

Organization Visit: wedevs

Course Name: Business Studies for Engineers
Course Code: BUS 405

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University Of Dhaka**

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Group 5

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Presentation outline

- ☐ **Aim of the visit**
- ☐ **About the Organization**
- ☐ **Office Description**
- ☐ **Hierarchical Structure**
- ☐ **Recruitment System**
- ☐ **Culture of Organization**
- ☐ **Employee Termination**

Aim of the visit

- ☐ **To study the organizational culture**
- ☐ **Know about the structure of an organization**
- ☐ **Get an idea about the relationship between manager and employees**
- ☐ **Know about environment of an organization**

About the organization: wedevs



- ☐ **WordPress based product company**
- ☐ **Passionate about source code development**
- ☐ **Start journey in Bangladesh in May 2012**
- ☐ **Global perspective : Polycentric attribute**
- ☐ **Business policy : Exporting**

Mission & Vision: wedevs



Mission:

- ☐ **Provide with the most reliable, workable and effective WordPress solution**
- ☐ **Customer satisfaction is the priority**
- ☐ **Client success is the win**

Vision:

- ☐ **To become the most customer-focused International WordPress solutions provider**

Unit of the organization: wedevs



wedevs has 7 fundamental units:

- ☐ **Business Development**
- ☐ **Support**
- ☐ **Software Development**
- ☐ **Design & Frontend**
- ☐ **Sales & Market**
- ☐ **HR & Accounting**
- ☐ **Control Development**

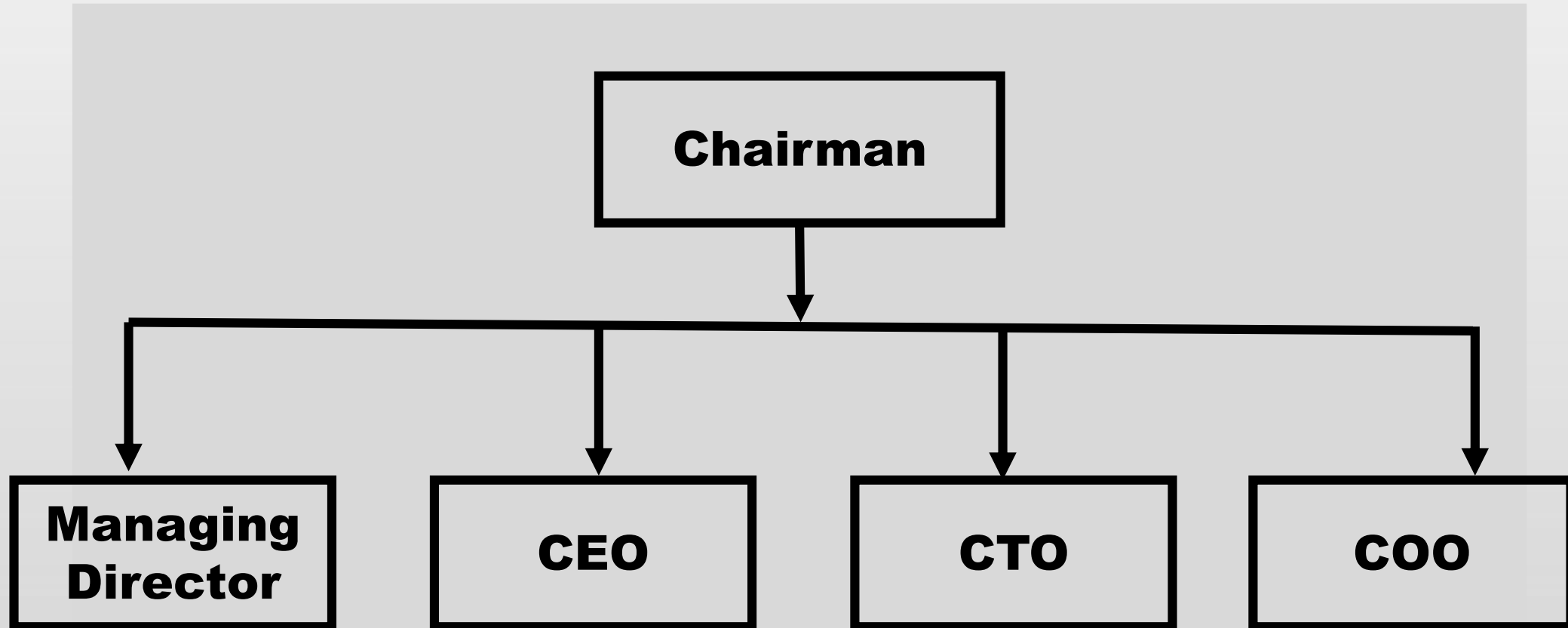
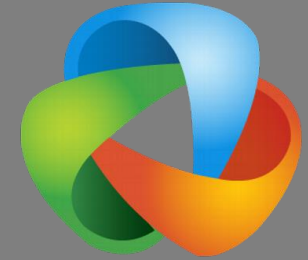
Office Description



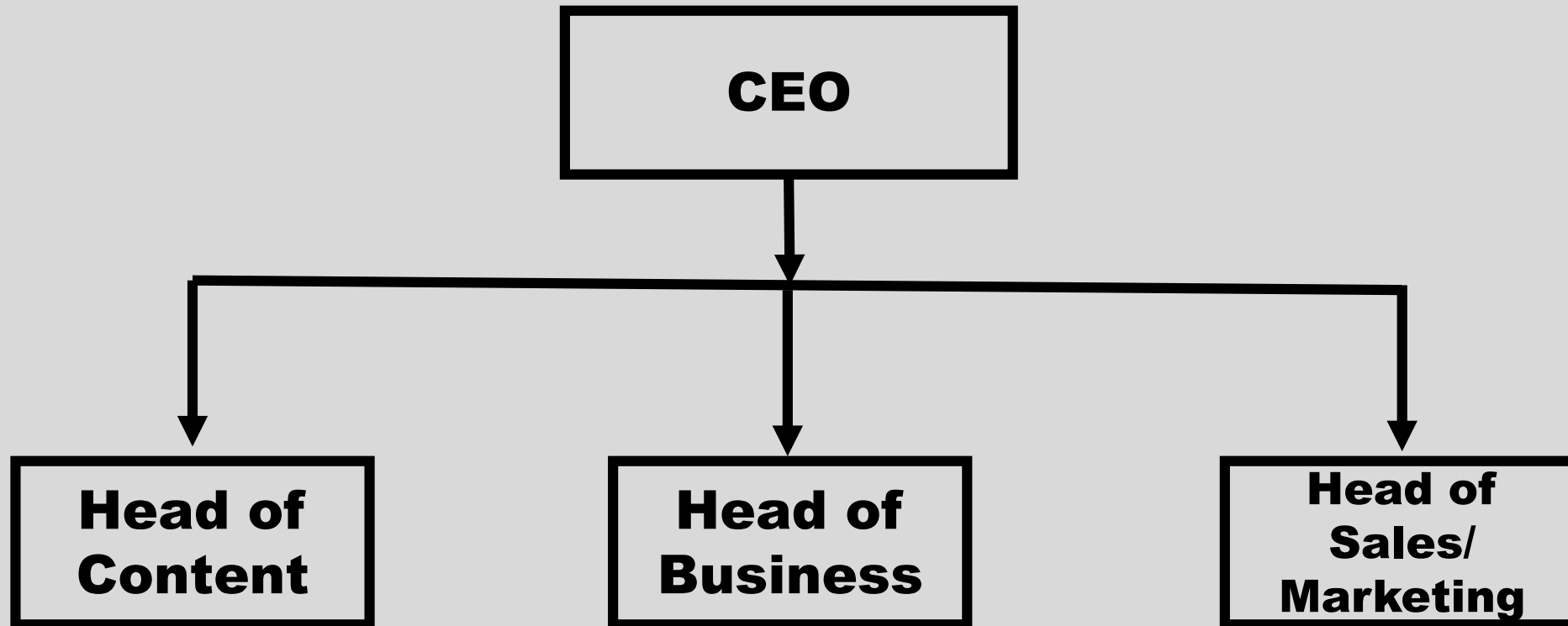
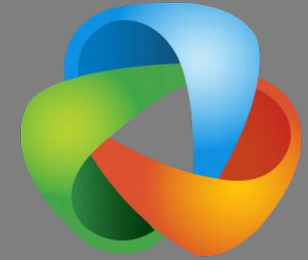
Location:

**Level-3, House - 1005,
Avenue - 11, Road - 09,
Mirpur DOHS,
Dhaka 1216.**

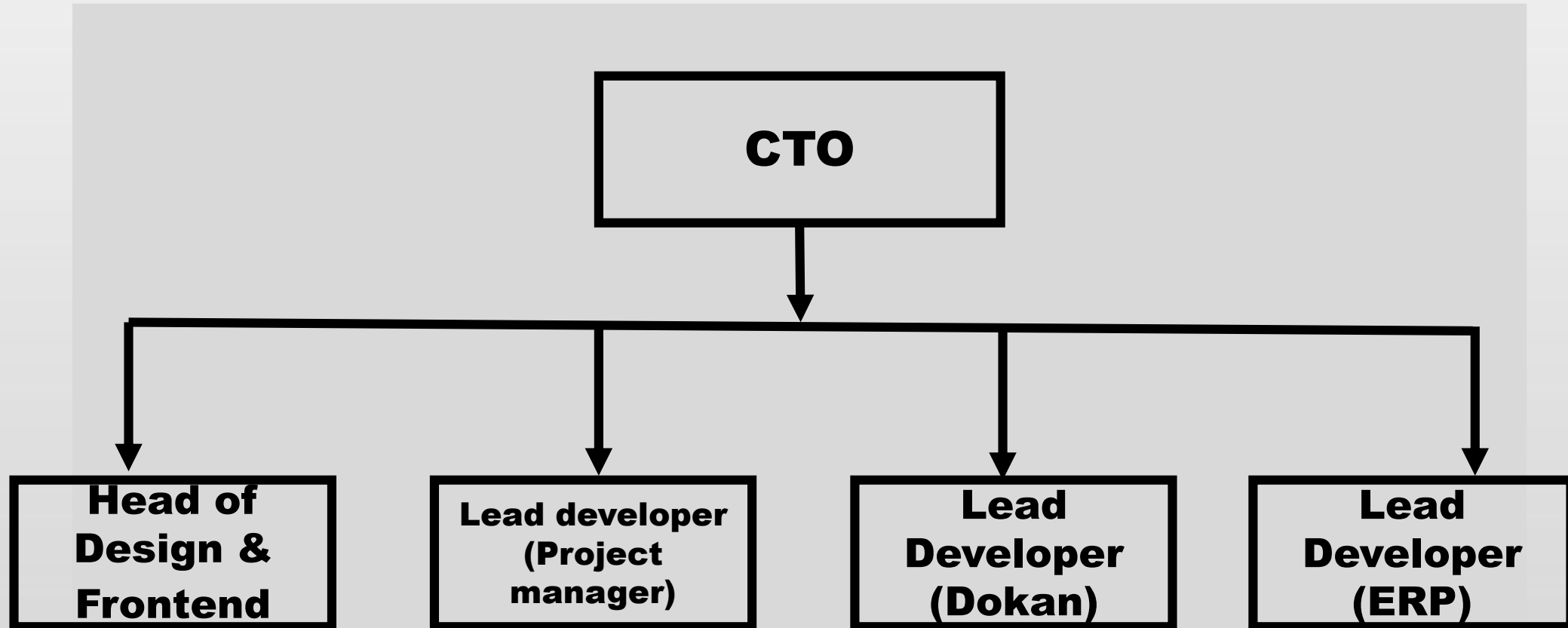
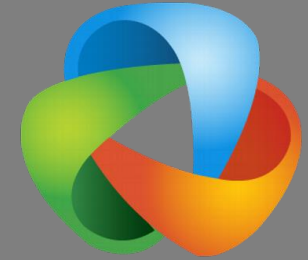
Managerial Hierarchy



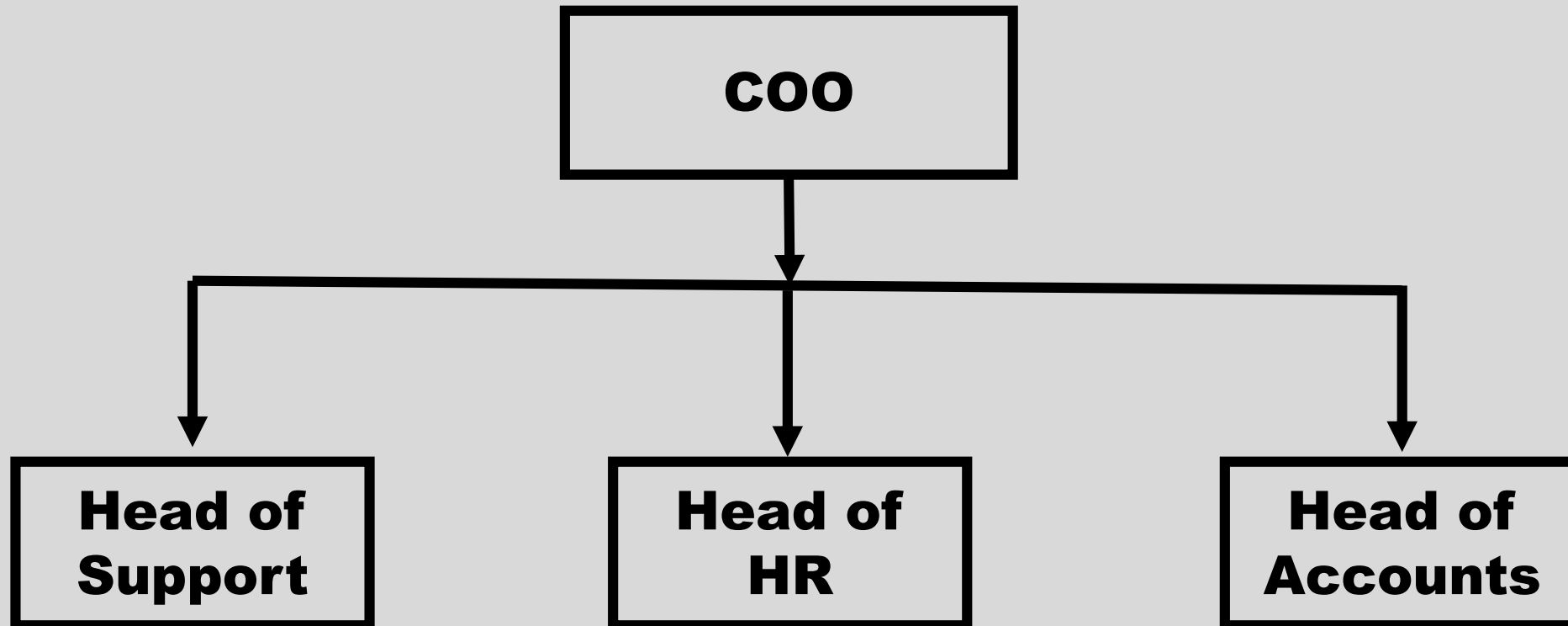
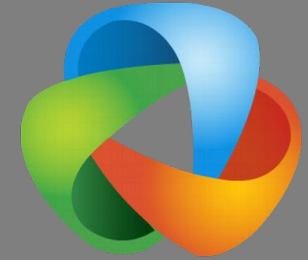
Managerial Hierarchy



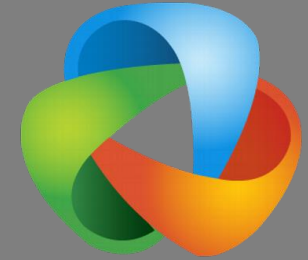
Managerial Hierarchy



Managerial Hierarchy



Recruitment System



Screening

Phone Interview

Face to Face Interview

Written Examination

Practical Project

**Make
an offer**

Orienting New Employees



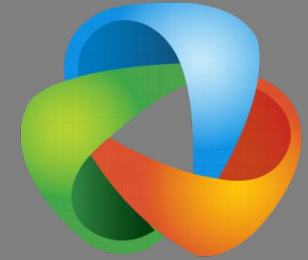
- ❑ All new employees must go through a three months training to cope with the organization's working environment**
- ❑ Current employees of the department are encouraged to hold informal workplace related discussions with new employees on topics such as goal, vision and history of the company**

Culture Of The Organization



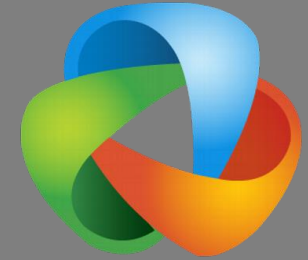
- ☐ **View of management: Omnipotent**
- ☐ **Expressing gratitude for work done is highly encouraged**
- ☐ **Credit and ownership is always given to innovative ideas**

Culture Of The Organization



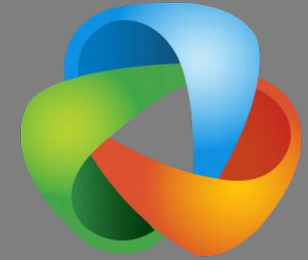
- ☐ **Employees with innovative ideas are assigned leading roles in transforming their ideas into reality**
- ☐ **All tasks must be approved by immediate line manager**
- ☐ **Employees with significant contribution to the organization are awarded Chairman's Award.**

Culture Of The Organization



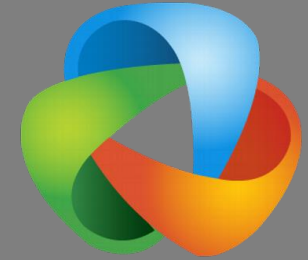
- ☐ **Customers are directly communicate with support team**
- ☐ **Policies are employee oriented**
- ☐ **Technological changes are adopted**
- ☐ **Long term plan oriented**

Culture Of The Organization



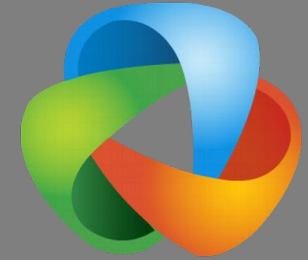
- ☐ **Employee performance is evaluated quantitatively using PMP after 4-6 months**
- ☐ **All permanent employees no matter where they stand in the organizational hierarchy can contribute to the company's strategic decisions**
- ☐ **Policies have been known to change based on feedback collected from employees**

Informal Culture



- ☐ **Many employees have their own workplace nicknames**
- ☐ **Birthdays are celebrated by cutting cakes and giving cards both of which are sponsored by the employee's immediate in line manager**
- ☐ **Weekly/bi weekly a party is held on Saturday**

Employee Termination



- ☐ **Employees can quit their work, be terminated from work or be dismissed**
- ☐ **Employees are dismissed if and only if they are known to have made a significant mistake**
- ☐ **If any employee wants to quit, he/she must inform the senior at least 1 month before**
- ☐ **Dismissed or self-quit employees get 1 month's extra payment**

Memories



With Nizam Uddin, COO of wedeVS

Thank You