



IMPACT OF HR MANAGEMENT CHALLENGES ON EMPLOYEE JOB SATISFACTION AND PERFORMANCE

A thesis
Presented to
The faculty of
Management Sciences
Bahria University Karachi Campus

In Partial Fulfillment
of the Requirements for the
Degree Master in Business Administration

BY

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Appendix- C

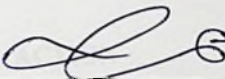
BAHRIA UNIVERSITY

INSTITUTE OF MANAGEMENT AND COMPUTER SCIENCES, KARACHI

RECOMMENDATION FOR ORAL EXAMINATION

This Project/thesis here attached, entitled, "Impact of HR Management challenges on employee job satisfaction and performance" is prepared and submitted by Rahila, in partial fulfillment of the requirements for the degree MASTERS IN BUSINESS ADMINISTRATION, is hereby recommended for appropriate action.

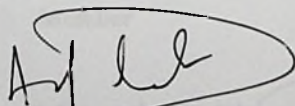
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PROJECT / THESIS COMMITTEE

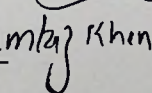
In partial fulfillment of the requirements for the degree MASTERS IN BUSINESS ADMINISTRATION, this thesis entitled, "Impact of HR Management challenges on employee job satisfaction and performance" is hereby recommended for Oral Examination.



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ABSTRACT

With Globalization and technological development competition has increased, resulting changes in the work environment, increased diversified work force and advancement in HR practices and responsibilities. Meanwhile these changes have also brought significant challenges for HR management to identify, evaluate and implement these changes, making employees of organization competent enough. This study will help the HR managers to use these resources more efficiently and effectively in order to achieve the goals and objectives of organization.

Data is collected primarily source by interviewing the employees and employers of the selected organizations after communicating to them with the purpose of interview by means of filling Questionnaire. Preparing the Questionnaire is the critical face of research based on 11 questions designed to cover all the important aspects of human resource practices in Pakistan and shows the current scenario.

Data is be collected, analyzed and evaluated and based on that evaluation conclusion and recommendations are made. Evaluation is made by using techniques of graphs and charts. According to the data collected and analyses, I come to conclusion that HRM challenges have positive impact on the job performance and satisfaction of the Pakistani organizations employees. With daily increasing HR challenges organizations are striving to equip its employees with better environment to motivate them and care for them, so that they can perform well and competently to achieve the goals and mission of organization.

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CHAPTER ONE
BACKGROUND OF THE
SUBJECT/TOPIC AND
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PROBLEM