

**Internship Report**  
**On**  
**“Rehabilitating Underemployed Day Labors”**

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## **Executive Summary:**

enroute International Limited is one of the pioneer in consulting and development sector working with 80+ reputed organization. They are directly involved with their people recruitment, Training & Development and managing their people.

enroute International Limited being one of the leading HR recruitment and SME development organization, has already successfully managed a handful number of projects, where they successfully transformed the targeted people from various segments of society into independent entrepreneurs and permanent job holders.

So, this report is about such a successful transformation project executed by enroute International Limited. Where we, the project team dedicatedly have worked with the targeted badli employees of British American Tobacco Bangladesh (BATB). Because, as a result of advanced machineries in factory level there will be lesser physical work for these badli employees.

We initially communicated with them through daylong session and then, we showed them what potentials they still have if they make decisions either for job or business. After that, we analyzed and evaluated their profile. Mainly, we focused on three important factors. These important factors are their age, education and family living area.

Then, we divided their name list based on those important factors and trained them for either jobs or for business. Also, we have provided them important assistance regarding their decisions. Finally, we have started their outplacement.

## **Introduction:**

In Bangladesh, every year a huge amount of money and talented HRM are being engaged by corporate to improve the productivity or skills of their workforce across the country. Such huge expenditures are made with the expectation of future returns in terms of improved services to be rendered by skilled employees. In other words, organizations by investing human resources development definitely increase the service potentials embodied in human resources and these investments thus create economic assets for the organizations.

Human resource (or personnel) management, in the sense of getting things done through people, is an essential part of every manager's responsibilities, but many organizations find it advantageous to establish a specialist division to provide an expert service dedicated to ensuring that the human resource function is performed efficiently. On the other hand, by improving the machineries results less physical work in factory areas. Thus, the quantity of our huge labor market ultimately got affected.

So, the rates of all these kinds of human resource changes are increasing day by day. That is why, organizations must absorb and manage these change at a much faster rate than in the past. In order to implement a successful business strategy to face this challenge, organizations, large or small, must ensure that they have the right people capable of delivering the strategy.

## **Company Overview:**

enroute International Limited is one of the pioneer in consulting and development sector working with 80+ reputed organization. They are directly involved with their people recruitment, Training & Development and managing their people.

Since its inception in the year 2008, enroute with its highly experienced, passionate and expert business team, have been providing support & solutions to many Bangladeshi local and international companies of a selected segment. enroute, although not such an old name in this field of work, has successfully made a mark wherever enroute has set foot in these five years of the journey.

With its long-term partnership focus, value addition model, talented management team and alliance with local and international organization and individuals' expert in their sectors, enroute has built partnership agreements with many of the renowned local and multinational organizations of the country.

enroute International Limited being one of the leading HR recruitment and SME development organization, has already successfully managed a handful number of projects, where they successfully transformed the targeted people from various segments of society into independent entrepreneurs and permanent job holders.

## Background of the Project:

In this HR Development project of “Rehabilitating Underemployed Day Labors”, initially for the badli employees of British American Tobacco Bangladesh. At first we identified the steps regarding the execution process. So, the identified steps are:

- Step:1 Initial Communication
- Step:2 Training and Motivation Phase
- Step:3 Communication and outplacement
- Step:4 Post Operative activity

So, we made the below chart to complete the whole project within the required time:

Time Slot	Activity Plan	Activity Breakdown
Week 1	Step 1	Initial Communication
Week 2, 3 & 4	Step 2: Training & Motivation	Career Counseling
		EDP Training
Week 5 & 6	Step 3	Early Birds Outplacement
		EDP Business Communication
Week 7, 8 & 9	Step 4	Regular Job Outplacement
		Preparing Entrepreneurs for business
Week 10~13	Step 5	Post Operative Activity

We have analyzed that the badli employees for whom we established this project, are not from well educated background and they have miscellaneous age levels. So, keeping these important issues in mind we have categorized the targeted badli employees based on education, age and living area. Because, if we can categorize them it will be easier for us to communicate, motivate and train them to capture their future career path.

On the other hand, we have decided that those who are young in age between 20 to 30 and minimum graduated, we will offer them for permanent job position and those who are above age level 30 and less educated, we will offer them business. So, based on these decisions we have divided the project execution into two part:

- Permanent Job Placement
- Entrepreneur Development Program

#### **Permanent Job placement:**

Since the beginning enroute international limited has been working as a HR consultancy firm, which gradually prolonged it's professional relationship with a promising number of local and multinational organizations in several sectors of the corporate world. Having this advantage on our side we are confident to place badli employees in those local organizations as well as MNCs.

So, in this project we have offered different job positions to our targeted badly employees based on their age, education and place of living.

#### **EDP (Entrepreneur Development Program):**

Being a leading SME development organization enroute is capable to transform people as entrepreneur. Together with Bangladesh SME Foundation, we successfully transformed number of people from non-earning person to successful entrepreneur. Our strong relationship with NGOs, Financial sector, Agro sectors helped us to transform people into following entrepreneurs:

- bKash Agent
- Agro Machinery business
- 3 wheeler Electric vehicle etc.

We have offered our targeted badly employees these above mentioned categories of business and gave an open options to choose any of the option.

### **Initial Communication:**

This is the first session where we wanted the badli employees to know about ourselves that who we are, why we are here and why we wanted to meet with them. We made them believe that they all have understood about what we wanted to share with them. That is every single human being must have a vision where he can have a better and secured life living with his own family. To fulfill this vision one should work hard. We have brought a better options for them to establish their career.

We have organized total four days of boarding session which we defined as the initial communication with the badlis where each day we have successfully communicated with around ninety badlis in total in three session; as we had around five hundred numbers of badlis.

Here, it is important to mention that the badlis were not very eager to accept our proposal as because they had worked for BAT for many years and all of a sudden their company don't need them as because of advanced machineries in factory level. So, it was harder for us to make them understand that we had nothing to do regarding that issue but if they decide to establish themselves in a proper career path then we will be with them. We will help them, train them to get a permanent job or make them ready and assist them for mentioned business. After finishing every session they have filled up a form based on which we later identified who were eligible for job and who were eligible for business.



## **Training and Motivation Phase:**

Training has specific goals of improving one's capability, capacity, productivity and performance. In addition to the basic training required for an occupation or profession, in labor-market recognize there is a need to continue training beyond initial qualifications: to maintain, upgrade and update skills throughout working life. Training can provide employees with knowledge and skills to perform more effectively, preparing them to meet the inevitable changes that occur in their jobs. However, training is only an opportunity for learning.

Motivation is defined as the process that initiates, guides and maintains goal-oriented behaviors. Motivation refers to an activated state within a person that leads to goal-directed behavior. It consists of the drives, urges, wishes, or desires that initiate the sequence of events leading to a behavior. It can also be said, motivation is the driving force within individuals that impels them to action.

In our project, we have already made the targeted badli employees to believe that we, the enroute team are here to assist them for their potential future career by training and motivating them when they will choose whether to do job or business.

- **Training for Permanent Job placement:**

Based on the forms submitted by the badlis in initial communication, we analyzed their current education status, age group and family living location. After our analization, we summarized that around half of the targeted badlis are eligible for permanent job as because they are minimum passed their higher secondary and are within the age limit of 25. So, we have made a list of that badlis and trained them for interview session by dividing the number of these badlis into 3 days training session. Here, it is important to mention that we also arranged many job interviews for them by communicating with many renowned local and multinational companies; as those companies already had some job vacancies. Moreover, in order to motivate the other badlis, we have selected a group of 10-15 badlis and arranged interview session where they were qualified for final job offer. We named these candidates as “Selected Early Birds”.

## • **Training for EDP (Entrepreneur Development Program):**

In this training, first of all we have identified actual number of badlis who are eager to do business. Then, we divided the number into 3 days of training session and finally trained them regarding the following issues:

- ✓ Where they can do business (bKash agent or agro machinery business) or can drive 3 wheeler autobike
- ✓ How to submit for Trade license ,Tin certificate and Vat registration ( also if outside of dhaka)
- ✓ How to create bank account number, fixed mobile sim number, 9 copies photos ,3 copies of national ID photocopy, bKash agent form fill up

So, based on the above mentioned issues, we provided our continuous assistance to the targeted and selected badli employees those who were educated but age were above 35-50 and those who were within 25-30 but not educated. We have also assisted them to complete the above mentioned legal formalities.

## **Communication and outplacement:**

In this step, we have finally handed over permanent jobs to the selected Early Birds. Also, we have finally handed over 3 wheeler auto bike to those who were desired to take. At the same time, we have started our regular job outplacement. In the Entrepreneur Development Program, we decided that we will provide the business assistance based on their family living location. Because, we focused this program as “Returning to home”. So, at first we identified where the targeted badli’s family are mainly living. Based on that location, we have made a list of cluster. For example, in Barisal, we have identified that there were 45 badlis from that cluster. So, based on those badli’s decision we have provided 3 wheeler auto bikes to 30 badli employees.

## **Post Operative activity:**

In our project, we have already completed all first three steps. After successfully completing we are now providing the post operative supports. This includes regular communication with the badlis to find out whether they are facing any challenges in their jobs or business. We have also opened a helpdesk office to solve all their querries and a helpline number. We will continue these post operative activities for next couple of months.

## **Conclusion:**

One key factor in employee motivation and retention is the opportunity employees want to continue to grow and develop job and career enhancing skills. In fact, this opportunity to continue to grow and develop through training and development is one of the most important factors in employee motivation. There are a couple of secrets about what employees want from training and development opportunities. So organization should provide those scopes for employee's development. These ideas emphasize what employees want in training and development opportunities. Training Development opportunities help to create devoted, growing employees who will benefit both the business and employee's through your training and development opportunities.