

zoomCHAT

14:22:32 From Muhammed Usman Siddique USMAN SIDDIQUE : Training Need Analysis system

14:22:35 From Sanam : lack of training

14:22:36 From M. Nadeem : proper planning

14:22:41 From zahoor Ahmed : Lack of job evaluation,

Industrial relation contrast,

conflict management , Training need analysis

14:22:42 From riffat shafiq : recruitment should be transparent

14:22:42 From Azhar Hussain : employees should have been given job security.

14:22:49 From Aamir Baloch : lack of competition in companies

14:22:55 From Oppo A38 : transparency in management system

14:22:55 From Muhammed Usman Siddique USMAN SIDDIQUE : Performance Management

process Systems

14:22:58 From Imran : pay roll management

14:23:10 From RC : talent Retention

14:23:15 From Muhammed Usman Siddique USMAN SIDDIQUE : Performance Appraisal system

14:23:20 From Imran : incentive procedure

14:23:31 From RC : Managing Relationships

14:23:39 From Muhammed Usman Siddique USMAN SIDDIQUE : incentive Management Systems

14:23:40 From zahoor Ahmed : reduce employment turnover,

Incentive management

14:23:47 From Aamir Baloch : introduce new technology in market

14:24:06 From Muhammed Usman Siddique USMAN SIDDIQUE : Bonus And Rewards

Management systems

14:24:08 From Azhar Hussain : innovative and scientific knowledge for employment

14:24:15 From Imran : monitoring, developing. planning

14:24:30 From Muhammed Usman Siddique USMAN SIDDIQUE : conflict Management systems

14:24:52 From Muhammed Usman Siddique USMAN SIDDIQUE : workers Safety system

14:24:52 From RC : Need to make quick hire

14:25:39 From riffat shafiq : Job description and job specification should be clearly mentioned

14:26:04 From Ayesha Sheikh : Attract new talent by building a comprehensive employee

benefit

Give them

14:26:31 From zahoor Ahmed : structural improvement, decentralization of power

14:26:54 From riffat shafiq : compensation procedure according to the employee performance

14:27:01 From Ayesha Sheikh : Give them enough good environment to perform their JD with

relax mind without any politics

14:27:01 From M. Nadeem : avoid political inference in hiring process

14:28:06 From Sanam : selection should be based on merit
14:28:29 From Aamir Baloch : Take steps on a merit base avoid influence of elite class
14:29:20 From Sanam : avoid recommended employees
14:30:06 From riffat shafiq : board of directors should be independent
14:30:35 From zahoor Ahmed : Modern technologies, Discliplinary action against pressure

groups.,

Reduction of nepotism and development of meritocracy

14:34:23 From zahoor Ahmed : Restructuring
14:34:30 From Ayesha Sheikh : Amendment
14:34:31 From Azhar Hussain : restracturing
14:34:34 From Oppo A38 : restructuring
14:34:37 From M. Nadeem : suggestion
14:34:37 From Azhar Hussain : reforms
14:34:38 From Imran : restructuring
14:34:44 From Aamir Baloch : change the system
14:34:47 From Fahad Hussain Ansari : restructuring, reforming
14:34:48 From Ayesha Sheikh : Re-build /improvements /reform
14:34:51 From Azhar Hussain : revive
14:34:51 From Sanam : way forward
14:34:59 From Imran : remedies
14:34:59 From Oppo A38 : Again buildup
14:35:36 From Ayesha Sheikh : Amendments
14:36:32 From Muhammed Usman Siddique USMAN SIDDIQUE : yes sir
14:36:40 From Azhar Hussain : yes sir
14:36:41 From Aamir Baloch : inshaAllah
14:36:48 From Sanam : yes sir
14:36:53 From Imran : yes sir
14:37:00 From Oppo A38 : yes sir
14:37:05 From Ayesha Sheikh : Go ahead sir to advancement level
14:37:14 From Ayesha Sheikh : G I.A
14:37:20 From Muhammad Asad : I just joined.
14:37:37 From Muhammad Asad : Because there was some problem at home. Sorry
14:40:21 From Azhar Hussain : sir this would came in introduction ?
14:40:27 From haris baloch : job task, job identity, feedback and autonomy are vague in this sector.

14:43:02 From riffat shafiq : poor services which are their core business

14:43:07 From Muhammad Asad : Poor Customer services

Poor management

14:43:16 From Azhar Hussain : lack of accountability and poor stracture.
14:43:16 From Oppo A38 : Mismanagement
14:43:17 From Ayesha Sheikh : Function me production ho skta
14:43:27 From Aamir Baloch : influnce of elite class

14:43:28 From Ayesha Sheikh : Organise krna cheezu ko

14:43:45 From riffat shafiq : poor management system

14:43:51 From Imran : poor planning,

14:43:53 From M. Nadeem : incompetent staff

14:43:54 From riffat shafiq : lack of innovation '

14:44:04 From Imran : lack of technology

14:44:14 From Faizan Ul Haq : there is no proper check and balances and

14:44:30 From riffat shafiq : poor evaluation system

14:44:38 From Azhar Hussain : lack of modern techniques.

14:44:43 From M. Nadeem : lack of performance evaluation

14:44:54 From haris baloch : lack of efficiencies, delayed decisions, lack of innovation, excessive govt control.

14:44:58 From zahoor Ahmed : Reporting mechanism, No transparency ,Govt interventions, Not ready to adopt modern challenges, Complex policies and procedure

14:44:58 From Ayesha Sheikh : Poor organisation

14:45:28 From riffat shafiq : politically instability

14:45:35 From Muhammad Asad : Improper Check and Balance

14:45:39 From Azhar Hussain : corruption and over employment \

14:45:41 From Muhammad Asad : Poor accountability

14:46:01 From Muhammad Asad : Incompetent staff

14:46:19 From riffat shafiq : lack of interest of the government

14:46:30 From riffat shafiq : injustice

14:46:42 From riffat shafiq : corruption

14:46:51 From Azhar Hussain : contemptary methodology to serve public

14:46:57 From Sanam : inefficient management

14:47:04 From Oppo A38 : sir I think Jo function hen unko reshape kr k causes likhen gy

14:47:04 From Muhammad Asad : Poor accountability

Incompetent staff

14:47:05 From riffat shafiq : political stability

14:47:13 From Faizan Ul Haq : politically instability

low budgeting

corruption

low salaries of employees

external affairs

lack of technology

not trained staff

14:47:36 From Muhammad Asad : Lack of Efficient Training of staff

14:47:52 From Aamir Baloch : Democracy Government do not complete its proper tenure

14:47:55 From Azhar Hussain : lack of modern techniques

14:48:26 From Miraj uddin : Excess staff in public Institutions

14:48:34 From M. Nadeem : dictatorship in officer level

14:49:11 From Azhar Hussain : monopoly of elites
 14:49:41 From Oppo A38 : corruption
 14:49:58 From M. Nadeem : personal relations
 14:50:16 From Oppo A38 : lack of performance evaluation
 14:50:16 From Miraj uddin : political interference
 14:50:18 From Aamir Baloch : right person on right job
 14:53:37 From Azhar Hussain : proper
 14:54:04 From Faizan Ul Haq : important ko kihty hy sailent
 14:54:10 From Imran : function of HRM
 14:54:21 From Ayesha Sheikh : Functions
 14:54:54 From Oppo A38 : planning
 14:54:56 From Ayesha Sheikh : Employee relation compensation planing
 14:55:01 From Imran : performance management
 14:55:05 From Oppo A38 : attracting to employees
 14:55:18 From Faizan Ul Haq : planning
 recruiting
 selection
 allocation
 compensation
 training
 14:55:21 From Oppo A38 : developing employee
 14:55:31 From Oppo A38 : retaining employee
 14:55:59 From Azhar Hussain : group
 14:56:32 From Faizan Ul Haq : organization k apny employee ko personnel kihty hy
 14:57:01 From Imran : yes
 14:57:05 From Ayesha Sheikh to IIR ACADEMY(Direct Message) : Yes ... coz these are most
 effective pillars of HRM for any kind or organisation
 14:57:07 From Muhammad Asad : Yes it can be done.
 14:57:08 From zahoor Ahmed : yes sir
 14:57:10 From Azhar Hussain : yes
 14:57:13 From Oppo A38 : yes sir
 14:57:16 From Faizan Ul Haq : yes
 14:57:37 From Aamir Baloch : yes sir give us different tranings
 14:57:39 From Oppo A38 : implementation of All Hr process
 14:58:04 From M. Nadeem : training
 14:58:12 From Muhammad Asad : By giving performance based incentives rather than
 experience based
 By giving performance based promotions rather than seniority based promotion
 14:58:33 From Azhar Hussain : it also helps to put proper employ at proper place
 14:58:36 From Aamir Baloch : related to that deparment they give us traning like IT
 14:58:43 From Faizan Ul Haq : first
 will search out

which post is vacant
then advertise
post for relevant post
recruit right employee
train to employee according to jd
and then allocating in right place
offer good salary
offer compensation to that person

14:58:45 From Imran : HRM four pillars likh skty hn

14:58:45 From Oppo A38 : Recruiting qualified talent

14:58:54 From Aamir Baloch : time management

14:58:58 From M. Nadeem : employee reation

14:59:05 From Oppo A38 : Developing training policies

14:59:05 From Imran : bonus and rewards

14:59:11 From M. Nadeem : safety policy

14:59:17 From Oppo A38 : Effective compensation system

14:59:22 From Azhar Hussain : will provide growth in orginazation

15:00:12 From M. Nadeem : contemporary approach min kiya likhe gye

15:00:50 From Faizan Ul Haq : sir govt should focus

to promote employee according to performance not on based of years of job .

appraisal should be truly evolute

15:01:16 From Oppo A38 : implementation of effective recruitment policies

15:01:23 From Miraj uddin : HRM is a Continuous function

15:01:24 From Imran : bonus and reward policies

15:01:40 From Miraj uddin : oh sir g

15:01:49 From M. Nadeem : effective HRP

15:02:00 From Ammara : sir 4 process ayga

15:02:01 From Muhammad Asad : compensation

15:02:04 From Ammara : HRM ka

15:02:10 From Ayesha Sheikh to IIR ACADEMY(Direct Message) : By conducting training

periodically

15:02:25 From Oppo A38 : Developing training and re-training programes

15:02:53 From Oppo A38 : Formulating compensation policy

15:05:45 From Ammara : sir Yaha Kia ayga

15:06:34 From Faizan Ul Haq : three pillars of state

executive

judiciary

legislative

15:06:45 From Ayesha Sheikh to IIR ACADEMY(Direct Message) : Tax reform

15:07:04 From Ammara : Rules and regulations

15:07:09 From Faizan Ul Haq : tax collection

generation of revenue

providing good service delivery

spending

15:10:12 From Faizan Ul Haq : state life

wapda

15:10:36 From Azhar Hussain : Railways

15:10:51 From Faizan Ul Haq : ogdcl

15:10:53 From Faizan Ul Haq : ptcl

15:11:25 From Azhar Hussain : they are directly helping to the GDP of Pakistan

15:11:31 From Imran : yes sir

15:11:32 From Sami Khan : yes sir

15:11:36 From Muhammad Asad : Yes

15:11:42 From M. Nadeem : ok

15:13:11 From Faizan Ul Haq : executive

federal governments

ministries

all departments

15:13:24 From Muhammad Asad : Prime minister

Cabinet

Ministers

Devisions

Departments

Autonomous and semi autonomous

15:14:10 From Azhar Hussain : Federal minster is more powerful than division minster

15:15:03 From Ammara : g sir

15:15:07 From Ayesha Sheikh to IIR ACADEMY(Direct Message) : G

15:15:08 From Azhar Hussain : Yes sir

15:15:09 From Muhammed Usman Siddique USMAN SIDDIQUE : yes sir

15:15:18 From Faizan Ul Haq : I have no issue

15:15:34 From Ammara : exactly sir

15:17:56 From Faizan Ul Haq : to complete quickly

easily auditable

transperant

15:18:37 From M. Nadeem : completion in estimated period

15:18:39 From Faizan Ul Haq : govt can't hire employee permanently for some tasks

15:18:44 From zahoor Ahmed : sir mix ownership for effective management monitoring

15:18:51 From Oppo A38 : due to good work capability

15:20:28 From Sami Khan : competency

15:20:42 From Azhar Hussain : to provide more jobs to local community and proper execution

through local public

15:20:45 From Oppo A38 : yes sir road project

15:20:46 From M. Nadeem : underpass

15:20:46 From Aamir Baloch : like CPEC

15:20:51 From Ammara : sir cpec

15:20:53 From Fahad Hussain Ansari : competency and cost effective

15:20:55 From Ammara : ayga

15:20:59 From Faizan Ul Haq : for temporary activities govt offer to private organization in order to complete project quickly and efficiently.

mostly govt doesn't have efficient and right person for specific job .

15:21:02 From Azhar Hussain : to provide more jobs to local community and proper execution through local public

15:21:05 From Imran : for better efficiency

15:21:19 From Imran : road works

15:21:22 From Ammara : cpec ayga is ma

15:21:31 From Aamir Baloch : new belt New initiative project

15:22:24 From Sami Khan : metro to devo

15:22:29 From Azhar Hussain : .UNSECO project of school

15:22:32 From Fahad Hussain Ansari : HDP Hyderabad development program

15:22:34 From Aamir Baloch : Pujab is itself a project

15:22:56 From Oppo A38 : like road,dam,bridge ,govt hospital or any other govt institution

15:23:55 From Faizan Ul Haq : kisy .. krty Hy

15:24:02 From Faizan Ul Haq : how kis Tarah

15:24:12 From M. Nadeem : bid

15:24:24 From Aamir Baloch : private sectors have skillful people

15:24:26 From Azhar Hussain : Public private partnership

15:24:36 From Muhammad Asad : Low cost and low completion time

15:24:41 From Imran : through contractor

15:24:51 From Aamir Baloch : They have proper time management

15:25:10 From Imran : through legal forms

15:25:20 From Aamir Baloch : they use their resources in appropriate way

15:25:21 From Faizan Ul Haq : permanent contractor

bidding

public private partnership

mou

15:25:23 From M. Nadeem : bid

15:25:46 From Oppo A38 : why???

15:25:54 From Oppo A38 : eska b bta den

15:26:10 From Imran : for better efficiency

15:26:27 From Ammara : contractor bidding

15:27:41 From Aamir Baloch : They complete the project within a budget

15:30:52 From Faizan Ul Haq : me btaoo

15:31:25 From Faizan Ul Haq : me start

15:34:51 From riffat shafiq : BOD

15:37:11 From Ayesha Sheikh : No sir kl wala half suna abi

15:37:29 From Ayesha Sheikh : Full ni suna hua Abi m ne

15:38:59 From Fahad Hussain Ansari : pral

15:43:09 From Faizan Ul Haq : if any govt organization sale out by private entity

15:44:00 From Faizan Ul Haq : any govt organization sale out to private entity

15:44:28 From Ayesha Sheikh : When government businesses owned by private party

15:44:46 From Faizan Ul Haq : sale out

15:48:21 From Faizan Ul Haq : yes because
private organization do research and development
first the identify need of people
then design services or goods according to demand of the people

15:49:19 From Muhammed Usman Siddique USMAN SIDDIQUE : increase Management
efficiency, increase customer service satisfaction

15:50:04 From Faizan Ul Haq : private organization keep check and balances
they are service oriented
in private sectors political interference is not involved
they audit employee activities

15:51:19 From Muhammad Asad : Clear

15:51:29 From Azhar Hussain : it would bring quality of employ and remove unemployment

15:51:34 From Aamir Baloch : private sectors have skillful workers

15:51:35 From Faizan Ul Haq : but sir private organization pay taxes so govt can get benefit.
also maximizing GDP

15:51:38 From zahoor Ahmed : Mangement imporment Irad best policy,

15:55:06 From Imran : report mein sir

15:55:16 From Faizan Ul Haq : can I say

15:56:06 From Faizan Ul Haq : sir nimaz break dy dy

16:02:28 From Imran : corruption

16:04:50 From Ayesha Sheikh : Due to lack of innovation

16:05:44 From Ayesha Sheikh to IIR ACADEMY(Direct Message) : Screen out

16:11:51 From Azhar Hussain : PTCL

16:12:49 From Azhar Hussain : yes sir

16:12:50 From Ayesha Sheikh to IIR ACADEMY(Direct Message) : G clear

16:12:51 From Azhar Hussain : clear

16:13:19 From Muhammed Usman Siddique USMAN SIDDIQUE : yes sir

16:13:28 From Muhammad Asad : Clear ho gya

16:13:34 From M. Nadeem : clear hy

16:13:46 From Aamir Baloch : yes clear hai lakin revision need

16:18:08 From Ayesha Sheikh to IIR ACADEMY(Direct Message) : Sir past papers ko Daikh k
thori tenshn ho jati hai ... hope so ye remaining days concept clear hn gay mazeed

16:22:02 From Ayesha Sheikh to IIR ACADEMY(Direct Message) : Next k lectures ka thora
review dy dy

16:22:15 From Ayesha Sheikh to IIR ACADEMY(Direct Message) : Wo knsy hn gay ? Etc

16:28:40 From Ayesha Sheikh to IIR ACADEMY(Direct Message) : Ok Allah hAfiz !!!