



**IMPACT OF PERFORMANC MANAGEMENT
SYSTEM ON EMPLOYEE SATISFACTION AT FAUJI
FERTILIZER BIN QASIM LIMITED**

A Thesis submitted to Department of Management Sciences in part fulfilment
of the requirement for the MBA degree

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MAY, 2014

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Impact of Performance Management System on employee satisfaction
at FFB in the management science department as part of fulfillment of the MBA
degree requirement.

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I Saima Zia being the Supervisor of the above student, certify that the research work of the student has been completed to my satisfaction and that the thesis is in a format recognized by the department and is in accordance with the rules of the University. The thesis is appropriate for examination.

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ABSTRACT

Purpose: Major purpose of this study was to evaluate the impact of performance management system on the employee satisfaction of Fauji Fertilizer Bin Qasim Limited.

Methodology/sample: The study involved use of questionnaires filled by 219 respondents to get the primary data of Fauji Fertilizer Bin Qasim Limited. For the sampling of data collection, convenience sampling was used. The respondent individuals belonged to different age groups, different departments of Fauji Fertilizer Bin Qasim Limited, different levels, social classes and areas of residence. To check the reliability, and to find out the correct outcomes, SPSS software version 21.0 was used. REGRESSION and CHI SQUARE was used for data analysis.

Findings: Performance management system (PMS) is strongly related to employee satisfaction resulting in improved employee performance management, in modern organization and management theory and practices. In this thesis, it is established that performance management of employees in Fauji Fertilizer Bin Qasim Limited is essentially related to the satisfaction of employees. Especially, monitoring, measuring and appraisal of employee performances and the procedures enabling the employees to give feedback corresponding to the employee satisfaction, whereas, higher levels of employee satisfaction further contributes to their higher achievements and better performance. Observation shows that the employees of this organization is strongly satisfied with the existing performance management system

Practical Implications: The outcomes of the research might help the corporate decision makers, HR department of Fauji Fertilizer Bin Qasim Limited to understand the impact of current performance management system of Fauji Fertilizer Bin Qasim Limited on the satisfaction of employees.

Keywords: Performance Management System, employee satisfaction, Fauji Fertilizer Bin Qasim Limited.