

on Perceived Performance of employees in Food and Beverage Industry



SUBMITTED BY

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DEDICATION

I dedicate this project to my beloved family for keeping my spirits high and for their love, support and guidance throughout my life.

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ABSTRACT

In This research the main focus lies on the workers of food and beverage production in the areas of Islamabad and Rawalpindi. As the Human Resource Management departments are in the introductory phase in majority of organizations in Pakistan. The target of the research is originally to find and observe the relationship between HR Practices and perceived Employees performance. In any organization the team of it plays fundamental role in the organizations development, growth and their performance which is directly related to the organizations performance. HR is a broad and effective subject and its practical application results in a beneficial impact which can be observed in manifold in any business setup. Now it is important to mention that a large research work on the this area have been done by many researchers in developed country but really not being focused or any authentic research work has been seen in the developing countries. In This research we have examined the relationship between performance of employee with these four HR practices which includes Compensation, Promotion and Employee Evaluation along working climate. Theoretical Model is mainly taken from Ramay, Bashir and Shahzad (2008) with some changes in the fourth independent variables which is work climate; it has been included with required process and one dependant variable. Independent variables are: Compensation Practices, Promotion Practices, Performance Evaluation Practices and Work Climate while Perceived Employee Performance is used as dependant variable. Collection of data is done through questionnaire: The questionnaire is mainly taken from Shahzad, Ramay and Bashir (2008) which they referred from Tessema & Soeters (2006) but some changes have been included in light of literature review. The questionnaire was circulated to 200 workers of Food and Beverage sector out of which 153 reconceived. Correlation matrix was used to analyze the data.

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