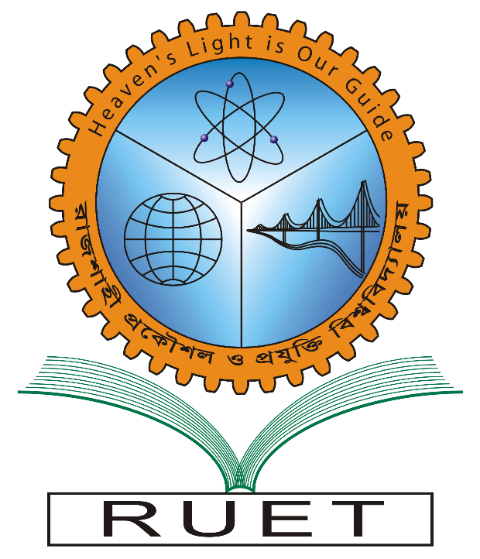
****Rajshahi University of Engineering & Technology**

**Department of Computer Science & Engineering (CSE)**

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***“Analysis of Management System of Bangladesh Livestock Research Institute”***

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Chapter 1: Introduction

Bangladesh Livestock Research Institute (BLRI) is a state-run national research organization under the Ministry of Fisheries and Livestock conducts research on livestock development of the country. BLRI was established in 1984 according to the 28th Presidential Ordinance and started functioning in 1986. It is situated in Savar, Dhaka on a land area of 487 acres.

# 1.1 Vision

Development of livestock and poultry by research.

# 1.2 Mandates

* Identification of the problems affecting poultry and livestock production.
* Development of technologies to solve those problems.
* Development of existing breeds and inventing new breeds.
* Food and nutrition management.
* Development of technologies for animal health and disease control management.
* Socio-economic evaluation and first-hand extension.
* Publication of research knowledge and findings.
* Food safety, diversification of inputs and products and their value addition.
* Counseling of farmers and entrepreneurs.

# 1.3 Organizational Structure

BLRI has total 8 (eight) research divisions, 1 (one) support division and 5 (five) regional stations.

# 1.3.1 Research Divisions

**Animal Production Research Division**

This division currently running projects like - System modeling for food waste to feed production, Comparative feed intake and growth performances of buffalo and cattle of different ages, Study on nutrient utilization and biometrical ranking of available roughages in Bangladesh, Study of livestock manure management and clean air production, Strategic development of beef cattle and their qualities etc.

**Poultry Production Research Division**

This division currently running projects like - Conservation and improvement of native chicken: Performance of fifth generation, Conservation and improvement of Quail: performance of fifth generation, Productive and Reproductive performance of selected native duck genotype (gen 2) etc.

**Animal Health Research Division**

This division currently running projects like - Development of Peste des Petits Ruminants (PPR) free zone in selected areas of Bangladesh to meet global control strategy, Development of polyclonal antibody based PPRV detection technique, Prevalence and multi-drug resistant pattern of emerging and re-emerging foodborne pathogens in livestock and poultry value chain, Immune escape and genetic evolution of highly pathogenic avian influenza virus H5N1 with the advent of vaccination in poultry in Bangladesh and many others.

**Bio**-**technology Research Division**

This division currently running projects like - Propagation, improvement and conservation of Munshiganj Cattle through planned breeding and their performance study ex-situ, Screening and development of different coat color variants’ goat stock at BLRI, Production of calves through transfer of in vitro produced cattle embryos at farmers level and BLRI Research Farm.

**Sheep & Goat Research Division**

This division currently running projects like - Evaluation of performances of Boer and Jamunapari goat at BLRI, Improvement of Black Bengal Goat through community breeding, Conservation of farm animal genetic resources (FAnGR) at Naikhoncari Performances of Hilly Brown Bengal goat development at farm level, Community based sheep production in hilly area at Naikhonchari.

**Socio-economic Research Division**

This division currently running projects like - Value Chain Analysis of Milk and Comparative Advantage of Milk Production in Bangladesh, Economic Evaluation of Buffalo Production in Selected Regions of Bangladesh.

**Systems Research Division**

This division works with a view to identify field-based problems and prospects of livestock and poultry in Bangladesh. To conduct need-based research works and to solve the identified problems. This division carried out field trials of different technologies developed by various discipline of BLRI. In addition, arranged farmers filed day for demonstrating different types of technologies and to organized farmers training to transfer the matured technologies for the ultimate users are the key mandates.

**Training, Planning and Technology Testing Research Division**

Different technology-based farmers training courses; scientist training, seminar, workshop, internship and study visit program are arranged by this division. The main vision of planning is to support all kinds of administrative and logistic supports or works to accomplished proper planning of Bangladesh livestock Research Institute (BLRI). Other than scheduled ones BLRI receives request from ministries and other organizations to incorporate new issues under this divisional activity and also to maintain the national and international linkage of Research-Extension-NGO for collaborative research, transfer of technology and capacity building development program.

**Support Service Division**

This division consists of administration unit, security unit, transport unit, engineering section, publication and research section, library section, accounts section, ICT infrastructure at BLRI, store and procurement section and research farm.

# 1.3.2 Regional Stations

* Baghabari, Sirajganj
* Nikhongchari, Bandarban
* Godagari, Rajshahi
* Bhanga, Faridpur
* Jessore Sadar

# 1.4 Organogram

**Ministry of Fisheries & Livestock**

**Organogram**

**Support Service Division**

**Research Divisions**

**Director General**

**Board of Management**

**Regional Stations**

**Uh jh uuihuhk**

**Jhu**

**Jkiji**

Baghabari

Research Farm

Store and Procurement Section

Account Section

Library Section

ICT infrastructure at BLRI

Publication and Public Relation Section

Engineering Section

Transport Unit

Security Unit

Administration Section

Training, Planning and Technology Testing Division

Bio-technology Research Division

Socio-economic Research Division

System Research Division

Goat and sheep production Research Division

Animal Health Research Division

Poultry Production Research Division

Animal Production Research Division

Res

Naikhongchari

Bhangha, Faridpur

Jessore Sadar,Jessore

Jessore

Rajarbarihat  
Rajshahi

# 1.5 Board of Management

The institute is administrated by a Board of Management. The Board is the highest policy making body in the Institute’s organizational structure and holds full responsibility to determine and execute policies and undertakings of the Institute within the framework of policy directives issued by the Ministry of Fisheries and Livestock of Bangladesh Government. The Director General, is the chief executive and works on behalf of the Board of Management. The Board consists of:

**Chairman**

Honorable Minister, Ministry of Fisheries and Livestock.

**Co-Chairman**

State Minister, Ministry of Fisheries and Livestock, ex-officio.

**Vice-Chairman**

Secretary, Ministry of Fisheries and Livestock, ex-officio.

**Members**

* Two members of Parliament to be nominated by the Honorable Speaker.
* Secretary, Ministry of Finance, ex-officio.
* Member (Agriculture), Planning Commission, ex-officio.
* Vice-Chancellor, Bangladesh Agricultural University, Mymensingh, ex-officio.
* Executive Chairman, Bangladesh Agricultural Research Council, Mymensingh, ex-officio.
* One-member higher rank than additional secretary, nominated by Department of Finance
* Director General, Department of Livestock Services, ex-officio.
* Two persons to be nominated by the Government from among persons engaged in research activities in the institute.
* Two persons to be nominated by the Government from among persons having interest in livestock and poultry.

**Member Secretary**

* Director General, Bangladesh Livestock Research Institute.

# 1.6 Workforce

There are in total 80 (eighty) scientists, 17 (seventeen) officers and 104 clerks in the institute. Recently 139 new is introduced to enhance the workflow of the institute and to increase the research area.

# 1.7 International linkage

The institute has established linkages with a number of international organizations/institutes such as International Livestock Research Institute (ILRI), Chonbuk National University (CNU), Chinese Academy of Agricultural Sciences (CAAS) etc. for mutual cooperation in the fields of research and capacity building of human resources. The institute also maintains liaison with the other international donors and development partners like, FAO, UNDP, USAID etc. for their support in research and development activities.

# 1.8 National and International Reputation

* Bangladesh Livestock Research Institute (BLRI) provides importance on planning and execution of livestock research within the framework of the livestock & poultry policy of the Government.
* BLRI, so far, developed 75 technologies & packages and has been playing pioneering role in conservation of 24 different types of farm animals and poultry species, 43 different varieties of fodder crops of native and exotic origins.
* BLRI, responding to field demand of training on technologies, is training annually about 2000 farmers, entrepreneurs and training of trainers (TOT) and also jointly implementing MS and PhD research works of different universities and supporting university internship program.
* Bangladesh livestock Research Institute is implementing a project entitled Improving Animal Genetic Resource value and Production program in Asia (AnGR)" financed by the Rural Development Administration (RDA), Govt. of South Korea in collaboration with the Asia Food and Agriculture Cooperation Initiative (AFACI). AFACI awarded a county award among thirteen countries to Bangladesh as "Outstanding Country Award".

# 1.9 Conclusion

In this chapter, we have looked through the vision and mandates of BLRI (Bangladesh Livestock Research Institute). Also, we have made a general visualization on the organizational structure, research divisions, regional stations in different districts all around Bangladesh. Then we discussed about their Board of Management which basically administrates the institute. The board of management is the highest policy making body in the institute’s organizational structure. We also discussed about their workforce, international linkage all around the world as well as their reputation on both national and international level.

Chapter 2: Problem Statements

# Introduction

Bangladesh Livestock Research Institute has been serving the country’s livestock resources for as long as 44 years now. It’s one of the biggest research institute in this field. We investigated this institute’s management system and found some problems as well as give some recommendations. We believe if the institute considers our recommendations and take necessary steps to eradicate these problems it will make them an even better institute that can serve our people.

# 2.2 Statement of Problems

The initial step of analyzing a candidate system is to find out the existing problems in that system. Here are our initial findings found in our initial investigation.

# 2.2.1 Problems Regarding Employee Needs

* Salary structure problem.
* Expectation of in situ promotion.
* Increment of age of retirement

# 2.2.2 Problems Regarding Work Load

* Have to share works out of one’s duty.
* Work force is not sufficient to run administration.
* Travel allowance policy is not good enough.

# 2.2.3. Problems Regarding Regional Stations

* Regional stations are not self-sufficient.
* Don’t have proper finance.
* Lack of senior officers.

# 2.3 Feasibility Study

**1. Statement of the Problem:** BLRI provides salary according to the national pay scale. But employees demand to have a separate salary structure for researchers.

**Summary of Findings:** Researchers are not happy with their salary which can be a big demotivating factor in their research activities.

**Details of findings:** The current pay scale is set according to the national pay scale of Bangladesh. It’s relevant as they are government employees but the problem is, they are actually researchers. Researchers around the world get extra facilities which is not present here. Also, they should be also reward system for their achievement which is not present here now.

**Recommendations and conclusion:** The administration should prepare a different and research friendly pay scale for researchers.

**2. Statement of the Problem:** Researchers want promotion after a fixed period of time with a profile evaluation.

**Summary of Findings:** Promotion policy is not good for the employees.

**Details of findings:** Researchers have to wait long for promotions as promotion is given when there’s an empty position. But researchers want promotion after a fixed period of time with a profile evaluation like the promotion system in academia.

**Recommendations and conclusion:** The administration should change its promotion policy for the researchers and avail in-situ promotion.

**3. Statement of the Problem:** At BLRI, age of retirement of researchers is 59 years. That’s too early for a researches career.

**Summary of Findings:** Age of retirement is bad for both the career of the researcher as well as the productivity of the institute.

**Details of findings:** The current age of retirement for government employees is 62 years. But here the age of retirement is even lower. Also, we know at this age the scientists and researchers can research even better. Thus, retiring at this age is a waste of their brain capacity. It also ends their career early which must not happen at this age.

**Recommendations and conclusion:** The institute must increment the age of retirement according to the researchers’ demand.

**4. Statement of the Problem:** Work force is not sufficient to run the administration of the institute and the employees have to overwork aside from their role.

**Summary of Findings:** The institute needs new recruits to decrease the work pressure and to increase productivity.

**Details of findings:** The institute has 80 scientists and 139 new are in the process of recruitment. So, it has sufficient number of researchers. But the problem is there’s only 17 officers which is very low to run the administration properly. Thus, the scientists have to go through much administrative pressure with decrease their productivity. And also, they don’t get separate payment for these extra works.

**Recommendations and conclusion:** The institute should add more officer positions and recruit new officers.

**5. Statement of the Problem:** No travel allowance for ministry works.

**Summary of Findings:** Scientists get travel allowance when they attend conferences or other official programs. But no allowance is provided for ministry works.

**Details of findings:** BLRI works under the Ministry of Fisheries and Livestock. It runs many joint projects with the ministry. The scientists related to those projects have to travel to the ministry a lot during the project. It costs both his/her money and time. But he/she don’t get any extra allowance for this extra effort.

**Recommendations and conclusion:** There should be a fund in joint projects with ministry for travel allowance and researchers should be given that travel allowance for ministry works.

**6. Statement of the Problem:** The regional stations are not self-sufficient.

**Summary of Findings:** The regional stations are not self-sufficient and financially stable yet as they don’t get separate budget. And that’s why senior officers can’t be assigned there.

**Details of findings:** A similar research institute is Bangladesh Rice Research Institute. Its regional stations are self-financed. Unlike that organization BLRI’s regional stations are not self-sufficient. These operates with the budget allocated by BLRI. Thus, the stations are not that capable yet. So, senior officers can’t be assigned there which hampers its activity.

**Recommendations and conclusion:** The institute should contract with the corresponding ministry to make the regional stations more active.

# 2.4 Conclusion

In the previous chapter, we discussed about the general introduction of the organization and the basic organizational structure of the institute along with their board of management. Problem identification is an important section in system analysis where the basis of candidate system is designed to improve the system of an institute or organization. In this chapter, we had presented and briefly discussed the problem statements on the basis of our initial approach and some of the problems of current system of BLRI. The findings of problems and the study of feasibility assisted us. Thus, we have found some problems regarding employee, work load and regional stations at the initial investigation which will certainly help to uncover more details about the institute’s system and lead us towards the more detailed analysis of the system.