

Human

Resources

Management



## Nurturing our Human Resources

Kohinoor Chemical Company (Bangladesh) Limited (KCCL) was acquired by the present management on August 03, 1993 as part of the government's privatization policy. The company has been very cognizant regarding abiding by the Statutory Rules & Regulations when formulating the company as well as the Human Resource Policy, also taking into consideration the macroeconomic factors such as inflation, standard of living and national economic policies. This can be reflected in the company's policy and other courses of action when the present management welcomed the employees recruited by BCIC to continue work at their previously set wages and benefits, which were better in comparison to the wages and benefits that were set by the company after the privatization took place.

As the number of employees recruited by BCIC have reduced significantly due to retirement and the remaining are about to follow them, at present the management has decided to establish a single set of rules and regulation for all the employees with a few exceptions. The company decided to treat all employees equally and bring them all on the same platform, which has proved to be a significant gain for all.

Human Resource policies help implement a consistent approach to management. KCCL has a fair and unbiased HR Policy. The company is committed for establishing equal employee opportunity for its valued employees. We strictly maintain an equal and diverse work place free from gender, age or race discrimination, hostility, and any kind of harassment with respect to religion, ethnicity, sexual orientation, or minority. There is a proper balance of discipline

and flexibility. The employees are encouraged to concentrate on the norms, values and customs of KCCL and they are always motivated due to the interesting and friendly working environment.

Our human resource management always works with the responsibility of adding value to our success and without ethical HR practice the success is not achievable in true sense. KCCL is always committed to provide a workplace where employees remain motivated and engaged because only engaged and motivated employees are capable of giving their full capability. Every year 5/6 workers are sponsored by the company to perform Holy Hajj at Saudi Arabia and iftar in the month of Ramadan is provided for free to all workers, staffs and officers of the company.

KCCL also provides donation for medical treatment, marriage ceremony and education of dependents of the employees. Other than these benefits, everyday a subsidized cafeteria is run for both breakfast and lunch to facilitate approximately 3000 workers and staffs. The company's recruitment process is a standard way to find out the right person for the right post. We usually receive CVs from time to time and we store them carefully in data box. Networking and referencing is another approach that we follow to get trustworthy people. After getting job applications or CVs, we screen and conduct interviews and finally select the candidate who best fits the job profile. KCCL has a comprehensive compensation policy that consists of guaranteed pay, variable pay and benefits. Festival bonuses are provided to all temporary and casual workers who are otherwise not eligible as they are under the labor contractors. Overall KCCL has a structured and profession HR Policy which helps the Company to attain its objectives and goals.