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IMPACT OF PERCEIVED EXCESSIVE
ACCOUNTABILITY ON PERFORMANCE
OF STATE OWNED ENTERPRISES OF PAKISTAN



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ABSTRACT

Generally, accountability is assumed as a pre-requisite for better performance of organizations; accordingly, government of Pakistan has implemented enhanced accountability measures across the country. However, research on the outcomes of enhanced accountability is negligible in Pakistan; therefore, focus of current research is to study the impact of enhanced accountability measures with special reference to three HRM functions i.e. Staffing, Employee Discipline and Performance Evaluation System on performance of State Owned Enterprises (SOEs). For this purpose a sample of around ten SOEs pertaining to energy sector was selected and questionnaires were distributed among the respondents. The result of the study indicates that there is a positive relation between accountability in staffing, employee discipline and performance evaluation with performance of SOEs, while no influence of moderator i.e. autonomy on performance of SOEs was not found. The study also points out research limitations and recommendations for research in order to draw attention of prospective researchers.

Key Words:

Accountability, Public Sector, Staffing, Performance Evaluation, Employee Discipline, Work Discipline, State Owned Enterprises, Performance, Human Resource Management.

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