

“Study of HR practices (recruitment and selection, and reward and performance management) at National Commission for Human Development (NCHD)”.



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MBA

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Department of Management Sciences (GS)

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**Department of Management Sciences (GS)
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ABSTRACT

This research project focuses on the Human Resource practices at NCHD, Islamabad. It is Government sector, non-profit organization. Our analysis focuses on "Recruitment and Selection" and "Reward & Performance Management System" of the Organization. The detailed analysis is carried out using interviews and structured survey questionnaire (**Annex 1**) to collect data from a sample workforce serving in the organization at the level of Assistant Manager & above. Employees who have served in the organization for at least 1 (one) year.

From the analysis of this data it is found that the recruitment and selection process of the organization is fairly effective in reaching out to the targeted audience and attracting a suitable pool of candidates for required key positions. The HR recruitment goals like EEO and diversity are kept in consideration; however their implementation in true letter and spirit requires process improvement.

Commission has a Performance Management System (PMS) based on Management by Objectives (MBO) means of measuring performance and the appraisal is carried out once a year which is based on Forced Ranking System (Bell Curve). The STAR performers i.e. TOP 05% of the appraised incumbents from every designation tier get extra ordinary increment/promotion & reward in the shape of allowances. However, the linkage of PMS with Training & Development needs further channelizing and more focus and assessment on the employee competencies is required as the current appraisal system gives only 30% weightage to competencies assessment and 70% weightage to the MBO.

All these stated facts are further supported by the results of the survey questionnaires and the recommendations have been given at the end.

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DECLARATION

We hereby declare that the project report titled
**"An analytical study of Recruitment & Selection, and Reward
&
Performance Management processes of National Commission for
Human Development"**

Is our original work carried out under the supervision and
direction of

Mr. Naveed Anjum

and put forward in fractional completion of the
prerequisite for the
degree of

MBA (HRM)

to

**Management Sciences Department Graduate Studies
Bahria University Islamabad.**

Certificate

I endorse that this work "An analytical study of Recruitment & Selection, and Reward & Performance management processes of National Commission for Human Development" is based on an original project study conducted by **Jawad Arshad, Atta ur Rehman Ahsan, Muhammad Imran, Sumair Jillani** students of MBA-(HRM) at Bahria University Islamabad.

Naveed Anjum
Project Supervisor

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