**Subject: HR In Public Sector**

 **Mid Assignment**

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**Q. Attempt the following.**

1. Select any Government/ Semi-Government organization.

2. Select any function of HRM (e.g. Recruitment and selection, Training and development, HRIS, compensation, appraisal etc) and apply it to the organization you choose.

Note: Please make a report using following format,

1. Introduction to the organization and HRM function you choose.
2. Body
3. Conclusion
4. Recommendations
5. References

**Answer:**

**Government organization: SUPARCO**

**Introduction of the organization:**

**SUPARCO** Pakistan Space and Upper Atmosphere Research Commissionis a government organization, founded in 1961 and it had earned a status of a Commission in 1981.

SUPARCO did various researches i.e. in R&D, did great work in space technology and worked for various developments in the country.

 Their main head office is situated in Sindh, Karachi city of Pakistan.

SUPARCO manufactured their first satellite in China on July 16, 1990. Moreover SUPARCO suffered many difficulties and it had certain hurdles in their way. With the passage of time the difficult time slowly and gradually passed.

**Body:**

**Members of the Organization:**

The members of this organization comprises of the following:

* Chairman
* Member of space technology
* Member of handling space equipments
* Member of finance development
* R & D member
* Secretary

**Different Programmes:**

SUPARCOorganizes severaldevelopmental programs.

 NSDP is one of them namely Pakistan’s National Satellite Development Programme. NSDP possesses: communication satellite, human resource development etc.

**HR Function:**

**Education and Training:**

Education, training and development play an important role for any organization. It is one of the areas of HRM. Different authors have different definitions of education and training around the world. According to the author Black in 1961 stated that,

Training maybe defined and explained as, that how employees relate skills and knowledge of employees in doing their job so that it creates a positive working environment. Training is when you teach new employees the basic skills, various concepts so that can enhance their overall skills in the long-term.

King (1964) states that training is a learning process where people and employees of an organization gain and acquire new skills, knowledge and information from one another. Khawaja & Nadeem (2013) elaborated that training is such a process through which a person can improve their overall performance of employees and improve productivity.

Training is a process, an organized opportunity for employees to acquire all the skills, knowledge (Lynton & Pareek, 1967).

The main concern for education and training is to gain and learn about the knowledge, acquire skills, improve their overall performance so that employees can work in effective and efficient manner. Robert and Jackson in 2008 elaborated that education is when you improve your knowledge, skills and abilities and its mainly for short-term means it has a certain time duration and hence we can improve our performance from time to time.

In SUPARCO they also had different training facilities for employees to learn something new and related to their area or field, such as different scientists, engineers and others members of the organization. Mostly courses, workshops and seminars are also conducted from time to time to enhance the skills and knowledge of their employees. They also visits different institutions like colleges, universities and give brief overview about their work, their advancements and accomplishments that what is going on recently.

**Training facilities at SUPARCO:**

1. **Remote sensing and GIS:**
* Visual interpretation lab
* Satellite image processing lab
* Digitalization lab etc
1. **Space and atmospheric sciences:**
* Environmental pollution and control lab
* Geomagnetic lab etc

**Careers and opportunities by SUPARCO:**

SUPARCO organization provides equal career opportunities to their employees. They select, recruit and hire people by advertisements, by visiting frequently to different institutions like education and hiring fresh graduates.

Those candidates are given preferences that have their MS or PhD degrees in hand relating to the respective fields such as: space related individuals, satellite, engineers, radio spectrums etc.

**Induction System:**

SUPARCO organization scans variety of people’s applicants by their team expertise and that is done through proper software. After this written tests are conducted and the test end results are announced the same day. And shortlisted candidates (potential candidates) are called for interviews. SUPARCO organization follows the same pattern for their internships programs as well. Internships are mainly offered to those who had more than 3 GPA as a whole. Internships offer are announced every year on their website. They usually announce their internships programs in June/ July and November/December. This facilitates the final year graduates and provides opportunity to them.

**Conclusion:**

Media awareness plays a huge part in space and society. Academia builds strong linkages in space support and arranges awareness programs with SUPARCO organization.

**Recommendations:**

SUPARCO needs to establish a framework for education, training and development dealing with professions and specialties. They need to invest more in their training and workshops sessions and to constantly review the effectiveness of training and implement training methods that can help them in long-run.

**References:**

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