

# **IMPACT OF HUMAN CAPITAL CAPACITY BUILDING ON EMPLOYEE'S PERFORMANCE IN PFIZAR**

**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



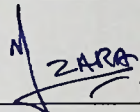
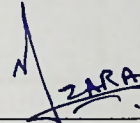
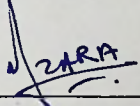
**FALL, 2015**

**Bahria University Karachi Campus**

## MBA Thesis

### 2<sup>nd</sup> Half-semester Progress Report & Thesis Approval

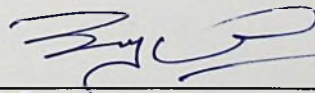
#### Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	05/09/15	FACULTY ROOM	HUMAN CAPITAL	
6	10/10/15	FACULTY ROOM	SPSS DATA ANALYSIS	
7	15/12/15	FACULTY ROOM	RECOMMENDATIONS AND CONCLUSION	

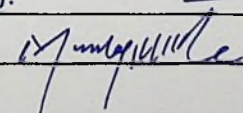
#### APPROVAL FOR EXAMINATION

Candidate's Name: ZARA KHAN Registration No. 31389  
 Thesis Title: ~~HUMAN CAPITAL~~ IMPACT OF HUMAN CAPITAL CAPACITY BUILDING ON EMPLOYEE'S PERFORMANCE IN PFIZER

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 ----- 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.

Supervisor's Signature:  Date: 12/02/16

Name: BISA KHAN.

Head Of Department Singnature:  Date: \_\_\_\_\_

## ABSTRACT

### 1.1. Reason of the study:

The aim of this study is to analyse the impact of organization's human resource capacity building in pharmaceutical industry, specifically Pfizer. The research specifically focuses on how important was the understanding of capacity building as an effort to increase, replenish, or improve an organization's effectiveness and ability to achieve its mission. The research would also focus on favorable outcomes; however, many of the frameworks that exist have a common element for analyzing and assessing potential pathways to meet the capacity building needs in pharmaceutical sector of Pakistan.

### 1.2. Methodology:

The data for this research is collected from primary sources. The primary source aids in getting the first hand information through surveys and interviews. For this research keeping in view the research objectives a questionnaire is used to gather the first hand information. Primary data collection helps in collecting the preliminary responses.

The research instrument used for this research is questionnaire. A questionnaire helps to gather data from a large sample. The questionnaire used for this research includes a mix of questions ranging from open ended to close ended questions.

### 1.3. Findings:

The Regression and Pearson Correlation suggest that, all the selected independent variables are proved to have significant relationship with dependent variable (employee performance).

Keeping in view the strength of variables, Training & Development as well as, rewards & Recognition have greater impact on employee performance. Training and development activities aids in benefiting both, employee as well as, the organization. On The other hand, rewards and recognition develops a strong motivation towards work, enhances the retention of an employee and can polishes the skills.

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