

**IMPACT OF EXTERNAL AND INTERNAL
VARIABLES ON RECRUITMENT AND
SELECTION POLICIES AND
PROCEDURES IN NATIONAL BANK OF
PAKISTAN**

By

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A thesis presented to the Department of Management Sciences, Bahria University Karachi Campus, in partial fulfillment of the requirements of the MBA degree



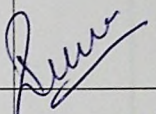
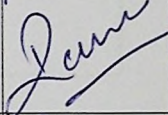
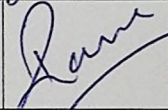
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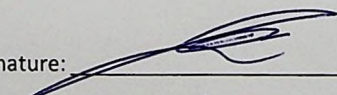
Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5		Cubicle	Research methodology and Questionnaire	
6		Cubicle	Statistical analysis and last 3 chapters	
7		Cubicle	Review and Proof reading of final thesis	

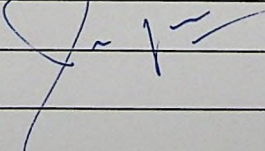
APPROVAL FOR EXAMINATION

Candidate's Name: Reema Mohsin Registration No. 20265
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- Abstract

Purpose of the study- The purpose of this study is to identify the impact of factors (external and internal) due to which the managers bypasses the policies of recruitment and selection. The external factors which has been taken in consideration are favoritism, nepotism, cronyism while internal factors are HR planning and job analysis.

Research method/sampling- for this study data was collected by distributing structured questionnaire based on likert scale to the sample size of 120 supervisory and below supervisory employees. My research was done on the basis of convenient sampling so I have chosen the branches as per my convenience.

Findings of the research- Findings of the study suggested that externally recruitment and selection policies at NBP are undoubtedly impacted by favoritism and nepotism while cronyism does not have significant effects on the procedure. Furthermore the study also revealed the fact that proper HR planning and Job analysis is also not being conducted at NBP due to which the recruitment and selection procedures of NBP are not being considered as efficient as they should be.

Practical implications of the research- The results of my study revealed that recruitment and selection policies of National Bank of Pakistan are being impacted by external factors like nepotism and favoritism, so the outcomes of this study can help the bank to revise and closely supervise its recruitment and selection procedures.

Keywords: Recruitment and selection, HR planning, Job analysis, Nepotism, Cronyism, advantageous treatment, competencies.

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