

"Analyzing the Degree of Effectiveness of Recruitment  
Methods in OGDCL"



By:

*Fatima Naeem (01-221112-026)*  
*Zobia Mujahid (01-221112-085)*

Supervisor:

Cdr. Ijaz Ahmed

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Department of Management Sciences  
Bahria Institute of Management and Computer Sciences

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# ABSTRACT

The oil and gas sector play very vital role that cannot be over emphasized in modern economies. With the situation like continuously increasing demand and fast reducing resources in Pakistan the importance of Oil and gas is considered as very important. There is increase in the exploration of Oil and Gas in Pakistan because Government of Pakistan pays more incentive to this sector to maintain the connection between the demand and supply gap. Now days the overall structure of this industry is in different fragments and there is high competition because this sector contains many companies. The companies try to make larger share in industry and to get hold of resources.

The sector consists of three main streams of business segment. Which are known as the Upstream, the Midstream and the Downstream business segments of the industry. One Pakistani company is chosen for the research is Oil and Gas Development Company Limited (OGDCL). This company is the participant of the Upstream segment of the industry. The Exploration and Production of Oil and Gas are done in Upstream segment of this industry. The success of this company requires the huge financial and technological resources along with the technical skills of their Geologists, Petroleum Engineers, Drilling specialists and Geophysists.

This research is focus on the recruitment and selection process conducted in the organization and contains the brief introduction of recruitment and selection process, an industry overview, in depth study and analysis of recruitment and selection practices followed by selected company OGDCL. Effective recruitment and selection process plays an important role in the efficiency and growth of organization. The research ends with company specific recommendations. These recommendations are drawn from the analysis and they are helpful in identifying weakness of organization and providing helpful recommendations that are useful for company.