RECRUITMENT AND SELECTION PRACTICES AT NATIONAL BANK PAKISTAN

By

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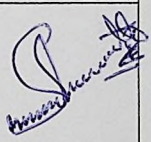
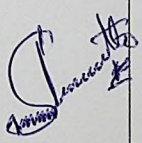
2	10/04/2015	ROOM NO:207	Hypothesis, sampling Method guidelines	
3	30/04/2015	ROOM NO:202	Questionnaire and guidelines. Reviewed all chapters, and checked plagiarism	

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Abstract

Purpose of the Study: The aim of the study is to understand the mechanism of the human resource selection and recruitment process in human resource department in banking industry of Pakistan. The National bank of Pakistan is especially selected for this purpose because it is a national bank and having wide network around Pakistan. It helps to understand the selection and recruitment process of human resource department in National bank of Pakistan.

Research Method and Sampling: A specific questionnaire was designed for this purpose to collect the required information. A correlation, ANOVA and regression analysis methodology is used the mechanism and extract the human resource effectiveness model for the NBP. In addition, this study also helps to analyze the effectiveness of the human resource policy, system and responsiveness of the employee on the system.

Finding of the Research: The whole NBP family includes dedicated and enthusiastic workforce with appetite to do best in the favor of the bank in their separate areas of operations that help to collectively enhance the effectiveness and performance of the bank. The human resource department has been actively playing its role in this aspect. The work has been appearing challenging and it is very necessary for human resource department to facilitate the bank with the desired skills. The selection and recruitment process of the bank has been positively contributing in it which has been apparent in the selection of skill labor.

Practical Implication of the Research: This research study will help the HR department of banks in Pakistan particularly NBP to find out the its strength and weakness which exist in its external environment regarding recruitment and selection process and bring in improvement in its selection and recruitment process to fill the gaps and ensure the selection of efficient and productive employees.

Keywords: ATM, Recruitment, Interview, Human Resource Management.

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