

**A STUDY OF HUMAN RESOURCE POLICIES OF
MARI GAS CONCERNING SELECTION,
DEVELOPMENT AND JOB APPRAISALS.**



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Abstract

Mari Gas Corporation Limited (MGCL) created in 1985, is a unique mix of public and private sector work habits. Their policies, their work behavior, the company atmosphere, the organization culture and norms would reflect a unique hybrid form of public and private sector. The Fauji Foundation (with 60% shares) acts as private party and tries to bring fresh changes in policies, benchmarking the private sector, while OGDCL (3% shares) wants to stick with old bureaucratic norms and culture. So this is a unique tussle and it gives rise to a 'hybrid culture' at MGCL.

This project basically is an in-depth analysis of Human Resource Policies of MGCL. The scope of the project has been limited to selection, development and performance appraisal policies. The total sample size is 35 where 30 respondents are non-managerial staff while 5 belong to manager cadre. Instrument used for collecting primary data are interviews and questionnaires.

It has been revealed through interviews with managers that MGCL has very comprehensive HR Management policies and procedures. This project goes for in-depth analysis of the policies and processes relating to the above-mentioned three areas and depicts loopholes in the process. It also benchmarks MGCL, with other multinationals operating in the Oil & Gas sector of Pakistan and concludes by giving recommendations for key areas to improve upon, on solid grounds.

TABLE OF CONTENTS

CHAPTER

I.	INTRODUCTION	1
	• Broad problem area	
	• Problem statement	
	• Objectives of the study	
	• Research methodology	
	• Scope and limitations	
II.	INDUSTRY OVERVIEW	6
III.	ORGANIZATIONAL OVERVIEW	8
IV.	IDENTIFICATION OF ISSUES	10
V.	POSSIBLE OPTIONS/ALTERNATIVES	29
VI.	BEST OPTION/RECOMMENDATIONS	41
	REFERENCES	
	APPENDICES	