

## **Thesis Topic**

***“Analysis of Training and development at PTC”***

***Submitted by:***

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## **Acknowledgements**

*“In the name of ALLAH the most beneficent and the most merciful whose blessings are abundant and favors are unlimited.”*

On the completion of this thesis, I express my gratitude to Allah SWT first who gave me the persistency and ability to complete this report successfully with loads of learning opportunities, which I tried to get hold of and for endowing me with the patience, ability, aptitude and intellect to commence and successfully complete the thesis and achieve my goal.

“Little rain drops in a cloud can convert ordinary sunlight into breath taking colors of rainbow”; in the same way I have maneuvered this thesis in a comprehensive way which firstly seemed to me as understanding as an odyssey.

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## ***Executive Summary***

The increasing trend of globalization in the past two decades has moved companies beyond their domestic operations into the international markets. This dramatic change in international businesses require a dynamic workforce as such managers have a challenging role in facing complex issues of managing people to gain or sustain a competitive advantage. Some key issues need to be given special attention. There will be more human resource activities involved in international operations than that in the domestic context. A broader perspective is required to manage people not only from home countries, but also from host countries and even from the third countries.

I, to highlight the salient features of the HR policies practiced by the organizations, have conducted a detailed analysis of the HR practices of the company regarding training and development. In my thesis I have basically highlighted the mechanisms of training diverse human resources at PTC and the influence of training on the organization and employees. The report contains the complete analysis of the HR training and development practices being followed in PTC. In the end I have given a SWOT analysis and the recommendations for the improvement of managerial processes at the organization.

## ***Research Methods***

The technique that I applied to complete this thesis was that first I gathered the preliminary information about the organization through the secondary sources and after that took time for interviews.

I had a look at PTC's Reports, its magazines and other related material

**Website:** Also referred to the official PTC website to get information regarding PTC's Introduction & background, its different brands, its vision, mission motto etc.

<http://www.ptc.com.pk>

**Library:** I also consulted the library for projects to have an idea of management projects in general and to find further information on PTC and its HR department.

**Interviews:** The first time I went to PTC I had an idea of the questions I wanted to ask. I had some questions written down as well. I wanted to get some basic information and general overall view of the organization before I went into the specifics related to training and development. There I had meetings with the Human Resource Manager, Zahra Majid.