

THE EFFECTIVENESS OF HR PRACTICES FOR MANAGING DIVERSE WORKFORCE IN LANDMARK RESOURCES (PVT.) LTD.

By

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19500

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2nd Half-semester Progress Report & Thesis Approval

Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	10-Nov-2014	FACULTY	Analyzed the collected data through SPSS	Hafsah
6	24-Nov-2014	FACULTY	Finalized the Critical Debate of Thesis	Hafsah
7	15-DEC-2014	FACULTY	Finalized the Conclusion and Recommendation of Thesis	Hafsah

APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 11% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: H. Zushan Ali Date: 24/2/15

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Abstract:

Purpose of this research study is to explore the HR practices being used by LMKR for managing its diversified employees; local as well as foreign; also to see the effectiveness of the practices.

Methodology used to collect data by researcher is questionnaire and interview. Questionnaire comprises of few demographic details and closed-ended questions and was designed for employees of LMKR. And few employees were interviewed and the same questions were asked. In interview from HR manager open ended questions were asked related to the organization and workforce diversity management. And few closed ended questions were also narrated to the manager.

Total population was 150 so chosen sample size was 51; 1 HR manager and 50 employees; using stratified, cluster and quota sampling techniques. Questionnaire was sent to 50 employees only 26 employees respond to it.

Findings of this research shows that LMKR is effectively managing its diversified workforce by using or implementing effective recruitment and selection, training and development, performance management and compensation practices. LMKR encourages retaining diversified workforce and treats each and every employee equally and provides opportunity to grow to everyone without any discrimination on basis of age, gender, culture and region.

The practical implications of research comprises of its usefulness for managing diversified workforce in any organization. This research also provides the guidance related to the management of expatriates.

Limitation of the research is that the study was conducted in Pakistani culture as the focused/selected office/subsidiary was located in Islamabad, Pakistan.

Key words used in the study are diversity, diversified employees/workforce, recruitment and selection, training and development, performance management, compensation, expatriates.

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