

**HUMAN RESOURCE
INTERVENTIONS AND TRAINING
PROGRAM
Case Study: PIA**



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ABSTRACT

PIA is using different HR interventions and training programs to assist the remaining employees after downsizing. As employees response towards the interventions and training programs are effective. But looking towards their performance they haven't showed any progress. To make it effective PIA had to make sure that these intervention and program have to applied practically otherwise there would be negative effects all over the organization. The research have found that without these interventions and training programs the organization cannot able to make employees morale and productivity high. PIA has to work more hard on applying them also on grass root level. Recommendations and conclusions were drawn, to make a system in PIA to employ employees on merit based, if they hire with out any system so then this would give damage the organization, make communication and coordination between different department, and decision authority is also given to the employees, this can be only be done if these interventions and programs are used effectively, PIA has to

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PREFACE

Research is an integral part for the completion of degree. For me this was the most valuable and worth learning experience of my life. It was the time to put the learning and knowledge of the past semesters to test. It provided the first time exposure to the real practical work. Along with the unique learning experience came the realization that there is so much to be learned from the practical field that cannot be gained from the books alone.

In the end, I would like to pay my special gratitude to all my teachers who taught me those concepts which I am applying today practically.

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