SONARGAON UNIVERSITY (SU)
DHAKA, BANGLADESH

Thesis Paper
On
Human Resource Management Practices of Partex Group

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Letter of Transmittal

Date: 12/01/2023

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Subject Submission of Thesis Paper.

Dear Sir,

With great pleasure, I would like to submit my Thesis Paper on **"Human Resource Management Practices of Partex Group"** which was an enormous pleasure for me to preparing this paper. I tried my best to prepare an effective, informative, and reliable Paper. Here I have gather information through different sources such as personal interview for collecting primary data, company website, and other published sources for secondary data.

So, I therefore, pray and hope that you would be kind enough to accept my Paper and oblige thereby.

Sincerely Yours,

.....

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STUDENT'S DECLARATION

I do hereby declare that the Thesis Paper on "**Human Resource Management Practices of Partex Group**" is prepared by my own language and style. The authority of national university reserve the right to cancel/reject this Paper if it is proved that the Paper is not prepared by me or copied or borrowed without proper acknowledges.

…….

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Certificate of Supervisor

This is certify that, **Md. Absar uddin**, student of EMBA bearing National University Registration No: 16501003126, Academic , Major in Human Resource Management, is a regular student of on EMBA program, Department of Business Administration, Sonargaon University (SU). He has completed thesis program on "**Human Resource Management Practices of Partex Group"**, under my supervision, which is a fulfillment of particular requirement of obtaining EMBA degree.

I wish him every success in his future endeavor.

.....

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Acknowledgement

First of all, I am expressing heartfelt gratitude to the Almighty Allah, the most merciful and the benevolent, for his special kindness to give me the opportunity to complete the Paper successfully and prepare Thesis Paper timely.

I would like to express my gratitude to my academic supervisor, **Md. Rasel Hawlader,** Lecturer, Department of Business Administration, Sonargaon University (SU) for his continuous guidance, individual suggestion, continuous encouragement and unfailing enthusiasm throughout the process of completion of this Paper.

At last, but not the least, I am very grateful to my entire family members especially to my mother and father for their respective support and inspiration to accomplish my Paper.

Executive Summary

Partex Group started its journey in 1959 with the torchbearer M.A Hashem, founder chairman of the group. M.A Hashem, the living legend steered the group with such incomparable dynamics and skills, that the group attained prolific growth over a period of 50 years conglomerating 60 companies; most of which are diverse manufacturing units. The enormous growth and fulfillment of anticipated success caused eventually a natural exodus from patrimonial management system while using the Partex as a springboard that has been held in high respect both at home and abroad for last 50 years for our adherence to values, quality products and business ethics. With the passage of time and advent of business, the pioneering spirit of Partex has been showcased by family generation comprising Mr. Aziz Al-Kaiser, Mr. Aziz Al-Mahmood, Mr. Aziz Al-Masud, Mr. Showkat Aziz Russell & Mr. Rubel Aziz.

Significantly enough, Partex Star Group an offshoot of Partex Group steering business successfully with Mrs. Sultana Hashem at Chairperson and Mr Aziz Al Kaiser as Vice Chairman. Partex Group, steered by Mr Showkat Aziz Russell at the helm, operating in business sectors like communications and information technology, energy, materials, services and consumer products. The major Partex Group manufacturing units are Partex Denim, Amber Cotton Mills Limited, Partex Board Mills Limited, Partex Sugar Mills Limited, Partex Rotor Spinning Mills Limited, Partex Energy Limited and service providing companies are Partex Holdings Limited, Dhakacom Limited. The group has created by and large an employment opportunity of over 25,000 employees as collective work force.

This Paper tries modestly to uphold Partex Group recent changes in that it has undergone in its HR practice. As the reader flips through the pages of this Paper they will come across changes that have been brought into the staffing, performance appraisal, HRIS, and a respective compilation of general HR activities. In addition to that the Paper also gives a sneak peek into Partex Group's history, vision; mission its products and marketing strategies it follows. There are some very important issues like employees compensation management, HR budgeting etc. which could not be included in the Paper for confidential issue. But I have tried my level best to work with the most important Human Resource activities, which I have illustrated through the Paper.

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