



“A Diagnostic Study of the Organizational Structure and Performance Appraisal System Alignment at PakLite Group of Companies”

A Project submitted in partial fulfilment of the requirement for the degree of MSc in Organizational Development/Human Resource Management at School of Professional Advancement, University of Management and Technology Lahore

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Abstract

The purpose of this study was to identify the underlying problems in PakLite and recommending preeminent solution to cater the need of organization through and Organization Development (OD) intervention. An action research approach was used to find out the problem followed up by the theoretical work. Organizational Diagnosis conducted through documentary evidence, highlighted the unaligned organizational structure and identified gap for performance appraisal system. Diagnosis, analysis and literature review steered to development of proposed functional organizational structure and 360° degree Performance Appraisal System (PAS). This study recommends PakLite Group to adopt the proposed organizational structure and inculcate performance appraisal system to streamline the activities and fill the identified gaps to boost organizational performance and secure a competitive market position. This report has made considerable analysis on PakLite Group in terms of performance measurement in disengagement and inadequate structural flaws.

Keywords: Organization Structure, Organization Design, Organization Development, Performance Appraisal System, Action Research.

