

IMPACT OF HR OUTSOURCING ON THE EFFECTIVENESS OF HR FUNCTIONS A CASE STUDY OF OIL AND GAS SECTOR

By

**KIRAN TOFIQUE
20179**

A thesis presented to the Department of Management Sciences, Bahria University
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of the MBA degree



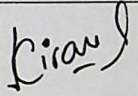
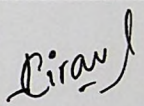
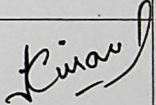
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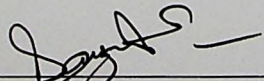
Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
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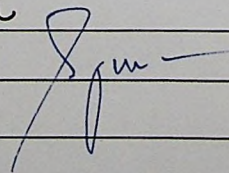

APPROVAL FOR EXAMINATION

Candidate's Name: KIRAN TOFIQUE Registration No. 20179
 Thesis Title: Impact of HR Outsourcing on the effectiveness of HR functions
A Case study of Oil & Gas Sector

I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 3% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

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Name: Sajma Zia

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Abstract

Purpose- The main objective of this research is to study the companies of oil and gas sector in order to determine the relationship between HR Outsourcing and HR functions. Through this research, researcher also aim to identify the main HR functions that help organizations increase performance and to find out the main reasons that affect the decision to outsource.

Methodology/sample- The quantitative research methodology was used and questionnaires were distributed in the HR department of eight renowned oil producing companies. The feedback obtained by chosen companies was comprehensively evaluated on SPSS and the results received by all companies indicate that there is a positive impact of HR outsourcing on the effectiveness of HR functions. In quantitative research researcher aims to determine the relationship between (independent variable) and (a dependent or outcome variable) in a target population.

Findings- The study revealed that HR outsourcing helps in reducing cost of operations; it enables the organization to focus more on key activities. HR Outsourcing helps organizations to find right person for the right job at right time. It also saves a lot more time. Correctly implemented outsourced training can enhance your organization competitiveness. Precisely, HR outsourcing increases the effectiveness of HR functions.

Practical Implications- The main outcomes of this research can help the organizations to make a strategic decision of outsourcing their HR and other HR related activities that will help them to focus more on their key issues.

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