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

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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** 

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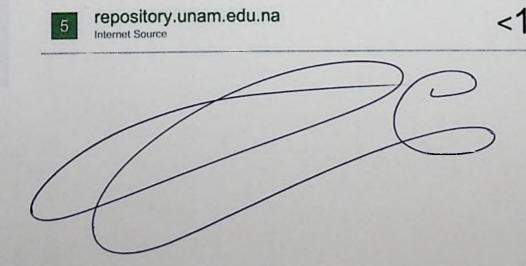
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#### **Abstract**

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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