

EFFECT OF HIGH INVOLVEMENT HRM PRACTICES ON SUPPLIER INTEGRATION: THE CASE OF THE SMES SECTOR IN KARACHI

BY

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A thesis submitted to the Business Studies Department, Bahria Business School, Bahria University Karachi Campus, in partial fulfillment of the requirements for MBA Degree.



Fall, 2020

BUSINESS STUDIES DEPARTMENT

BAHRIA BUSINESS SCHOOL

Bahria University Karachi Campus



MBA Thesis 2nd Half-Semester Progress Report & Thesis Approval Statement

Supervisor – Student Meeting Record

S#	Date	Place of Meeting	Topic Discussed	Signature of Student
1	16-Sep-20	Cubicle	Questionnaire	
2	27-Oct-20	Cubicle	Data analysis	

APPROVAL FOR EXAMINATION

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Acknowledgement

First and foremost, I would like to thank Allah (SWT) for giving me ample strength to complete this MBA program.

Then I would like to thank my supervisor Sir Mumtaz Khan for his guidance and support. Because of his motivation I was able to complete this research work on time. My sincere thanks would also go to Dr. Bashir for guiding and sharing his immense knowledge regarding research work. I would also like to thank all other teachers of Bahria University who helped me and gave me their valuable advices regarding research work.

Lastly, I would like to thanks my parents and my husband Aahad Khan for motivating me in every aspect.

Abstract

Purpose- The sole purpose of this research is to find out the impact of the components of high involvement HRM practices i.e., employee skills, employee incentives and employee participation on supplier integration of the SMEs sector in Karachi.

Methodology & Design- the responses were received from employees working in the HR and Supply chain department by sending close ended question. Questionnaire were sent to different small and medium enterprises companies to get the responses through google forms. The nature of this research is quantitative. The sample size of this research is 300. Reliability test, correlation and regression tests were run by using SPSS tools to analyze the result of this study.

Findings- The result of this study showed that there is a significant impact of employee skills, employee incentives and employee participation on supplier integration in the SMEs sector of Karachi.

Limitations- Due to the Covid-19 situation, reaching out to the respective employees were the biggest problem as government announced lockdown for specific period and also most of the organization move towards work from home strategy. Also because of the time constraint, the scope of this study is only limited to the SMEs sector of Karachi.

Recommendations- SMEs sector around the world become quite competitive. By competitive we mean that companies are now more focusing in achieving advance technology and methods in order to decrease the overall supply chain cost. holistic approaches for human resources management in global SCM should also be outlined in future research.

Keywords: *Employee skills, Employee incentives, Employee participation, Supply chain integration, Supplier integration.*

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