

Employee Compensation Practices in Industrial Enterprises of Bangladesh: A Public and Private Comparison

Absar, M.M.N., Sikder, Z.H. And Nimalathan, B.

Abstract

Compensation is one the most important functions of human resource management (HRM). The present study aimed at exploring differences between the public and private sector industrial enterprises of Bangladesh with respect to overall status of compensation practices. Data collected from twenty six public and thirty four private sector industrial enterprises show that the overall status of compensation practices of the private sector industrial enterprises is significantly better than that of the public sector industrial enterprises. Some implications are also offered for overall improvement of the compensation practices of the public and private sector industrial enterprises of Bangladesh.