



**PREPARING LEADERS FOR TOMMORROW
THE ROLE AND IMPORTANCE OF SUCCESSION
PLANNING IN LARGE ORGANIZATION SUCH AS
ATTCOK CEMENT PAKISTAN LIMITED**

A Thesis submitted to Department of Management Sciences in part fulfilment
of the requirement for the MBA degree

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ABSTRACT

Purpose- Major aim of this study was to evaluate the impact of price hike and purchasing power on sugar consumption pattern of individuals in Pakistan. The constant rising prices of food commodities including sugar, and the sugar crises the country mostly is seen caught into prompted researcher to conduct this study.

Methodology/sample- The study involved use of questionnaires filled by 240 respondents and financial data of three sugar mills for the period of 2010-11 for financial analysis. The respondent individuals belonged to different age groups, social classes and areas of residence. To analyze the data, Regression, ANOVA and Correlation tests were applied. Data from three different sugar mills from three different provinces of Pakistan was also collected and financial analysis of their annual reports was conducted to determine their growing profits.

Findings- The analysis and comparative results clearly suggested that individuals in Pakistan have decreased their sugar consumption due to increasing prices, while sugar mills are earning huge profits. It was also concluded that higher profits earned by the sugar mills was due to artificial shortage created by cartel making by the sugar mill owners in Pakistan.

Practical Implications- The outcomes of the research might help the corporate decision makers, government policy formulators and other related quarters to understand the impact of rising prices of commodities in Pakistan and to understand the overall dynamics and mechanism of sugar sector in Pakistan.

Keywords: Consumption, Rising prices, Sugar sector, High profit

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ABSTRACT:

This research has been conducted to know the succession planning role, its importance, practices and procedures being carried out in one of the cement manufacturing giant Attock Cement Pakistan Limited. Over the past few years a greater emphasis has been attached with the succession planning activity of human resources department due to certain reasons, building and retaining talent pool is becoming a cumbersome task. In order to ascertain and to highlight its importance in critical leadership dearth, this research has been carried out and has come out with certain findings that planning of successors is important in every organization. Because in some organization a greater emphasis has not been attached with succession planning due to which, departments under perform are not able to provide the desired results, loss in assets, slow processes and other malfunctionalities do take place. Also due to lack of earlier succession planning at in different departments leads towards mismanagement and low morale of employees and consensus to work with the new hired Head of Department or successor. It is also found out that the potential successors leave company due to better future prospect, so it should be made an obligatory part of succession planning process that the acting Head of Department and potential successor should serve for a period of 03-05 years in the Head of Department position and would train his potential successor during that time so that he should be ready to lead the department in his absence.