

Title:

**"Analyzing the effectiveness of newly introduced
Organizational Development element to the Human Resource
Group of Habib Bank Limited"**



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Executive Summary

Human Resource Management has always been the most important and essential element of any organization. Our project is focused on discussing in detail the Organizational Development of Human Resource at Habib Bank Limited, with major focus on studying the Human Resource Practices currently prevailing at HBL after the introduction of OD and its effectiveness in the organization.

Project starts with a brief overview of the problem statement and the basic objective and methodologies used for this project. We have selected a sample of fifty HBL employees in order to understand the effectiveness of OD in human resource group. Besides this five senior employees have been interviewed regarding the current practices.

Second chapter gives a glance of industry analysis of the banking sector, depicting the major shares of various banks in different fields of banking.

Later on the HR practices of HR & OD Group are discussed in very detail and various policies and procedures being followed in implementing each practice are also mentioned. Major practices covered in this project are Hiring and Recruitment, Orientation, Training & Development, Compensation and Benefits, Rewards system, Transfers and promotions besides the major projects being done by HR & OD Group. Incase of hiring and recruitment, three important hiring processes that are being used by HBL are of key focus. Orientation covers the key factors that are kept in mind while undergoing the orientation of new employees at HBL. This factor is discussed in detail in Training and Development section. In HBL, they have their own Management Development Institute located in three cities providing the necessary and up to standard trainings to the employees. Besides this the reward structure and various compensations and benefits provided are also discussed in details in later chapters.

Afterwards the details of past and current projects of this group are provided. Three major projects are discussed in this context. First, the pilot project which was an initiator project after the implementation of Organization Development to HR of HBL is mentioned, later on a project

on reorganization of the retail banking group is discussed in which the focus is on identifying the exact number of employees needed to work in each branch. The third project is the currently prevailing project in HBL and is called the climate survey, focusing on getting to know the employee satisfaction level from the present system.

Lastly the results drawn from the questionnaire filled by various cadres of employees at HBL are provided with each factor discussed in separate graph and later on recommendations and best possible action plans for implementation are described.

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