



# **DEVOLVING HRM ROLES TO LINE MANAGERS: A PIA RESEARCH STUDY**

**A Thesis submitted to Department of Management Sciences in partial fulfillment of the requirement for the MBA degree**

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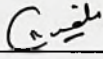
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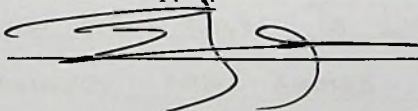
Devolving HRM Roles To Line Managers: A PIA Research  
Study in the management science department as part of fulfillment of  
the MBA degree requirement.

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## **ABSTRACT**

***Purpose-** This study makes an endeavor to survey the level of responsibilities of line manager in HR practices and try to identify executives' perceptions about devolvement of line manager roles in HR related issues. The study will suggest some suitable recommendations to improve line manager's competencies to handle HR practices and different competencies.*

***Methodology/sample-** The main objective of this study was to identify the role of line managers and different competencies which required enhancing role of line manager. The data is gathered from 35 executives, general managers and head of department. The study includes utilization of literature review on the subject. Multiple instruments/approaches including mean, bar graphs and Friedman test analysis and so forth will be connected to focus the devolvement of line manager role in HR practices.*

***Findings-** The findings of this study suggest that line managers have moderate responsibility regarding HR. The study recognizes critical distinction in role line manager depending upon different competencies. The study discusses different aspects of competencies and their ranking. To better understand, competencies have been discussed section wise.*

***Practical Implications-** The outcomes of the research might help Pakistan International Airline to improve their performance by adopting modern approach. And it will help them to delegate different responsibility to Line manger and conduct training program to collaborate with HR manager.*

***Keywords:** Line Manager, HR Practices, HR Manager, Competencies*

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