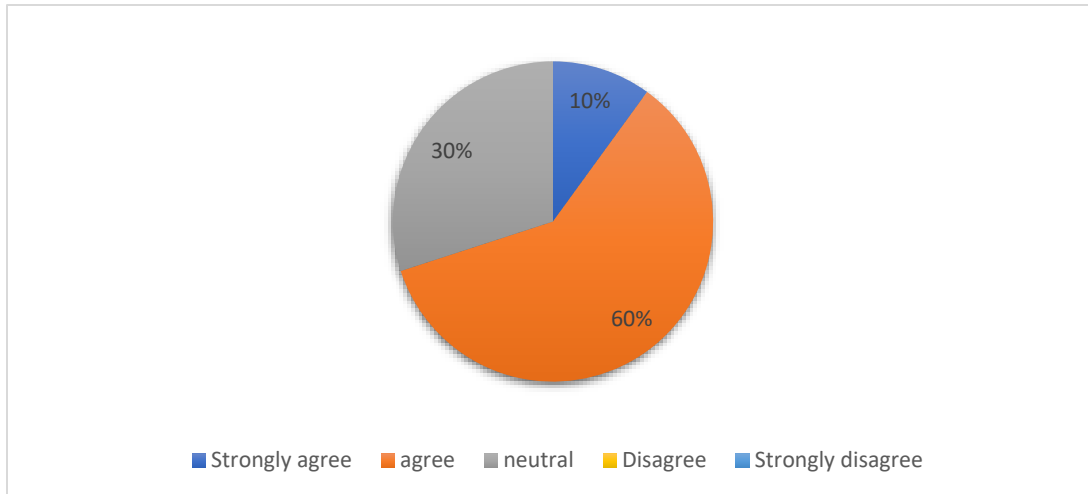
The proportion existence of unbiased level is relatively high that is 45% though 30% of staffs disagree this idea. As per the workers, the pay structure and benefit arrangement of LALBAG chemicals doesn't satisfactory enough contrast with the responsibilities and duties the staffs are performed. Only 25% of staffs is pleased with this survey.

6. Appropriate acknowledgement for contribution is remunerated



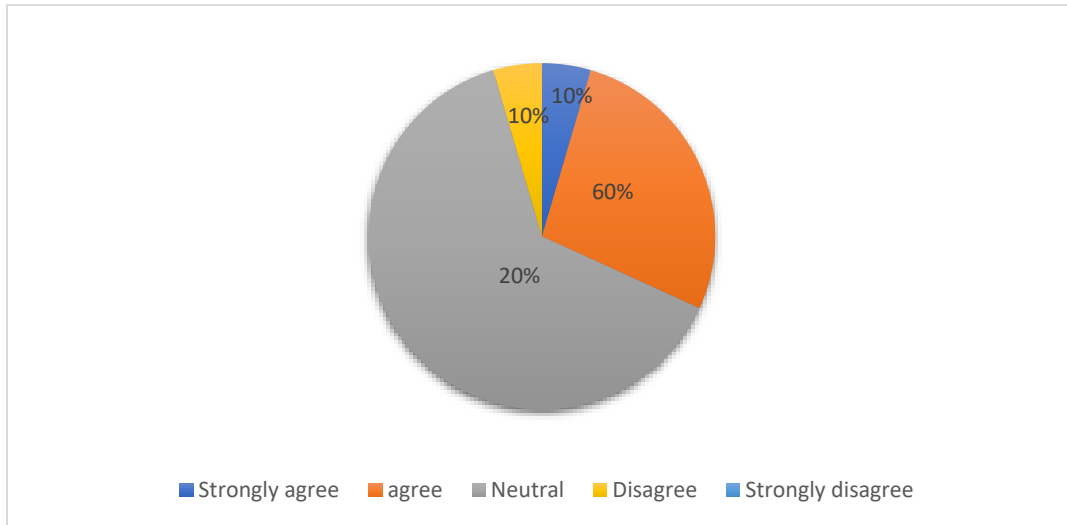
40% staffs concurred that when they make any commitment they are perceived with gratefulness or pay where as 25% of them couldn't help contradicting it and 35% stay unbiased.

7. Total job security is pleasant enough



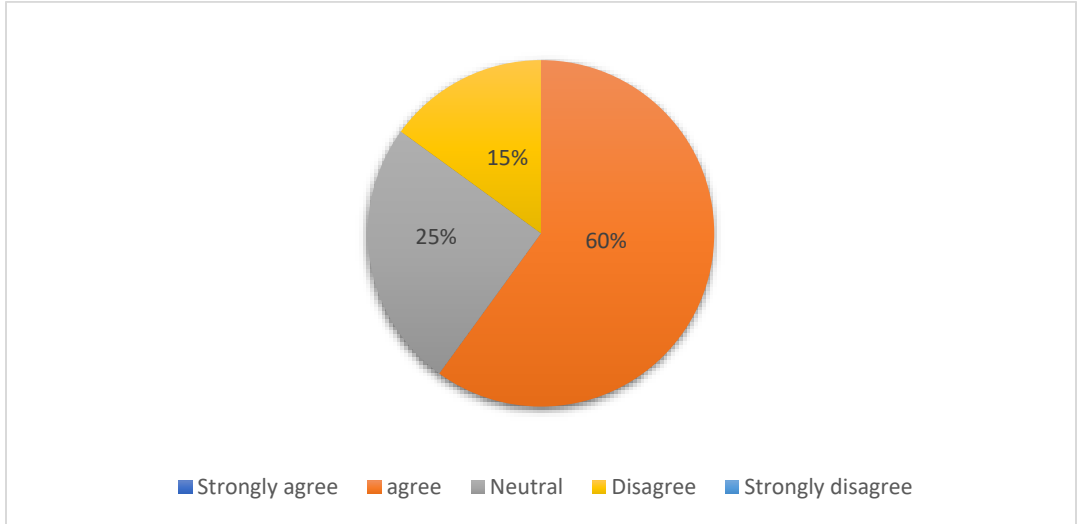
In spite 10% of staffs powerfully concurred that the staffs general job safety is pleasing, 60% of the workers just concurred. As per the workers LALBAG chemicals gives a huge amount of employment security compare to other factory-based companies. For example, a large portion of them are remaining in the LALBAG chemicals for a while since the choice of job security among the respondents. On the other hand, 30% stay neutral because staffs and workers changes organization for well opportunities just as advantages.

8. Level of fairness in disciplinary action



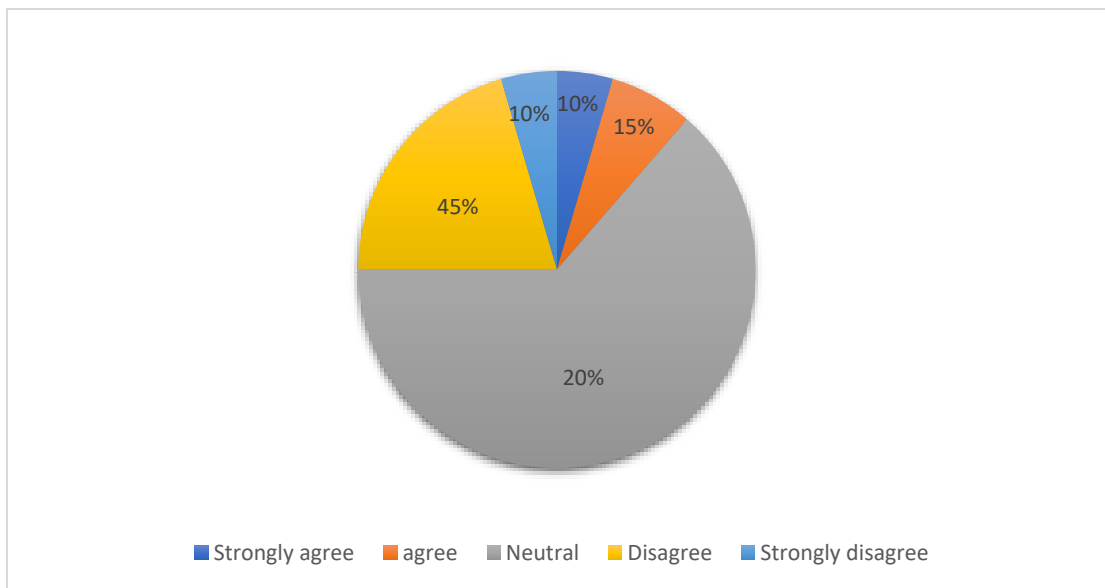
60% of workers concurred with the way that if there should arise an occurrence of discipline and disciplinary act reasonableness exists, although 10% oppose this statement. Then again, 10% of staffs powerfully agreed however 20% stay unbiased.

9. Measures taken for punishment and disciplinary action improving in the company



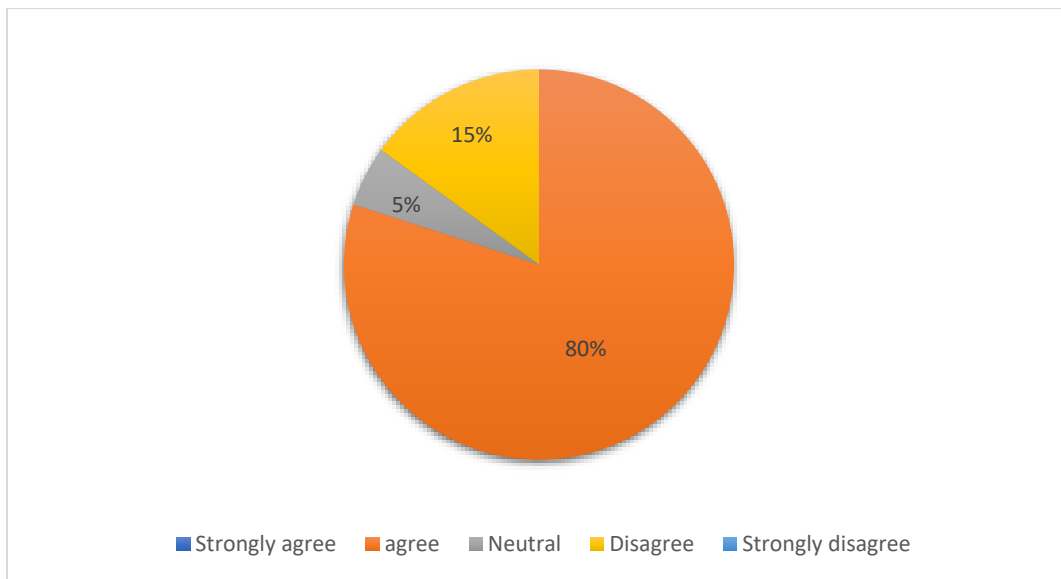
60% workers have concurred that estimates taken for discipline and disciplinary act are improving nature in company and 25% stay impartial with this statement but 15% have disagreed with this statement that is relatively little in this case.

10. Satisfied with the pay structure of LALBAG Chemicals



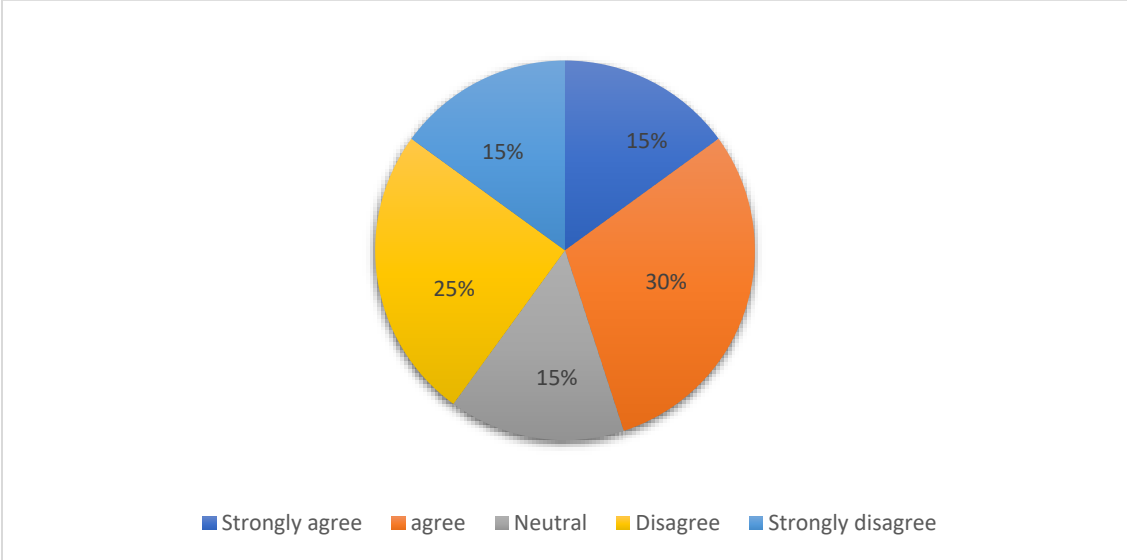
Overall result from this question is the greater part of the workers are not happy with the compensation structure as they believe LALBAG chemicals doesn't keep up the structure contrast with the other company standard. Accordingly, percentage of differ is high which 45% and furthermore 10% likewise firmly disagree this idea. Despite the fact that 15% stay concurred and just 10% powerfully concurred and remain 20% are staying unbiased.

11. Salary increment procedure is clear to the workers



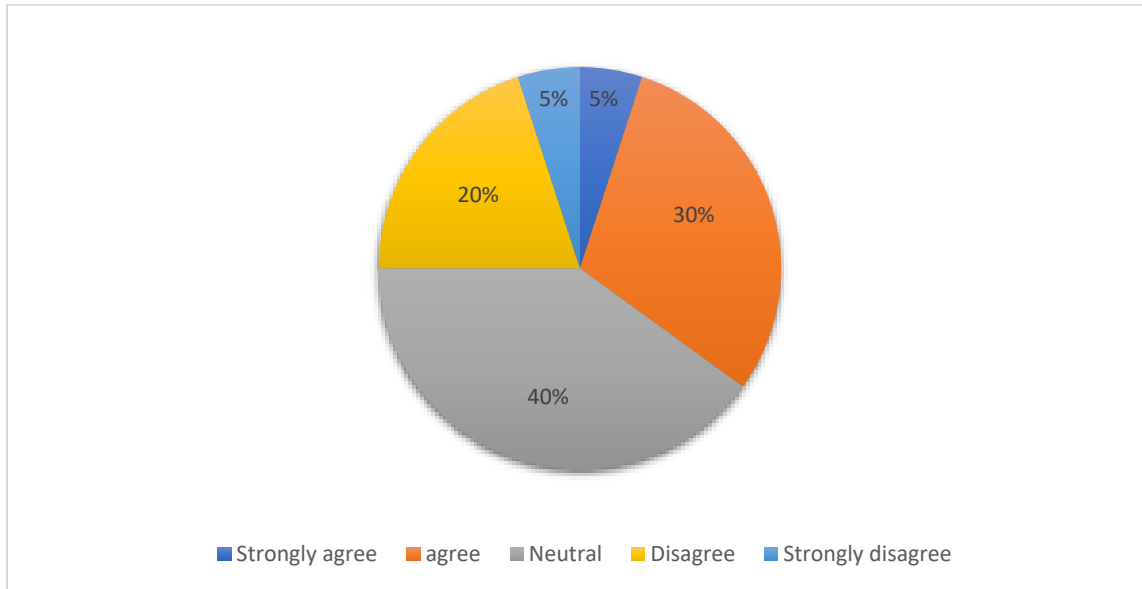
About 80% of workers and staffs are enough crystal-clear idea about the salary increment process as well as 15% of them are not occurred in this statement. Only 5% stay unbiased in this question.

12. Satisfied with the working hour, leaves as well as work life balance



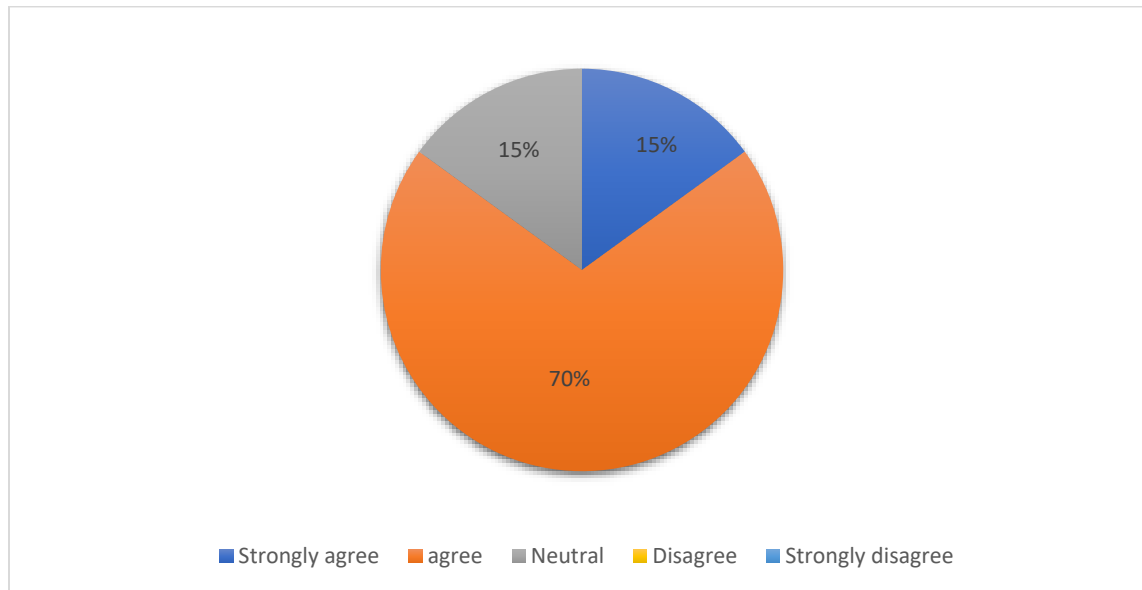
Staffs are reasonably happy with the employed time and vacations just as generally speaking work time period. The ratio of powerfully concurred, concurred and disagreed is 15%, 30% and 25% individually. As it were 15% are not pleased among which 15% of the employee strongly oppose this idea.

13. Satisfied with bonus, allowances and other benefits



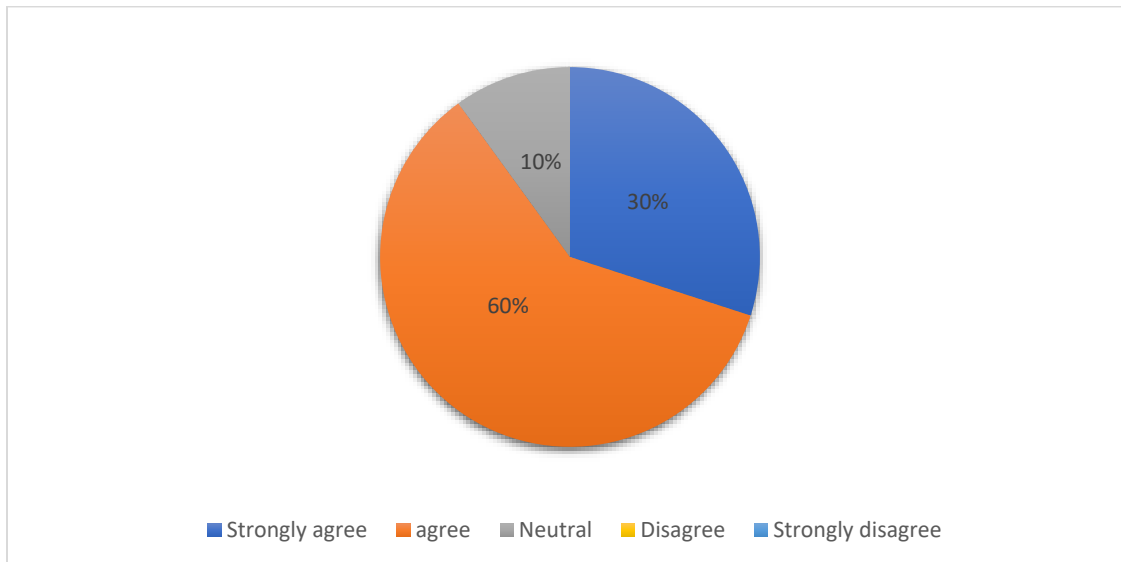
In spite that level of powerfully concurred is little here just 5%, the total level of being concurred and unbiased is more which is 30% and 40%, while level of being disagree is relatively high which is 20% and 5% strongly differ that they are not fulfilled by any means.

14. Company containing office set up, working condition, supporting equipment, staff assistance is pleasing sufficiently



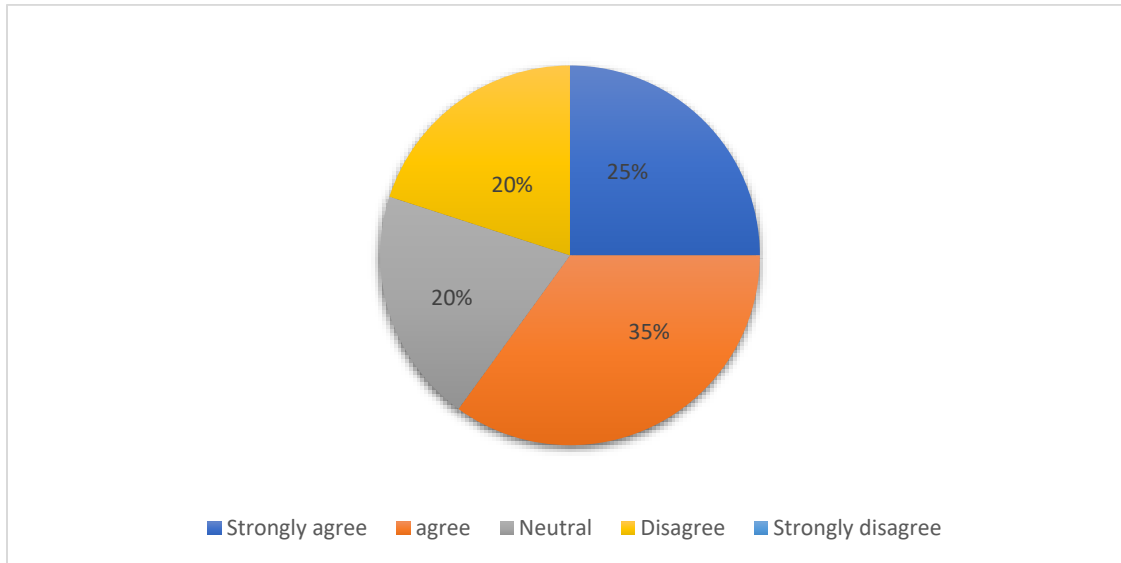
The ratio of powerfully concur and concur show this detail that working condition of LALBAG chemicals and perfumery works ltd. covering office set up, working condition, supporting equipment, workers help is acceptable with sufficiently. Staffs accept that this thing is the most vital thing to feel spur whenever doing work under pressure. So,15% feel strongly agree,70% feel agree and 15% are neutral in this statement.

15. Training programs aids the staffs as well as the company to advance the result with expected one



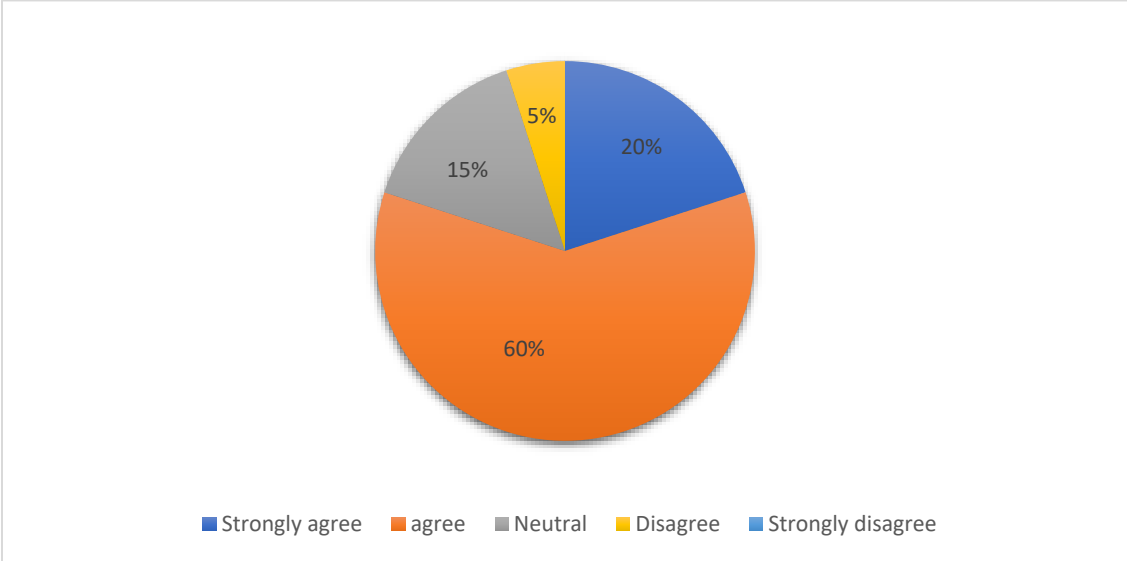
Overall, 90% of workers have discovered that the preparation programs aid the staffs just as the factory to progress the result with expected one in light of the fact that these projects are led as indicated by the territory of progress. LALBAG chemicals gives the chance to give direct contribution of preparing needs to its representatives. As a result, I get 30% strongly agree, 60% agree and 10% are unbiased in this question.

16. The entire PE (Performance Evaluation) process



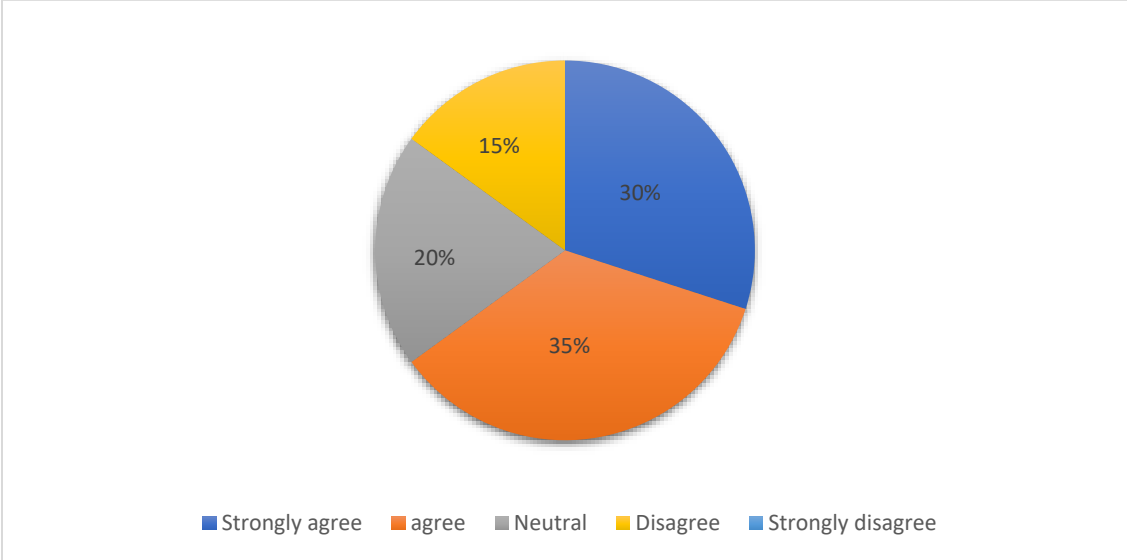
25% and 35% of staffs individually powerfully concurred and concurred that they have enough idea about the procedure of PE, while 20% are unbiased. Be that as it may, 20% of them disagree that they have not enough idea about the procedure.

17. The company conducts the workers appraisal every year; the level of justice of the PE (Performance Evaluation)



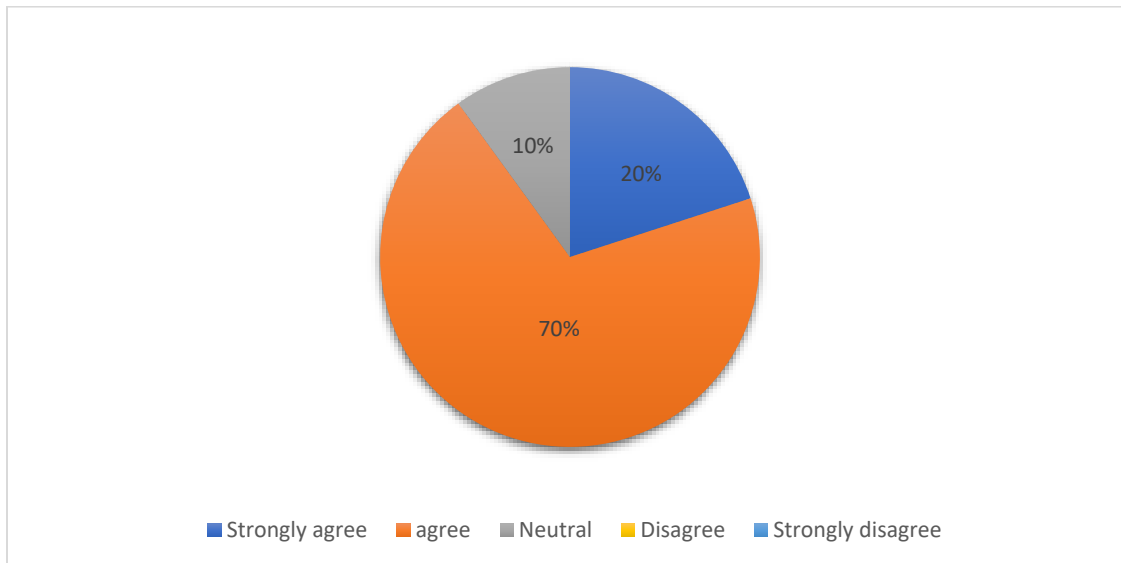
A large portion of the workers accept that the degree of reasonableness of the presentation assessment is palatable as the rate is more for powerfully concur and concur and unbiased which is 20% and 60%. Just 5% oppose this idea that the reasonableness isn't acceptable and 15% is neutral for this statement.

18. Performance evaluation aids to advance the level of performance of the staffs



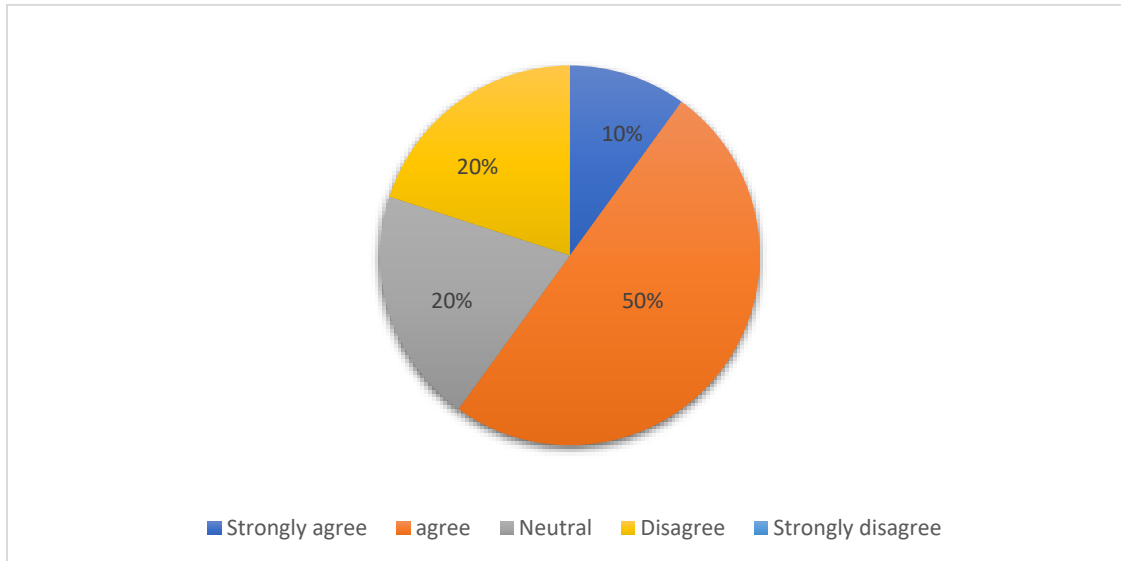
As showed by the respondents, execution appraisal is one of the primary instruments to keep up the degree of standard of execution while accomplishing the general objective of the company. Despite the fact that just 15% differ that it isn't so useful for them, percentage of acknowledgment is high which is in absolute 30%,35% and 20% covering powerfully concur, concur and unbiased.

19. Suggestion for development, provided by superintendent just as partners helps to improve execution



20% of staffs have powerfully concurred that their boss just as partners help the staffs to progress their performance. As representatives work in a group, participation is exceptionally successful component among them to accomplish their person just as gathering objective. Whereas,70% are agreed and 10% are staying unbiased.

20. Appreciation provided for long service is highly inspirational



Staffs who previously worked in LALBAG chemicals for quite a while worker are inspired as they got thankfulness regarding endorsement and presents for their long assistance and commitment. Accordingly, 50% of them respondents concurred that they are truly inspired while 10% powerfully concurred. Despite the fact that 20% of them stay unbiased then again, 20% moreover oppose this statement.

4. Findings

Conferring from the study, the findings for the LALBAG Chemicals and Perfumery works ltd. Is-

- Salary is extremely fundamental for workers and it is implied as survival need from top to bring down degree of workers. As 55% are not happy with the compensation, this should be thought about consideration.
- As per the open-ended question, various factory facilities and a few company activities should be improved to upgrade efficiency of workers.
- Medical facilities, fire extinguisher system should be improved as it is exceptionally basic for staffs.

To improve job satisfaction, worker should get appropriate motivators and administrations. Medical and factory facilities may expand to the satisfaction level for employees and therefore that will build job commitment and authoritative responsibility conduct.

5. Recommendations

As I have mentioned earlier, LALBAG chemicals is very popular company in the Tejgaon Industrial area region. Be that as it may, I have thought of little suggestions, subsequent to leading the study and getting input from the staffs of this review. They are as per the given below:

- The vast majority of the workers are not happy with the pay structure, extra, recompenses and different benefits of LALBAG chemicals company. Subsequently, this organization may take activities to adjust its pay structure just as different advantages alternatives thinking about the company service standard so as to secure and hire skilled staffs.
- Salary increase procedure is additionally not known to certain workers which I can find from my study. Thinking about this issue, meeting may mastermind so as to make the procedure clearer to workers with the goal that their puzzlement and moreover feel inspired to job.
- The whole Performance Evaluation procedure of LALBAG chemicals company are still not clearer to a large portion of the workers. In this issue, HR work force just as the directors of individual staffs (superintendents) must act for this matter so as to recognize in which sector workers are confronting issue to realize the procedure and afterward attempt to cause them to realize the procedure.
- LALBAG chemicals company may focus so as to advance its vehicle facility for permanent workers as this is likewise a suggestion from the staffs.

6. Conclusion

In this investigation we have come to realize that staff satisfaction of any organization is very vital for its progress. Staffs face different issues just like salary, pay structure, inspirational elements, work life balance, workload pressure etc. The information features a consistent cycle of satisfaction level of staffs coming about because of the implementation of wellbeing elements provide by the authorities for the workers. In adding, cost of living especially in Bangladesh especially in Dhaka is quite high because, cost of food is very expensive now a days for example, onion is very expensive as compare to the before. So, the satisfaction issues of the workers are helpful not for the staffs as well as for the company because staffs are happy with the pay structure, work load then they will be very attentive so that they can give full service to the customer and as well as company. A significant issue for the respondents in the investigation is the staff's fulfillment and satisfaction both are related with physically and mentally, be that as it may, a few workers are worried about their future better job they think that they are dissatisfied in this job but they are not resigning this job because they are not sure they can get better job or not. getting various opinions from the staffs it enriches my knowledge to deal with the workers which is better for my upcoming job or business even in my real life also.

7. References

1. LALBAG Chemicals and Perfumery works ltd. (2015), Retrieved from Annual Report of 2015
2. Bhatti, K., & Qureshi, T. (2007). Impact of employee participation on job satisfaction, employee commitment and employee productivity. *International Review of Business Research*
3. Potter field, T. (1999). *The business of employee empowerment: Democracy and ideology in the workplace*. Westport, Conn, Greenwood Publishing Group

8. Appendix

Dear Respondent,

I, Md. Ashab Annur Islam, student of BRAC University Business School and I am directing an overview to measure the degree of representative activity fulfillment in the LALBAG Chemicals and Perfumery works ltd. This review is carrying on so as to make my entry level position report increasingly dependable contained with essential wellsprings of data. It would be somewhat you in the event that you precisely react to the survey.

Personal Information:

a) Male

b) Female

Age: a) 21-30 b) 31-40 c) 41-50 d) 51 and above

Designation:

Years of work in the organization:

1. Daily given tasks are pleasing enough to finish

i. Strongly agrees

ii. Agree

iii. Neutral

iv. Disagree

v. Strongly disagrees

2. Adaptability of Team spirit exists inside the company

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

3. Relationship with superintendent is satisfactory enough

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

4. Consistence for comparable open door is acceptable

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

5. Pay and advantages match with job responsibilities and duties

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

6. Suitable affirmation for commitment is remunerated

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

7. All out employer stability is pleasant enough

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

8. Decency exists as far as discipline and disciplinary activity

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

9. Measures made for discipline and disciplinary move are improving in the organization

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

10. Satisfied with the pay structure of the company

- I. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

11. Salary increment procedure is clear to the workers

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

12. Happy with the working hour, leaves just as work life balance

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

13. Happy with extra, remittances and different advantages

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

14. Company containing office set up, working condition, supporting gear, staff help is satisfying adequately

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

15. Preparing programs helps the staffs just as the processing plant to propel the outcome with anticipated one

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

16. The whole PE (Performance Evaluation) process are obvious to you

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

17. The organization directs the laborers appraisal consistently; it would be ideal if you notice the degree of equity of the exhibition assessment

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

18. Execution assessment helps to propel the degree of execution of the staffs

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

19. Recommendation for advancement, gave by administrator just as partners helps to improve execution

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees

20. Gratefulness accommodated long help is exceptionally motivational

- i. Strongly agrees
- ii. Agree
- iii. Neutral
- iv. Disagree
- v. Strongly disagrees