

Employee and employer basic common demand to each other in a private company in Bangladesh!

Employer best key to purchase raw material in reasonable price and selling product with maximum profit. It's true but beside this professional variety employer should think about vigorous employment system in his/her organization. All the private management should know current employee recruitment market rate and their dream about job to carry on. Without transparent knowledge management cannot manage their employee team for best growth of a company. Only right people can take the right decision to ensure company profit. To be a best employee or outstanding level performer in a renowned company all they employee should have to know his/her key compromising skill to sell their job at highest price and become an icon in their professionalism. After reading this article fresh employee and new employer can realize what actually the major requirement in the private job or company in Bangladesh.

I want to address in which Level Bangladeshi Employees dream about their job should contain with below feature in Private Sector. This all criteria I want to remark as basic demand of an employee and employer in job. We can say it motivation technique key also for employee better tools investment under a company.

Level wise employee

Below Entry Level	Entry Level	Below Mid Level	Mid Level	Below Top Level	Top Level
Peon Security Gardener Governance Cook Cleaner Driver	Trainee, Asst./Jr. Officer Officer Asst/ Jr. Executive Probationary Officer	Executive Sr. Executive Asst. Manager	Manager Sr. Manager	AGM DGM/ACFO Asst. Director	GM/CFO Director MD/CEO/COO Chairman

Employee expectation from the employer in private company in Bangladesh (level wise).

Below Entry Level	Entry Level	Below Mid Level	Mid Level	Below Top Level	Top Level
1. Salary 2. Position 3. Duty Hour 4. Motivation 5. Training 6. Job Security 7. Respect	1. Position 2. Salary 3. Duty Hour 4. Logistics 5. Career Growth 6. Motivation 7. Respect 8. Training 9. Job Security	1. Salary 2. Position 3. Duty Hour 4. Career growth 5. Logistics 6. Motivation 7. Respect 8. Training 9. Job Security	1. Salary 2. Position 3. Career Growth 4. Empowerment 5. Leadership 6. Duty Hour 7. Job description 8. Respect 9. Transport/Logistics 10. Environment 11. Training abroad	1. Position 2. Salary 3. Empowerment 4. Leadership 5. Career Growth 6. Respect 7. Transport/Logistics 8. Environment 9. Training / Tour to abroad	1. Empowerment 2. Position 3. Respect 4. Salary 5. Transport/ Logistics 6. Tour to abroad 7. Team Building

Employer expectation from the employee in private company in Bangladesh (level wise).


Below Entry Level	Entry Level	Below Mid Level	Mid Level	Below Top Level	Top Level
1. Right time attendance 2. Honesty 3. Well uniform/dress 4. Manage routine work 5. Use checklist 6. Follow Hygiene 7. Security 8. Outside Logistics	1. Data entry 2. Logistics support 3. Employee relation 4. Discipline 5. Learning 6. Job Rotation 7. Follow JD	1. Take responsibility 2. Report on time 3. Quality work 4. Presentation 5. Communication 6. Information/Advertising 7. Drafting/Reporting / preparation 8. Honesty/Skill Development 9. Modern Tools 10. Follow up customer	1. Decision 2. Reduce wastages 3. Ensure supervision 4. Right Procurement 5. Employee relation 6. Training/ orientation 7. Modern Tools 8. Honesty 9. Customer demand fill up 10. Customer Analysis	1. Decision 2. Assist in policy implementation 3. Financial analysis report 4. Customer Analysis 5. Monitoring 6. Assignment to subordinates 7. Business budgeting 8. Financial forecasting 9. Business development plan 10. SWOT Analysis 11. Leadership	1. Decision / Direction 2. Policy Formulation 3. Leadership 4. SWOT Analysis 5. Business communication 6. Find business market 7. Business budgeting 8. Financial forecasting 9. Business Develop 10. Address mission, vision, norms and objectives

Except this all beyond some are common requirement exist in both side of employer and employee for dealing job in the company. Terms are: Discipline Policy, Dress Code, Appraisal Policy/Performance Appraisal, Recruit Policy, TAX, VAT, Govt. License and certification for Business, Audit Certificate from certified organization as required for business, Career growth, Company growth, Job Description, Job related letter (Appointment, Promotion, Increment, Resignation, Final Settlement), Emailing policy, ID card, Visiting Card, Company website, Organogram, Payroll system, Accounts Software and advance accounts system, Transport and Logistics System, Security, Fire & safety, Cleanliness, Lunch and snacks facilities, Compensation (Bonus, Basic, Increment, Mobile, PF, Gratuity, Service benefits, Leave, Maternity Benefits, Medical, Insurance). Basically this all terms we can see minimum Middle level of organization in our country based on economy status.

Currently I am Student of BIHRM, MBA Course (Batch: 41 and Year: 2012 - 2013), from here I learn a lot about HRD and I will ensure HRD professionalism under a company to development, this institute help me to realize and manage HR professional task too. I am really grateful to my teacher and BIHRM all concern who actually gives their time to time support to know HRM and share real life experience during classes.

Note:

I just tried to narrate employee level from not following any standard of any renowned company, not certified HR consultant it just sharing my experience as I worked in previous company during performing my job over there and considering as many I visited also.

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