

HUMAN RESOURCE RECRUITMENT & SELECTION
(With a prime emphasis on National Electric
Power Regulatory Authority "NEPRA")

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SUBMITTED BY: SAIFULLAH QURESHI
MBA IV
120022-025



BAHRIA INSTITUTE OF MANAGEMENT AND COMPUTER
SCIENCES,
BAHRIA UNIVERSITY
ISLAMABAD.

ABSTRACT

This study focuses on the ways and methods used by NEPRA while carrying out its recruitment and selection procedure. The emphasis is on to present the problems faced by this body while finding appropriate and suitable candidates for the technical positions they have. The study focuses on finding out the problems faced and the appropriate solutions which can help the organization overcome its selection and recruitment problems.

The study was carried out by using the questionnaire method where the management level of the organization was given a questionnaire regarding the practices of the organization and the point of view of the employees regarding different aspects of organizational practices. These responses were then analyzed to know what the respondents felt and their response to the problems faced by the organization.

The study found out that most of the posts are advertised through newspapers and the organization's website, and they frequently end up choosing the best from very small group of individuals because they need someone immediately.

The study showed that in today's world the major problem faced by the organizations is to find out quality candidates. If there is a technically sound person available but lacks the competency in management skills then it is a very big and vital issue which hinders proper operations of the organization. The study also showed that most respondents agree that the compensation package and

working environment both affect the quality of work and hold a lot of importance for high quality people.

The study provides solutions and suggestions to the problem faced by NEPRA in finding appropriate candidates for the posts of regulators and managers. The solutions and recommendations are in the light of the research and responses gathered during the study, however it does not represent a final verdict or statement of conclusion to be applied on the practices of the current management and employees.

TABLE OF CONTENTS

<u>CHAPTER 1:</u>	
INTRODUCTION1	
1.1 BROAD PROBLEM AREA.....	2
1.2 RATIONAL OF STUDY	4
1.3 PROBLEM STATEMENT.....	4
1.4 OBJECTIVE OF STUDY.....	5
<u>CHAPTER 2:</u>	
LITERATURE REVIEW.....	6
<u>CHAPTER 3:</u>	
RESEARCH DESIGN AND METHODOLOGY.....	14
3.1 METHOD.....	15
3.2 SAMPLE AND DATA.....	15
3.3 INSTRUMENT AND MEASUREMENT/SOURCE OF DATA.....	16
3.4 PROCEDURE.....	16
<u>CHAPTER 4:</u>	
RESULT AND DISCUSSION.....	18
<u>CHAPTER 5:</u>	
CONCLUSION AND RECOMMENDATIONS.....	34
APPENDICES AND REFERENCES.....	39