

**Purposiveness and Effectiveness of Human  
Resource Practices on Employee Turn Over  
Rate**

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## **EXECUTIVE SUMMARY**

***"Man tends to dig deep into the obscure and unknown in the hope of discovering what he yearns for ..... research is what gets him there!"***

The dependence of modern economies of the world on the sources of energy is a well-known fact. In Pakistan we get the first hand experience of almost fortnightly fluctuations in the prices of fuel (normally to the higher side) and the consequent impact on our own pockets. The gulf between the ever increasing demand and the rapidly depleting domestic supply is widening at an alarming rate. Under these conditions the role played by the domestic oil and gas sector assumes critical importance.

I have chosen three Pakistani Upstream Operating companies for the purpose of my research. These companies include Oil and Gas Development Company Limited (OGDCL), Mari Gas Company Limited (MGCL) and Pakistan Oilfields Limited (POL). The purpose of choosing the local companies in the upstream segment of the Oil and Gas Sector for the research is that success of the companies in this business area, most notably, rests on the capability of their technical employees like Geologists, Geophysicists, Drillers and the Petroleum Engineers and their ability to retain these otherwise highly migratory technical employees. The reason for narrowing the focus on national companies is the absolute denial of information by the Multinational Companies with regards to their operations and practices. The objectives of the conducting research is first to study the HR practices of the chosen organizations and then to explore the effectiveness of these practices on the employee turn over rate and the ability of the respective organizations to retain their competent technical and non technical employees.

In this research thesis, the importance of the areas, chosen for research, figures out prominently as organizations have to recruit, select, train and develop the right type of employees to develop desired competencies in order to avoid the implementation gap. It can be easily seen in this research project, that unless an organization inducts the right type of people, train and develop them accordingly and has the ability to retain competent employees its ability to meet the organizational challenges and implementation of the chosen strategies will remain illusive.

# TABLE OF CONTENTS

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Chapter 1	INTRODUCTION-----	2
Chapter 2	LITERATURE REVIEW-----	9
	Human Resource Management	10
	Competitive Advantage	11
	Industry Competitive Structure	11
	Strategic Management	11
	Strategic Management Process	12
	Components of Strategic Management Process	12
	Role of HR in Strategy Formulation	12
	HR Practices	13
	Human Resource Planning	14
	Job Analysis	14
	Job Design	14
	Recruitment and Selection	15
	Employee Training and Development	15
	Performance Management	16
	Compensation	16
	Labor and Employee Relations	17
	Corporate Culture	17

Importance of Employee Retention	18
Attracting, Retaining & Motivating Employee	19
Motivation Success	21
Set Them Free: Two Musts for Motivation-	23
People Leave Managers, Not Companies	25
Employee Retention From the Managers Perspective	27
Voluntary Turnover-	33
ERC's Retention Model-	40
Integrated System for Retaining Employees-	41
10 Steps for Motivating Retention-	43
Top 10 Strategies in Improving Employee Retention	43
Solving the Current Employee-Retention Problem	45

## Chapter 3 FINDINGS-----49

<b>Industry Overview-</b>	<b>50</b>
History of Oil and Gas Exploration in Pakistan	50
Available Energy Resource	53
Regulatory Environment-	58
Industry Structure	60
<b>Company Overviews</b>	<b>65</b>
Oil and Gas Development Company Limited (OGDCL)	65
Mari Gas Company Limited (MGCL)	73
Pakistan Oilfields Limited (POL)	77

<b>HR Practices</b>	<b>83</b>
HR Practices and Employee Retention at OGDCL	83
HR Function at OGDCL	83
Organizational Culture	84
Recruitment and Selection-	86
Training and Development	90
Compensation-	94
Performance Appraisal-	95
Employee Retention	96
Communication & Coordination	96
HR Practices and Employee Retention at	
<b>Mari Gas Company Limited</b>	<b>98</b>
Human Resource Function-	98
Organizational Culture	99
Recruitment and Selection-	101
Training and Development-	101
Performance Management	103
Compensation	104
Employee Retention	105
Use of Information Technology	107
Communication, Coordination	108
<b>HR Practices and Employee Retention at Pakistan Oil Fields Limited (POL)</b>	<b>110</b>
Human Resource Function-	110
Organizational Culture	112
Recruitment and Selection	113
Training and Development-	114
Performance Management	115
Compensation-	116
Employee Retention	117
Use of Information Technology	118
Communication, Coordination	118

Chapter 4	ANALYSIS-----	120
Chapter 5	CONCLUSIONS & RECOMMENDATIONS--	153
	Conclusions	154
	Recommendations	158
	Separation of HR From Administration-	158
	Level of Integration-	158
	Size of HR or Equivalent Function	159
	Recruitment and Selection	159
	Training and Development-	159
	Performance Management-	160
	Compensation	160
	Career Progression	161
	Communication	161
	Visible Acknowledgement of Performance	161
	Cultural Changes	161
	ANNEXURES-----	162
	BIBLIOGRAPHY-----	172