Internship Report
on
Human Resource Management Practice in Bangladesh: A Case Study on Akib Builders Limited

Submitted by:

Nayeem Ahmed

ID:BBA2001019095

Program: Bachelor of Business Administration

Major: Human Resource Management (HRM)

Sonargaon University (SU)

Submitted to:

Department of Business Administration

Sonargaon University (SU)

Submitted for the partial fulfillment of the degree

of Bachelor of Business Administration



Sonargaon University (SU)

147/I, Green Road, Tejgaon, Dhaka-1215, Bangladesh.

Date of Submission: January 05, 2024

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Sharmila Sikder

Assistant Professor

Department of Business Administration

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Submitted for the partial fulfillment of the degree of Bachelor of Business Administration



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Date of Submission: January 05, 2024

Letter of Transmittal

January 05, 2024

Sharmila Sikder
Assistant Professor
Department of Business Administration
Sonargaon University (SU)

Subject: Submission of Internship Report.

Dear Madam,
With most respectfully to state that I am pleased to submit my internship report titled**"Human Resource Management Practice in Bangladesh: A Case Study on Akib Builders Limited".** This report is an essential part of my BBA degree requirements, and I had the privilege of completing my internship at **Akib Builders Limited** under your guidance.
This report reflects the current marketing practice employed by organizations in our country. I have made an effort to include relevant details while keeping the report concise.

I kindly request your assessment of this report. Your feedback would be greatly appreciated. Thank you for your time and consideration.

Yours Sincerely

_____
Nayeem Ahmed
ID: BBA2001019095
Program: BBA
Major: Human Resource Management (HRM)
Department of Business Administration
Sonargaon University (SU)

Certificate of Supervisor

I hereby confirm that the internship report titled **"Human Resource Management Practice in Bangladesh : A Case Study on Akib Builders Limited"** has been created in fulfillment of the BBA program requirements at the Department of Business Administration, Sonargaon University (SU). The report was conducted by Nayeem Ahmed, with ID: BBA2001019095, under my guidance. I assure you that the report and its contents will not be utilized for any other intentions.

Sharmila Sikder
Assistant Professor
Department of Business Administration
Sonargaon University (SU)

Declaration of Student

I am Nayeem Ahmed, a student in the Bachelor of Business Administration program with ID: BBA2001019095 at Sonargaon University. I want to sincerely state that the report titled **"Human Resource Management Practice in Bangladesh: A Case study on Akib Builders Limited** "has been genuinely created by me. During the preparation of this report, I ensured full compliance with international copyright regulations. I also want to clarify that this report has not been submitted anywhere else for the purpose of obtaining a degree.

Yours Sincerely

Nayeem Ahmed
ID:BBA2001019095
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Letter of Authorization

I hereby confirm that the project report titled **"Human Resource Management Practice in Bangladesh: A Case Study on Akib Builders Limited"** is a genuine effort by **Nayeem Ahmed**. The research was conducted under my guidance. I also affirm that, to the best of my knowledge, the content presented in this report has not been included in any other project report or dissertation that led to the award of a degree to any can did at earlier, whether in the same context or a different one.

Sharmila Sikder
Assistant Professor
Department of Business Administration
Sonargaon University (SU)

Acknowledgment

I would like to extend my gratitude for the invaluable assistance and sincere cooperation provided by various individuals in the preparation of this report. It's impossible to adequately thank all the wonderful people who directly or indirectly contributed to the successful completion of this report. I am deeply appreciative of their kind collaboration and support.

First and foremost, I would like to express my thanks to the almighty Allah. Additionally, my foremost appreciation goes to my supervisor, Sharmila Sikder, Assistant Professor at Sonargaon University (SU), for her crucial guidance, scholarly insights, and unwavering support throughout my study period.

Moving forward, I am grateful to Md. Monir Hossain, Managing Director at Akib Builders Limited, from whom I gained significant knowledge. I am thankful to the various staff members from different departments who generously contributed their valuable time and assistance in helping me gather data for this report.

Executive Summary

This report is designed based on my theoretical knowledge and Practical experience. It is designed to have practical knowledge while passing through the theatrical understanding. The report is the result of a three-month internship program with Akib Limited, Dhaka. The report contains an Introduction, an overview of Akib Builders Limited, the HRM of Akib Builders Limited, project activities, and a conclusion. I have focused on the concept about the concept. The objective and limitations of the report also have been discussed; the limitations have been time limit, confidentiality, knowledge and experience, etc. I discussed a brief history of Akib Builders Limited. Here is an overview of Akib Builders Limited. This part also includes mission, Vision, Management structure, Staffing, Training & Development, Motivation, and Maintenance of the ABL.

At the end of the study, I have mentioned the findings according to the research part. In that part, I have mentioned some recommendations for Akib Builders Limited based on my findings.

Regarding the activities they may follow. I hope they will benefit from.

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Chapter: 01

Introduction

1.1 Introduction

On regular basis an ideal company does evaluation of its business activities, and it's important for decision making and executing and implementing business plans Akib Builders Limited had been operating all business activities with deeper research and development, proper employee training, efficient management team over the years. Their current market share is high. But it is also important to evaluate business performance on regular basis. At present the company is considering the possibilities, which may help to increase its market share largely. For why the authority of its management is feeling to know the insights and images of its market and other companies positions in the market. To evaluate their business activities some important factors have been discussed here in the report.

1.2 Background of the Study

Generally every study is conducted to find one or mere findings, if the findings are predetermined they called the objectives of the study. The main purpose of my study is to evaluate the market image by comparing with other companies in the same industry. Thus the main objectives of the study are as follows.

- To describe the business activities Akib Builders Limited
- To evaluate the business activities of ABL
- To suggest some measures to importance

1.3 Objectives of the Study

- Broad Objective:

The primary purpose of this report is to meet the partial requirements for the Bachelor of Business Administration degree. To match my academic knowledge with the real corporate business set up. To enlarge my experience from a real corporate exposure. To enhance my adaptive quality with the real life situation.

- Specific Objective:

The main aim of the study is to develop an understanding of practical operations and connect them with the theoretical knowledge gained from this particular industry. Additionally, the specific objectives are as follows:

- To gain practical insights into HRM operations.
- To familiarize ourselves with the essential HR terms required for corporate decision-making.
- To assess the current state of the company through various analyses, determining its growth or losses.
- To explore the manner in which the company offers support to other businesses.

1.4 Scope of the Study

Participating in the internship program is an obligatory step for students aspiring to attain a B.B.A degree. During my internship, I was affiliated with the host organization called Akib Builders Limited. This report encapsulates my firsthand encounter with daily office operations, theoretical insights, and is a result of both the guidance of my internal support and my official supervisor.

1.5 Methodology of the Study

Drawing from my educational background, I've acquired various research methodologies. This study provided me with the chance to apply my academic knowledge in a real-world context. Data collection predominantly involved secondary sources.

Sources of Secondary Data:

- Annual report of Akib Builders.
- Books, manuals,
- Journals,
- Official publications,

- Web sites,
- Relevant industry reports,
- Scholarly articles.

1.6 Benefits

Within my report, I have outlined the distinct operational phases of Akib Builders Limited. I've also engaged in discussions with company personnel about sector background, market structure, and risk management aspects. Prior to delving into these details, I've provided a concise introduction to Akib Builders Limited to facilitate understanding of its functions and undertakings. As such, the report's scope encompasses a comprehensive understanding of Akib Builders Limited. Through analysis and assessment, I've endeavored to evaluate the overall operational performance using information sourced from documents and interviews with administrative officers.

- It gives us knowledge about Builders company system.
- It helps to know about overall general activities of Akib Builders Limited.
- It provides knowledge about Human Resource Management System of a company.

1.7 Limitations of the Study

During the course of my study, I encountered certain challenges that can be characterized as limitations or short comings of the research. These include:

- Limited Time frame
- Insufficient Data Availability
- Inadequate Records
- Incomplete and Ambiguous Data
- Uncooperativeness of Key Individuals

Chapter: 02

Review of Literature

2.1 Review of Literature

Human resources (HR) are the division of a business that is charged with finding, recruiting, screening, and training job applicants. It also administers employee benefit programs.HR plays a key role in helping companies deal with a fast-changing business environment and a greater demand for quality employees in the 21st century.

Human resource management (HRM) is the strategic approach to nurturing and supporting employees and ensuring a positive workplace environment. Its functions vary across different businesses and industries, but typically include recruitment, compensation and benefits, training and development, and employee relations.

Richard and Johnson (2001) examined the impact of strategic HRM effectiveness on a number of performance variables. Guest (2002) have argued that the Impact of HRM on performance depends upon worker's response to HRM practices, so the impact will move in direction of the perception of HRM practices by the employee.

Grant (2002) holds that knowledge is the overwhelming important productive recourse; indeed the value of People and machines lies primarily in the fact that they embody knowledge.

Datta et al, (2003) Use of best HR practices shows a stronger association with firm's productivity in high growth industry. Wright et al (2003) have argued that an employee will exert discretionary effort if Proper performance management system is in place and is supported by compensation system linked with the performance management system.

The current focus on HRM as integral to firm's strategic processes involves viewing HRM activities as a resource contributing to firm profitability as opposed to a cost of production (Butler et al., 1991; Delery and Doty, 1996; Huselid, 1995; Lado Wilson, 1994). Int. J. of Human Resource Management 12:2 March 2001 P: 299–310

2.2 Staffing

The staffing function of management consists of few interrelated activities such as planning of human resource, recruitment, selection, placement, training and development, remuneration, performance appraisal, promotion and transfers. All these activities make up the elements of the process of staffing.
-Dalton E. McFarland. (Management: Principles and Practices, Ed: 4, illustrated, Pub: Macmillan, 1974)

2.3 Training & Development

“Training is the act of increasing the knowledge and skill of an employee for doing a particular job.” - Edwin B. Flippo. (Principals of personnel Management ,Pub: New York , McGraw-Hill, 1976)

“According to Leonard Nadler, "Human resource development is a series of organized activities, conducted within a specialized time and designed to produce behavioral changes.” - Leonard Nadler, Developing Human Resource,Pub: Austin,1976

2.4 Motivation

Frederick Herzberg theorized that employee satisfaction has two dimensions: “hygiene” and motivation. Hygiene issues, such as salary and supervision, decrease employees' dissatisfaction with the work environment. Motivators, such as recognition and achievement, make workers more productive, creative and committed.

2.5 Maintenance

HR maintenance is the process of designing safety, medical care plans, and welfare actions for employees. It works to meet employee's tangible and intangible needs and expectations that naturally vary from an organization to another, which in turn enhances job commitment.

2.6 History of Real Estate in Bangladesh

The urbanization of Bangladesh is quite similar to that in Latin America; formerly called "over-urbanization" in 1950s, this is a situation where a rapid rate of urbanization does not lead to corresponding growth in industry and economy but results in a shift of people from low-productivity rural agricultural employment to low-productivity urban employment or underemployment. The major cities of Bangladesh exhibits the clearest symptoms of over-urbanization, where an imbalance between rapid population growth and insufficient employment opportunities led to an increase in poverty and the mushrooming of slum and squatter settlements (Valladares, 2002).

In Bangladesh, the problem of urbanization is further aggravated by limited land supply in urban areas, lower land utilization and the lack of proper planning and land use policy. Due to globalization, the urbanization process is also increased. The ever-increasing urban population is creating an increasing demand for shelter. Article 25 of the United Nations' Universal Declaration on Human Rights (1948-1998) has clearly stated that: "Everyone has the right to a standard of living adequate of the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right of security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control. (UNO, 1948)

Chapter: 03

Organizational Profile

3.1 Historical Background of Akib Builders Limited

Akib Builders Limited is the undisputed leader in the market for high-end construction. Its projects are characterized by their innovative planning solutions & design features. Each project is executed with meticulous detail and tremendous precision by its incomparable design team. Our consultants are handpicked from the very best in this sector. It remains innovative by incorporating into our team those who have fresh ideas and think outside the box. It provides the clients with the opportunity to customize their homes with a great degree of freedom and always keep environmental & social responsibility in mind when undertaking our projects. This is what gives an edge over its competitors and why Akib Builders Limited is a natural choice for construction solutions.

Since inception of Akib Builders Limited has been delivering projects and leading the sector towards higher standards of planning for a better quality of life, and succeeded in carving itself a niche at the top of the construction sector. The company is founded on the steadily growing team of dedicated professionals who have many years of experience in the industry. When needed, design consultants are handpicked from the very best in the country. The Philosophy of Akib Builders Limited is to innovate and always strive for the best in everything we do. First, the choicest project for the buildings we construct. Then thoughtful planning and attention to the smallest detail is woven with our education to quality. Professionalism in every task, however small, helps them to achieve the rest this is their belief.

3.2 Vision, Mission,

Their aspiration is to lead the way in home support with in Bangladesh and make a substantial contribution to the advancement of the national economy.

- Mission
  - Ensuring contentment for both customers and companies.
  - Offerings effective customer support.
  - Up holding a superior level of business ethics.
  - Delivering innovative and creative services at competitive rates.
  - Attracting and retaining skilled human resources.

- Offering competitive compensation packages tour dedicated employees.
- Demon strafing a strong dedication to the advancement of the national economy.

➢ Vision

- ABL values stem from foundational principles that define our culture and manifest in our attitudes and behaviors. These values distinguish us and are underscored by a few key principles:
- Our success hinges on trust. Customers and society at large anticipate us to adhere unwaveringly to high moral and professional standards.
- Understanding our customers' needs and adapting our products and services to meet them is paramount.
- We believe in providing opportunities and advantages based on employees' abilities.
- Our commitment to society's advancement is driven by embracing enlightened work practices, innovative products, processes, and a spirit of enterprise.

3.3 Strategic Objectives

The main goal of construction industry is to ensure that construction projects are successfully completed within the constraints of best quality, stated period and with minimum cost possible.

3.4 Core Value

Build for durability. Therefore, the most common core values for construction and production companies include safety, integrity, respect, quality, collaboration, innovation, and sustainability.

3.5 Corporate Division/Department

Akib Builders Limited stands out as a highly disciplined company with a unique corporate culture. Within this environment, we emphasize shared meaning, shared understanding, and shared sense-making. Our people perceive and comprehend events, activities, objects, and situations in a distinct manner.

The corporate culture that exists here is not imposed but rather has evolved organically through our corporate directives. The company's accomplishments are attributed to capable leadership, dedicated commitment, and the diligent efforts of all levels of management and staff. This collective success is made possible by a strong and quality-oriented corporate culture.

3.6 Corporate Information

Name: Akib Builders Limited
Founded: 2005
Honorable Chairman: Md. Monir Hossain
Employee: Hundred

3.7 Location

Akib Builders head quartered in Rabeya Tower, Agargong, Dhaka, and has projects spread across the country.

Chapter: 04

Human Resource Management Practice of Akib Builders Limited

4.1 HR Activities

4.1.1 Analysis of HR standard

HR practice of ABL are discussed considering important components of HR system considering training and Motivation

- **Training as a System in ABL**

A training system for International projects may be defined as a rational arrangement of inputs, technology, people, materials, events and process designed to extract behavioral outputs, which produce further social or economic output, increasing organizational effectiveness. Training system receives a person as raw mat, a person having actual or potential deficiency in the job performance and process to modify behavior to match that has been specified in the training objectives. This is done under defined rating conditions and constrains. Feedback is from the trained person to refine the system.

The process consists of several factors such as trainer, subject matter, training techniques and aids, physical features, time and money including operating conditions and constrains.

4.1.2 The Reasons for Employee Training and Development for ABL:

Training and development can be initiated for a variety of reasons for an employee as well as the Group of employees:

- When a performance appraisal indicates performance is not up to the mark then there is a need for training.
- Helps people to identify with the goals
- Improve relationship between boss and subordinate.
- Helps to prepare guidelines for different types of work.
- Provides information for future needs in all areas of the organization
- Helps individuals in making better decisions effectively increasing the problem solving abilities.
- To eliminates fear in attempting new works.

4.1.3 Typical Topic of Employee Training and Development in ABL:

a) Communication:

Now a days as communication plays a vital role in the business world, the organizations have to pay an importance on communication while provide training to their employees.

b) Computer Skill:

In the modern business world organizations cannot think of without computer, therefore employees have to provide with computer skills in training.

c) Customer Service:

To successfully satisfy the customer needs on any organizations, employees have to be well trained in customer service operation.

d) Diversity:

Work force diversity training makes an employee confident about his/her career development

e) Human Relations

Training creates the environment to construct the relation with others and outside of the organization to achieve the individual and organizational goals.

f) Safety:

Safety training increases the employee's awareness to deal with the different situation.

4.1.4 Occupational Health Program:

1. Sanitary Facilities
2. Drinking Facilities
3. Washing Facilities
4. Heat stress

4.1.5 Ensuring Employee's Readiness for Training:

After the need for training has determined, it is necessary to evaluate whether employees are ready to learn or not. ABL. Operation uses the following processes to ensure the employee's readiness for training:

a) Motivation to Learn:

Motivation to learn is the desire of the trainee to learn the content of the training program which is related to knowledge gain, behavior change or skills acquisition in training programs. Managers need to ensure that employee's motivation to learn is as high as possible through:

b) Self-efficiency and understanding the benefits of learning:

Self-efficiency is the employee's belief that they can successfully learn the content of training program. Managers can increase employee's self-efficiency level by:

1. Providing as much information as possible about the training program and purpose of training prior to the actual training.

2. Showing employees the training success of their peers who are now in similar jobs.

3. Providing employees with feedback that learning is under their control and they have the ability and the responsibility to overcome any learning difficulties they experience in the program.

c) Understanding the benefits of training:

The benefits of training to the employees by communicating to them the potential job-related, personal and career benefits they may receive because of attending the training program.

d) Basic Skills:

Employee's readiness for training activities can also be influenced by the degree to which they have basic skills-the reading, writing and communication skills needed to understand the content of training program and therefore, HR Manager of ABL Conduct a literacy audit to determine employee's basic-skill level.

4.1.6 Creating Learning Environment:

As learning involves a permanent change in behavior, therefore ABL provides an emphasis on creating learning environment within the bank for the personals. For employees to acquire knowledge and skills in the training program and apply this information in their jobs the training program needs to include specific learning principals and therefore it is necessary to have a learning environment within the organization.

According to HR Manager, they create the learning environment within the bank through following ways:

- Informing objectives of learning to the employees.
- Providing learning guidance to the employees through verbal cues with proper combining sequence and larger meaningful context.
- Providing feedback on degree of accuracy and timing of performance to the employees during their on job time.
- Selecting and supplying the necessary and modernize training material to the employees. Usually for BBL uses the following training materials as shown below:

4.1.7 Selecting Training Methods:

A number of different methods can be used to help employees acquire new Knowledge, skills, & behaviors. Survey results suggest that videotapes, lectures, one-on-one instruction, and simulations are the most frequently used training methods.

ABL HR authority believes that training is major thing to achieve organizational goals precisely. Therefore, they strictly follow modern and sophisticated training process that is attributable on their existing employees. Throughout ABL, in order to provide training to its top-level and mid-Level executives uses the following training methods:

4.1.8 ABL overall training methods are divided into two broad categories.

These are:

a) On the Job Training

b) Off the Job Training

A. On the job training:

On the job methods refer to the methods that are applied in the work place, when the employees are actually working. Virtually every employee of ABL gets on the job training when he or she joins ABL uses this training process for newly hired employees, upgrading the skills of experienced employees when new technology is introduced, cross-training employees within a department or work unit and orienting transferred or promote employees to their new jobs.

At lower level, trainees may acquire skills for, say, by observing other experienced employees. Nevertheless, this technique is also widely used at top management level in ABL.

B. Off-the-job training:

Off -the-job, training of ABL covers the following method:

- **Presentation Techniques:**

ABL uses presentation techniques for presenting new facts, information, different philosophies, and alternative problem solving solutions through traditional classroom instruction, distance learning, and audiovisual techniques.

a. Classroom instruction

Despite new modern techniques, classroom instruction remains a popular training method to different organizations and ABL no exception.

b. Audiovisual technique:

To improve communication skills, interview skills, and performing nicely for their desired job/work ABL for uses this technique where overheads, slides, and video are used.

4.1.9 POST-TRAINING

Post- Training Definition:

In simple sense, post-training refers to the evaluation done after the training program is completed. It measures the benefits and cost of the training program in qualitative as well as quantitative forms, ABL uses both forms of this information to evaluate its training program. Examining the outcomes of program helps to evaluate the training effectiveness.

For ABL, the training program is evaluated in the following ways:

- To determine whether the program is meeting the objectives or not.
- To determine whether trainees believe that the content and administration of the program were satisfactory.
- To determine the financial benefits and costs of the training program.
- To compare the costs and benefits to different training programs to choose the best program
- To market training programs and services to different clients.

4.1.10 Steps of Post- Training of ABL:

During post-training ABL follows the following strategies to evaluate its training programs:

A. Identification of Training Outcomes:

In order to evaluate the overall training programs and also other departments of ABL, the first step uses by the HR Manager is to identify the training outcomes that can be categorized into four categories:

- Cognitive
- Skill-based
- Affective
- Result.

To collect the above training outcomes ABL for follows the following methods are performed:

- Surveys.
- Observations.
- Focus Group, and
- Personnel records

B. Costs-Benefit Analysis:

ABL like the other organizations put emphasis on the cost-benefit analysis, which is the process of determining the economic benefits of a training program using accounting methods Training related cost-benefit information is important ABL for following reasons:

- To understand total expenditure for training, including direct and indirect cost
- To compare the cost and benefit of alternative training program. To ensures the well use of the training budget.
- To control cost.

A. Job rotation

Job rotation is one of the most popular on the job technique to develop Production personnel. Job rotation can be either horizontal or vertical. ABL for generally follows horizontal job rotation method at the early stage of service life. ABL cannot follow job rotation technique to those people who are specialized in any particular job.

B. Seminars:

Seminar is a traditional form to develop employees it is widely practiced by ABL. This offers an opportunity for individuals to acquire knowledge and develop their conceptual and analytical abilities.

C. Lecture courses:

Lecture is verbal presentation of information by an instructor to a large audience. The lecture is presumed to possess a considerable depth of the subject at hand. A virtual of this method is that it can be used for very large Group, and hence the cost per trainee is low. ABL uses this method to develop and instructor or experience persons provide related information and activities of all departments.

D. Mentoring:

In case of mentoring, a senior employee takes an active role in guiding another individual, Mentoring is a helpful device to develop employees and it is widely followed to develop new employees to ABL.

Chapter: 05

Findings of the Study

Findings of the Study

Business evaluation depends on the functional team's evaluation which is interpreted in analysis part. Findings are summarizing the analysis as followed

5.1 Evaluation of Marketing Activities

- Planned Sales promotion are implemented
- Less fluctuations in sales are found
- Unlike other real estate Still no scandals about fraudulent which is important for positive word of mouth
- Customization is given priority
- Having all the necessary equipment's, professionals, consultants are recruited

5.2 Evaluation of HR Activities

- Standard of HR practices are maintained in a standard format with good training and motivating techniques
- Employee career growth is secured
- Low employee turnover
- For long time top managers have been with the company
- Unwillingness of HRM policy practices.
- Lack of HRM Strategy planning.

5.3 Evaluation of Finance Activities

- The business is in sound financial condition, It audits year-end financial statements for the business
- Loan sources are available along with installment facilities
- Net income increasing year by year

Chapter: 06

Recommendations and Conclusion

6.1 Recommendations

During analysis some aspects are observed while interviewing the executives of ABL with the open ended questionnaire and the aspects needed to bring into account with more emphasis are recommended here in:

- **Localization of Project** :

The people of the real estate should always try to be connected with their customers to meet there expectations by providing better quality, flexibility of the larger selection and innovative products.

- **Quality and Reliability:**

Place a strong emphasis on quality and reliability to gain the trust of consumers, as durability and performance are critical factors when choosing an apartment.

- **Promotional Campaigns:**

Launch targeted marketing and promotional campaigns to increase brand awareness and highlight the unique selling points of each brand.

- **Offer Financing Option**s:

Collaborate with local financial institutions to provide attractive financing options, making apartment more affordable for a larger segment of the population.

- **Engage in Corporate Social Responsibility (CSR) Initiatives:**

Participate in community development and CSR initiatives to build a positive brand image and gain consumer trust.

- **Human Resource Management :**

Standard of HR practices are maintained in a standard format with good training and motivating techniques

6.2 Conclusion

I have completed my internship at Akib Builders Limited. Akib Builders Limited intends to play a primary role in the construction activities of the country through adjusted administration, imaginative practices, energetic progress, and efficient organization it has made an unmistakable stamp in the region of private keeping money division at this point. Through an imaginative credit policy, it is also decisively occupied in the improvement of business, trade, and production.

Promising individual representative development and improvement, the company likewise offers a push to recognize and hold the human resources who can conceivably be the successors of the mission's basic parts. The company perceives that movement masterminding and organization are basic to the continued with advance. So, the company reliably reviews various leveled, divisional, and bunch capacity gaps to perceive, make, and hold the successor in a propitious method to meet solicitations without limits.

Three months are short to understand every aspect of a company and overall market condition of this sector. Actually it needs more time to determine the overall market size, conditions, opportunity, and business activities of the company. Within the short time, I have tried to show the overall scenario of real estate sector and evaluation of business activities of Akib Builders Limited.

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