

**A DIAGNOSTIC STUDY OF SALARY PACKAGE AT POWER INFORMATION
TECHNOLOGY COMPANY**



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2018



A project submitted in partial fulfillment of the requirement for the degree of Master in Human Resource Management (MHRM) at School of Professional Advancement, University of Management and Technology Lahore.

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ACKNOWLEDGEMENT

ALLAH is the reason that we do not lose motivation; we do not lose hope.

It is time to look back with appreciation to the brilliant people; we had in our journey of learning. We pay gratitude to all those who enlighten our human feelings and warmth our soul. We want to place on record that we are lucky enough to have a right mentor, at the right time, a dogmatic teacher, Ma'am Aizza Anwar, for bringing out the best in us. We can never forget her efforts to hold our attention, and really indebted to her for the things she has done for us.

We would like to take this opportunity to record our sincere thanks to Sir TalhaZubair for his support in the project and all the faculty members of School of Professional Advancement (SPA) for their unceasing help and encouragement throughout our studies.

DECLARATION

We, the students of SPA (School of Professional Advancement), declare that all project work entitled is our own unaided work and we must clearly identify if we make use of material from any other sources, in correct manners.

We do therefore declare that the work reported in this project, which we shall present for assessment must be carried out by ourselves only; it is original and authentic to the best to our knowledge and not submitted to any other university or institution for the award of any degree. This information is purely of academic interest.

ACRONYMS & ABBREVIATIONS TABLE

PITC	Power Information Technology Company
C&B	Compensation and Benefit
PBGC	Pension Benefits Guarantee Corporation
DB	Defined Benefits
DC	Defined Contributions
HR	Human Resource
IT	Information Technology
T&D	Training and Development
OPM	Operational Performance Management
ERP	Enterprise Resource Planning
ICT	Information Communication Technology
FMLA	Federal Family and Medical Leave
PMS	Performance Management System
WAPDA	Water and Power Development Authority
BPS	Basic Pay Scale
VPS	Voluntary Pension Scheme

Abstract

Salary package is a way to compensate employee for their hard work. A salary is a form of payment from an employer to an employee from the fact of view of running a business, salary can also be seen as the cost of buying and holding human resources for managing operations. Salary plays an important role in the motivation of employees. Healthier salary package convince the employees to work hard and honestly. After detailed review and analysis of the documents we have diagnose the current Pay Package of PITC according to the Government Budget Notification 2017. We conduct research work to revise the existing salary package for the efficient employee and attract new talent. We also focus to introduce a cost effective compensation plan for Power Information Technology Company. We hope this will affect the company's mainspring.

CHAPTER 1: INTRODUCTION

1.1 Background

The globalization has created a wide ground of competition and has contributed in the complexities, business world is facing these days. The traditional approach towards the competition has lost its worth as the organizations are growing very smartly. . For accomplishing competitive advantage, the part of human capital is more prominent than any time in recent memory since it is thought to be the riches achievement and significant wellspring of upper hand. Capital is viewed as most critical component of upper hand in many organizations. In is just one of the organization's intangible assets; it is basically all of the competencies of the people within an organization. These competencies are various skills, education, and experience, potential and capacity. It is believed that if a company know how its human capital contributes to their success, it than can be measured and managed effectively.