**Overall HR Practices of “Eurotex Knitwaer Ltd”**

2022

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*Internship Report*

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**Submitted by Submitted To**

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Subject: Submission of the Internship report on the HR activities of Eurotex Knitwear Limited

Dear Sir,

With due respect, I’m particularly pleased to present my internship report, which was covered a three-month internship at ‘Eurotex Knitwear Limited’ (Human Resource Department).

As I am in learning curve, this report helps me to gain the practical experience about the RMG sector and the HR activities. As I am new in this format of report, it becomes a challenging as well as interesting experience. I am thanking you from depth of my heart for supporting me from the beginning to end, not only just by giving the idea of the report, but also correcting me in every part of the report. Without your courageous inspiration this report won’t be done.

If anything in this report isn’t understood clearly, please feel free to contact to the following email and mobile number. Lastly, we would be thankful once again if you please give your precious advice on my effort.

Sincerely Yours’

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**Acknowledgement**

In the name of Allah, the most Gracious, the most Merciful. All praise to the Almighty, the One who has responded to my prayers in various ways and blessed me especially with patience, courage and fortitude throughout report journey. My foremost gratefulness is to Allah, the Almighty. I would like to express my special thanks and gratitude towards my respectable course instructor Md. Kazimul Hoque from United International University for giving me such great opportunity to prepare a report based on "Overall practices of Eurotex Knitwear Ltd". His sincere guidance, untiring cooperation, valuable advice and endless inspiration enabled me to overcome all the problems that cropped up during the course and while preparing this report. I would also like to thank to my colleagues, peers and other organizations manager for their kind cooperation. The splendid helpfulness of the managers really helped us in obtaining the necessary information in time and for making the door of Eurotex Knitwear Ltd wide open for me.

**Executive Summary**

Eurotex Knitwear Ltd. is one of the most modern garments factories in Bangladesh. It started its journey with one motive: ensuring optimum productivity while protecting interests of all of its stakeholders’ interest. Eurotex wanted to be a role model in the RMG sector, and has rightfully claimed the position. Its journey right during the Ready-Made Garments (RMG) industry boom of Bangladesh during the mid-90s. This Report has been made based on “Overall practices of Eurotex Knitwear Ltd” who plays the vital role and the most essential part for the organization business. In RMG sector, HR activities and the compliance sector and the compensation systems to reinforce the objective of both HR and competitive business. RMG sector has large group of workers. Skillful workers are more demanding and competitor wants them so there is turnover because of employees’ benefits. Meanwhile, Industrial Relations, on the other hand, has a wide and limited definition. The word Industrial Relations, in a wide sense, refers to the interactions between different unions, the state and the unions, as well as the interactions between various businesses and the government. It refers to all kinds of interactions between employers and employees, trade unions and management, employers and unions, and workers and workers in the broadest sense. It also covers all types of connections in the company, both official and informal. To preserve healthy connections, the industrial relations system establishes norms and regulations. The government uses laws, regulations, agreements, conditions, and other means to influence labor relations. The industrial relations system involves a number of stakeholders. Employers and their organizations, workers and their unions, and the government are the major players. To create the industrial relations framework, these three parties engage within the economic and social context. They alter in accordance with the changing structure and situation of the industry as it evolves. Individual and group connections are included in industrial relations.

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# Part-1:

# Introduction

#

We all know that the things which we study in the book or written in the books are not happening in the real world. In this report we are going to identify the HR activities and the compliance sector and lastly the compensation management of the RMG sector. Then explain the contextual influences of having the structure and lastly the bases for pay followed by our chosen organization. So finally, to achieve the objectives I have worked in the Eurotex Knitwear Ltd to bring out the current management scenario.

## Introduction of the topic

Each business graduate student desires to complete the internship program in order to get the practical experience by working in a corporate culture. It is a fantastic chance for every learner to gain some practical knowledge in addition to theoretical information throughout the academic careers. I always desire to gain knowledge to a specific industry like; RMG sector I completed my internship at the Human Resource Department of Eurotex Knitwear Limited that is one of Bangladesh’s most well-known Garments sector in our country. However, my report’s main emphasis is on the overall practices of their HR activities how they are recruiting people, secondly the compliance part where everyone is following the Bangladesh Labour Law correctly or not and finally the compensation part. During my internship, I observed that Eurotex Knitwear Limited does an excellent job by demonstrating a high level of performance in their day-to-day operations, such as contracting directly with a buyer named Primark who has been providing them with work on a variety of projects, as a result of which Eurotex has not been stopped due to any pandemic situation and is proceeding smoothly with their work environment, and employers are happy to do their jobs because they are paid on time. As a result, Eurotex Knitwear Limited has a brighter future than its competitors in the business.

## 1.2 Introduction of the Organization

Eurotex Knitwear Limited was founded in 1998 by three visionary guys and has since grown to become one of the area's leading RMG companies. T-shirts, tank tops, long sleeve polo shirts, shorts, knit jackets, and other knit garments and fabrics are among the services it offers. Their knitting capacity is 10 tons per day, dyeing is the same, and sewing is 45000 pieces per day. The United Kingdom, Italy, Germany, France, Spain, Russia, and the Netherlands are their biggest customers. At present time, they have a total workforce of 2380 people.

## 1.3 Objective of the study

Every effective report has its own aims, because a report cannot be beneficial without them. So, before beginning the research, the researcher tries to finish the report while keeping the broad and specific objectives in mind. The general and particular aims are outlined in the sections below.

### 1.3.1 Broad objectives

The fundamental purpose of this study is to understand more about the general practice of the garments industry, including the recruiting process, selection, training and development, and employee incentives, which is a requirement of the BBA curriculum.

### Specific Objectives

The specific objectives are of the studies are given below:

* Analyze the data to see if Covid-19 had any effect.
* To examine the various risk factors
* Examine the possibilities for recruiting and selection
* To give recommendations about ways to tackle difficulties as well as solutions to obstacles

## 1.4 Scope and Limitation

**Scope of the Study**

This report was written with the assistance of our esteemed instructors and my colleagues. Because I'm new to this field, it's a tough and fascinating experience for us. I appreciated every aspect of the report and attempted to improve it with limited resources. I got to visit the factory while creating the report and have gathered enough specific information on the organization's general practice. There were several words with which I was unfamiliar previously, but when we read and then conducted our investigation, it proved to be really beneficial in numerous ways.

**Limitation of the Study**

There are some problems which we have to face while doing this report, those are:

* Data collection is limited owing to peer pressure; in every scenario, we must wait and collaborate in a very official manner.
* Over phone we couldn’t ask HR manager so many questions, we all know that people prefer physical interaction while discussing about work related stuffs.

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# Chapter-2:

# Literature Review

(Anupama Gupta, 2007) discussed the implications of the challenges faced by human resource management in light of the present economic situation, and how the challenges should be considered. This also emphasizes how Human Resources Management approaches challenges encountered in day-to-day operations. It also made some key suggestions for trying to improve things.

According to (Tripathy, 2008), the organization's human resources are used to their full potential. Competencies, commitment, and culture are the three Cs they follow.

Following these three C cultures in the workplace produces excellent effects for the company. This method is said to be the most effective in terms of making money and increasing financial progress.

(Surywanshi, 2013) is a professor at the University of Mumbai (2013). Due to globalization, privatization, and regulatory issues, today's managers face several obstacles in the competitive environment, including predicting the perfect candidate at the right time and place. They must also adapt to changes in their work environment and organizational culture, as well as maintain low attrition by focusing on organizational cost constraints, economic and job changes, talent management and development, and technological growth, among other things.

Employees who are aware of the minimum norms of behaviour and compliance with ethical commitments are more inclined to report those who deviate, according to studies (Haugh, 2021) Employees in organizations where the human resource department set basic standards were 32 percent more likely to report unethical behavior to the human resource department than in companies where minimum standards were not specified. In addition, businesses should explicitly define what acts are considered misbehavior. The point is that it allows employees to notice when their coworkers participate in wrongdoing (Haugh, 2021). As a result, they are able to report the activity to the proper authorities.

Human resource departments should start training staff during the onboarding process, in addition to developing ethical rules. Employees will have a better knowledge of what the administration expects of them if they learn about the company's expectations throughout the onboarding process, increasing their likelihood of prioritizing ethics and compliance programs (Remišová et al., 2019)

To guarantee that employees are always concerned about ethics, the human resource department should hold frequent and exploratory ethics and compliance program conversations. Employees are more likely to exercise right behaviour when they observe regular and consistent communication regarding ethics, according to the findings of the study (Bisel, 2017). For example, the human resource department may take the lead in sending frequent mobile messaging to workers reminding them of the company's values, ethics, and anticipated behavior.

Compensation represents the reward employees receive for performing their jobs. Compensation includes payment like salary, bonus, recognition, insurance, overtime pay, benefits etc. (Martocchio, 2015)

If we glance at the origin if the word in several languages, we will get a way of the richness of the meaning, which mixes entitlement, return, and reward (Atul, Matt & George, 2002; Mark, 2002; Mansour, Peter, Mary, & Robert, 2006). In Japanese, compensation is defining as kyuyo, which is formed from two separate character (kyu and yo), both meaning “giving something”. Besides, in China, the normal characters for the word “compensation” are supported the symbols for logs and water; compensation provides the necessities in life (Milkovich & Newman, 2008).

(Armstrong, 2005) stated that compensation management is an integral a part of human resources management approach to productivity improvement within the organization. It deals with the planning, implementation and maintenance of compensation system that are geared to the development of organizational, team and individual performance.

(Pearce, 2010) Compensation implies having a compensation structure during which the workers who perform better are paid quite the typical performing employees".

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# Chapter – 3:

# Company Profile

Eurotex Knitwear Ltd. is one of the most modern garments factories in Bangladesh with its core values revolving around satisfying stakeholders’ interests. Eurotex Knitwear Ltd. believes that its employees hold the top-most position in the hierarchy of value of its stakeholders. Second, but almost of equivalent importance is its customers. Eurotex Knitwear is always driven to increase quality and productivity to be able to serve both its employees and customers better.

## 3.1 History

It started its journey with a mere 0.26 acre of land in Nayamati, Kutubpur, Fatullah, Narayangonj. As of now it stands at a facility which is over 3 acres, and provides employment to over 2380 employees. It started its journey with one motive: ensuring optimum productivity while protecting interests of all of its stakeholders’ interest. EuroTex Knitwear Ltd wanted to be a role model in the RMG sector, and has rightfully claimed the position. It ensured rights of workers, taken initiatives to be environmentally safe, and always stayed ethically right.

## 3.2 Industry Background

Esquire Ltd. started its journey right during the Ready-Made Garments (RMG) industry boom of Bangladesh during the early 90s. RMG sector is continuously and consistently growing. With Bangladesh having a huge labor backup with very low wage, Bangladesh became the second largest RMG exporter in a very short period of time.

After the infamous The Tazrin Fashion fire and Rana Plaza collapse, RMG customers (different clothing brands and retailers) are always being concerned with garments factories to meet international standards. EuroTex Knitwear Ltd. proudly boasts Platinum level of LEED rating, which ensures many safety and green standards. With its new factory, it ensured it has over 50% of open green land, so that its workers do not feel claustrophobic. The factory buildings are equipped with large windows that allow adequate outdoor lighting. It monitors the level of toxins such as carbon dioxide and a centrally controlled air ventilation system lets fresh air in automatically.

## 3.3 Work Place Environment

EuroTex Ltd, as a responsible garment manufacturer, offers employees with a working environment that exceeds the legal minimum. EuroTex Ltd built and upgraded lighting, ventilation, and aesthetics in its factories utilizing cutting-edge technology such as circuit for electrical connections, overhead mirror reflectors for lamps, and forced duct ventilation, among other things.

The purpose is to go above and beyond local legal requirements to meet global standards, therefore supporting customers' images and sourcing policies. Workplace safety is ensured through clearly marked emergency routes and exits, smoke and fire alarms, and well-designed working layouts. Instructions and warning signs are put in highly visible areas, inside the plant, and in the local language, as per ISO regulations (Bangla).

## 3.4 Safety and Integrity

EuroTex Knitwear Ltd is committed to following ethical business practices. It follows compliance as a continuous process and goes above and beyond local laws to fulfill rules on employment practices and safety. Its Compliance Management Team keeps track of and examines all of the company's numerous activities. EuroTex Knitwear Ltd has enhanced workplace conditions, installed visible warning signs in the local language, required the use of safety equipment, and raised awareness among the workforce to ensure the safety of its employees. Emergency exits and equipment are clearly marked in the workplace.

EuroTex Knitwear Ltd supports its employees by providing welfare facilities in addition to offering a healthy living wage that is significantly greater than the legal minimum. Workers will feel at ease in the workplace if there is a sufficient canteen, safe drinking water, and clean restrooms. EuroTex Knitwear Limited also offers its employees medical care, daycare, and transportation.

## 3.5 Salaries and Wages

One of the most important stakeholders for EuroTex Knitwear Ltd. is its employees. EuroTex Ltd. ensures the best payment structure among other leading RMG manufacturers. Good payment structure would not be good enough for top international clients until EuroTex Ltd. ensures the payment is provided to the workers regularly and without any discrimination. Along with base pay, overtime wages, bonus pay, and benefits such as paid maternity leave, sick leave is always dispatched with transparency. Ensuring safe working environment for its workers is something they take very seriously at EuroTex Ltd. They also provide facilities like on-site health care facilities, day-care service for employee’s children, and shower facility for employees and community halls for their social needs.

## 3.6 Mission

Esquire Ltd. wants to continue with innovation to improve the product quality so that it makes positive changes to itself, its customers and its employees.

## 3.7 Vision

To create a better lifestyle for internal and external customers.

# Chapter – 4:

# HR, HR Compliance and Compensation Management Of Eurotex Knitwear Ltd

To begin, I'd want to discuss the HR operations of EuroTex Knitwear Ltd, which, as we all know, is an RMG industry and hence plays a critical role in HR activities. People management was the initial name for Human Resource Management. HRM is a structured approach of managing employees inside any firm or organization. It is an essential component of every organization's administration.

The personnel department's key tasks include hiring, assessing, training, and compensating employees. The human resources department deals with any problems that employees may have while working for a firm. HR is concerned with specific work practices and how they effect the functioning of the business.

Human Resources Management nowadays is concerned with:

* Anything to do with people management in a business or organization. This includes employee management choices, strategies, ideas, operations, practices, functions, activities, and methodologies.
* The kind of connections that individuals have at work, as well as everything that has a good or bad impact on those interactions.
* Assuring that employees are pleased with their working circumstances. This results in improved services and product manufacturing, which aids the company's development.

# 4.1 Planning and forecasting:

• EuroTex HR department makes sufficient planning for hiring new employees in the
 future.

• HR department is involved in strategic planning.

• HR department forecast future employee demand.

# 4.2 Recruitment Process:

* The recruitment process is well established.
* Job advertisements are placed in newspapers, website, institutions and others.
* The company carries both internal and external recruitment.

# 4.3 Job analysis and Designing:

In their HR operations, they first develop a job criteria and then distribute it to employees or post it on the internet to attract employees for recruiting. Eurotex Knitwear Ltd, HR department has its own job description and job analysis in which they get the information about employees work activities, human behavior, performance standard, job context and human requirements and also other information related to this conduct.

They have some criteria when it comes to hiring personnel, such as selecting individuals based on their qualifications, nationality, and other factors. Even if they are hiring outside, they will hold a test for the employees: both a computer-based and a paper-based exam will be available.

Basically they are very much into hiring employees internally because they believe in not wasting and time and money by hiring people from outside because that might take time. When one employee resigns or leaves EuroTex, the company instantly looks for a predecessor who has been working in the same role or beneath him, and it is now time for that individual to take over that job. They will also supply him with training if necessary, but will not hire externally unless it is required.

# 4.4 External Recruitment

EuroTex has a highly unique manner of externally recruiting employees, such as operators, junior operators, and cutting masters, who are needed on short notice. The in charge of that floor informs the HR manager the day before recruitment, and the next morning they have a guard nicknamed "Hunter" who uses his own approach to seek for employees and bring them into the business. That's not all; the HR team stood outside the company's front gate and called each and every employee, conducting a quick interview to verify their qualifications, certificates, and, most importantly, their date of birth, because an organization cannot risk hiring an underage worker, who could later cause them a lot of problems. After completing the selecting process the HR team organize an orientation program for the employees letting them know about the rules and regulation and their payment date.

4.4.1 Training process of employees: Training process is essential part of every employee without training; employee cannot come to now the procedure of work, rules and regulations of firm, sometimes when new technology is introduced it is also responsibility of a firm to train its employees. After recruiting the fresh employees, EuroTex train them for three months and also pay them salaries after three months they become part of a firm. They also give training to already exist employee it depends upon condition for example if new technology is introduced first of all they give full training to them about new technology then we allow them to start their job.

Now comes the EuroTex Knitwear Ltd's **Compliance section**, where they are quite strict with their requirements. They have built up an evacuation plan and occupant load on each floor since it is necessary by every business due to buyer or audit requirements. They developed an evacuation strategy based on the organization's actual structure.

Second, each employee has received personal protective equipment training (PPE Training). Particularly those who have worked in the sewing sector. Because using the sewing machine is really risky. In terms of operating those machines, it is required that they utilize an eye guard, a pulley cover, a needle guard, a paddle matt, and finally, no bare wire. Eurotex Ltd has different types of sewing machines. The first is the overlock machine, which has only one needle and requires an eye guard and paddle to operate. Then there's the lock machine, which has eight needles and requires an eye guard and paddle. On the other hand, while no eye guard is required while operating the plain machine, a needle guard is required since the needle may break down owing to excessive pressure and accidentally enter the eyes. Lastly, the Burtek machine which is used for button purposes for that no eye guard or needle guard is necessary but have to goggles while using the machine.

Now, when it comes to the floor rules and regulations, when performing my internship at their business, I saw a line marked aisle mark where customers or workers may freely walk and no items, cartoons, or samples can be kept in such lines. Because it might cause them significant problems, and it is also required by Bangladesh labor legislation for every organization. The aisle mark also give workers the hint to get out the building in case if any fire incident occurred.

EuroTex is presently doing exceptionally well in the Fire Department Section. In the organization, there are two sorts of fire departments: protection (which is hidden and does things with a diseal pump) and detection (smoke detector, heat detector and multi detector). Workers will be warned with an emergency light in the center of the aisle to get out of the hazard as quickly as possible. One extinguisher is provided for 987 square feet, whereas hose pipe is required for 850 square meters. As we all know, fire may happen for a variety of causes in an organization, including solid fires caused by textiles, wood, or paper, liquid fires caused by oil or fuel, and metal fires caused by aluminum, steel, or an automobile. To get rid of fire EuroTex have geared up with ABC dry chemical powder, CO2 for electric fire and finally foam for liquid fire.

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| --- | --- |
| **Particulars** | **Description** |
| Annual leave | Eurotex has been providing 11 days annual leave. Employees are given paid time off from work called annual leave, which they can use anyway they like. |
| Sick leave  | Eurotex has offered 14 days of sick leave. Sick leave is essentially paid time off from work that employees may utilize to be at home and care for their health without losing income. Because sick leave is designed for health-related causes, it varies from paid vacation time or time off work for personal reasons. For example - If a he is away from work for three days due to illness, the medical certificate must be shown to the HRM manager in order for them to be granted further leave. |
| Termination | In Eurotex, any type of workplace misbehavior, such as harassing a coworker, abusing office property, and so on, can result in retaliatory lawsuit and other issues. In the event of employee wrongdoing, the employer may choose for a temporary suspension policy. This enables the employer to thoroughly investigate the situation and take the required actions to guarantee termination. |
| Maternity | Eurotex has provided 112 days of maternity leave to its employees. Eurotex provides 8 weeks of maternity leave before the delivery and 8 weeks after the delivery, for a total of 16 weeks. According to Bangladesh labor legislation, the corporation must offer certain compensation to the workers during maternity leave, however Eurotex is not doing so since they are biased and only pay maternity payments to the higher level employees. |
| Safety | Well, Eurotex is very concerned about their workers' safety, in the event of sewing, all workers require a cutter to cut certain pieces of useless clothing, and if the cutter is not tied to any form of ropes within the table, it may get loose and cause problems later. As a result, it has been carefully advised to operate the cutter by connecting it to the table with the rope. |
| Hygine | In case of hygiene, Eurotex has been very careful about the workplace. Provide a documented hygiene policy to their employees. Make them aware of their aims and expectations for a clean work environment. This shows employees that the company is concerned about workplace hygiene. |
| Wages | Every employer is liable for the payment of all wages due to all of his employees. In all other cases, if the employer selects someone, or if someone is liable to the employer or is nominated, that individual is responsible for paying the wages. |

# Building Blocks and Structures of Strategic Compensation Systems

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# Core Compensation:

The core compensation is the base pay of the employees and the annual increase of payment that linked to organizational performance and individual performance.

There are two types of core compensation:

1. Hourly wage
2. Annual salary

Eurotex Ltd basically pays hourly wage to the workers and pay annual salary to the administration employees.

# Hourly Wage:

* Eurotex wants to motivate its workers with hourly wage so that they come for work in time. For example, people who have been hired on a part-time basis have formed this structure, which is equally applicable to other employees. Part-time workers benefit from hourly wages since they are not as serious or devoted to their jobs as full-time employees.
* There are weekly bonuses if any workers have done overtime.
* Workers must work for minimum 48hr per week. Any extra hours will be counted as overtime.
* Overtime is paid 100% of normal work hour. Eurotex has been authorizing overtime work and providing employees with double pay after doing so.

# Annual Salary:

Usually office stuffs and officers get this compensation. Annual increase of salary is followed by Govt. rules and regulations.

# Adjustments to core compensation:

## Cost of living adjustment (COLA):

* Cost of living adjustments are very important for the employees because it is the adjustment to minimize the effect inflation.
* Bangladesh has an inflation rate of 5.59% in 2019 which was 0.06% higher than year 2018.
* Eurotex apply COLA so that the increase of living cost has minimum effect on their employees and workers. Eurotex has been giving the workers with medical, food, and transportation benefits, with 600tk for medical, 900tk for food, and 350tk for transportation.

## Seniority:

* Eurotex believes that to keep motivation to the top, senior employees should pay higher. Here seniority is based on the length of service an employee given in this organization. Eurotex has been quite rigid about seniority pay since they feel that workers work hard for a long time and are loyal to the company, thus they offer them seniority pay over a year depending on their seniority.
* Usually festival bonus is applicable after 1 year of service.

## Merit:

* Merit base pay is also known by pay for performance. In Euotex, high performers must pay well to retain them. As skilled workers are the key for better performance to the organization, Eurotex always try to keep them motivated by paying them well. Skilled workers get 20% higher payment per hour than the regular workers.

## Incentive:

* Eurotex gives incentives to the workers when larger order must produce in short time for e.g. completing the production before the given period and Eurotex offers those workers incentives to motivate them. Incentive works as a booster to produce more.
* Marketing department also use incentives to sell more products in the market, or pursue larger order.

## Person Focused:

* Machine experts are compensated separately.
* Accounting experts and internal auditors paid by this system.
* CEO, Board of directors are also enlisted for this pay system.

## Legally Required Employee Benefits:

* As workers are at high risk when the operating machines, Eurotex have medical insurance for them. The face amount is 25000 for each.
* Eurotex employees get 11 days annual leave which they can use at one time or separately.

# Contextual Influence of having the structure

It is very clear that Eurotex Ltd provides its worker with distinct extrinsic benefits. Employees here are very glad to get these benefits. As Eurotex manufactures full sleeved shirts for office-goers, so the company have to make sure that the employees are working accurately and also pay them approximately equal to their performances.

Firstly, we can see that the Eurotex Company pays the employees in merit pay system, the term merit pay program assume that employee’s compensation over time should be determined by differences in job performance as judged by supervisors or manager. Eurotex Ltd pay on merit system because here they wanted the employee’s excellent effort as it is a formal product (full sleeved shirts). People these days especially business man, they have to wear formal almost the entire day even if its meeting or conference call, so the company ensures that nothing lacks when producing the full sleeved shirts. If workers didn’t show their best work, they won’t receive the merit reward on the other hand merit pay motivates future performance and helps employers retain valued employees. It inspires workers to reach and meet business targets, which improves the bottom line of the organization.

Secondly, Eurotex Ltd is also paying employees on seniority pay system, the term seniority pay systems reward employees with periodic additions to base pay according to employee’s length of services in performing their jobs. For example, if an employer has completed 3 years then after the competition of each year, they will receive a certain amount of increment. We all know that seniority pay increases the loyalty from the workers. Eurotex believes that an experienced or senior employee is a person who better understands the company’s working atmosphere than its founder. So, when they see that the workers working so long in the same industry, the company ensures that they receive a promotion which might make employees feel that this a sort of recognition and dedication of his/her job for the company’s sake.

#

# Chapter-5:

# Findings, Recommendations and Conclusion

## Findings

With our little knowledge, we managed to find some key processes which we believe might require some brush-up at Eurotex Ltd.

* One thing is that, even though they provide a lot of recreational facilities to its workers, upon conversation with spontaneous labors, we found out that there was a common ‘fatigue’ issue with all. They all seem to be overworked.
* Many workers wishes there would be additional weekday for them to rejoice with their family members.
* Another thing noticeable was their lack of interest to work overtime. They are provided with adequate base salary for the factory standard, but many employees feel that their ‘extra’ work is not worth the additional amount they are paid.
* Lastly, we found almost non-existent level of Corporate Social Responsibility (CSR) activity of Eurotex Ltd. An organization like them can surely benefit from having some CSR activities up their sleeves.

## Recommendation

Based on the facts, there are some recommendations on how the organization can use the compensation plans to retain and motivate employees and be competitive.

1. Provide free training for their employees so that they can improve their work and quality.
2. They can provide better work environments so that they don’t get demotivated and tired easily.
3. Make the employees easier to communicate with other employers so that they can iron out any problem or hasslement regarding job or work.
4. To provide additional official weekdays to the employee so that they can take time out to enjoy time with friends and families.
5. Payment for overtime can be enhanced to increase employee engagement. Along with enhanced overtime payment structure, recognition of top-performers may further motivate employees for extracting optimum production output. For example, “Mr Sohag” can be entitled publicly to someone who produces the greatest number of unit, whereas “Mr. Illias” can indicate that particular employee is good with precision.
6. Eurotex Ltd can involve themselves with consumer social responsibility (CSR) activities like “Eurotex Family Day” where all employees of all level will enjoy in an event where they would eat, enjoy live musical performance. This will likely increase employee bonding with the company.

# Conclusion

In Eurotex ltd garments need to make our employees more skillful. Eurotex ltd utilize the employee’s ability and skills. Giving knowledge and training on technology that helps in future. They need to focus on our employee benefits that motivated them. Employee’s benefits like protection programs, disability or serious illness and guard against income loss. Those benefits help them in future face any type of problem in workplace or other factors. Eurotex ltd set compensation that satisfied and motivated the worker to do work more efficiently.

On the other hand, Labor law not only regulate the condition of worker of industrial organization but also industrial relation payment and legal right. It also improve the relation between the employer and employees. And minimizes industrial disputes. From our point of view we have understand that how Bangladesh organization follows they labor law in their way. We have found out that in our country how much a worker works in an organization. We get to know that many organization in our country don’t follow the labor law in stand they make their own law. So it’s very important for works as well as the organization to maintain and follow the labor law made by the government of Bangladesh.

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