Victoria University Of Bangladesh

Final Term Assessment

(Summer Semester – 2022)

Course Title – Project Development

Course Code – HM 695

Submitted To:

Chris D Rozario

Lecturer

Department of Bachelor of Tourism and Hospitality Management

Victoria University of Bangladesh

Submitted By

Name - Reedioanul Islam

ID – 1518450011

Batch – 45

Program – BTHM

Q.1. What is Project Management Process? What is Project Human Resource Management?

Ans.1. **Project management Process** is the application of processes, methods, skills, knowledge and experience to achieve specific project objectives according to the project acceptance criteria within agreed parameters.
Project management has final deliverables that are constrained to a finite timescale and budget.
Project management is one of the critical processes of any project. This is due to the fact that project management is the core process that connects all other project activities and processes together.

Project Human Resource Management includes the processes that organize, manage, and lead the project team. The project team is comprised of the people with assigned roles and responsibilities for completing the project.
Project team members may have varied skill sets, may be assigned full or part-time, and may be added or removed from the team as the project progresses. Project team members may also be referred to as the project's staff.
Although specific roles and responsibilities for the project team members are assigned, the involvement of all team members in project planning and decision making is beneficial. Participation of team members during planning adds their expertise to the process and strengthens their commitment to the project

Q.2. What is Team Building Activities?

Ans.2. Team building is a collective term for various types of activities used to enhance social relations and define roles within teams, often involving collaborative tasks. It is distinct from team training, which is designed by a combine of business managers, learning and development/OD (Internal or

external) and an HR Business Partner (if the role exists) to improve the efficiency, rather than interpersonal relations.

Team building activity is the process of turning a group of individual contributing employees into a cohesive team, a group of people organized to work together to meet the needs of their customers by accomplishing their purpose and goals.

Team building creates stronger bonds among the members of a group. The individual members respect each other and their differences and share common goals and expectations.

Team building can include the daily interaction that employees engage in when working together to carry out the requirements of their jobs. This form of team building is natural and can be assisted if the group takes the time to come up with a set of team norms. These norms help group members know how to appropriately interact on the team and with the rest of the organization.

Team building can also involve structured activities and exercises led by team members. Or, with the proper budget and goals, managers can contract out for facilitation with an external resource.

Q.3. What is Recognition and Rewards?

Ans.3. Recognition and Rewards is a system in which employees are acknowledged and appreciated for their performance and internal and external work is known as rewards and recognition. In this system, the employee's efforts, milestones, or team celebrations are rewarded a fair and timely manner.

- **Difference between Rewards & Recognition:**

Recognition	Rewards
1. Recognition is the appreciation or praise for their accomplishments. 2. It is intangible. 3. Recognition is emotional appreciation.	1. Rewards are the gifts and awards given to employees for their accomplishments. 2. Rewards have some monetary value attached to them. 3. They are economical appreciation.

- **What are the benefits of Recognition and Rewards?**

  Recognition and Rewards help in keeping the employees engaged and motivated. It becomes important as workers who are motivated are usually more productive in their work.

- **Some of the major benefits of recognition and rewards in business are:**

  1. It makes a positive impact on the organization's culture.

  2. Recognition and appreciation empower employees.

3. Increases employee satisfaction, hence employee retention lowers down.

4. It helps in boosting the team spirit and promotes healthy competition.

5. It also helps in building a strong employer brand.

Q.4. Write down the importance of training?

Ans.4. Training is important because it represents a good opportunity for employees to grow their knowledge base and improve their job skills to become more effective in the workplace. Despite the cost of training for employees, the return on investment is immense if it is consistent.

- There are several reasons it is important for employers to initiate training programs for their employees, such as.

- It improves skills and knowledge:

  Employee training programs help improve the knowledge and skills of employees to match the various changes in the industry. These improvements will positively affect the productivity of workers, which can increase the profits and efficiency of an organization. Some of the things employees may learn through training include work ethics, human relations and safety.

- **It satisfies the recommendations of performance appraisals:**

  When an organization's employee performance appraisals suggest the need for improvement on a particular subject or skill, training programs can be organized for staff members to help satisfy this requirement. Training can therefore address an identified problem area and work toward a solution.

- **It prepares employees for higher responsibilities:**

  Training programs can also help prepare employees who are moving into higher roles and taking on more responsibilities in an organization. These programs will help them learn the skills that are required to function effectively in their new positions. For example, they may be trained in leadership skills or in a specific software they will use in their new role.

- **It shows employees they are valued:**

  Implementing training programs in the workplace will help employees feel like the company is invested in them. By continuing to teach your employees new skills and abilities, they will not just become better workers, they will feel like more productive members of the organization. This will improve their morale as well as their workplace capabilities.

- **It tests the efficiency of a new performance management system:**

  Employee training programs help an organization test the efficiency and effectiveness of a new performance management system, which will help HR establish clearer performance expectations. Using these systems to train

your employees will reinforce the necessity of meeting goals and help employees better understand what is expected of them.

- **It improves IT and computer skills:**

  Training programs help employees learn about specific computer skills and IT topics, such as the use of software systems. Companies may train their employees to create graphs and spreadsheets, edit data in their database and understand network arrangements in order to provide a more comprehensive understanding of computers to improve workplace efficiency.

Q.5. Give one project plan in Bandarban?

Ans.5. Bandarban the roof of Bangladesh", as described by the Bangladesh Parjatan Corporation (the National Tourism Organization of Bangladesh), is a hidden paradise away from the din and bustle of the world. Though not developed for tourism activities yet, today or tomorrow it will be one of the paradises for eco-tourism. Undeniably, the number of tourists is increasing rapidly and this will continue in future.

- ❖ **The Chandrapahar Army Resort project** will be one of the best tourist attractions in Nilgiri, Bandarban, Bangladesh. It will be a hill track hotel and resort, located alongside the Chimbuk-Thanchi Road. The hotel will be situated on Chandra Pahar, 2400 feet above plain land. It will have a 360 view of its surroundings.

Apart from the seven-storied main hotel building, there will be 4 five-storied buildings, 23 separate villas or cottages, two presidential suites, and two helipads over two separate staff quarters. This hotel will house a modern cable car system to facilitate tourists' travels from the hotel to Nilgiri mountain. Furthermore, the project will accommodate various kinds of facilities including rides, swimming pools, artificial lakes, etc.

- **Amenities of the project:**

Chandra Army Resort shall bring the hospitality revolution in Bangladesh. Chandra Army Resort will be offering all realistic luxury living amenities in this hotel property. They are:

1. Swimming Pool.
2. Club.
3. Restaurants.
4. Helipads.
5. Waterbody.
6. Amusement Zone.
7. Cable Car.
8. Park.
9. Field.
10. Artificial Lake.

- Chandrapahar Army Resort project details:

Status	Under Construction
Area	8000 – 12000 square feet
Location	Nilgiri, Bandarban
Type	Hotel and Resort
Villas	23
5 – storied building	4
7 – storied building	1
Helipads	4