

Internship Report on “Employee Commitment on Organizational Performance & Reward”

Organization: **Kazi Farms Group**

In partial fulfillment of the requirements for the degree of Bachelor of Business Administration, an internship report is submitted to the School of Business and Economics, United International University.

United International University



Internship Report On

“Employee Commitment on Organizational Performance & Reward”

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Letter of Transmittal

Date: 28/11/2022

To

Piana Monsur Mindia

Assistant Professor

United International University

Subject: Internship Report Submission on "Employee Commitment on Organizational Performance and Reward factors at Kazi Farms Group."

Dear Ma'am

With due respect I want to inform you that, I have done my internship program at Kazi Farms Group Limited and also prepared an internship report on the topic "Employee Commitment on Organizational Performance and Reward factors at Kazi Farms Group". I attempted to capture the actual image of the "Employee Commitment on Organizational Performance and Reward Factors at Kazi Farms Group" in my Internship Report. I made adequate efforts to complete the report in accordance with your instructions.

Finally, I have successfully prepared my internship report with my greatest effort and I expect that you will be much satisfied to read my report. I, therefore pray and hope that you will be kind enough to accept my internship report. Thank you very much for your kind co-operation.

Sincerely yours,

Faria Akter Shawon

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Acknowledgment

I would like to convey my heartiest gratitude to my supervisor Piana Monsur Mindia, Assistant Professor, United International University for helping me through the duration of my internship and serving as a mentor who incredibly understands. I am thankful for her assistance, guidance, scheduled meetings, and advice, all of which inspired me and helped me greatly in finishing my report. I would not be able to properly finish this report without her continuous assistance and guidance.

I also want to thank **Sabrina Iqbal Nisha** (Assistant Manager), **Sharif Uddin Akash** (Executive) of the Organizational Development team at Kazi Farms Group Limited and other people of the organization for providing me with such knowledge and support throughout my internship period.

Lastly, I would like to express my gratitude to everyone who has offered me advice, support, and suggestions. Without all of these, I would not have been able to complete this report.

Faria Akter Shawon

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Executive Summary

Human Resource is a very vital issue in every organization. It plays a very significant role in the corporate environment. The HR department of the “Kazi Farms Group” is a crucial sector of the company. The significant knowledges regarding the HR practices can be acquired effectively from the HR department of the “Kazi Farms Group”. The company has a very strong team which maintains the HR activities of the company. Because of the team, there are effective employees in every role of the organization. The recruitment process of the organization always runs effectively because of the contribution of the team. The employee commitment on the organizational performance of Kazi Farms Group is the main topic of this report. The main goal of the report is determining the factors that influence the employee commitment on the organizational performance. There are two types of data in this report, primary data and secondary data. Observation, interviews, and employee surveys, among other methods, are used to collect primary data. Their website, other periodicals, the internet, the mean of the data references, and other sources are used to gather secondary information. The research consists of six chapters. The first chapter represents the introduction part of the report where background, objectives, methodology, scope and limitations of the report are provided. The second chapter represents the introduction of the organization where the company background, products and services and other corporate information are given. The third chapter represents literature review. The fourth chapter represents the HR functions of Kazi Farms Group where the HR roles and activities of the company are specifically discussed. The fifth chapter of the report is analysis and findings. In order to conduct the survey, more than 90 employees are selected to complete the survey. The survey was made based on a questionnaire form. After collecting the survey data, those data are presented by the pie chart, indicating whether the employees agree or disagree on a human resources issue inside their firm. There, it was demonstrated how many circumstances affect employees. It was interpreted if employees are very dedicated to certain criteria or not. The sixth chapter includes recommendation and conclusion. There is no such thing as a perfect organization. Every organization must be extremely careful about its existing and potential conditions.

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Chapter- 1

Introduction of the report

1.1 Background

In the modern world, all of the people should need to be more cautious while running a business. Every firm has an acceptable policy and a particular way of doing business toward the business objectives. In order to cope up with the digital world, all of the organizations are now applying information & technology in the business operations for making their operations more productive and ensuring higher production.

I focused primarily on the Kazi Farms Group in order to construct this report. This report includes the employees' attention toward the organizational performance & reward and the effectiveness of human resource in the organization. This report highly represents the overall performance of the employees in the organization.

1.2 Scope

The scope of the report is helping understand the employee commitment on organizational performance and reward factors of the Kazi Farms Group which I prepared during my internship period.

1.3 Objective

There are two objectives of preparing the report. Those are below:

- Primary
- Secondary

1.3.1 Primary Objective

The report's major objective is to identify the underlying issues of performance and reward that influence employee dedication and, as a consequence, Kazi Farms Group's overall effectiveness.

1.3.2 Secondary Objective

The report's secondary goal is to determine potential solutions of the Human Resource of Kazi Farms Group and to learn more about the Kazi Farms Group's human resources policy. This study will also assist in understanding the tactics used by Kazi Farm Group to catapult their company to the top of the Bangladeshi market. It will also make suggestions for closing loopholes. It will aid in gaining a thorough understanding of the Human Resource Practices of Kazi Farms Group and determining how they may break away from their current policies, as well as identifying prospective modifications to the Kazi Farms Group's employee engagement.

1.4 Methodology

The project was completed using a combination of primary and secondary sources. Certain approaches were used from the initial part to the ending part of the report and several interpretation and analysis are conducted for preparing the report.

1.4.1 Primary Sources

The primary source of data used in this research was a survey of organization personnel. I also had a face-to-face interaction with the personnel while doing the surveys to gain a better idea of their opinions.

1.4.2 Secondary Sources

I have used the company's official website to get secondary data. I also gathered information from journals, non-confidential corporate records, articles, social media, newspapers, and other sources.

1.5 Limitations

During making this report, I discovered some challenges. The restrictions are as follows:

- The sample size is limited for the survey analysis in this report.
- The interviewees may feel inflexible when they are offered answers in an informal way. They will not may feel flexible while supplying answers.
- Because some assumptions were used during information gathering, an inaccuracy may be found in this analysis.
- I was not able to obtain accurate responses since each corporation retains some level of secrecy.
- Only a short period of internship is not enough to capture the overall view of the company.
- Understanding a diverse company like Kazi Farms Group was difficult for me as corporate culture was new to me.

Chapter– 2

Introduction of the Organization

2.1 History of Kazi Farms Group

The Kazi Farms Group is widely recognized as a successful poultry business in Bangladesh. The managing director of the company, Kazi Zahedul Hasan was recognized as the Business Person of the Year in Bangladesh in 2004. On the bulk of the company's desktop computers, it runs Linux and other free and open-source operating systems like that. Before entering into the corporate history, I'd like to share the relevant information of Kazi Farms Group:

 Kazi Farms Group	
Type	Private
Industry	Poultry
Founded	1996
Founder	Kazi Zahedul Hasan
Headquarters	House No. 35, Road 02, Dhanmondi, Dhaka 1205.
Owner	Kazi Zahedul Hasan
Number of employees	10,000
Website	www.kazifarms.com

Kazi Farms, which has been in business in Bangladesh for the past 26 years, is among the top chicken farms of Bangladesh. In 1996, it began operations as a hatchery for eggs that were imported from another country. The following year, it began overseeing the operations of its parent farm. On the farms that belonged to their grandfather (GP), production kicked off in 2004 and hasn't stopped since then. It continues to provide the most cutting-edge products and services while keeping both the customer and the client in mind at all times. Because of this, Kazi Farms has

become able to gain the trust of the customers as well as keeping its high performance in its business. They were able to establish what is considered to be the most technologically advanced and largest feed mill in the country in 2006 owing to the aid of Cargill USA and other companies in the industry. In addition to this, they produce their breeder feed for eating.

The town of Buhler is located in the canton of Zug in Switzerland. It is important to highlight the fact that Kazi Farm Group is a reputed USA grandparent franchisee, which is actually the world's superior broiler.

It is also important to note that in comparison to Aviagen USA's popular Ross broiler, they have a smaller number of grandparental lines. They distribute the Hy-line USA layer breed. This makes them the authority on layer breeds in Bangladesh. Kazi Farms Group is the first Bangladeshi company who started exporting hatching eggs as well as day-old chicks to the other countries around the world. Since its inception in 1992, the Kazi Farms Group has created more than seventy broiler parent farms, seventy broiler grand-parent farms and seventy layer farms across the entirety of Bangladesh, in addition to hatcheries, feed mills, and sales offices. All of these facilities were built by Kazi Farms. The interconnectedness of nutrition, sanitation, and farming practices is something that Kazi Farms understands better than most other farms. They can accomplish this goal thanks to the robust bio-security science that they have and the local customer base they have. Since Kazi Farms is at the superior level financially and it has diversified products, the company ensures other countries that the company will be the pioneer in the agricultural industry. This guarantee is made because Kazi Farms is developing new products and services. In addition to this, it ensures the development of additional value for both the consumers it seeks to attract and the investors it attracts.

2.2 Mission

Kazi Farms' missions are-

- Providing better chicks and feed to the poultry producers for them to become wealthy and productive.
- Producing safe chicken and safe eggs that customers may eat reliably.
- To produce organic fertilizer that replenishes soil structure enhances long-term nutrition, and protects farmers' income.

2.3 Vision

- In order to better satisfy the needs of its most important clients, Kazi Farms is increasing the range of products and processes it offers
- In order to support their business operations, they need to invest in the strategic alliances with the experts who gives more priority on the food quality, food safety, innovations, societal responsibility, expertise.
- In order to draw a niche clientele to their core strengths, they will actively maintain their brand identity and reputation.
- They will help us discover and improve novel ideas that will be beneficial to all of us by using their continually evolving systems.

2.4 Products and Services

2.4.1 Broiler parent chicks and broiler chicks

It is understood that the broiler breeds known as Avigen Indian River and Cobb-Vantress are the world's greatest broiler breeds. Kazi Farms Group operates the franchisee business for both of these companies. The broiler chicks produced by Kazi Farms Group are priced higher than those produced by other breeds of broiler chickens because they are regarded as having the highest level of performance in the local market.

2.4.2 Layer chicks & Table Eggs

In addition, Kazi Farms Group distributes the Hy-line brown as well as the white layers throughout the Bangladesh market. In addition to being the oldest chicken breeding organization in the world, Hy-line International is also the most successful layer breeder in the industry. As Kazi Farms is the only company in Bangladesh who has own commercial layer farms, in terms of the commercial table eggs, Kazi Farms is the leading manufacturer of Bangladesh.

2.4.3 Feed

In 2006, Kazi Farms Group began manufacturing chicken feed as part of an expansion of its business. Within a relatively short amount of time, it has established itself as the industry standard bearer in terms of both volume and quality. The Gajaria feed mill was established with the assistance of technical experts from the United States and Europe in order to guarantee the quality of the feed.

They are in full compliance with all of the relevant dietary requirements imposed by the Bangladeshi government. They do not include any MBM in the feed that they produce. (Meat by-product meal, often known as MBM, is a low-cost protein that is produced by cooking and drying out slaughterhouse waste.)

2.4.4 Kazi Organic Fertilizer

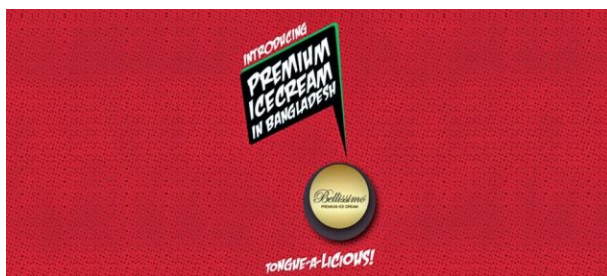
Kazi Farms is the market leader in composted organic fertilizer production. This product has numerous advantages for farmers. It is created through the composting action of aerobic bacteria on poultry manure, resulting in a natural fertilizer rich in organic matter. Because of the high frequency of cultivation and the excessive use of chemical fertilizers, many soils in Bangladesh are deficient in organic matter. Increased organic content in soil improves water retention and hence lowers irrigation costs. Increased water retention also reduces chemical fertilizer run-off waste caused by rainfall.

2.5 Kazi Farms Groups' Partners & Sister Concerns

2.5.1 Kazi Food Industries Limited

Bellissimo & Zaa n' Zee

Kazi Food Industries Limited (KFIL), which was founded in 2012, is a relatively new member of the Kazi Farms Group. KFIL, which has its base in Beron, Ashulia, is in the business of producing and distributing luxury dairy ice cream. In accordance with international requirements, this ice cream must have a minimum of 10% milk fat, and it is marketed and sold under the brand name Bellissimo. Zaa n' Zee is also a concern of the Kazi farms group and it provides economy-quality ice cream.



Kazi Farms Kitchen

Kazi Farms Kitchen is an identity under the Kazi Farms Group which manufactures frozen foods and distributes to the markets. Some chickens are not given antibiotic within 7 days prior to the

slaughter. Those remaining antibiotics are then abandoned. According to the European Union laws, it is ensured that the meats have come from those chickens which are not given meat and bone meals. The foods of meat are totally free from the MSG and nitrates.



2.5.2 Sysnova

In Bangladesh, open-source enterprise resource planning software was first introduced by Sysnova. They have implemented Idempiere ERP at more than one hundred of Kazi Farms Group's locations, as well as at Central Women's University, Deepto TV, and Dhaka Tribune. They are providing Bangladesh with open-source ERP and Cyber-Security software in order to push the country forward in terms of innovation as well as cost savings.



2.5.3 Kazi Media

Deepto TV is a privately owned Bangladeshi video-on-demand (VOD) platform and television network. It is a subsidiary business owned by Kazi Media Limited, a subordinate of Kazi Farms Group. In November 2015, the channel was introduced to the market.



2.5.4 Central Women's University

Central Women's University (CWU) is a well reputed university in Dhaka which launched in 1993 following the passage of the Private University Act of 1992. Professor Beggzadi Mahmuda Nasir led a group of enlightened and energetic individuals in establishing the institution (founder and Vice Chancellor of the university). In this age of globalization, they intended to provide women with the opportunity to seek higher education and acquire the information and skills essential to secure meaningful employment. The university was inaugurated on the Central Women's College site at 3 Abhoy Das Lane, Dhaka, after receiving approval from the government.

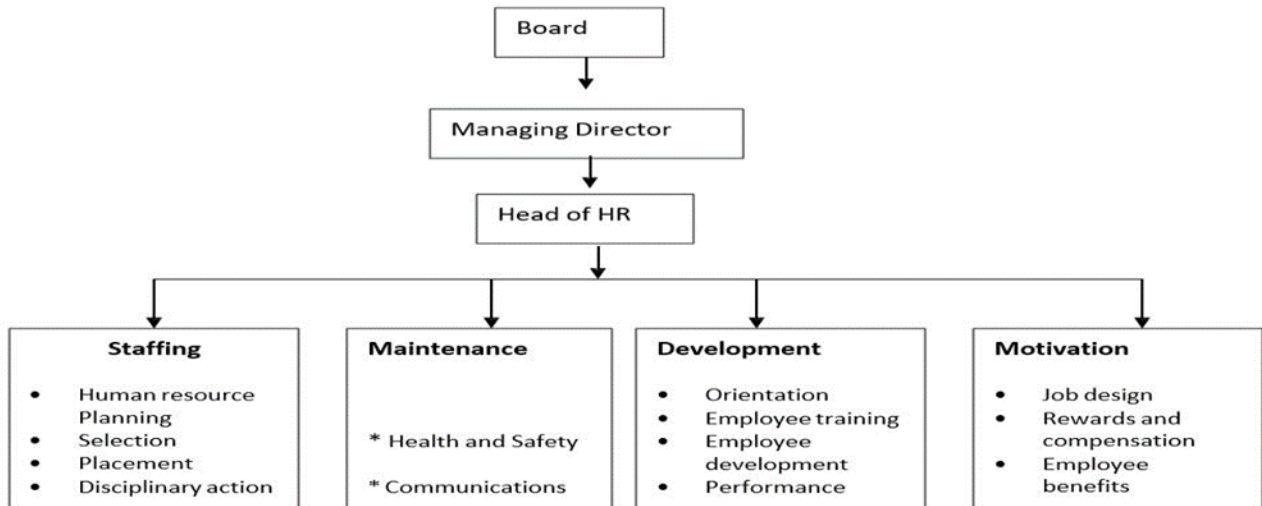


2.5.5 Hawkeye

Kazi Farms Limited has recently established a new company, which goes by the name Hawkeye Digital. Hawkeye Digital is a marketing business that works to improve organizations' understanding of digital marketing and gives these improvements to their clients. They contribute to a company's ability to generate the intended impact by providing information that is both intelligent and tailored.



2.6 Organizational structure of HR department of Kazi Farms Group



Chapter- 3

Literature Review

3.1 Literature Review

Many efforts are made to elucidate the concepts that drive the employee commitment on the organizational performance. This research is centered based on the past studies to understand what organizational and individual components influence personnel's commitment to the various organizations.

3.2 Organizational Variables that affect Employee Commitment

The atmosphere of the organization, the reliance and the effectiveness of social improvement have a great influence on the organization. There are some factors that impact the employee commitment including the overall strategy of the organization and its ability to meet employees' capabilities, and the executive leadership style.

3.2.1 Organizational Structure

A variety of critical elements control employee commitment, one of which is organizational structure.

High levels of corruption have the unintended consequence of choking organizational commitment. Flatter firms and a more adaptable organizational structure will affect the individuals and groups of the organization. If the employees are given better frameworks, guidance and leadership, then the employee certainty will increase. (Rodrigues and colleagues, 2014)

3.2.2 Job Satisfaction

The job affirmation of the employees in the organization is frequently measured to represent the overall performance of the employees. According to Waleed (2011), the essence of workplace pleasure is the way by which employees feel regarding their job. Loui, did an inquiry on the relationship between the organizational commitment and job satisfaction in 1995, and after that he found that there is a very positive network between the organizational commitment and job satisfaction. According to independent research conducted in 1997, Coleman and Cooper discovered that, the job satisfaction is correlated with the emotive and the normative devotion. Sriyan (2010) carried out research that found that employee engagement had a positive impact on both emotive and normative job satisfaction.

3.2.3 Employee relationship

The basis of a successful office environment lies in the working ties that are established within an organization. The affiliation of managers is one example of this type of professional relationship.

In addition, "the controlling connection may moreover favorably or adversely affect organizational commitment," as stated by Stephen et al. (2009). Demonstrating a good supervisor-subordinate relationship can be done through the use of performance management, other valuable approaches and the implementation of these methods. There is a positive correlation between an employee's perception of the quality of their supervisory relationship and their likelihood of remaining dedicated to their job.

The existence of collaboration groups at a company's location, as well as the size of those groups, has an effect on the level of organizational commitment. Dedication can be shown by members of an organization if those members fully comprehend the roles and obligations that have been assigned to them. According to Nadeem and colleagues' research, showing employees that the company is giving efforts in order to promote the organization and letting them know the importance of those efforts can increase employees' level of loyalty to the company (2011). To get to the heart of the matter, when working relationships are influenced by the mutual respect for individuals, employees are inclined to dedicate themselves into the success of the public enterprise. (Al-Matari et al., 2014)

3.2.4 Role Clarity

Both the bosses and the individuals need to have a clear understanding of what they anticipate receiving from one another, from the very beginning of the service agreement to the very end of their job. As a direct consequence of this, there are now absolutely no misunderstandings left at all. If the employees' roles and tasks are well defined, then things will go more smoothly for everyone involved. However, workers will have a higher degree of self-assurance, which will lead to an increase in their level of performance, if their positions are clearly defined. This is because workers will have a better idea of whom they should report to and what are their tasks. The employees of the organization need to be placed in those positions where they can use their skills effectively. The employees are also need to be provided certain autonomy, confidence, and a particular pressure in the environment in which they are employed. When these conditions are met, employees will feel more committed to their jobs and more inspired to do their duties effectively, leading to an increase in overall productivity (Abdullah & Djebavni, 2011).

3.2.5 Trust

When conducting business, trust is an essential component of the overall success of the company. Trust is the foundation for improved performance, more effective communication, stronger teamwork and a successful organization as a whole. The base for trust is established by the contract between the employees and the attitude & behavior of the management. Changes in the firm that takes place all of a sudden expose unethical actions on the part of top-level leaders. The duties and responsibilities that are shared between the employees are established by the psychological contract between the two parties. Employees have the perception that if they operate high level works, then they can keep up their positions and ability in the company in the years to come. Job relationships are conditional on the conditions today, in contrast to the 1980s and 1990s when they were more stable. In this day and age, nobody has a job that is guaranteed to last forever. Workers believe that it poses a threat in their psychological factors; workers exhibit less commitment in the organization. The term was defined by Steven (2007) as (Steven, 2007).

3.2.6 Training

The formation of a person's professional identity is an important component of his total evolution in the organization. It is also an important element of the human development. It remains in a person's whole life. A person is aware and conscious in different factors where other people work as their profession, they build their career for their livelihood and they focus on obey in the essential factors, obtains a particular career, and carry on in the work environment. It could involve variation in the vocation as well as a change in work. They can use a great tool at their disposal to retain important employees and push them to perform more if the leadership of the business aid key employees in appropriately identifying the career path that is best for them. (Aggarwal, 2013)

3.2.7 Personal Need Analysis and Satisfaction

When an employee's requirements and professional objectives can be met through the opportunities provided by their employer, they are more likely to stay loyal to that employer. When workers are made aware of the expectation that they should take advantage of any possibilities that present themselves, they work extraordinarily and contribute into the organizational success. Employees have a greater sense of self-assurance in their work when they are employed by a business that prioritizes learning. These individuals have a greater propensity to commit more time and effort to their occupations, which results in remarkable achievement on their part. Employees' impressions of opportunities for gaining knowledge help them build a strong job skill and

competence which creates impact on the emotional well-being (Stephen et al 2009). In addition, according to Petra (2011), employees who engage in repetitive activities, who are subjected to an excessive amount of scrutiny, and who are continually on the lookout for instructions from upper management are less loyal. (2014, Rodriguez-Fernandez et al.)

3.2.8 Job Stress

Sometimes the structure of an organization changes for some specific reasons. Then the employees become worried. After that, the organization's morale suffers and the employees also suffer. The changes can't be avoided and we are stressed to adjust with those technical issues. However, it has been observed that most skilled and proficient employees leave jobs when employee retrenchment occurs. When employees decrease in the organization, it stresses the organization and the importance of leadership and management increases. There are various stress symptoms in the organization. For example, employees may become combative, apathetic, they may show lower interest in their jobs. The rapid changes of the organization affect the motivation of the employees on their work and also their dedication at the employment. McGuire and colleagues (1988)

3.2.9 Salary

The amount of cash a worker makes influences his or her level of dedication to the company. Employees that wish to make more money frequently work for a low wage or with a limited compensation package. This could be accomplished by a corporate promotion or pay boost, or by establishing somewhere else where the salary is high. Since they believe that, the company did not invest much money in the business, they are not much satisfied to the company. Highly rewarded employees will be hesitant to leave their employment for fear of losing their "substantial" pay. (352.Pdf, n.d.)

3.3 What effect employee commitment has on employee performance

3.3.1 Employee Dedication and Efficiency

When workers are enthusiastic about the work they do, they are capable of increasing their efficiency. Performance and dedication are two aspects that operate in a manner that is entirely apart from one another (Akintayo, 2010). There are two possible explanations for this: the first is that jobs change and a person's level of dedication does not directly correlate to differences in

yield, and the second is that a person's level of commitment does not directly correlate to differences in production. The first point of contention is that it is impossible for there to be fluctuations in production because different types of work require varying degrees of dedication. Second, both of these qualities are linked to a wide range of other factors and circumstances. According to the theory put forth by Akintayo (2010), the relationship between employee devotion and output is mediated by multiple independent chains of causation. Specifically, one group of variables (risk in ability) affects output, while the other group generates the employee commitment.

When a company becomes used to with the lower assets in producing the high volumes to reduce cost, the productivity of the company increases. In a business setting, productivity is essential to the success of a company throughout its existence. When less expenses are incurred and less resources are used in the company, the productivity becomes high and the company becomes to earn high profit. This allows them to maximize their return on investment. When a company's profits go up, employees typically see increases in their pay and benefits, as well as improvements to the quality of their working environment. As a consequence of this, the workforce becomes more engaged, which in turn leads to increase the loyalty of employees and employee commitment.

3.3.2 Employee Dedication and Job Strain

The body's response to situations that are work-related and have the potential to throw an individual off balance is referred to as stress. A normal response by the body's physiological systems is stress. Employees who are subjected to chronic stress are at increased risk for developing a variety of major health conditions, including dermatitis, impaired vision, muscular pains, heart disease, and lower back pain, amongst others. One of the most significant causes of stress in the workplace is discontent with one's job. The workers cannot see any short-term solution that would be acceptable as a means of escaping such high levels of pressure. You can never be sure what the future holds for you if you engage in unusual behaviors such as being excessively impolite or vanishing altogether (Ozer & Gunluk, 2010). These workers may be a drain on the resources of the company, whether it be through decreased production or higher medical expenditures. (Wang and Wang, 2012)

3.3.3 Employee Dedication and Absence

There have been a significant number of research carried out to study the connection that exists between the frequency of absenteeism in the workplace and the degree of dedication shown by workers. This is because it is generally understood that taking the work time of a professional place is an approach of retreating from another professional place. According to Hunjra, absenteeism is low among workers when they are committed to the tasks at hand; nevertheless, it is high among those who are disengaged from their work. It is a sign of a lack of dedication to the work that a person displays when they are absent from work (Anderson, 2004).

The dedication of one's workforce is critical to the achievement of any company's goals. To identify the components that contribute to an increased level of worker commitment, theoretical frameworks have been developed.

The idea that dissatisfied workers are more likely to call in sick or miss work is one of the myths that persist despite being debunked time and again. The incapacity of an employee to report to work, along with a lack of passion and dedication on their part, are all essential elements that play a role in determining the number of times an employee is absent from work. According to those involved in business, absenteeism is an issue which is not appropriate to provide answer at this time.

"Employment is an agreement between two willing revelers," as Dex and Smith (2001) put it, which means that employers are within their legal rights to anticipate a high level of participation from their staff members. According to Ali (2010), not showing up for work can be extremely expensive for a company, but effective management of absenteeism at the workplace can result in astonishingly huge cost reductions. Absenteeism is affected by a number of additional factors, many of which are difficult to "quantify, qualify, or rectify," including the amount of capital that was spent. A lot of researchers have highlighted the importance of an employee's loyalty to the organization as one of the most prominent aspects as one of the most significant variables. Many researches have conducted with the goal of cutting down on absenteeism in conjunction with this. The findings of the study led the researchers to the conclusion that a big contributor to absenteeism is a lack of employee engagement. (Grandori and Soda, 1995)

3.3.4 Employee Dedication and Turnover

The practice of employees leaving one organization to take jobs with another and being replaced by new hires from inside the same company is referred to as employee turnover. When it comes to the level of dedication shown by employees, employee turnover might be compared to truancy or absence. Because it has an impact on both performance and productivity, excessive employee turnover can be extremely detrimental to a company's bottom line. In addition, Tumwesigye (2010) highlights the fact that, only the cost of business does not influence to the fact that worker turnover is such a significant problem. Other problems are linked to high turnover rates, the lack of the commitment of the employees in the organization. These problems are delayed plans & timelines, enhanced overtime, lack of skilled staff, increased training periods, and others.

Because of the high number of employees who leave their jobs frequently and, as a consequence, have low levels of motivation, the normal operations of the firm are disturbed, which leads to the cost increase. Companies and the other agencies of employment go to great lengths to reduce employee turnover rates by providing incentives to workers, which in turn encourages those workers to be more dedicated and to want to keep their jobs. Loyalty on the part of workers makes it less likely that they will quit their jobs. Regardless of how unsatisfied a person may be with their current position, it may be impossible for them to picture themselves working in any other setting. Workers are much less committed to their jobs when they have access to other employment possibilities (Van & Adonis, 2008).

Chapter-4

Discussion of HR functions Of Kazi Farms Group

4.1 Talent Acquisition

Employee recruitment is an essential issue in any organization which creates influence on the organization's human resource strategy and strategic advantage. Effective human resource is an important resource of an organization which refers to the strategic advantage of that organization. In the recruitment process, a particular number of employees are selected for the company to work toward the goals of that company. Through the recruitment process, the best candidates are selected by the organizational authority to work in the organization. In the recruitment process, the management authority set the question papers for the written exam of the applicants, enters the questions into the system and take the written exam of the applicants. After taking the written exam, a particular number of candidates are selected for the interview. After taking the interview, some specific candidates are hired into the organization. Then the organization prepares the employee data and other important documents, send mail to the selected candidates and call them.

4.1.1 Recruitment Requisition

When an employee is needed in any department, that department is required to fill out a recruitment request form (RRF), which also needs the signature of the department head. They are required to provide a justification in the RRF as to why the department desires a new employee or how they will obtain a replacement for an employee who has left the organization. This justification must include the job responsibilities, the number of employees required, the position and the remuneration of the employees. Then the top authority will sign the RRF form which will be sent to the Talent Acquisition team, who will handle the other processes.

4.1.2 Advertisement

After the application has been reviewed and approved, the RRF talent acquisition team will begin posting advertisements for open positions on a variety of websites and media, including LinkedIn, bdjobs, newspapers, and others. When collecting CVs, they will sometimes use an internal source, in addition to the CV bank that bdjobs provides. The majority of their efforts are focused on promoting available jobs via an online platform. If job openings are announced internally, current employees may be eligible to submit applications for consideration.

4.1.3 Assessment & Interview

The talent acquisition team will gather the resumes from different sources and they will narrow down the pool of viable resumes, at which point they will contact the candidates about taking a written exam at a time that is convenient for them. The questions for each department are located

in the first section of the exam script; general, English, and math questions are located in the second section; and the information technology test is located in the third and final sections. Departmental questions are offered by the department that needs more manpower. The HR department is responsible for providing general, English, math, and information technology questions. The head of each department is responsible for evaluating the departmental questions, while the HR department evaluates the remaining questions. Candidates who pass the exam with a score of at least forty percent of the possible points will be contacted for an interview after the pandemic. The vast majority of interviews are conducted through online services such as zoom meeting or Google meet.

4.1.4 Pre-boarding

After an employee's evaluation and interview, onboarding begins. The candidates who deliver their best performance during an interview are called by the talent acquisition team and asked to deliver a scanned copy of their academic transcripts, letters of experience, previous certificates of their salary, TIN certificate, NID prior to joining the company. After obtaining documentation, a talent acquisition employee would negotiate salary with the eligible candidates and begin joining procedures such as drafting an appointment letter. The top management will sign the joining document. After signing the document, the employee will receive a copy of the job offer letter where the starting date of the candidate will be mentioned. The offer letter will be mailed to the candidate with several forms including the employee information list, declaration of the nominee, reference warranties, present address form, and alternate payment options form. He will also be instructed to bring four copies of his and his nominee's passport-sized photographs, as well as a copy of his national identification card.

4.1.5 Onboarding

After completing pre-boarding procedures on the day specified in the appointment letter, the candidate will arrive at the office on the day which is mentioned in the appointment letter. The candidate will be greeted by personnel from talent acquisition, who will collect the candidate's transcripts and the other forms on the joining day. After examining everything, if there is any document missing, the candidate need to submit those papers within a specific time. The candidate will then receive a joining letter signed by the department head and the candidate. The candidate will be given two copies of the appointment letter to sign, one of which will be placed in his/her personnel file, and the other will be kept by the candidate. The candidate will next receive a bank

form that will serve as his/her salary account. Then, a talent acquisition employee will introduce the candidate to the department's chief. And finally, the relevant document of the candidates will be prepared by the talent acquisition team and provided to the payroll department.

4.2 HR Operation

Payroll is a list of salaried company personnel. It is also the total wage of the employees paid by an organization. It includes the following responsibilities in an organization:

- 1) Developing standard payment policies for the organization including leave and other benefits.
- 2) Gathering many payroll inputs.
- 3) Paying the remuneration of the employees.

Human Resources department of an organization is responsible for maintaining the employee management activities as well as assisting the employees in its everyday tasks. HR Operations encompass a vast array of tasks. To meet a company's commercial objectives, it is crucial to establish a human resources strategy.

4.2.1 Salary

Every employee of the Kazi Farms (whether temporary or permanent) receives a fixed salary in a monthly basis. Within the first week of each month, the payroll and HR operations team processes salaries.

4.2.2 Festival Bonus

The employees of Kazi Farms receive bonuses on the Eid festival. The employees receive 100 percent bonus on their base pay. The employees who are on the probation will receive a bonus based on their job length.

4.2.3 Allowance for Meat

In the Kazi Farms Group, meat allowance is given to those employees who have their lunch in the Kazi Farms cafeteria by paying 30 tk per day; the remainder is carried by the authority. When processing salaries, the payroll team deducts 30 takas from employee pay.

4.2.4 Travel Allowance

In the Kazi Farms Group, travel allowance is provided to the employees according to their position. The managers of the Kazi farms receive car from the organization to go to the office and return from office. They can also use the car for their personal use. The costs of the car are covered by

the organization. There are different parts in the salary of the employees and travel allowance is one of them. If they have a car, they additionally receive a fuel allowance and reimbursement for other expenses from the maintenance company, per the Senior Manager.

4.2.5 Mobile Allowance

An employee's eligibility for a mobile allowance is determined by their role and applies equally to both permanent and contract workers. The level of the employee's position influences how much money they get for their mobile allowance. Kazi Farms is also responsible for providing its workers with data.

4.2.6 Medical Allowance

The employees of Kazi Farms Group receive medical stipend for themselves and their families. When an employee's family want to take the medical allowance from the company, they need to provide the appropriate documentation and fill out a form known as a dependent identification form at the time of the employee's onboarding.

4.2.7 Leave

According to the laws governing employment, time off is considered a benefit rather than a right, and the number of days accrued is based on the English calendar year. Any sort of leave should be subject to denial or rejection by the manager or whoever is in charge of approving time off in the event that the demands of the employee's job need it. The employees of the Kazi Farms can take any of the following types of leave: 1) Leave for Sickness (A free day employee is entitled to a "day or days off" for working on a holiday), 2) Leave for family (annual or earned leave, and time off from the festival).

4.3 Performance & Reward

The Human Resource of an organization maintains the overall activities regarding the employee management. The Human Resource Department evaluates the performance of the employees and informs the company about whether the employees of the company are effective or not. The Human Resource Department informs the company about whether the employees of the company need training or not. The HR department also informs the company about which employees are not able to fulfill the job works properly and require proper training.

Performance appraisal is an essential role of Human Resource which refers to the evaluation of the performance of the employees. In every year, the line managers and the other employees of an

organization examine the employment objectives and duties of their organization. The line managers provide the feedback of the employees' performance regularly.

The performance appraisal system of the Kazi Farms Group gets planned from the earlier. At the beginning of the year, the employees of the company meet with their reporting boss to determine the goals and targets. The feedback of the organization should be based on the organizational goal. A standard process of performance management is followed by the Kazi Farms Group. The employees are justified based on their performance. The management of the organization wants to know about whether the employees have fulfilled their objectives or not. The management expects that, the employees will be productive and proficient so they can give them promotion, incentives in order to motivate them into the organization.

The task of performance management includes-

- Performance evaluation of employees
- Promotion of employees
- Increment of employees
- Identifying Job Descriptions for a specific position
- Setting Goals/targets for employees
- Confirmation of probationary employees, etc,

4.4 Compliance

HR compliance means ensuring that the employment and operations within the organization are consistent with the policies and procedures of the organization as well as the human resource objectives of the organization. Human Resource of any organization plays a significant role in identifying the gap between the organization's performance and the objectives and the compliance system related to the employee recruitment, employee development and employee retention. The goals should be set in a way that the strategy and compliance can be consistent with each other. The strategic goals of the organization should be understood properly and the compliance should be maintained toward the achievement of organizational goals. The compliance team of the Kazi Farms takes appropriate action when any employee breaches any organizational policy.

Legal & compliance includes-

- Maternity leave
- Disciplinary
- Working hour
- Overtime
- Health Hazard
- Maintain labor law
- Safety precautions to fire, etc.

Chapter- 5

Findings and Analysis

5.1 Analysis and Findings

This study's objective is to ascertain the influence that "Employee Commitment on Organizational Performance and reward of Kazi Farms" has. For this consequence, a survey questionnaire for the survey was distributed to more than ninety personnel in order to carry out an investigation. The result is attached below:

Sl No	Particulars	Strongly disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree	
			%		%		%		%		%
1	Wage motivates me to become more dedicated to my job.	0	0	0	0	0	0	58	58.9	37	41.10
2	The success of the firm motivated me to become more committed.	0	0	22	24.4	25	27.8	30	33.3	13	14.4
3	KFG's training and development encouraged me to strengthen my engagement.	15	16.7	21	23.3	19	21.1	28	31.1	7	7.8
4	Superiors' leadership inspired me to become more devoted.	0	0	10	11.1	24	26.7	39	43.3	17	18.9
5	While working in a healthier environment, I feel more devoted.	0	0	1	1.1	21	23.3	33	36.7	35	38.9
6	Teamwork enabled me to become more committed at work.	0	0	0	0	16	17.8	25	27.8	49	54.4
7	The management structure was a key role in making me more committed at work.	15	16.7	21	23.3	16	17.8	29	32.2	9	10
8	Job redesigning at KFG enabled me to become more committed.	0	0	11	1.1	39	43.3	29	32.2	11	12.2
9	Here, I was given possibilities for self-betterment, which aided in increasing my job commitment.	0	0	0	0	16	17.8	41	45.6	33	36.7
10	Job satisfaction had a role in increasing my job commitment.	1	1.1	1	1.1	9	10	43	47.8	36	40

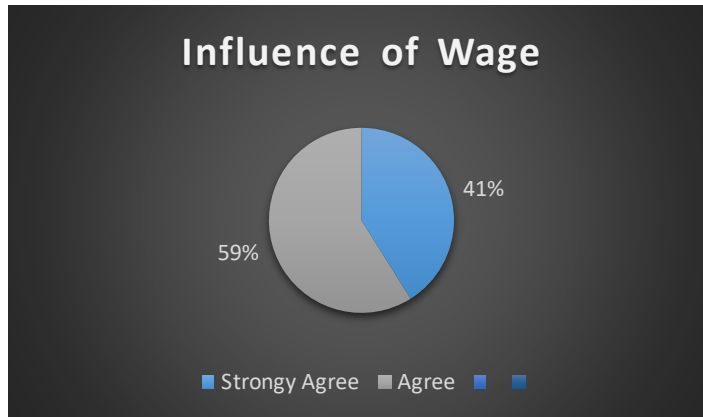
11	The freedom to participate in decision making allowed me to increase my dedication.	16	17.8	29	32.2	19	21.1	19	21.1	7	7.8
12	Job stress played a role in influencing work commitment.	0	0	0	0	8	8.9	35	38.9	47	52.2
13	Personal interests have had a negative impact on my professional commitment.	4	4.4	6	6.7	16	17.8	29	32.2	35	38.9
14	Relationships with coworkers empower me in becoming more committed to my job.	13	14.4	19	21.1	16	17.8	33	36.7	9	10
15	Regular feedback on performance enabled me to increase my level of dedication.	14	15.6	21	23.3	18	20	24	26.7	12	13.3
16	The issue of trust served as a barrier to being dedicated to work.	16	17.8	34	37.8	16	17.8	17	18.9	7	7.8
17	Employee value alignment has had a negative influence on my job dedication.	0	0	21	23.3	27	30	31	34.4	11	12.2
18	The level of turnover has a significant impact on work dedication.	0	0	2	2.2	3	3.3	27	30	58	64.4
19	Work commitment is more affected by work quality and quantity.	0	0	2	2.2	5	5.6	32	35.6	51	56.7
20	The organization's emphasis on safety has enabled me to improve my level of devotion.	0	0	0	0	8	8.9	35	38.9	47	52.2

5.2 Analysis

Following is a simplified representation of the report's analysis, which is offered in the form of column charts.

5.2.1 Influence of wages

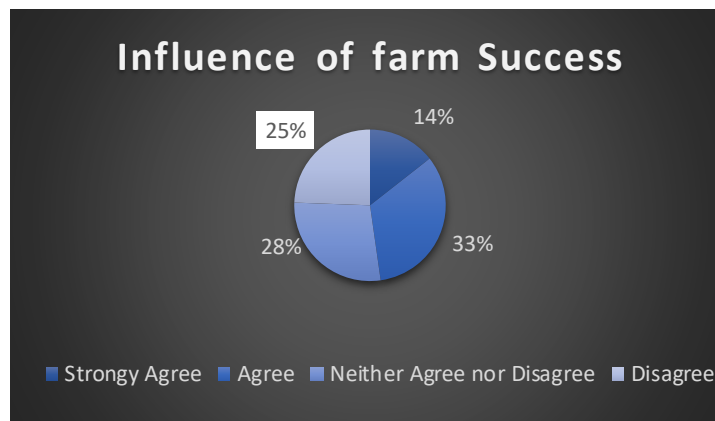
Wage motivates me to become more dedicated to my job.



This pie chart presents data on the influence of wages on job holders where 41% strongly agree that wages influence the job and the rest of 59% agree with it.

5.2.2 Influence of farm success

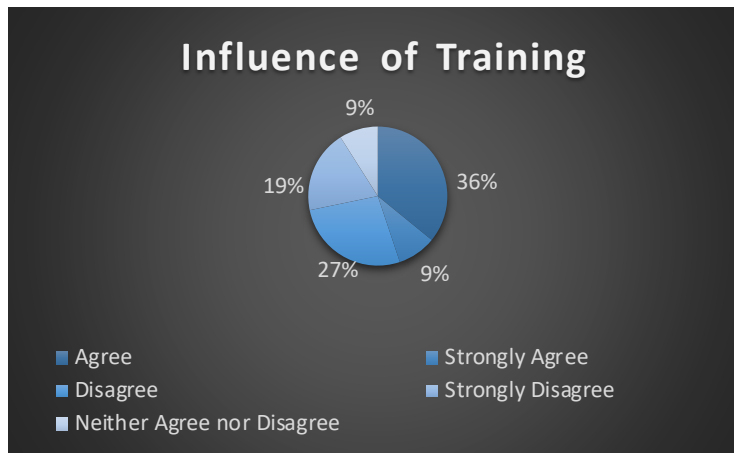
The success of the farm motivated me to become more committed.



This pie chart presents data on the influence of farm's success over employees where 14% strongly agree, 33% agree, 25% disagree that farm's success influence the job and the rest of 28% are neutral.

5.2.3 Influence of Training

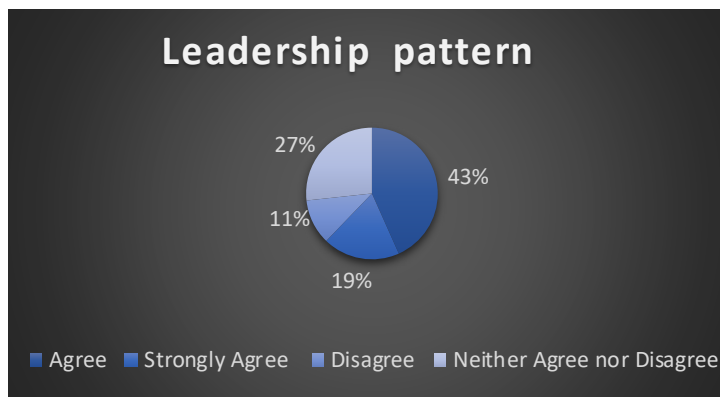
KFG's training and development encouraged me to strengthen my engagement.



This pie chart presents data on the influence of training over employees where 36% strongly agree, 9% agree, 27% disagree, 19% neither agree nor disagree that farm's success influence on training and the rest of 9% are neutral.

5.2.4 Influence of leadership pattern

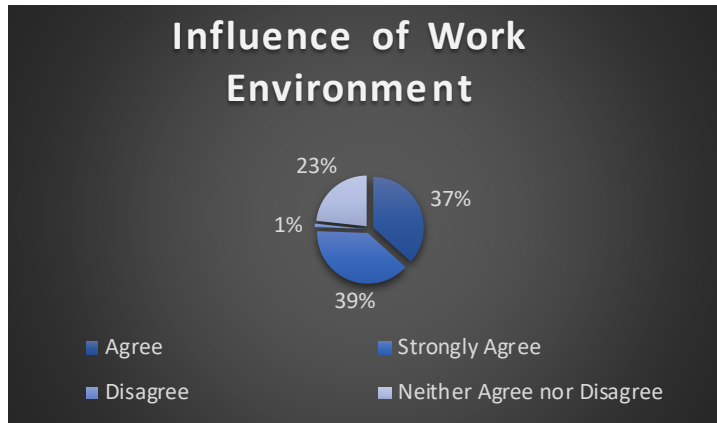
Superiors' leadership inspired me to become more devoted.



This pie chart presents data on the influence of leadership pattern over employees where 43% strongly agree, 19% agree, 11% disagree that the influence of leadership pattern matters and the rest of 28% are neutral.

5.2.5 Influence of Environment

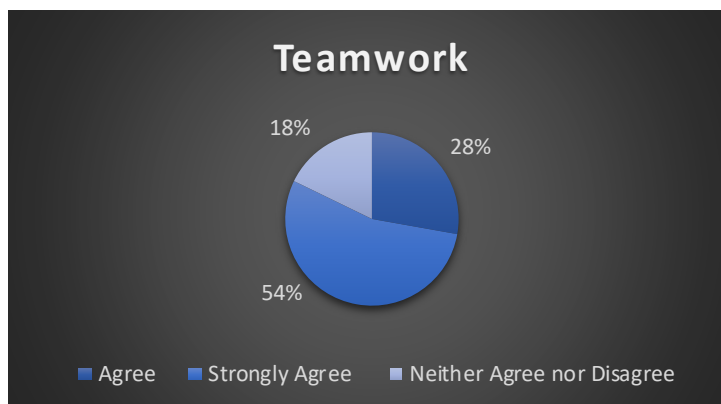
While working in a healthier environment, I feel more devoted.



This pie chart presents data on the influence of work environment over employees where 37% strongly agree, 39% agree, 1% disagree that the influence of work environment matters and the rest of 23% are neutral.

5.2.6 Teamwork

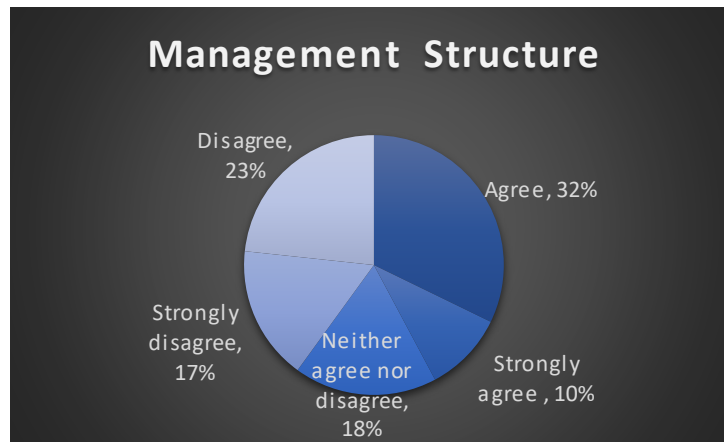
Teamwork enabled me to become more committed at work.



This pie chart presents data on influence of teamwork over organization where 28% strongly agree, 54% agree that the influence of teamwork matters and the rest of 18% neither agree nor disagree.

5.2.7 Management structure

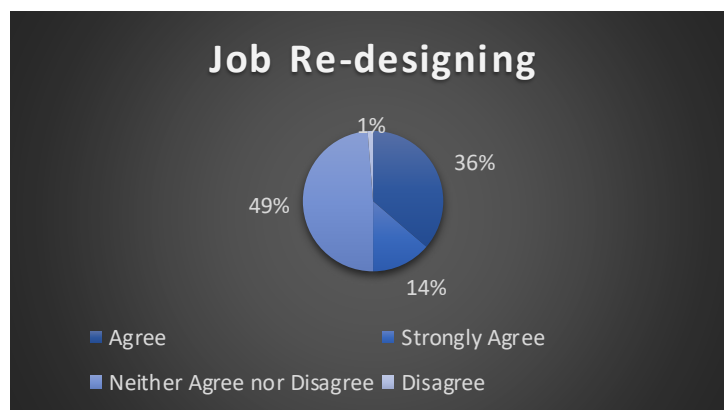
The management structure was a key role in making me more committed at work.



This pie chart presents data on the influence of management structure over employees where 10% strongly agree, 32% agree, 23% disagree that the influence of management structure matters and the remaining 17% disagree.

5.2.8 Job Re-designing

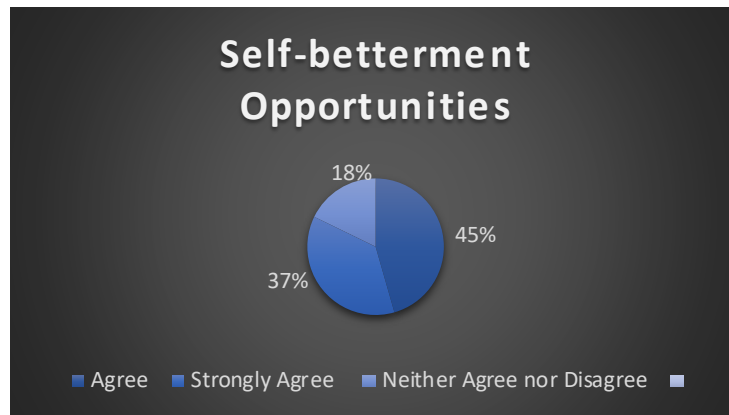
Job redesigning at KFG enabled me to become more committed.



This pie chart presents data on the fact of job re-designing matters over employees where 36% strongly agree, 14% agree, 49% neither agree nor disagree that the fact of job re-designing matters and the remaining 1% disagree with it.

5.2.9 Self-betterment opportunities

Here, I was given possibilities for self-betterment, which aided in increasing my job commitment.



This pie chart presents data on the fact of self-betterment opportunities on organization where 45% strongly agree, 37% agree that the fact of self-betterment opportunities matters and the remaining 18% neither agree nor disagree with it.

5.2.10 Job satisfaction

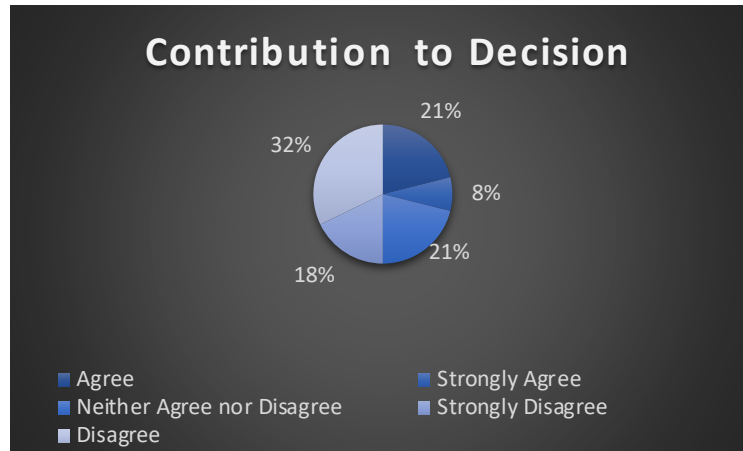
Job satisfaction had a role in increasing my job commitment.



This pie chart presents data on the fact of job satisfaction on employees of organization where 40% agree, 47.80% strongly agree, 10% strongly disagree that the fact of employees job satisfaction matters and the remaining 1.10% neither agree nor disagree with it.

5.2.11 Contribution to decision making

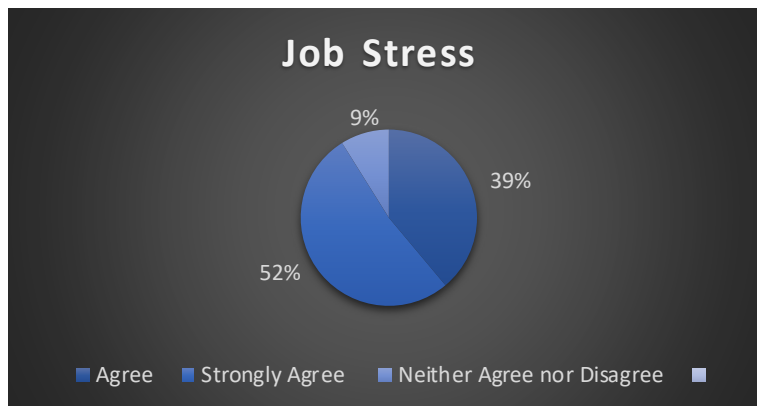
The freedom to participate in decision-making allowed me to increase my dedication.



This pie chart presents data on the fact of contribution to design on employees of organization where 21% agree, 8% strongly agree, 21% neither agree nor disagree, 18% strongly disagree that the fact of contributing design matters and the remaining 32% disagree with it.

5.2.12 Job stress

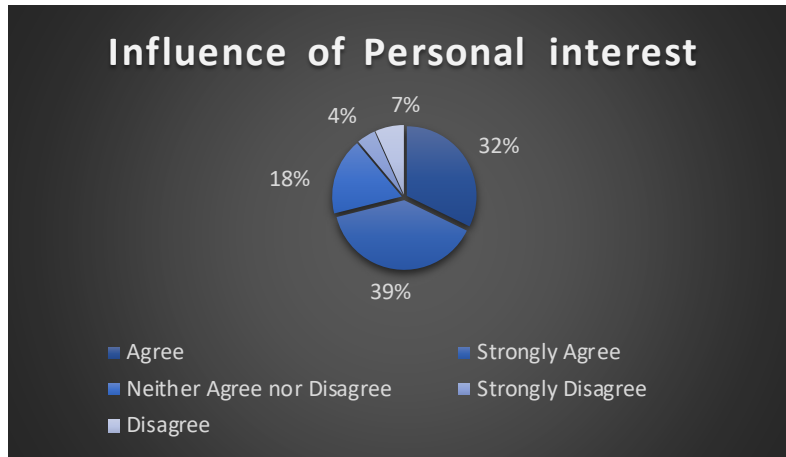
Job stress played a role in influencing work commitment.



This pie chart presents data on the fact of job stress on employees of organization where 39% agree, 52% strongly agree that the fact matters and the remaining 9% nor agree nor disagree with it.

5.2.13 Personal interest

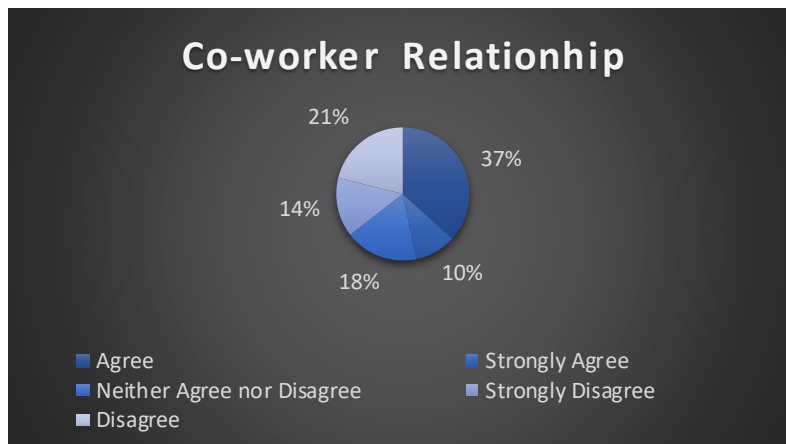
Personal interests have had a negative impact on my professional commitment.



This pie chart presents data on the fact of influence of personal interest on employees of organization where 32% agree, 39% strongly agree, 18% neither agree nor disagree, 4% strongly disagree that the fact matters and the remaining 32% disagree with it.

5.2.14 influence of Co-worker relationship

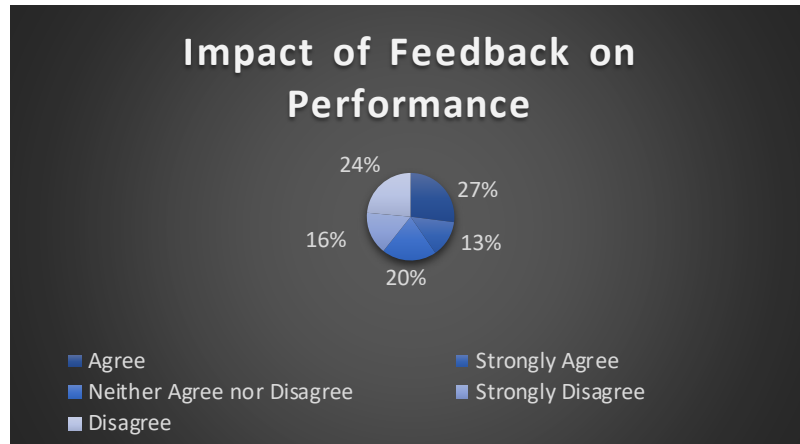
Relationships with coworkers empower me in becoming more committed to my job.



This pie chart presents data on the fact of influence of co-workers relationship on employees of organization where 37% agree, 10% strongly agree, 18% neither agree nor disagree, 14% strongly disagree that the fact matters and the remaining 21% disagree with it.

5.2.15 Influence of Feedback

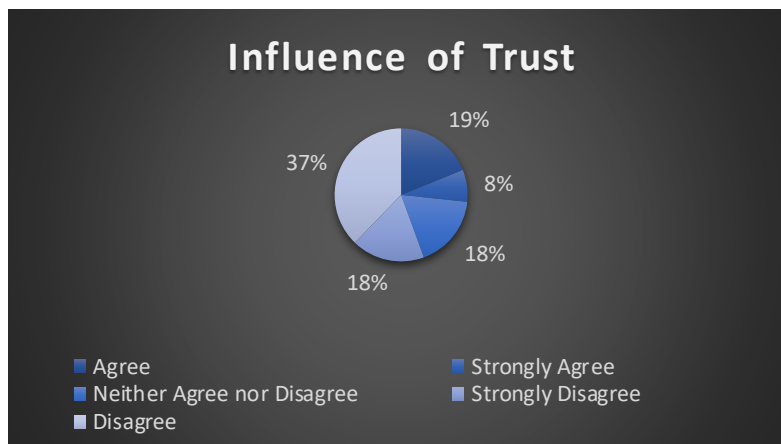
Regular feedback on performance enabled me to increase my level of dedication.



This pie chart presents data on the fact of impact of feedback on performance on employees of organization where 27% agree, 13% strongly agree, 20% neither agree nor disagree, 16% strongly disagree that the fact matters and the remaining 24% disagree with it.

5.2.16 Influence of trust

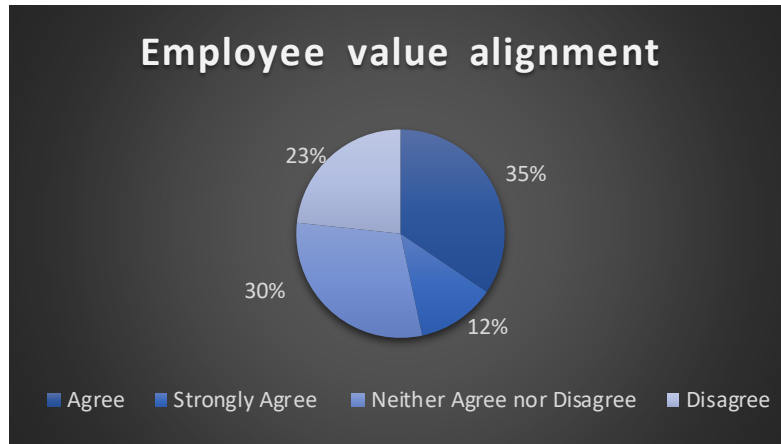
The issue of trust served as a barrier to being dedicated to work.



This pie chart presents data on the fact of influence of trust on employees of organization where 19% agree, 8% strongly agree, 18% neither agree nor disagree, 18% strongly disagree that the fact matters and the remaining 37% disagree with it.

5.2.17 Employee value alignment

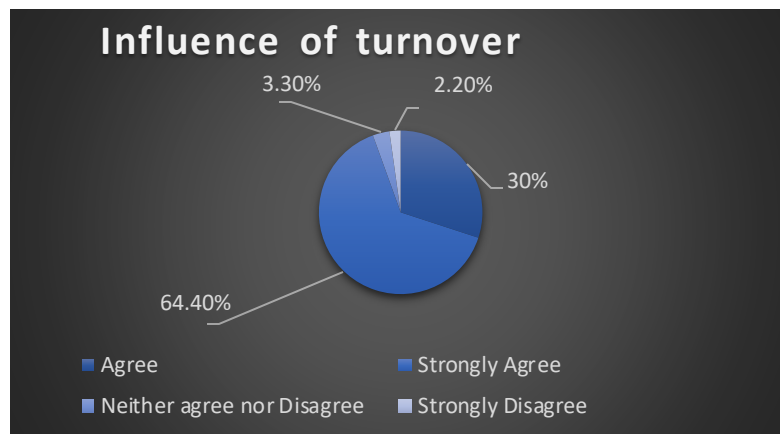
Employee value alignment has had a negative influence on my job dedication.



This pie chart presents data on the fact of employee value alignment of organization where 35% agree, 12% strongly agree, 30% neither agree nor disagree that the fact matters and the remaining 23% disagree with it.

5.2.18 influence of turnover

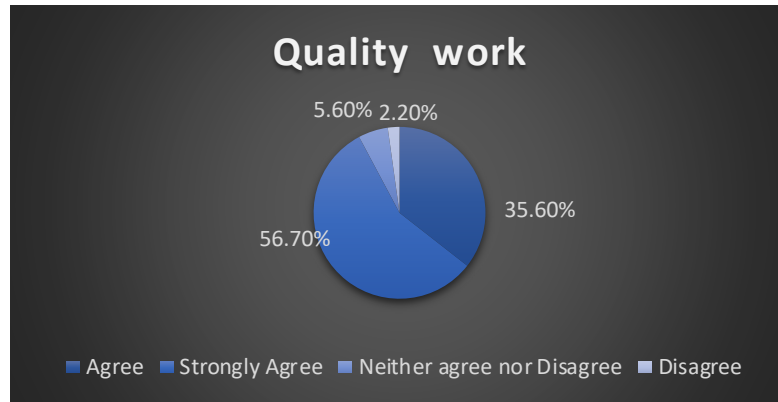
The level of turnover has a significant impact on work dedication.



This pie chart presents data on the fact of influence of turnover on employees of organization where 30% agree, 64.40% strongly agree, 3.30% neither agree nor disagree that the fact matters and the remaining 3.30% disagree with it.

5.2.19 Quality work

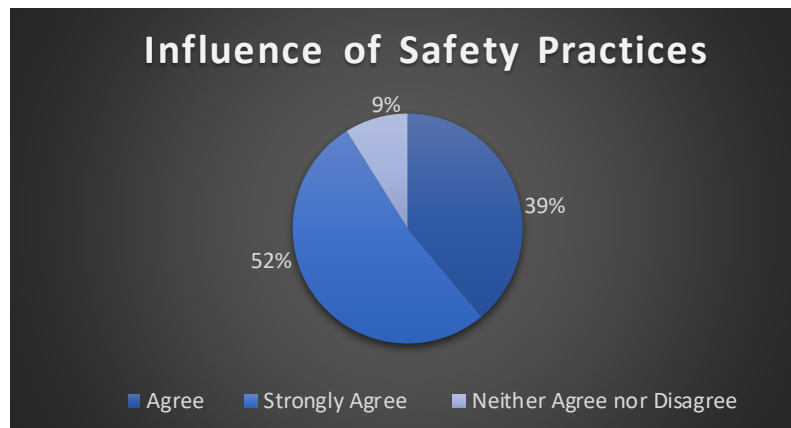
Work commitment is more affected by work quality and quantity.



This pie chart presents data on the fact of quality work on employees of organization where 35.60% agree, 56.70% strongly agree, 5.60% neither agree nor disagree that the fact matters and the remaining 2.20% disagree with it.

5.2.20 Influence of safety

The organization's emphasis on safety has enabled me to improve my level of devotion.



This pie chart presents data on the fact of influence of safety practices on employees of organization where 39% agree, 52% strongly agree that the fact matters and the remaining 9% neither agree nor disagree with it.

5.3 Findings of the analysis

- Many participants agreed that remuneration influenced employee devotion. It greatly drives them to improve their performance. As a result, salary has a greater influence on employee dedication.

- A higher number of workers feel that the organizational climate has a bigger influence on employee devotion. They feel that it is difficult to be devoted without a healthy workplace. Thus, the work environment is an essential aspect that has a higher influence on employee devotion.
- A large majority of respondents neither agreed nor disagreed that work design has an impact on employee commitment. According to the literature analysis, work design might be stressful for employees. Furthermore, research shows that it has neither a large nor a little impact on employee commitment.
- To the majority of employees, the trust factor has little effect on employee commitment. Relationships of trust between coworkers have less influence on their level of devotion. Consequently, this element has no effect on employee dedication.
- According to the majority of individuals, job stress has a significant effect on employee dedication. The majority of individuals strongly think that excessive workplace stress makes it difficult for them to be more connected to their profession. Therefore, occupational stress has a significant impact on employee devotion.
- The majority of respondents felt that the quality and amount of work have a significant effect on employee dedication. They feel that a decrease in worker performance will have less of an effect on job involvement. In addition, quantity is important because an excessive amount of labor would decrease employee dedication. Therefore, it has an effect on employee devotion.
- Teamwork has a significant impact on employee devotion. In addition, the literature analysis indicated that teamwork is a significant aspect of fostering work engagement. Thus, it can be stated that teamwork has a significant effect on employee dedication.

Chapter- 6

Recommendation & Conclusion

6.1 Recommendation

- Since employees believe that putting more of an emphasis on those particular attributes will help them enhance their level of devotion to the job, it is advised that managers place more of an emphasis on those qualities. A few of the factors to keep in mind include things like employee involvement, feedback, demographic aspects of the workforce, and job happiness. Such factors are extremely important for managers to take into account if they want to be successful.
- According to the result of this study, managers should concentrate their efforts and pay more attention to the factors that would increase the level of commitment displayed by their employees for the employment they hold. The areas that require the most attention include compensation, learning and development opportunities, improvements to organizational structure, and the promotion of collaborative efforts.
- The researcher suggests concentrating future research on employee devotion in the manufacturing industry as a possible area of investigation. There is a clear distinction between the factors that impact employee commitment in the industrial sector and those that apply in the service sector. As a consequence of this, the organization's efficiency would be improved as a direct result of this.

6.2 Conclusion

On the first research question, the purpose is to identify whether the organizational issues effect the performance of the employees or not. It was found that the qualities of the organization had a substantial influence on the level of commitment demonstrated by workers toward the firm. The salary that an employer is willing to offer, the company's story behind the success, the training and development programs of the company, the organizational environment, the employee interaction, the overall structure of the organization and the reorganization of jobs are some of the factors that are taken into consideration.

In response to the second research question, it was found that the level of employee commitment may be affected by individual circumstances. The result that was obtained was that different individual factors have a significant impact in determining the level of dedication shown by employees. The employee commitment of the organization is influenced by some specific factors which are: the advancement of the individuals, demographic factors, the satisfaction of the

employees, contribution to the decision-making, the enforcement engaged to their work level, the needs of the employees based on the organizational goals, the relation between the employees, the ethical issues of the employees aligned with the company.

The survey indicates that, maximum respondents' opinion is "the organizational employees play a significant role in the organizational success". The contributions of the employees at the organization highly influence on the organization's overall performance in different ways including the employee retention rate, the work effectiveness of the employees, the rules and regulations followed by the employees, the employees' enforcement into the organization.

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Appendix

Questioner

Sl No	Particulars	Strongly disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree	
			%		%		%		%		%
1	Wage motivates me to become more dedicated to my job.										
2	The success of the firm motivated me to become more committed.										
3	KFG's training and development encouraged me to strengthen my engagement.										
4	Superiors' leadership inspired me to become more devoted.										
5	While working in a healthier environment, I feel more devoted.										
6	Teamwork enabled me to become more committed at work.										
7	The management structure was a key role in making me more committed at work.										
8	Job redesigning at KFG enabled me to become more committed.										
9	Here, I was given possibilities for self-betterment, which aided in increasing my job commitment.										
10	Job satisfaction had a role in increasing my job commitment.										
11	The freedom to participate in decision making allowed me to increase my dedication.										
12	Job stress played a role in influencing work commitment.										

13	Personal interests have had a negative impact on my professional commitment.										
14	Relationships with coworkers empower me in becoming more committed to my job.										
15	Regular feedback on performance enabled me to increase my level of dedication.										
16	The issue of trust served as a barrier to being dedicated to work.										
17	Employee value alignment has had a negative influence on my job dedication.										
18	The level of turnover has a significant impact on work dedication.										
19	Work commitment is more affected by work quality and quantity.										
20	The organization's emphasis on safety has enabled me to improve my level of devotion.										