

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



قَضِيَّةُ تَرْكِ عَمَلٍ فِي مَكْتَبَةِ دَرَسَاتٍ
دَعْوَى: تَرْكِ عَمَلٍ مَكْتَبَةٍ

دَارِ السَّوْحِ سِرْدَسَرِي

مُسَوِّجٌ رِسْمِيٌّ وَ. تَرْكِ عَمَلٍ فِي مَكْتَبَةِ دَرَسَاتٍ عَمَلِيَّةٌ تَرْكِ عَمَلٍ

2/VTR/2024



سِرْدَسَرِي

22 عَمَلِيَّةٌ 2025



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3. _____ දුර්වලතාවය පරීක්ෂණය
1. _____ දරිද්‍රත්වය පරීක්ෂණය
2. _____ දරිද්‍රත්වය පරීක්ෂණය සහ දරිද්‍රත්වය පරීක්ෂණය
3. 'සමාජ සේවක' ලෙස සලකා බැලීමේදී දරිද්‍රත්වය පරීක්ෂණය සහ දරිද්‍රත්වය පරීක්ෂණය
6. _____ දරිද්‍රත්වය පරීක්ෂණය
4. _____ දරිද්‍රත්වය පරීක්ෂණය සහ දරිද්‍රත්වය පරීක්ෂණය
11. _____ දරිද්‍රත්වය පරීක්ෂණය
5. _____ දරිද්‍රත්වය පරීක්ෂණය සහ දරිද්‍රත්වය පරීක්ෂණය
31. _____ දරිද්‍රත්වය පරීක්ෂණය



1. دَرَسَمُوْرِي دُرُوْبُوْ

[illegible]

اَللّٰهُمَّ صَلِّ وَسَلِّمْ عَلٰى سَيِّدِنَا مُحَمَّدٍ وَعَلٰى اٰلِهِٖ وَسَلَّم
 اِنِّىْ اَسْأَلُكَ بِرَحْمَتِكَ اَنْ تَجْعَلَ لِيْ رِزْقًا حَلٰلًا وَرِزْقًا حَلٰلًا



[illegible][illegible]

2.2. دایسون، سترایف، وینگر، و جی. جی. کولمان 4 فصل دایسون (۱) و سترایف، وینگر، و جی. جی. کولمان

[illegible][illegible]

تَرْسُزْ قَرْمَقِرْ قَرِيسْ قَرْسَیْجْ رَسْرَمْ سُرَوْمْ سُرْسُمِ؛

5.3)''

وَمِنْكُمْ مَنْ يَخُفُّهُمْ سَوْدٌ مِمَّا رَزَقْنَاهُمْ يُعْتَدِلُونَ

[illegible]

“Where the Management has decided that an employee is eligible to be offered the Early Retirement option, Dhiraagu retains the right to allow such an employee to tender resignation and treat their exit as such for all record purposes.”

ح. تحریر سرسرو.

[illegible]

“5.2 (b) Dhiraagu may offer Early Retirement option in the following situations for mutual benefit of the employees as well as the Company:

- i. If an employee becomes terminally ill or unfit to perform the required duties, such employees may be allowed to retire early on grounds of ill health. This decision will be made subject to a Company approved doctor's certification on staff's medical condition.
- ii. Where the competency level of the employee does not meet the requirements of the position. In these situations, the relevant manager



iii. If an employee who has been in service with the Company for more than 5 continuous years is being made redundant as per section 4 of this policy.

ج. تحریر سرسرو.

[illegible][illegible]

عَمْرٍو اِسْمُ رَجُلٍ مِمَّنْ فَتَرَىٰ تَعْبَهُمْ

[illegible]

“2.1 The benefits outlined in this Policy apply to the colleagues who leave
Dhiraagu employment as a result of Redundancy, or Retirement (Normal or
Early) as defined and described in this Policy. Hence, colleagues whose
employment with Dhiraagu is terminated due to following reasons, however not



- a) Resignation from Dhiraagu employment (with the exception stated in section 5.3);
- b) Termination of employment due to completion of employment period as specified in the employment contract; or
- c) Termination of employment due to poor performance, disciplinary action or due to any other reasons other than Redundancy or Retirement as defined in this Policy.

3.3.1. χ^2 -test (a) 2.1 χ^2 -test results are presented in Table 5.3. The results show that the null hypothesis of no significant difference between the observed and expected frequencies is rejected at the 0.05 level of significance.

ح. تحریر سرسرو.

(b) $\mathbb{Z}_2 \times \mathbb{Z}_2$ و $\mathbb{Z}_4$ ؛

- i. If an employee becomes terminally ill or unfit to perform the required duties, such employees may be allowed to retire early on grounds of ill health. This decision will be made subject to a Company approved doctor's certification on staff's medical condition.
- ii. Where the competency level of the employee does not meet the requirements of the position. In these situations, the relevant manager should provide specific reasons and HR should certify that the retirement is in the interest of the efficiency of service provided.
- iii. If an employee who has been in service with the Company for more than 5 continuous years is being made redundant as per section 4 of this policy.

حَکِّمُوا بَيْنَهُمَا بِقُرْبَانٍ كَثِيرٍ مِّن دُونِ ذَٰلِكَ لَعَلَّهُمْ يُخْشَوْنَ

[illegible]

تَنْزِيْلُ (نَزَلَ) ۱۴۵ وَاسْرَ دَرِغَرْی،



4.1.2. ئۆزگىرىش سۈرئەت 2/2008 (ۈچ ئۆزگىرىش) 4 قوس دىئوتىر (ر) ىر قوس؛

وَمِنْ حُرِّهٖ سُرَّةٌ مَّأْدُورَةٌ،

4.1.3. اِسْمُ خَرَسْرُوْسَ رِشْدُ رِشْوَنَر اِسْمِوَسَّرْ بَرْخَوَمِيوَر نَزِدْ نَارُو حِرْوَاوَس وَجْ قَرَاهَر نَغْسَرِي

[illegible]

4.1.4. $\text{وَجْهٌ مُّضِيّ} \quad \text{تُتَبَّرُ} \quad 2 \quad \text{وَسُرٌّ رَّازِقَةٌ} \quad (\text{س}) \quad \text{كُتِبَ} \quad \text{رَسَدٌ} \quad \text{تُرْسَدُ} \quad \text{تُتَبَّرُ} \quad \text{وَجْهٌ مُّضِيّ} \quad \text{رَبِّ} \quad \text{تُتَبَّرُ}$

اِنْ كُنْتُمْ تُحِبُّونَ الْوَلَدَ فَاصْلَحُوْهُ لِمَا يَتَّقِ ۚ وَاللّٰهُ يَهْدِي الْغَافِلِيْنَ
 اِنْ كُنْتُمْ تُحِبُّونَ الْوَلَدَ فَاصْلَحُوْهُ لِمَا يَتَّقِ ۚ وَاللّٰهُ يَهْدِي الْغَافِلِيْنَ



[illegible][illegible][illegible]

[illegible]

[illegible][illegible]

وَحَرِّمُوا سُرُورًا.

- a. Improved efficiency
- b. Organizational restructuring and downsizing
- c. Increased automation
- d. Cost reduction”

4.2.6. **بهره‌مندی‌های سازمانی و اقتصادی:** در سال 1398، شرکت با اجرای برنامه‌های سازمانی و اقتصادی، موفق به کاهش هزینه‌های عملیاتی و افزایش بهره‌وری گردید. این اقدامات منجر به بهبود سودآوری و تقویت جایگاه رقابتی شرکت گردید.

[illegible]

[illegible]

[illegible]

عَمْرٍو اِسْمُ رَجُلٍ مِمَّنْ اَتَتْهُمُ الْمَلَائِكَةُ وَكُنْتُمْ اَكْثَرُكُمْ نَارًا مُّشْرِقَةً .

[illegible][illegible][illegible]

[illegible]

[illegible][illegible][illegible]

[illegible][illegible]

دَوْرَجِ قُسْرَسَرْدَرِ رَدَرِ رِبَجَرِ یَسَرِیَیَیَسَرِ سَدَرِ دَرَسَوِ سَرَرِ قُسْرَسَرِ
 هَکَرَسَرِ قُسْرَسَرِ دَوْرِیَیَیَسَرِ، قُسْرِیَیَیَسَرِ قَرَسَرِ قَرِیَیَیَسَرِ رِبَجَرِ قُسْرَسَرِ (48 قُسْرِیَیَیَسَرِ) قَرَسَرِ
 قَرِیَیَیَسَرِ قُسْرِیَیَیَسَرِ رِبَجَرِ رِبَجَرِ رِبَجَرِ دَوْرِیَیَیَسَرِ سَدَرِ دَرَسَوِ هَکَرِیَیَیَسَرِ سَرَرِ
 دَرِیَیَیَسَرِ رِبَجَرِ رِبَجَرِ رِبَجَرِ رِبَجَرِ رِبَجَرِ رِبَجَرِ رِبَجَرِ رِبَجَرِ رِبَجَرِ رِبَجَرِ
 دَرَسَوِ هَکَرِیَیَیَسَرِ دَوْرِیَیَیَسَرِ هَکَرِیَیَیَسَرِ یَسَرِیَیَیَسَرِ سَدَرِ دَرَسَوِ هَکَرِیَیَیَسَرِ

مَنْ يَمْسُكْهُ خَيْرٌ مِنْ مَجْعَةِ نَارٍ ۚ وَكَانَ فِي الْقُرْآنِ ذِكْرُ ۚ (١) مَنْ يَمْسُكْهُ خَيْرٌ مِنْ مَجْعَةِ نَارٍ ۚ وَكَانَ فِي الْقُرْآنِ ذِكْرُ ۚ



3 رات 4 وەر سىرەتەن تەننە قارىلاپتۇن سىناسا ۋە تەننى تەننە، دىنىنى
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