

Major: HRM

S. No. 02

“Impact Of HR practices on organization performance. A case-study of banking sector in Pakistan”



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Fall 2017

Table of Contents

Department of Management Sciences.....	1
Abstract.....	4
Acknowledgements.....	5
Dedication.....	6
Chapter 1.....	7
1 Introduction.....	7
1.1 BACKGROUND OF THE STUDY:	9
1.2 PROBLEM STATEMENT:	10
1.3 Research Objectives:.....	10
1.4 RESEARCH QUESTIONS:	10
1.5 SIGNIFICANCE OF THE STUDY:	11
1.6 DEFINATIONS OF KEY TERMS:	11
2 Literature Review.....	12
2.1 Historical Background.....	12
2.2 Personal Management:	14
2.3 Debut of Human Resource Management:	17
2.4 Stakeholder Perspective:.....	33
3 Theoretical Framework.....	36
4 RESEARCH METHODOLOGY.....	39
4.1 Introduction.....	39
4.2 Research Design	39
4.3 Population and Sample	39
4.4 Data Collection Method.....	40
4.5 Sources of data.....	40
4.6 Primary source.....	40
5 Data Analysis.....	41
5.1 Frequencies.....	41
5.2 Descriptive Of Conflict Management Variables:.....	42
5.3 Descriptive of Working Conditions Variables	43
5.4 Descriptive of Organization Performance Variables	44
5.5 Reliability of Conflict Management Variables:	44

5.6	<i>Reliability of Working Conditions Variables:</i>	45
5.7	<i>Reliability of Organization Performance variables</i>	45
5.8	<i>Regression</i>	46
5.9	<i>Correlations</i>	48
5.10	<i>Hypothesis Assessment Summary:</i>	49
6	<i>Conclusions and Limitations</i>	50
6.1	<i>Conclusions</i>	50
6.2	<i>Limitations</i>	52
6.3	<i>Recommendations:</i>	53
	REFERENCES:	54
	APPARENDIX	56
	Questionnaire	56

Abstract

The study was conducted to find out the implications of HR practices on organization performance in banking sector of Pakistan. This Study considered Working Conditions and Conflict Management as HR practices and its overall impact on different banks in the region of Islamabad, Rawalpindi and Peshawar. The employees working in the banking sector were taken as a population of the study. Allied Bank, National Bank, Habib Bank, Muslim Bank (MCB), NIB, United Bank Limited was run as a sample of the study. Pearson correlation and regression model were taken for the data analysis. As per the results of regression; 1) Working Environment had positive and significant effects on Organization Performance; 2) Conflict Management had positive and significant effects on Organization Performance.

Keywords: Working Environment, Conflict Management, Organization Performance, etc

Acknowledgements

ALL GLORY IS TO ALLAH ALMIGHTY. THE SUPERIOR AND THE SOVEREIGN, WHO ENABLED ME TO UNDERTAKE THE OPPORTUNITY TO PROGRESS SUCCESSFULLY IN MY ACADEMIC CAREER.

I WOULD LIKE TO THANK MY PARENTS WHO SUPPORTED ME AND MADE ME WHAT I AM TODAY AND THANK MY SUPERVISOR MR. AFTAB HAIDER FOR BEING AVAILABLE FOR ME THROUGHOUT MY THESIS AND SHARING HIS KNOWLEDGE AND GUIDING ME THROUGHOUT.

I ALSO GRATEFUL TO FRIENDS AND FELLOW STUDENTS WHO HAVE PROVIDED MORAL SUPPORT AT TIMES AS WELL AS HELPED ME WITH THEIR KNOWLEDGE REGARDING DIFFERENT ASPECTS IN MANAGEMENT SCIENCE FIELDS.

MUHAMMAD SHAYAN GUL

Dedication

I dedicate my research to our Parents, all the teachers, relatives and all the friends who eagerly awaited the completion of my research thesis. Thank you very much for their prayers & encouragement in my research work.