

9.0 FINDINGS AND RECOMMENDATIONS



Trust Bank

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9.1 Findings :

- All most all large organization and many small organization provide a medical unit to service the needs of employees . But TBL has no medical unit to service the needs of employee . So, this is the big problem for TBL .
- The another problem is TBL is not use the advertisement of media . Most of us have seen both types of advertisement . When an organization desires to communicate to the public that it has a vacancy , advertisement are one of the most popular method by used.
- In techniques to motivate employees TBL not follow the job enrichment . This is the problem because job enrichment deepening a job by allowing employees to do more planning and controlling of their work .
- TBL not follow the autonomy and freedom and independence .
- Flexible working hours is the important thing . But TBL not follow this technique . A socialization program that has a fixed schedule for the transition timetable.
- TBL also not follow the work – sharing technique. This is the another limitation for TBL.
- In TBL training program is not so good for all employees . So, this is the another problem in trust bank limited.
- In Trust Bank Limited training supervisors is not smart who can able to gave dynamic & timely training to the employee.
- TBL not follow the increase reward for better performance that will be help to motivated employee.
- Both primary and secondary database of the TBL is not improved and strengthen.

9.2 Recommendations :

- The training program should be increased and it will be conduct for all employees.
- TBL should follow the work-sharing technique . Because work sharing is a job design concept whereby two individuals share one full – time job .

- TBL should use the behaviorally anchored rating scale. Because these scale combine major elements from the critical incident and graphic rating scale approaches (BARS) . The appraisers rates the employees based on items along a continuum but the point are examples of actual behavioral on the given job rather than general description or traits .
- TBL should follow the critical incident appraisal . Critical incident appraisal focuses the raters attention on those critical or key behaviors that the make difference between doing job effectively and doing it efficiently.
- Training supervisor should be smart who can able to give dynamic and timely training to the employees.
- Both primary and secondary database of the TBL should be improved and strengthen.
- Preserving of documents of different departments to be kept in separately.
- The number of the employee should be increased in each department.
- Job analysis, job specification, and job description should be prepared for all employees.
- Training supervisor should be smart who can able to give dynamic and timely training to the employees.
- TBL should increase reward for better performance that will be help to motivated employee.
- Employees of all departments should be positive in terms of allowing bonus in several times.
- Encouraging the borrower to repay the loan in time.
- It should uses greater pay scale, efficiency people to reduce absenteeism.