

**A QUALITATIVE PERCPECTIVE ON IMPACT OF
RECRUITMENT AND SELECTION ON JOB
SATISFACTION OF EMPLOYEES WORKING IN
DIFFERENT ORGANIZATIONS IN PAKISTAN**



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ABSTRACT

The world is varying real fast and there are number of problems that are being faced by our Pakistani organizations in terms of Human resource Practices that are currently prevailing. The intend of my study is to bring forward the different areas of Human resource practices that is Recruitment and Selection and Compensation to see how these areas effect the levels of Job Satisfaction of employees in organizations working in Pakistan.

The first step to start with is of completing the literature review with enough support of other great researchers on the importance of valid and reliable Human Resource Practices, Recruitment and Selection and Compensation importance, on the other hand is also discusses to see how these areas effect the employees seeking Job Satisfaction in an organization.

Secondly, the views of Human Resource department of selected organizations working in Pakistan, in attempt to gather qualitative data is gathered through personal interviews, to know how Recruitment and selection is done and how compensation plans and structures are developed to achieve and enhance job satisfaction of the employee. Interviews are conducted with the employees and employers working in SNL and Tech access to observe and evaluate how satisfied they are on the scale of satisfaction made by their Human Resource department and that if Recruitment and Selection procedures and their compensation is the real reason for the satisfaction of their employees.

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