

HR ISSUES FACED BY PAKISTAN STEEL

A thesis

Presented to

The faculty of

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Bahria Institute of Management & Computer Sciences, Karachi

In Partial Fulfillment

Of the Requirements for the

Degree Master in Business Administration

By

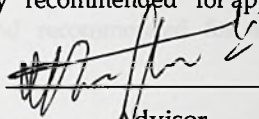
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May, 2012

RECOMMENDATION FOR THE ORAL EXAMINATION

This Project/thesis here to attached, entitled, "HR ISSUES FACED BY PAKISTAN STEEL " prepared and submitted by Mehwish Mirza, in partial fulfillment of the requirements for the degree MASTER IN BUSINESS ADMINISTRATION, is hereby recommended for appropriate action.

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ABSTRACT

The main focus of this thesis is to find out the human resource related issues that Pakistan steel is facing which is a hindrance for the good performance of the organization. The human resource management has got huge importance globally but unfortunately in our government owned organizations human resource is treated as an administrative work due to which the entire human resource functions are totally disturbed in the organization.

A descriptive research design is used in this research as it will give us recommendations to solve the issues in Pakistan steel. It is a cross-sectional study because data was collected only once. Data is collected from primary and secondary sources. Questionnaires, interviews and articles are also used in this research.

Pakistan steel lacks in leadership. In Pakistan autocratic leadership style is used widely rather than participative style. Seniority is given importance for the basis of promotion and benefits despite of performance. Young and talented people are not valued by the organization. Corruption and overstaffing is another very important problem faced by Pakistan steel. Political interference in the recruitment and promotion functions has also been there for many years.

Other problems include overstaffing, lack of talent management, nepotism, vague recruitment policies, etc. Even the job descriptions are not accurate. Most of the people do not know their job duties and responsibilities. Pakistan steel also lacks in talent management.

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