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## **The Total Compensation Strategy: A Case Study of Warid Telecom Bangladesh Ltd.**

Rebeka Sultana Liza

[ASA University Review, Vol. 8 No. 1, January-June, 2014, P. 157]

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### **Abstract**

Rapid changes in today's business environment and intense global competition have made it essential for organizations to compensate their human resources appropriately. This research is undertaken in order to highlight the total compensation strategy of Warid Telecom Bangladesh Ltd. The company is very highly spoken of now of these days. The company pays more attention to its customer's delights than to its customer's satisfaction. This company started from scratches and has shown utmost performance in the last seven years. Warid Telecom Bangladesh Ltd owes its success to its employees, believing that providing competitive Compensation & Benefits packages to the employees along with job satisfaction, motivates them to work hard and deliver better results.

## **Ethics in Financial Reporting: A Must**

Md. Mustafizur Rahaman & Md. Amzad Hossain

[ASA University Review, Vol. 8, No. 1, January-June, 2014, P. 175]

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### **Abstract**

To achieve an orderly business environment around the world, the corporations must provide investors, creditors and other stakeholders with relevant, reliable and timely information. Accounting auditing and the structure of corporate governance that they operate within are the essential components in the flow of accounting information to capital market participants. However, recent corporate scandals pointed out the need for ethical developments in financial reporting. This is an initiative to entail the need for ethics in financial reporting and recommend guidelines for developing an ethical working environment. The study is descriptive and qualitative one by nature and is based on a critical review of both primary and secondary data. This paper concludes that, with suggested changes and proper implementation of existing standards and laws, an ethical misconduct free reporting system will increase the credibility of the financial information to protect our financial market.

## **Investigation of a Photovoltaic–Fuel Cell (PVFC) Hybrid System**

Shah Moazzem Hossain, Sams Jarin and Md. Shohidul Islam

[Hamdard University Bangladesh, Vol. 1 No. 1, September, 2014, P. 141]

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### **Abstract**

Energy is the primary need for the survival of all organisms in the universe. In the fast moving world, the extensive usage of energy has resulted in an energy crisis in recent years. To overcome this problem it is a need to implement the techniques of optimal utilization of conventional sources for conservation of energy. Hydrogen, a clean energy carrier, can be produced from any primary energy source. Fuel cells are very efficient energy conversion devices. The purpose of this research is to practically model a fuel cell kit and simulate a stand-alone renewable power system, referred to as "Photovoltaic-Fuel Cell (PVFC) hybrid system" which maximizes the use of a renewable energy source. HOMER, the micro power optimization model, is employed to simulate the PV-Battery system and PVFC-Battery hybrid systems. Through this process of capturing electrical energy, a developing country like Bangladesh can meet its future energy demand in a more effective manner.

## **Characterization and Management of Commercial Solid Waste: A Case Study of Jamalkhan Ward - Chittagong City Corporation**

Sk. Abu Jahid and Satyajit Roy Das

[Hamdard University Bangladesh, Vol. 1 No. 1, September, 2014, p. 151]

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### **Abstract**

Developing a successful waste management program requires quantities and defined characteristics of the collected waste. Such a management approach is likely to prevent the waste at the source of collection and would enhance the chance of better recycling. This study was conducted to identify the current situation of Commercial Solid Waste (CSW) management in Jamal khan ward, Chittagong. A structured questionnaire was administered and waste collected from different waste generating sources was segregated and weighed. Commercial solid waste generation rate was found 0.44kg/person/day and an average commercial unit generated 3.61 kg of waste per day. In the generation of CSW, vegetable/ food waste was highest (35%) followed by 14% of packaging material and 13% of plastic/ polythene/ rubber and lowest (2%) was found as can/ metal/ tin. By weight, 57% of the waste was compostable in nature. The generation of CSW was found positively correlated with staff size ( $r_{xy} = 0.8245$ ) at 1% significant level and a positive correlation was also found between the establishment cost ( $r_{xy} = 0.9945$ ) and the generation of solid waste at 1% significant level which reveals commercial unit required large establishment cost. For systematic collection and disposal of the municipal waste, it is essential to develop ward-based participatory solid waste management programs.

Daffodil International University Library, CAS (07), May, 2016

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## **A Postmodern View of Some Women Characters' Shifting Identities in the Fictions of Syed Manzoorul Islam**

Musarrat Shameem and Tanzlna Islam

[Metropolitan University Journal, Vol. 4, No. 1, 2014, P.77]

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### **Abstract**

Postmodern feminism is a slippery term in the sense that it cannot be defined by an exact phrase. It becomes even more sliding as postmodernism as a whole is against all sorts of generalizations. However there might be an opposite view to this idea that is, post modernism believes in the height of individualism; so any person can be a "feminist" in the traditional way if s/he chooses to be one. It depends on the particular demand of that person's situation. This article takes post structural feminism's premise of multiplicity of roles and realities to evaluate some women characters in some fictional works of Syed Manzoorul Islam. In these works along with the postmodern self-reflexiveness, disjunction and irrationality of narration the presence of women characters as the controlling force opens the possibility of seeing them as exerting multiple identities. This article analyses two short stories and one novel by Islam where some of the women characters change roles that creates a shift in the existing power position to place them in the controlling seat of the narrative events. Therefore, the final effort of this work is to explore the idea of postmodern feminism in a contemporary Bangladeshi writer to get the flavor of a localized form of the term postmodern feminism

## **Integrating Civil and Military Approaches to Combat Terrorism in Bangladesh**

Wing Commander Md Mustafizur Rahman, afwc, psc, GD (P)

[NDC, Vol. 13 No. 1, June 2014, P. 157]

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### **Abstract**

Terrorism in Bangladesh has traditionally been addressed by short-term methods relying mostly on the use of hard power. Conversely, terrorist outfits have shown great resilience in their ability to regroup, adapt and survive. Absence of a comprehensive approach in combating terrorism has undermined any sustained effort to dismantle the terrorist organizations operating within the country. The paper viewed the counter-terrorism (CT) measures not only as a forceful response to the acts of terror, but also as a synergistic application of hard and soft power, where the armed forces would be seamlessly integrated to act as an effort multiplier. In discourse, substantial weaknesses have been observed in the information sharing between the intelligence organizations, integration of the society in the overall CT strategy and most importantly, absence of any detailed architecture that would direct and coordinate the hard and soft power effects towards a desired end state. The paper proposes to form a National Counter Terrorism Committee (NCTC), within which police would lead the hard power, NSI would act as an epic centre of intelligence and CT prevention committee would lead the soft power approach. The core capabilities of Bangladesh Armed Forces would be integrated to augment both hard and soft power responses both in time of peace and in crisis. Therefore, the proposed architecture would promote a consensus-based national perspective and enhance institutional collaboration streamlining the barriers in countering terrorism.

Daffodil International University Library, CAS (07), May, 2016

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**Distant Ties and Troubled Bonds in Trans-cultural Family Relations:  
A Reading of Jhumpa Lahiri's "Unaccustomed Earth" and "Hell-Heaven"**

Shirin Akter Popy

[A Journal of English Studies, Vols. 4 & 5, 2014, P.77]

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**Abstract**

Jhumpa Lahiri, an Indian-American writer, highly recognized for her exquisite investigation into human relation, vividly pictures the heartbreaking transformation of family ties and loss of traditional bonds in the trans-cultural backdrop of the 21st century global village. Instead of celebrating transnational and multicultural identity, Lahiri poignantly portrays how, losing the traditional family bonds and merely becoming mechanical continuation of companionship, in the migrated land, the diasporic families exist and strive to move forward. This paper is an attempt to show the persisting unhappiness in the dismantled relation between husband-wife and parents-children in the light of "Unaccustomed Earth" and "Hell-Heaven." Delving into the untrodden areas of conjugal lives in a trans-cultural milieu, where echoes of the broken heart die in silence, The paper will also explore the dominant causes responsible for the breakage and transformation of family relations.

**Darwin, Cognition and Literary Evocations of the Mind: The Case of  
Requiem for a Nun**

Golam Rabbani

[A Journal of English Studies, Vols. 4 & 5, 2014, P. 85]

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**Abstract**

William Faulkner is one of the American writers who does not clearly and easily make the case for the significance of ideas in his fiction but argues that his literature is not inimical to ideas. It flourishes upon ideas, but it does not present ideas partly and neatly. It involves them with the "recalcitrant stuff of life" and it is the literary critic's job to deal with that involvement. Sensibility to contemporary movements in science is a literary prerequisite, and Faulkner, in particular, understood the need for "interdisciplinarity," which he fulfilled with his notions of evolution. There are notable manifestations of Darwinian ethos in his literature, and Requiem for a Nun stands ahead to present his notions of evolution. This paper analyzes the evolutionary ideas through the explanation of cultural and societal evolution embedded in the text. The transformation of textual spaces and transition of fictional minds in Faulkner's fiction seem to align with David Herman's notion of "modernist authors" and Jakob Johann von Uexkull's idea of umwelt. Therefore, this paper studies the evolutionary consciousness of the text through Herman and Uexkull's perspectives.