

MS Research Dissertation Report

Impact of Human Resource Practices on Project Success: A Study on Ufone Pakistan

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Research thesis

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I, Maham Farooqi, a student in the Department of Management Sciences at Bahria University, Islamabad certify that the research work presented in this thesis is to the best of my knowledge. All sources used and any help received in the preparation of this dissertation have been acknowledged. I hereby declare that I have not submitted this material, either in whole or in part, for any other degree at this or any other institution.

Signature: _____

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ABSTRACT

There has been stimulating research since the past decade on the relationship amongst “HR practices” and perceived “project success” in Pakistan’s telecom sector. This study is of a similar nature. It builds direct hypotheses for studying the relationship amongst four selected HR practices (Employee Well-Being, Employee Training & Development, Employee Communication & Participation and Employee Performance Appraisals) with project success in Ufone, Islamabad, Pakistan. The research methodology used for this study is Qualitative, deductive and explanatory in nature. Qualitative data was collected from 200 participants from within Ufone, Islamabad. The results and findings of this research suggest that all four selected HR practices have a positive impact on project success, in Ufone, Islamabad. The significance, limitations and implications of the found results have also been deliberated for future research. Previously presented theories by other researchers have also been substantiated.

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