



Project Report

On

“Employee Turnover in Bangladesh: A Factor Analysis on Nahee Group”.

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Submitted to:

Professor Md. Musharrof Hossian
Project Supervisor
UIU- United International University

Submitted by:

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ID# 115183009
Course: Project
Program: MIHRM
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“Employee Turnover in Bangladesh: A Factor Analysis on Nahee Group”.



Employee Turnover in Bangladesh

A Factor Analysis on Nahee Group

*This report is submitted as a partial fulfillment of the degree of Master in International Human
Resource Management*

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02 October 2020

DECLARATION

I, Mahade Hasan, hereby announce that I have completed my project under the supervision of Professor Md. Musharrof Hossian, Project Supervisor, UIU- United International University, Dhaka, Bangladesh.

This report has been prepared an on “Employee Turnover in Bangladesh, A Factor Analysis on Nahee Group” that is my own work.

I have tried to make it by my own and collect and analysis the data with the guidance of my supervisor and followed his instruction to prepare this report. This report has not copied from anywhere and had not submitted before any academic qualification, or certification, diploma to any other university.

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Letter of Transmittal

2nd October, 2020

To

Professor Md. Musharrof Hossian,
Project Supervisor,
United International University (UIU)

Subject: **Project Report Submission**

Honorable Project Supervisor Sir,

With due respect and honor I am presenting my project work on "Worker Turnover in Bangladesh: A Factor Analysis on Nahee Group" that you have appointed me as a fundamental necessity of this undertaking assignment. Certainly this is an extraordinary open door for me to accumulate a tremendous measure of data and handle the topic in a suitable manner. I have made an honest effort to outfit the report with applicable information. I have discovered the investigation is very eye catching. Savvy and advantageous.

In this concern, I ask and believe that you would be adequately considerate to recognize my Project Paper Report and favor me liberally. The investigation centers upon different important variables. The study focuses upon various relevant factors. I have provided some key findings and analysis and suggested some implementable recommendations.

Lastly I would be thankful once again if you please give your judicious advice on effort.

Thankfully,

With Regards,

Mahade Hasan,
ID# 115183009

United International University

Letter of Acceptance

This is to certify that **Mahade Hasan**, ID No. **115183009**, MIHRM Program, School of Business & Economics, United International University (UIU) has successfully completed his project work under my supervision.

The title of his report is “Employee Turnover in Bangladesh, A Factor Analysis on Nahee Group”.

I wish him a total success in life.

Md. Musharrof Hossian
Professor
School of Business & Economics
United International University (UIU)

Acknowledgement

I would like to take the chance to convey my heartfelt thanks to those, who have helped me to prepare this report and finally helped me to bring this report in light. At the very beginning I would like to yield my insistence to Almighty Allah WHO has made us, carried us to this arrange and supported me in finishing this report. I would express my gratitude and gratefulness to my respected supervisor Md. Musharrof Hossian sir, who has moved me to organize this report. He has been consistent all through, responded to my inquiries and given me everything the imperative information I needed to add up to this report. I also like to thanks and show my graduate to the Human Resource Department of Nahee Group for helping me constantly throughout my survey. The HR department has given me with everything the essential information I needed to lead this project. They have excessively responded well to my study.

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“Employee Turnover in Bangladesh: A Factor Analysis on Nahee Group.”

CHAPTER 1

1. Abstract:

The purpose of the study to find out the real reason why employee leave the organization. In this competitive business world employee turnover is very costly it is highly consider to manage employee Turnover. In this study I tried to find out why people leave the organization. People leave the organization:

- The companies leadership
- A bad supervisor
- Unfair compensation
- Conflict exist with immediate supervisor
- Unfavorable change in responsibility
- People wants diversity in everyday life
- People seeks challenge
- People wants good working environment
- People wants job security
- Getting angry with somethings and quit on impulse
- People become disappointed over the organization
- Problem of work life balance
- Close friend leave the organization.

The study investigated the employee turnover inside the organization of Bangladesh. The present business world it is considered as a basic task to supervise specialist turnover in an organization.

The most important purpose of the study to identify the core reasons and specific factors and give a feedback to reduce employee turnover in an organization. In this study I have suggested various possible way to reduce the employee turnover.

Turnover is sometimes voluntary and sometimes involuntary, sometimes functional sometimes dysfunctional, sometimes avoidable, sometimes unavoidable. A Thorough understanding need to develop in the light of causes, effect and strategies to minimize employee turnover.

2. Introduction:

Employee turnover is considered to be one of the challenging issues in business nowadays. It is proven to be one of the most costly human resource challenge. Business organization desired to increase productivity and manage turnover in such a manageable rate that does not effect on productivity which helps to attain organizational goal. If employee turnover can maintain in an affordable rete, organization can obtain their desire goal and can reduce direct and indirect cost on recruitment, selection, orientation, training and development. High employee turnover will always put in a risk to obtain organizational objects and goals.

Every organization wishes high productivity, fewer turnovers and be profitable. Managing turnover successfully is a must to achieve the organizational goals. It is important to manage turnover for the betterment of the organization. Turnover rate are not same in all the sectors. It varies from manufacturing sector to service sector, private service to government sector.

3. Objectives of the study:

The main purpose of the study is to identify the reasons of employee turnover in Bangladesh especially for manufacturing industries. In the light of the main purpose, the specific purposes of the study are as follows:

- a) To identify the reasons of employee turnover.
- b) To generate the dimensions of employee turnover by using the factor analysis.
- c) To examine the relationship between employee turnover and organizational effectiveness.
- d) To explore the relationship between employee turnover and job satisfaction.
- e) To find out the causes of employee turnover and remedies of it.

f) To put recommendations for managing employee turnover in Bangladesh.

CHAPTER 2

4. Literature Review:

Turnover is the sum of voluntary and involuntary separation from the organization. Retention related to how much an employer retains its employees that can be measured as the proportion of employees with a specified length of service (approximately one year) calculated as a percentage of total workforce number. Employee contribute a bundle on their employees regarding acknowledgment and getting ready, making, keeping up, and holding them in their organization. As such, superiors no matter what must limit employees' turnover. Regardless of the way that, there's no standard framework for understanding the employees turnover handle as an aggregate, a wide run of factors have been discovered important in interpreting specialist turnover (Kevin, Joan, and Adrian 2004; Parvin and Kabir, 2011)). Managers are incredibly critical to the organization since their regard to the organization is essentially elusive and not adequately replicated (Meaghan and Scratch, 2002). Administrators must perceive that employees as significant benefactors to the capable achievement of the association's triumph (Abbasi and Hollman, 2000; WeiBo, Kaur, and Zhi, 2010).Therefore, chiefs should control representative turnover to serve the association achievement.

Why employees stay: Organizations can attract and retain talented people if they pay attention to what they term the EMPLOYEE VALUE PROPOSITION (EVP). To create a compelling employee value proposition, a company must provide the core elements that managers look for – exciting work a great company attractive Compensation, and opportunities to develop.

Employee turnover mainly happens due to unhappiness in the job place. For individual employees. But it is not the only reason that people leave an organization. Turnover on a very basic level rises up out of the depression from work put for individual laborer. However, there is no metaphorical motivation behind why people who are frustrated in a job take off an organization for another. If they have the skills that are in demand, they may be motivated by more significant pay, better benefits and better place. That is the explanation it is essential to know and recognize the separation between managers who eliminate the work since they are discouraged and those employees turnover rate is the term used to portray the pace of experts that remove an organization and must be superseded inside a specific timeframe. There are some few reasons that lead employee leave the organization:

- The company's leadership
- Conflict exists with immediate supervisor
- Close friends leave
- An unfavorable change of responsibilities has occurred
- Unhealthy working environment
- Lack of career growth
- Unsatisfied salary growth
- Problems of work life balance are present.

People interface and take off organizations; this isn't new. There are various reasons why someone may remove the employment. A couple of reasons are not something to be concerned roughly as they are commonly unavoidable. Nevertheless, if the workers are getting out because of hopelessness at work, or continually discovering them ending failing to meet expectations delegates, by then organization must have an issue.

Turnover and Expenses

- Direct Cost: Including enrollment, meetings, preparation, interview, selection, advertisement and cash based alternatives.
- Impact indirect costs : for example, impact on outstanding performance of hand, confidence and consumer loyalty
- Cost Opportunity Cost: Including lost information and work that is not completed when the director and various representative centers are around to fill and update the opening.

5.1 Significances of Turnover

Employee turnover is very expensive. It causes lots of complications for the organization.

The principle Significances of Employee Turnover are:

- It consolidates different sorts of expenses, for instance, the substitution and opportunity costs. There are both encourage and mischievous costs and move costs, and roundabout costs relate to the calamity old enough, diminished execution levels, inconsequential extra time and moo certification.
- The effect, regardless, isn't in a manner of speaking cash related; it additionally inimically impacts specialist resolve. Albeit hard to assess, penniless determination comes to fruition in a domino sway that antagonistically impacts viability and adequacy.

- Another negative imprint is, diminished execution inside the workplace. Less experienced authorities are more averse to offer higher regard plans and give streamline administration.
- Many of the negative effects of turnover are related to the quality of implementation. Unions with higher turnover can fight it by working with all the necessary or basic reliability.

5.2 **Core Causes of Turnover**

There are many causes of employee turnover. Sometimes it can avoid and sometimes it cannot be avoided. Organization reputation appear besides be stained, with people expecting the employee might be a terrible given something to do. Some employee's turnover is certain. For example, retirement, development and taking off for coaching can't be avoided. Yet, it's indispensable to screen the employee turnover and get it why laborers are getting out in the occasion that organization need to evade negative outcomes. We've outlined out the 5 essential reason behind employee turnover

- Lack of growth and Development:

If the employee feels that the career development opportunity is very few and they are in dead end of their career, they will certainly try to find out a new place for their career development and they will try to increase their income as well.

- Being Overworked

It may seem trademark that, in times of budgetary weight, organization ask their staff to require on additional obligations. Organization may got the chance to release people and ask remaining laborers to pick up the leeway by working longer hours or surely finishes of the week. Yet, asking workers to pick between their work life and individual life will never sit well. Instep, it'll add to the following turnover, as employees create disappointed.

➤ Thrust of Recognition and feedback

Organization needs to maintain giving feedback and recognition properly. If the employee get proper feedback and recognition, they feel engaged with the organization that led them achieving their objective and success.

If the employee do not get proper feedback and recognition they fell disconnected and they become disheartened and finally they leave the organization.

➤ Engagement with decision making

Engagement of decision making is most important for employee satisfaction. Satisfied employee produce successful results. If the employees does not get freedom of their work and have less opportunities to take their decision they do not feel engaged with the organization that certainly lead high turnover.

Organization should follow both top down and bottom up method for decision making for employee engagement. They should have the liberty to take their decision to achieve their goal.

➤ Problematic employee Selection

Finding the perfect employee is problematic, yet driving an organize with a specialist that is plainly not suitable for the organization culture or qualities will never end well. In reality regardless of the way that organizations are unhinged to fill that position, picking an inadequately planned specialist is awful for the organization, and the representative.

Extra purpose behind worker Turnover are:

➤ **Feeling underestimated:**

Everyone should be perceived and made up for a function admirably done. Affirmation shouldn't be cash related. The preeminent reasonable affirmation is sincere appreciation. At the point when laborers find a nonappearance of affirmation, their feeling of honorability searches after them to remove the association

➤ Blunder between the work experiences:

It gotten the opportunity to be all also regular for work to through and through that change from the beginning depiction and what was ensured in the midst of the gathering mastermind. At the point when this occurs, it can prompt doubt.

➤ Delegate misalignment:

Associations should never contract delegates except if they are equipped for the work and coordinate with the way of life and targets of association. Chiefs should not endeavor to drive a fit if there's none. It as a general rule closes gravely delegate turnover.

➤ Stability of the Organization:

The potential repercussions of executives, changing titles and changing people in the neighborhood are limited by the clarity of workers 'approvals. Labor has no confused thoughts about what's going on, what the requirements are or what they should do. It creates the frustration of going into despair and eventually turnover

➤ Work-life Balance:

Work-life balance is a concept including proper prioritizing between "work" and "lifestyle" A significant change is the large number of families who no longer work outside the home. If no one in the family takes care of life all day, workers now need time to take the initiative to take care of the children or to think about senior parents, despite the outstanding work of their specialist.

In this competitive era, organizations won't be able to keep themselves competitive if they don't offer a balance between work and life. Employees realize that they are costly and as a result they are much less committed to their employers and more likely to go to green pastures. Since employers do not guarantee lifetime employment, employees want more flexibility in their jobs and are no longer willing to give up personal time for the company.

Nobody accomplishes their best work when they are depressed, and a conflicting specialist is impossible to be substance with their unused position.

5.3. **Methods to Reduce Worker Turnover**

Organization will obtain extensive money related advantages by diminishing the pace of the 'worker merry go round', and organization should make every effort to hold extraordinary employee. They are the best asset of the organization, so contributing in their rapture at work is essential for ensuring a viable business.

- Managers and supervisors are key
Organizations can have outstanding compensation and advantages, worker agreeable arrangements and worker friendly policies, and the wide range of various things that actuate dedication and maintenance, In particular, any retention scheme put in place by a bad director can neutralize the company.
- Market wise retention
The initial move toward market-wise maintenance is to distinguish the people and representative fragments generally basic to the accomplishment of your association. Find out who are those people:
 - Give other people formal or casual initiatives.
 - Easy to make artwork made by others
 - Act as a significant data move hub within the organization
 - The organization can do incredible mischief in the event of a fugitive to coordinate competitors.
 - Consistently make phenomenal outcomes
 - Contribute down to earth and significant novel thoughts.
 - Require almost no oversight to achieve their assignments.
- General strategies for retention
 - Get people off to a good start
 - Create a great environment – with bosses whom people respect
 - Share information
 - Give people as much autonomy as they can handle
 - Challenge people to stretch
 - Be flexible
 - Design jobs to encourage retention

- Identify potential defectors early
- Be a retention-oriented manager
- Compensation
 - Issues related to compensation such as you cannot maintain or have the opportunity to offer attractive salary that they see their salary as unreasonable and horrible.
 - Pay "High abilities" expenses to employees with significant, uncommon skill Pay with crucial, rare expertise.

5.4 **The organization get the right applicants:**

Define Job description clearly:

Before to circulation for a work, organization should develop the abilities that the effective applicant must have. Separating through harsh suited up-and-comers could be a waste of time and money. By unmistakably describing the work part, organization will focus on the right people and quickly reject deficient candidates.

Explain whether the competitor has the necessary aptitudes and information:

Lock in the applicants in pretending or practical testing to assess their competency. Organization can too get it all the more roughly their idea handle by inquisitive inquiries plot to get it how they would react in various 'at work' circumstances.

Assurance that the up-and-comer fits the organization culture: Use the meet sort out to test all the more significantly into a candidate's conduct, qualities and perspective, and assess how well they connected with the examiner. Direct obvious from 'yes' or 'no' questions (known as 'shut inquiries'). Open inquiries offer help to uncover the candidate's certifiable opinions.

Give Loyal and Careful Feedback Providing fitting, very much considered info could be a significant giver to ensuring achievement. Information has any kind of effect a delegate to consider their execution, distinguish zones for improvement, and build up their aptitudes. Skirting the chance to flexibly the workers with input forestalls organization's turn of events and may prompt the delegates turning somewhere else.

Assurance a Great Work-Life Balance is basic. If the laborers are hindered down with work, they are wanting to be discouraged. Engage every one of your delegates to require their full mid-day break, and assurance their outstanding burden is sensible adequate that they aren't compelled to stay late or start early constantly. It is furthermore basic to think about all the delegates. Social journeys with work are basic to propel motivation and a decent workplace between associates, yet consider the sort of social outings cautiously. Find outings that the absolute workforce acknowledges, so everybody's sharp to take an interest.

5.5 Causes of High and low employee Turnover

High turnover regularly construes that employee are discouraged with the work or installment, anyway it can moreover show unstable or shocking conditions, or that additionally very few worker give adequate execution the need of calling openings and troubles, disappointment with the movement degree or strife with the association has been alluded to as pointers of tall turnover. High turnover may incite decrease in: It shows that none of the over is solid: worker are fulfilled, sound and secure, and their execution is good to the director. Notwithstanding, the pointers of moo turnover may a segment of the time move than those of tall turnover.

5.6 Ways of retaining employee

Employee Engagement: A new approach to handle turnover. Employee Commitment is a devoted duty to the workers' association and its objectives. This passionate responsibility is attached to the delegates who actually care about their work and their organization. They do not only work for a check or just the following progress, but deal with the convenience of the association's objectives.

- When employees feel that they are valuable for the organization.
- when they feel that they are associated with the organization.

Engaged Employees lead to

- higher service, quality, and productivity
- higher customer satisfaction,
- increased sales
- higher levels of profit
- higher shareholder returns

5.7. Associations among Turnover and Productivity

Turnover altogether related with the viability of an affiliation. Worker turnover can stop the all things considered viability of an affiliation and is a significant part of the time a consequence of various troubles. Capability is the extents of a relationship to comprehend it's focused in on age with the surmises of workforce, authority's procedures, contraptions, apparatus' and assets. Experts must have plans to widen their profitability. Different terms sway capability, for instance, motivation plot, line modifying, orchestrating, etc. Turnover can be hampered by formation of an assembling affiliation. It is maybe the most factor for moment garments pieces in Bangladesh. Little movement of turnover may cause huge total old enough lost. Turnover unequivocally impacts the age and benefit.

CHAPTER 3

6. Organizational Overview

About Nahee Group:



Nahee Group was framed in 2010 by the establishing an Aluminum Composite Panel Industry first time in Bangladesh. The factory is located at Abdar, Telehate, Sreepur, Gazipur, Bangladesh which is around 65 KM away from Dhaka. The factory has been built up on 20 acres of land. It has been equipped with The European technology machinery to manufacture the best quality product. Engr. Abu Noman Howlader, Managing Director Of the Group. He is a very visionary personality. He has selected all the manufacturing product which was previously imported from China and other country. He is the pioneer of Aluminum Composite Panel In Bangladesh, Electric Vehicle Manufacturing Industries, Geo Textile industries. All of the mentioned product from Nahee Group is market leader.

Sister Concern of Nahee Group.

1. Nahee Aluminum Composite Panel Ltd.
2. Nahee Geo Textile Industries Ltd.
3. Nahee SS Pipes Industries Ltd.
4. Dynamic Cars' Ltd.



CODE OF CONDUCT

It is our prime aim to be an excellent Engineering product manufacturer with the intention to conduct business in an ethical and moral manner with all the buyers around the world. We have ensure to pay extreme values and honor to the business personnel and the organizations with whom we associate to do business worldwide. We always devote ourselves to uphold our “good-will” by discharging overall best services, dealings and commitments towards our valued customers. We always try to flourish ourselves with rendering of our good wishes, hurtful services; best co-operations, most co-ordinations; planned commitments and highest qualified workmanship in all respect to all of our business partner’s .We pay more attention on quality instead of quantity. To achieve the goal, we ensure the following principles in conducting business to:

1. Maintain a standard of excellence in every aspect of business.
2. Ethical and responsible conduct in all operations.
3. Ensure workers’ Rights & Privileges.
4. Ensure friendly work environment.
5. Respect for good social activities with participation.
6. Ensure Health & Safety for every individual worker in the factory.

Mission & Vision

Mission: To foster a customer driven philosophy by developing distinctive competencies and being the market leader in the industry of home and office furniture. We want to spread our products in international market.

Vision: To meet the growing challenge of 21st century's and to contribute to the national economy.

6.1 Values of the company:

Honesty and Integrity: Honesty and integrity is the core value of our business. Nahee Group always try to maintain honesty, integrity, high level of ethic and professionalism

Customer & Excellence: We are diligent about understanding and fulfilling our customers' needs. We strive to please our customers with excellence in quality and services. We listen to our customers and **go extra miles** to satisfy them.

Innovation & change: We are passionate about meaningful innovation. We are a learning organization. We learn from our experiences and global best practices, and we innovate to create leading local solutions leveraging on world class knowledge. We embrace positive change brought forth by innovation and aspirations to grow our business.

Leadership & Prudence: We cultivate talent and leadership to create sound business solutions, to best meet our customer needs, and to develop markets, people and shareholder value, we do so by optimizing use of funds, resources and technologies. We build prudence and cost effectiveness in our leadership culture passing on benefits to our customers.

.6.2 Category of Employee:

To comply with the existing Labour Law of the land and for smooth operation of the company, all employees under Nahee Group may be classified into following six categories:-

1. **Permanent Employee:** A perpetual worker is a representative who has been locked in on a lasting premise or who has sufficiently finished his probation period incorporating expansion thereof in the administrations of Nahee Group.

2. **Temporary Employee:** An Employee who has been locked in for work which is basically of brief nature and is probably going to be done inside a restricted period.

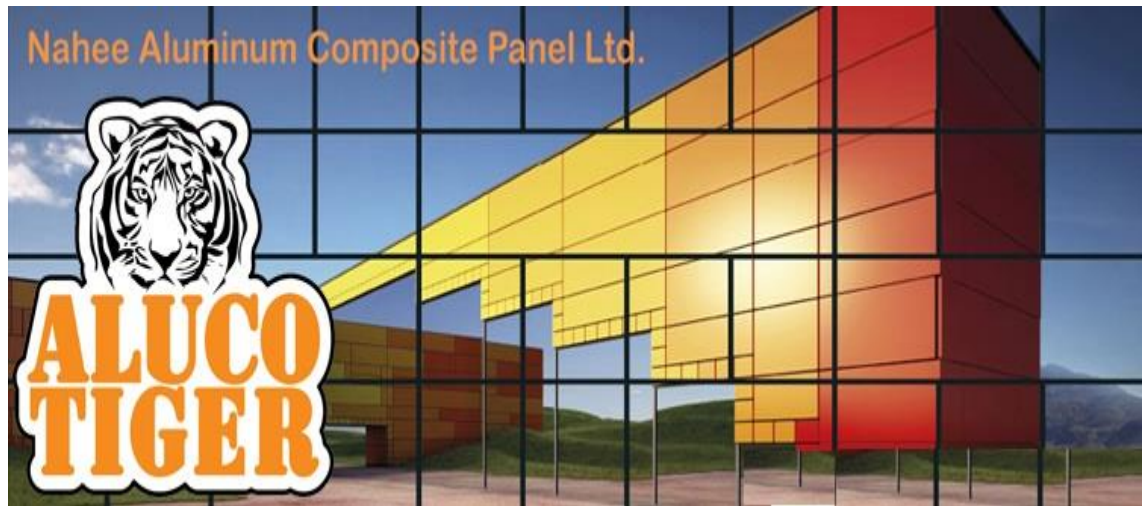
3. **Probationer:** An Employee who is temporarily utilized to fill a lasting opportunity in a post and has not finished the time of his probation incorporating expansion thereof in the organization.

4. **Contractual Employee:** A worker who has been locked in for work on authoritative premise under explicit terms and conditions as referenced in the deed of agreement. Such work might be reached out according to shared arrangement.

5. **Trainee :** A worker who goes through on work preparing for a particular period on a particular activity and might be retained as a lasting representative after consummation of his preparation or might be let off according to choice of the Management.

6. **Casual Employee:** A representative who has been utilized in opportunity basically of easygoing nature. This will incorporate the activity of consistent schedule commitment.

Nahee Aluminum Composite Panel Ltd.



Nahee Aluminum Composite Panel Ltd was incorporate on October 24, 2010 as a private limited company under the company act 1994. It has started its commercial production on March 01, 2014. On July 2014, the company registered as a Public Limited Company Under the company act 1994.

Nahee Aluminum Composite Panel Ltd is an Aluminum Composite Panel manufacturer in Bangladesh. It has been established in 2010.

The constant pursuit for achieving excellence in quality of its products and customer service has brought the company reputation and reliability along with the trust of its customer.

Nahee Aluminum Composite Panel Ltd. is looking forward to manufacture world class Aluminum Composite Panel. Aluminum composite panel mainly include PVDF coating aluminum composite panel, polyester coating aluminum composite panel, fire panel. As

a professional manufacturer and supplier in Bangladesh, we continually work to improve our ability to provide the best quality aluminum composite panel. Resistance aluminum composite panel, Nano PVDF coating aluminum composite panel, Brush finish aluminum composite panel, Mirror finish aluminum composite

Nahee Aluminum Composite Panel Ltd has ensured that their products are made of best quality materials available and any faulty product will be backed by the company with a proven track record and thus it is also committed to long term customer service - which continues for long after the customers have made their purchase.

Nahee SS Pipes Industries Ltd.



Nahee SS Pipes industries Ltd was begun its business activity in the year 2015, at Abdar, Telehate, Sreepur, Gazipur, Bangladesh. This industrial facility is built up on 12 sections of land of land. NSSPIL make various sorts of hardened steel pipes. To guarantee the assembling of the best quality tempered steel pipes, NSSPIL has set up the most exceptional hardware in our processing plant and embraced the most recent innovations. Additionally, NSSPIL utilize the best quality crude materials in delivering their items.

Nahee SS Round Pipes is made by using great treated steel sheets and cutting edge innovation with immaculate mirror cleaning. Round Pipes are bendable enough to be bended into any necessary shapes for multi-reason employments. Round Pipes are accessible in various measurements and thicknesses. These lines can be utilized in galleries, steps, in the assembling of furniture and in inside and outside decorator.

Nahee Geo-Textiles Industries Ltd. *nahee Geo textiles*



Nahee Geo-Textile Industries Limited is a maker of non-woven needle punched Geotextile. NGTIL quality is adaptability and capacity to fabricate results of high caliber and serious that meet the business explicit necessities covering seepage, filtration, security, fortification, partition applications including lodging, street, railroad, marine, water, coastline and scene, for example, soil or incline adjustment and assurance.

The manufacturing plant is situated at Abdar, Telehate, Sreepur, Gazipur, Bangladesh which is around 65 KM away from Dhaka. The processing plant has been developed on 12 sections of land of land. It has been furnished with The European innovation apparatus to make the best quality geotextile and has a great deal of research center gear to direct full scope of geosynthetic tests with the most recent rendition of public and global guidelines, for example BST, ASTM, DIN. At first the processing plant has the creation limit of around 40 tons/day.



Dynamic Cars Ltd. **DYNAMIC**



Dynamic Car's Limited is a Manufacture unit of Eco friendly electric vehicle in Bangladesh. It has started its commercial operation in the year 2019. Dynamic car produce passenger three wheeler car and four wheeler pickup. This cars run by electric power and is very much Eco friendly.

Dynamic Car is the first electric vehicle manufacturing unit in Bangladesh. Managing Director of Dynamic Car Engr. Abu Noman Howlader (CIP) has a vision to go for four wheeler very soon.

Present capacity of three wheeler is around 200 pcs and it is very much popular, cost effective and user friendly.

CHAPTER 4

7. Research Procedure

7.1 **Research Strategy**

Mixed investigation approach was used for this assessment fulfillment to make rich data from various sources, which are both quantitative and abstract sort. I was captivated to present the viewpoint on HR gathering and organizations attitudes towards holding agents of the Enterprise. Furthermore, it similarly helped me to make rich data from various sources with respect to mull over undertaking. Henceforth, the assessment followed away from of investigation and study research framework was used. Basic data from study tends to has quantitative characteristics. Abstract data was gathered through key observer meeting and Focus Group Discussion (FGD).

7.2 **Source of Data collection:**

Principal data:

This data were collect personally through one to one communication.

Additional Data

Additional data were collected through Internet, Annual report.

7.3 **Survey development:**

Polls were designed depending on following advances

- Confidential finished inquiry
- MCQ Questions

7.4 **Sampling strategy**

Explicit assessing technique was grasped in this assessment. In this technique I picked unit of people in the model, which appear to be beneficial to me also the organization of the affiliation where I coordinated the investigation. I picked Human resource division as I was doing the assessment on specialist turnover.

7.5 **Sample Size**

There are total 8 number of HR office. All of them were drawn nearer to answer the survey and offer their contribution about the overall turnover of the association. Everyone had different thoughts about the reasons and results about the subject. Which has been showed up through data interpretation later.

7.6 **Source of Sample**

The investigation was aimed at the Human Resource division of Head office. There are around 5,000 specialists in the whole gathering, 160 delegates in head office. The HR office has 8 specialists through and through.

7.7 **Sex Group**

There is an enormous expand between male specialist and female Employees. Female employees are almost not actually male employees.

Sex Group	Ratio
Woman	26%
Men	74%

CHAPTER 5

8. Turnover at Nahee Group

8.1 General Number of Turnover

Analyzing various data, assembling various information from the association, this after movement of turnover was found:

Descriptions	Ratios
Stop percent the males	12.14%

From the above table we find that the movement of business turnover among the male (87.86%) is fundamentally more than that of for female (12.14%) this finding was done by running an audit on different division of the association. Following movement of work turnover are found in three special conditions. The going with table shows it at first:

Situations Rate of Turnover

Disappointed with past job 33%

Accessibility of new position in the market 25%

(Quest for) better work (Relative dissatisfaction) 52.5%

8.2 Measurement of Turnover at Nahee Group

The turnover rate for an employee can be measured in various manners. The supplementary equation is the overall recipe which is generally exploited.

Number of employee partitions during the month X 100 (Total number of workers at midmonth)

At Nahee Group during last month 21 employee leaved the organization out of 300 worker which turnover rate is 7%.

Employee turnover is determined by the quantity of yearly separated employee by the normal number of workers in a given work force.

9. Causes of Turnover at Nahee Group

There is a striking similarity between the skills and activities of the workers: those who are engaged in occupations that are too harsh for them or whose abilities are underused may become frustrated and leave the job.

Feeling not properly evaluated - Since there is a great need to work by delegates and admirably, it follows that they need to be additionally valued and appreciated for their work. In fact, even the most willing representative should determine what the person is sometimes doing well

Inadequate or dismal oversight and planning – Workers need course and bearing. New delegates may require extra help to learn new exercises. So also, the nonattendance of a preliminary program can make laborers linger behind in the level of

execution and to understand their latent capacity.

The economy -

In ensuing position reviews, one of the most generally perceived purposes behind leaving the movement is the availability of a more worthwhile position. Plainly, the openness of elective situations in a higher economy has expected an adequacy in turnover, yet this would for the most part be overstated in post-enlistment overviews.

The individual - In spite of the elements recorded above, correspondingly the individual plainly has factors that can influence the turnover rate. These incorporate both individual and character-based factors. Singular factors incorporate things, for instance, an adjustment in family circumstance, the craving to get familiar with another expertise or trade or unconstrained extend for an employment opportunity. Notwithstanding these unmistakable factors, extra qualities depend on or incorporate characters that are identified with turnover.

Nonappearance of chance for progress or improvement – If the action is basically a stalemate proposal, this should be explained before enrolling so as not to mislead the agent. The movement should be portrayed precisely, without bringing fake trusts up being developed and progress in the position.

The attributes of the movement - a couple of positions are naturally more engaging than others. Work's allure will be impacted by various characteristics, including its dullness, challenges, risk, seen criticalness and capacity to motivate a sentiment of accomplishment.

9.1 **Significances of Employees Turnover at Nahee Group**

Nahee Group faces different results of turnover and it is a pressing progressive issue. Notwithstanding the way that turnover may in like manner bring positive repercussions

for instance the reallocation of definitive resources, anyway negative results of furthermore exist. Three noteworthy negative results, which influence ampleness of Nahee Group, are discussed underneath: the impact on various leveled cost, operational aggravation and devastating of legitimate enlistment.

There are three significant classifications that establish the cost of a representative turnover at Nahee Group. After numerous investigations different examinations broadened list with further classes were found. Very little spotlight were on the qualification among practical and broken turnover, in particular the "value of the decreased profitability for new labor during the period required for the degree of execution of the past worker to achieve." If terrible entertainers decide to leave, this could convey useful results for Nahee Group. In any case, on the off chance that it is a useless turnover, at that point the loss of a regarded representative can incite lost profitability. Another classification is named the "opportunity costs" that alludes to the costs that brought about because of expanded extra time or impermanent specialists fulfill the assignments for empty place.

Separation Cost	Replacement cost	Training costs
✓ the costs incurred for exit interviews ✓ administrative functions related to termination ✓ separation/severance pay	✓ advertising position availability in various media ✓ entrance interviews ✓ Holding decision making meetings	✓ Norms of conduct and performance ✓ Disseminating relevant information for organizational ✓ socialization ✓ Participation in on-the-job training activities

9.2

Factors that affect Turnover

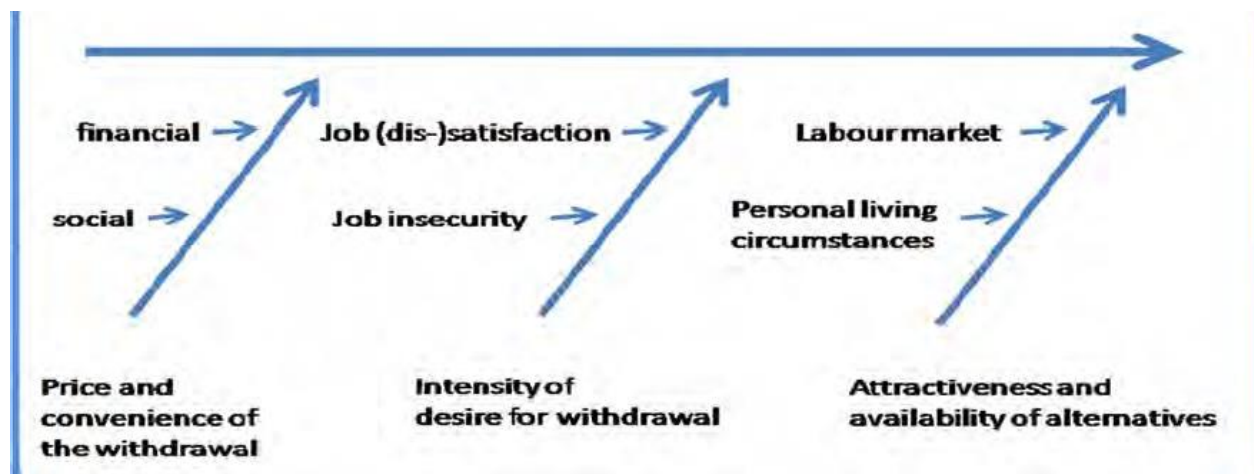
At The Nahee Group the reasons are characterized by three significant classifications for employee turnover.

Right off the bat, cost and accommodation of the withdrawal assumes a significant part for representative turnover and isolates social from budgetary viewpoints. The monetary perspective may take numerous structures, for example, compensation, benefits and different items that have budgetary worth which associations provide for representatives as an end-result of their administration. The social perspective alludes to the social conduct of a representative inside his association, for example, coordination or relationship with different partners. A clear cash related and social points of view within the claim affiliation can provoke turnover.

Moreover, the power of need for withdrawal influences turnover. Business satisfaction and occupation shortcoming can be set in this field. If a specialist is baffled or insecure with his action, by then intensity of need for withdrawal will be higher

Thirdly, the appeal and availability of decisions can affect agent turnovers. External factors, for instance, work market or individual everyday environments, accept indisputable capacities in the turnover cycle

Figure --: A General Illustration of Turnover



Data evaluations and recommendations☐ **Rate of turnover of the company-**

After evaluating the data, we have found that, most of the employee think that turnover is low. Actually turnover differ from industries to industries, sector to sector. Here 52% employee think turnover rate is low. 28% consider its medium and remaining 20% consider it is low turnover..

☐ **Factors behind employee turnover**

Mostly employee think that they are less paid, around 35% are not satisfied with their salary and they think to switch their job due to low salary, 35% consider about external market demand and 30 % consider because of not properly appreciation.

Specify the reason if you want to change the Job -

35% employees that they have personal reasons for that might leave this job, 30% find no motivation and 35% are disappointed about their career growth.

Your workload is ultimately less than the rewards and benefits

45% employee's thinks workload is extremely more compare to the salary 35% thinks it's more and 20 % thinks extremely less.

CHAPTER 6

10. Conclusion and Recommendations

10.1 Conclusion

Turnover cannot avoid in an organization. For the consistent profitability of an organization it is fundamental to keep up its talented workforce. Be that as it may, the majority of the occasions it is exceptionally hard to control the turnover rate inside associations. There are endless elements that influence employee turnover.

Considering all informations, poll and meetings we can come to a conculation that Nahee Group has a big amount of employees. They scarcely require the need to enlist new worker. In any case, the development rate and the pay rate is minimal low contrast with execution. Yet additionally some employees are not needed for the organization. Which is higher contrast as well as making the salary effective. Turnover has a little impact here. Elements that are influencing representatives' strength are both outside and inward. It has a positive government strategy, which urges workers to remain at the organization.

10.2.

Recomedation

Execution of useful techniques can assist with decreasing the watched issue. All the workers had various considerations and contrasts however the treatment ought to be more comprehensive.

- The interpersonal relationship between supervisors and supervisees should be increased.
- Monthly turnover reports highlighting the main reasons of employee turnover should be introduced.
- The compensation and benefits for the employees should be competitive to market.
- Career development programs should be introduced to offer an attractive career to the talented employees.
- Managers should realize, workers in the organization have to be treated as the most valuable resources of the organization that will make the organization to safeguard from competition.
- Establishment of Motivation is reliably the finest reply for turnover
- Assessment program should be taken appropriately and explicitly to discover the right individual who merits the prize.
- Employees ought to be situated in the correct office as per their expertise region.
- A legitimate connection among representative and manager is significant.
- The Managers should consistently eveluate their workers and drive them for their better outcome.

Appendix # 1Set of Polls

Annex I: Polls

Respected Defendant this is Mahade Hasan. This poll is essential for my task, created to gather information on the point named "Employee Turnover-an investigation on Nahee Group'. It is completed for scholastic purposes, to compose a Thesis, in incomplete satisfaction of the necessity for my project. Your certifiable reaction shall give significant data for the subject. The data you give is totally private.

Part I Profile of Respondent

1. Sex

Female		Male	
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2. Age

20-25 Years		25-30 Years		30-35 Years	
35-40 Years		40-50 Years		Above 50 Years	

3. Education Qualifications

SSC		HSC		Graduate		Post Graduate		Diploma	
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4. Length of Service with this company?

One year or less		1 to 5 years		5 to 10 years		Over 10 Years	
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5. Category of employment

Casual		Temporary		Permanent		Contractual	
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6. Department

Designation		Human resource		Administration	
Head office / Factory		Officer / Staff		Ground Worker	

Part II-Poll of Employee Turnover

9. What is your view about Turnover of your organization?

Low		Medium		High	
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10. What components would you consider generally influencing the current turnover of the employees?

Working environment		Remuneration package		Market Demand	
Insufficient appreciation		Lack of freedom		Job Pressure	
Specify if any other _____					

11. How many times have you been promoted to this company?

Not any		One		Twice	
Thrice		More than Thrice			

12. Please Specify the reason if you want to change the Job?

Salary		Lack of motivation		Working Environment	
career growth		Internal problems		Others	

Your workload is ultimately less than the rewards and benefits		Not as much of		Equivalent	
Supplementary		Enormously more			

13. What consequences the enterprise faces due to employee turnover?

Inefficiency		Costs of recruiting and training	
Loss of profit because of lack of timely delivering services required			
Combination of two or more specify if any other _____			

14. Did you get any institutional or in-house training for the job at hand?

Yes		No	
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15. Are you satisfied with your current position?

Yes		No	
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Part III- Mechanisms of the enterprise to retain employees

16. What do you think best opportunities of staying here within the enterprise?

- a) Getting better experience
- b) Salary and benefit packages
- c) Better working conditions
- d) Specify if any other_____

17. If you have any additional comments, I would appreciate very much.

Thank you for your valuable time.

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