

In this internship program, I was a part of team of Robi Axiata Ltd with all my responsibilities from the very first day. I was mainly engaged in Customer Service (market Operations) Department where I have gone through a number of meaningful projects and targets set by the authority. In this regard, I have prepared the affiliation report titled "Customer Service through Robi Contact Center & An Overview of Robi.

1.2 Background of the Report

This report is prepared on the basis of my three-month practical experience at Robi Axiata Limited. This internship program helped me to learn about the practical scenario of a Telecommunication Company. Robi Axiata Limited is a dynamic and leading countrywide GSM communication solution provider. It is a joint venture company between Axiata Group Berhad, Malaysia and NTT DOCOMO INC, Japan. Robi Axiata Limited, formerly known as Telecom Malaysia International (Bangladesh), commenced its operation in 1997 under the brand name Aktel among the pioneer GSM mobile telecommunications service providers in Bangladesh. Later, on 28th March 2010 the company started its new journey with the brand name Robi. This report has been presented based on my observation and experience gathered from the company. The organization has many divisions and departments but he focus is given more on the level of employee satisfaction in Technical Division as I only got the opportunity to work in this division.

The report mentions about the facilities and benefits Robi Axiata Limited provides to their employees. A research is conducted to draw a



Pdf Internship Report On Hrm And Compliance Activity Of A Garments

Mike Jess

Pdf Internship Report On Hrm And Compliance Activity Of A Garments:

This is likewise one of the factors by obtaining the soft documents of this **Pdf Internship Report On Hrm And Compliance Activity Of A Garments** by online. You might not require more mature to spend to go to the ebook foundation as competently as search for them. In some cases, you likewise complete not discover the pronouncement Pdf Internship Report On Hrm And Compliance Activity Of A Garments that you are looking for. It will entirely squander the time.

However below, taking into consideration you visit this web page, it will be suitably very simple to get as capably as download guide Pdf Internship Report On Hrm And Compliance Activity Of A Garments

It will not receive many era as we run by before. You can pull off it even if produce an effect something else at home and even in your workplace. so easy! So, are you question? Just exercise just what we manage to pay for below as capably as evaluation **Pdf Internship Report On Hrm And Compliance Activity Of A Garments** what you like to read!

 $\underline{https://correiodobrasil.blogoosfero.cc/About/virtual-library/Documents/mercury\%20125\%20elpto\%20repair\%20manual.pdf}$

Table of Contents Pdf Internship Report On Hrm And Compliance Activity Of A Garments

- 1. Understanding the eBook Pdf Internship Report On Hrm And Compliance Activity Of A Garments
 - The Rise of Digital Reading Pdf Internship Report On Hrm And Compliance Activity Of A Garments
 - o Advantages of eBooks Over Traditional Books
- 2. Identifying Pdf Internship Report On Hrm And Compliance Activity Of A Garments
 - Exploring Different Genres
 - $\circ\,$ Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Pdf Internship Report On Hrm And Compliance Activity Of A Garments
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Pdf Internship Report On Hrm And Compliance Activity Of A Garments

- Personalized Recommendations
- Pdf Internship Report On Hrm And Compliance Activity Of A Garments User Reviews and Ratings
- Pdf Internship Report On Hrm And Compliance Activity Of A Garments and Bestseller Lists
- 5. Accessing Pdf Internship Report On Hrm And Compliance Activity Of A Garments Free and Paid eBooks
 - o Pdf Internship Report On Hrm And Compliance Activity Of A Garments Public Domain eBooks
 - Pdf Internship Report On Hrm And Compliance Activity Of A Garments eBook Subscription Services
 - o Pdf Internship Report On Hrm And Compliance Activity Of A Garments Budget-Friendly Options
- 6. Navigating Pdf Internship Report On Hrm And Compliance Activity Of A Garments eBook Formats
 - o ePub, PDF, MOBI, and More
 - Pdf Internship Report On Hrm And Compliance Activity Of A Garments Compatibility with Devices
 - Pdf Internship Report On Hrm And Compliance Activity Of A Garments Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Pdf Internship Report On Hrm And Compliance Activity Of A Garments
 - Highlighting and Note-Taking Pdf Internship Report On Hrm And Compliance Activity Of A Garments
 - Interactive Elements Pdf Internship Report On Hrm And Compliance Activity Of A Garments
- 8. Staying Engaged with Pdf Internship Report On Hrm And Compliance Activity Of A Garments
 - o Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Pdf Internship Report On Hrm And Compliance Activity Of A Garments
- 9. Balancing eBooks and Physical Books Pdf Internship Report On Hrm And Compliance Activity Of A Garments
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Pdf Internship Report On Hrm And Compliance Activity Of A Garments
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Pdf Internship Report On Hrm And Compliance Activity Of A Garments
 - Setting Reading Goals Pdf Internship Report On Hrm And Compliance Activity Of A Garments
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Pdf Internship Report On Hrm And Compliance Activity Of A Garments

- Fact-Checking eBook Content of Pdf Internship Report On Hrm And Compliance Activity Of A Garments
- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Pdf Internship Report On Hrm And Compliance Activity Of A Garments Introduction

In this digital age, the convenience of accessing information at our fingertips has become a necessity. Whether its research papers, eBooks, or user manuals, PDF files have become the preferred format for sharing and reading documents. However, the cost associated with purchasing PDF files can sometimes be a barrier for many individuals and organizations. Thankfully, there are numerous websites and platforms that allow users to download free PDF files legally. In this article, we will explore some of the best platforms to download free PDFs. One of the most popular platforms to download free PDF files is Project Gutenberg. This online library offers over 60,000 free eBooks that are in the public domain. From classic literature to historical documents, Project Gutenberg provides a wide range of PDF files that can be downloaded and enjoyed on various devices. The website is user-friendly and allows users to search for specific titles or browse through different categories. Another reliable platform for downloading Pdf Internship Report On Hrm And Compliance Activity Of A Garments free PDF files is Open Library. With its vast collection of over 1 million eBooks, Open Library has something for every reader. The website offers a seamless experience by providing options to borrow or download PDF files. Users simply need to create a free account to access this treasure trove of knowledge. Open Library also allows users to contribute by uploading and sharing their own PDF files, making it a collaborative platform for book enthusiasts. For those interested in academic resources, there are websites dedicated to providing free PDFs of research papers and scientific articles. One such website is Academia.edu, which allows researchers and scholars to share their work with a global audience. Users can download PDF files of research papers, theses, and dissertations covering a wide range of subjects. Academia.edu also provides a platform for discussions and networking within the academic community. When it comes to downloading Pdf Internship Report On Hrm And Compliance Activity Of A Garments free PDF files of magazines, brochures, and catalogs, Issuu is a popular choice. This digital publishing platform hosts a vast collection of publications from around the world. Users can search for specific titles or explore various categories and genres. Issuu offers a seamless reading experience with its user-friendly interface

and allows users to download PDF files for offline reading. Apart from dedicated platforms, search engines also play a crucial role in finding free PDF files. Google, for instance, has an advanced search feature that allows users to filter results by file type. By specifying the file type as "PDF," users can find websites that offer free PDF downloads on a specific topic. While downloading Pdf Internship Report On Hrm And Compliance Activity Of A Garments free PDF files is convenient, its important to note that copyright laws must be respected. Always ensure that the PDF files you download are legally available for free. Many authors and publishers voluntarily provide free PDF versions of their work, but its essential to be cautious and verify the authenticity of the source before downloading Pdf Internship Report On Hrm And Compliance Activity Of A Garments. In conclusion, the internet offers numerous platforms and websites that allow users to download free PDF files legally. Whether its classic literature, research papers, or magazines, there is something for everyone. The platforms mentioned in this article, such as Project Gutenberg, Open Library, Academia.edu, and Issuu, provide access to a vast collection of PDF files. However, users should always be cautious and verify the legality of the source before downloading Pdf Internship Report On Hrm And Compliance Activity Of A Garments any PDF files. With these platforms, the world of PDF downloads is just a click away.

FAQs About Pdf Internship Report On Hrm And Compliance Activity Of A Garments Books

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer webbased readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, quizzes, and activities, enhancing the reader engagement and providing a more immersive learning experience. Pdf Internship Report On Hrm And Compliance Activity Of A Garments is one of the best book in our library for free trial. We provide copy of Pdf Internship Report On Hrm And Compliance Activity Of A Garments in digital format, so the resources that you find are reliable. There are also many Ebooks of related with Pdf Internship Report On Hrm And Compliance Activity Of A Garments online for free? Are you looking for Pdf Internship Report On Hrm And Compliance Activity Of A Garments PDF? This is definitely going to save you time and cash in

something you should think about. If you trying to find then search around for online. Without a doubt there are numerous these available and many of them have the freedom. However without doubt you receive whatever you purchase. An alternate way to get ideas is always to check another Pdf Internship Report On Hrm And Compliance Activity Of A Garments. This method for see exactly what may be included and adopt these ideas to your book. This site will almost certainly help you save time and effort, money and stress. If you are looking for free books then you really should consider finding to assist you try this. Several of Pdf Internship Report On Hrm And Compliance Activity Of A Garments are for sale to free while some are payable. If you arent sure if the books you would like to download works with for usage along with your computer, it is possible to download free trials. The free guides make it easy for someone to free access online library for download books to your device. You can get free download on free trial for lots of books categories. Our library is the biggest of these that have literally hundreds of thousands of different products categories represented. You will also see that there are specific sites catered to different product types or categories, brands or niches related with Pdf Internship Report On Hrm And Compliance Activity Of A Garments. So depending on what exactly you are searching, you will be able to choose e books to suit your own need. Need to access completely for Campbell Biology Seventh Edition book? Access Ebook without any digging. And by having access to our ebook online or by storing it on your computer, you have convenient answers with Pdf Internship Report On Hrm And Compliance Activity Of A Garments To get started finding Pdf Internship Report On Hrm And Compliance Activity Of A Garments, you are right to find our website which has a comprehensive collection of books online. Our library is the biggest of these that have literally hundreds of thousands of different products represented. You will also see that there are specific sites catered to different categories or niches related with Pdf Internship Report On Hrm And Compliance Activity Of A Garments So depending on what exactly you are searching, you will be able tochoose ebook to suit your own need. Thank you for reading Pdf Internship Report On Hrm And Compliance Activity Of A Garments. Maybe you have knowledge that, people have search numerous times for their favorite readings like this Pdf Internship Report On Hrm And Compliance Activity Of A Garments, but end up in harmful downloads. Rather than reading a good book with a cup of coffee in the afternoon, instead they juggled with some harmful bugs inside their laptop. Pdf Internship Report On Hrm And Compliance Activity Of A Garments is available in our book collection an online access to it is set as public so you can download it instantly. Our digital library spans in multiple locations, allowing you to get the most less latency time to download any of our books like this one. Merely said, Pdf Internship Report On Hrm And Compliance Activity Of A Garments is universally compatible with any devices to read.

Find Pdf Internship Report On Hrm And Compliance Activity Of A Garments:

mercury 125 elpto repair manual

mercury kvm266pm manual

mercedes benz w126 owners manual

mercedes w203 manual

mercedes w124 1985 1995

mercury 15hp four stroke outboard manual

mercedes w204 om651 repair manual

mercedes sprinter 1995 2006 service repair manual

mercedes benz w201 car service repair manual 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993

mercruiser inboard manual 1976

mercury 40hp 2 stroke workshop manual

mercedes c 230 service manual

mercury 30 elpt fourstroke service manual

mercedes w245 radio audio 20 manual

mercury 50 elo manual

Pdf Internship Report On Hrm And Compliance Activity Of A Garments:

tools for meaningful learning and assessment ascd - Mar 12 2023

web sep 24 2021 what is grasps grasps is a model for demonstrating performance of understanding using authentic assessments it is one of many performance of

c0 mpleted grasp performance task grasp - Jan 30 2022

web example grasps performance task english 2 12 downloaded from uniport edu ng on may 6 2023 by guest international handbook of english language teaching jim cummins

revisiting grasps a model for project based learning - Jan 10 2023

web dec 7 2019 grasps is a model advocated for by grant wiggins and jay mctighe to guide teachers in designing authentic performance based assessment it s a form of

pdf using performance task grasps to assess - Feb 11 2023

web a performance task may actually involve a variety of situations performances and products i e it can be a complex task with related sub tasks writing the task in

grasps examples pdf slideshare - Jun 15 2023

web may 24 2016 performance task grasps examples 1 of 15 download now what s hot 20 table of specifications tos and test

construction review rivera arnel 469 2k views

english sample performance task grasps lesson plan - Sep 18 2023

web recognition day script 2023 bsed methods of teaching studeersnel b v keizersgracht 424 1016 gc amsterdam kvk 56829787 btw nl852321363b01 for performance task grasps lesson plan performance task goal to write persuasive piece role activist on

english performance task grasps pdf communication - Jul 04 2022

web mar $17\ 2014$ writing a g r a s p s to create a performance task scenario that is engaging meaningful and connected to what people do in the world outside of school

creating authentic assessment taks using grasps university - Aug 17 2023

web example grasps tasks written by png and solomon teachers there has been an outbreak of cholera in your village as the village health worker your job is to stop the

grasps model performance task pdf writers essays scribd - May 02 2022

web grasp performance task goal to write a reaction paper about the proposed mandatory military service by vice presidential candidate mayor sara duterte and read

grasps performance tasks tpt - Feb 28 2022

web performance task in 21 st century literature you are the editor of a literary section of a newspaper you need to write a 500 word feature article on a filipino contemporary

grasp performance assessment ppt slideshare - Sep 06 2022

web grasps example of grasp for performance task subjects understanding culutre society and studocu example of grasp for performance task

constructing a performance task scenario using grasps - Dec 29 2021

pdf using performance task grasps to assess - Dec 09 2022

web mar 28 2017 assesment task blueprint three types of performance criteria with sample indicators content process quality result describes the degree of knowledge

grasps framework by robin moore prezi - Apr 01 2022

web product performance and purpose nakikilala ang ibat ibang uri ng anyong lupa at anyong tubig standards and criteria for success performance task scenario in

grasps example of grasp for performance task subjects - Jun 03 2022

web 47 results for sort by relevance view list operation with decimals grasps performance task created by khaled merabi the

students will apply decimal

use grasps for real world assessment tech - Apr 13 2023

web 1 implementing performance tasks and projects what and why 5 2 designing authentic performance tasks

grasps assessment design and student metacognition - Oct 07 2022

web english performance task grasps read online since free scribd is the world's largest social reading and publishing site open navigation menu near suggestions

performance task grasps docx course hero - Aug 05 2022

web grasps model performance task target subject english grade 7 quarter 4 grade level standard the learner demonstrates communication competence through his her

grasps examples pdf rubric academic nutrition scribd - Nov 08 2022

web performance task the student will have a recital presentation in accordance to what is assigned to them per group the first group will have the informative speech the second

g r a s p s mathematics example jay mctighe - May 14 2023

web g r a s p s mathematics example goal the goal within the scenario is to minimize costs for shipping bulk quantities of m ms role you are an engineer in the packaging

performance grasps lecture notes 1 performance task - Nov 27 2021

english performance task grasps pdf communication - Jul 16 2023

web performance task english 7 second quarter performance standards performance scenario your task is to help promote philippine g literature

example grasps performance task english pdf uniport edu - Oct 27 2021

the girl from berlin a novel liam taggart and catherine - $Dec\ 26\ 2021$

9781250195241 the girl from berlin a novel liam taggart and - Feb 25 2022

the girl from berlin a novel liam taggart and - Sep 03 2022

web oct 9 2018 in the newest novel from internationally bestselling author ronald h balson liam and catherine come to the aid of an old friend and are drawn into a property

the girl from berlin a novel liam taggart and catherine - Aug 02 2022

web i ve read all his books featuring liam taggart an american pi his wife catherine lockhardt an american lawyer the girl from berlin includes a legal battle in 2017

loading interface goodreads - Nov 05 2022

web oct 9 2018 audiobook 0 00 free with your audible trial in the newest novel from internationally bestselling author ronald h balson liam and catherine come to the aid

the girl from berlin a novel liam taggart and cat book - Dec 06 2022

web discover and share books you love on goodreads

the girl from berlin a novel liam taggart and catherine - Jan 07 2023

web books in the manner of this one merely said the the girl from berlin a novel liam taggart and cat is universally compatible behind any devices to read fast girls elise

the girl from berlin a novel liam taggart and catherine - Apr 10 2023

web nov 28 2022 in this new novel liam and catherine come to the aid of an old friend and are drawn into a property dispute in tuscany that unearths long buried secrets an old

the girl from berlin a novel liam taggart and catherine - May 11 2023

web oct 9 2018 in the newest novel from internationally bestselling author ronald h balson liam and catherine come to the aid of an old friend and are drawn into a property

the girl from berlin a novel ronald h balson google books - Jul 01 2022

web oct 9 2018 while on his once we were brothers book tour ron met fay waldman a survivor of multiple nazi prison camps her remarkable story inspired and provided the

girl from berlin the a novel liam taggart and - May 31 2022

web abebooks com the girl from berlin a novel liam taggart and catherine lockhart 5 9781250195241 by balson ronald h and a great selection of similar new used and

amazon com customer reviews the girl from berlin a novel - Apr 29 2022

web the girl from berlin a novel liam taggart and catherine lockhart book 5 ebook balson ronald h amazon in kindle store the girl from berlin a novel liam taggart and - Aug 14 2023

web sep 17 2019 in this new novel liam and catherine come to the aid of an old friend and are drawn into a property dispute in tuscany that unearths long buried secretsan old

the girl from berlin a novel liam taggart and catherine - Jun 12 2023

web sep 16 2019 the girl from berlin a novel liam taggart and catherine lockhart 5 by ronald h balson book review click to read the full review of the girl from berlin a

the girl from berlin liam taggart and catherine lockhart - Mar 29 2022

web in this story the powerhouse duo of attorney catherine lockhart and investigator liam taggart must travel to italy to solve a mystery that somehow ties an elderly women in

the girl from berlin on apple books - Feb 08 2023

web ronald h balson s the girl from berlin is the winner of the book club category for the 2018 national jewish book award in this new novel liam and catherine come to the

the girl from berlin a novel liam taggart and catherine - Jan 27 2022

the girl from berlin a novel ronald h balson google books - Jul 13 2023

web sep 17 2019 bargain book available about the author ronald h balson is an attorney professor and writer his novel the girl from berlin won the national jewish

the girl from berlin a novel liam taggart and catherine - Oct 04 2022

web oct 23 2018 in internationally bestselling author ronald h balson's newest audiobook the girl from berlin liam and catherine come to the aid of an old friend and are drawn

the girl from berlin a novel liam taggart and syrsynlib - Mar 09 2023

web in the newest novel from internationally bestselling author ronald h balson liam and catherine come to the aid of an old friend and are drawn into a property dispute in

skill and practice worksheets murrieta valley unified school - Jun 05 2023

web cpo focus on physical science teacher's resource cd 1 list the three sections of questions in each chapter assessment part 2 the table of contents answer you

cpo physical science 8th grade ch 1 flashcards quizlet - Dec 31 2022

web cpo physical science 8th grade ch 1 what is the difference between physics and chemistry click the card to flip chemistry focuses on the substances in matter while

physical science cpo science answers assessment pdf - Sep 27 2022

web jul 3 2023 physical science cpo science answers assessment connect that we provide here and check out the link you could purchase lead physical science cpo science

cpo science middle school physical science student textbook - Apr 03 2023

web oct 31 2016 when the detective arrives at a theory that passes all three tests he believes he has solved the mystery by using the process of inquiry 28 unit 1 the physical

assessment cpo physical science answers pdf uniport edu - Jun 24 2022

web may 22 2023 assessment cpo physical science answers 1 6 downloaded from uniport edu ng on may 22 2023 by guest assessment cpo physical science answers

amazon com cpo physical science textbook - Apr 22 2022

web jan 1 2007 the worlds greatest physical science textbook for middle school students in the known universe and beyond volume three a textbook for middle school

physical science cpo science answers assessment - Aug 27 2022

web comprehending as skillfully as deal even more than new will come up with the money for each success bordering to the message as well as insight of this physical science

assessment cpo physical science answers copy uniport edu - Feb 18 2022

web jul 22 2023 assessment cpo physical science answers 3 7 downloaded from uniport edu ng on july 22 2023 by guest the criminal investigation process peter w

physical science cpo science answers assessment 2023 wp - Dec 19 2021

web reviewing physical science cpo science answers assessment unlocking the spellbinding force of linguistics in a fast paced world fueled by information and

cpo physical earth and space science plans - Nov 29 2022

web jul 4 2015 cpo physical earth and space science is an integrated textbook it combines physical science chemistry earth science and astronomy the publisher of

cpo physical science textbook answer key pdf unlocking the - Oct 29 2022

web download the pdf answer key for the cpo physical science textbook to quickly find the solutions to all the practice problems accessible and convenient this answer key will

foundations of physical science 3rd edition solutions and - May 04 2023

web our resource for foundations of physical science includes answers to chapter exercises as well as detailed information to walk you through the process step by step with expert

physical science cpo science answers assessment 2022 - May 24 2022

web physical science straight forward with science key features a large number of preparatory problems with solutions to sharpen problem solving aptitude in physics

assessment cpo physical science answers uniport edu - Mar 22 2022

web mar 23 2023 notice assessment cpo physical science answers that you are looking for it will certainly squander the time however below with you visit this web page it will be

assessment cpo physical science answers copy - Jul 26 2022

web oct 29 2023 2 assessment cpo physical science answers 2022 01 09 assessment cpo physical science answers omb no 2980374549816 edited by barnett

cpo focus on physical science 9781588922595 quizlet - Sep 08 2023

web find step by step solutions and answers to cpo focus on physical science 9781588922595 as well as thousands of textbooks so you can move forward with

cpo focus on physical science 1st edition quizlet - Oct 09 2023

web our resource for cpo focus on physical science includes answers to chapter exercises as well as detailed information to walk you through the process step by step with expert

physical science 2nd edition solutions and answers quizlet - Feb 01 2023

web now with expert verified solutions from physical science 2nd edition you ll learn how to solve your toughest homework problems our resource for physical science includes

physical science cpo science answers assessment 2023 - Jan 20 2022

web physical science cpo science answers assessment unveiling the magic of words a overview of physical science cpo science answers assessment in a world defined

cpo physical science 1st edition solutions and answers - Jul 06 2023

web find step by step expert solutions for your textbook or homework problem find step by step solutions and answers to cpo physical science 9781588924988 as well as

cpo physical science chapter 14 atoms flashcards quizlet - Mar 02 2023

web the negatively charged particles found in all atoms are involved in the formation of all chemical bonds model a representation of an object or system nucleus the tiny

$\textbf{cpo focus on physical science answers blogs post gazette com} \cdot Nov \ 17 \ 2021$

web title cpo focus on physical science answers author blogs post gazette com 2023 04 05t00 00 00 00 01 subject cpo focus on physical science answers

unveiling the cpo focus physical science answer key solve - $\mbox{Aug}\ 07\ 2023$

web in conclusion the cpo focus physical science answer key is an essential resource for students and teachers using the cpo focus physical science curriculum it provides