(Professional Practices in IT Project Proposal)

An Insight into Modern HR Practices At Bloomrix

TEAM MEMBERS:

Insha Javed   (21k-3279)

Muhammad Tahir   (21k-4503)

Sabika Shameel   (21k-4606)

ABSTRACT:

To enhance workplace culture, employee engagement, and retention in businesses—especially small and medium-sized enterprises (SMEs)—this project will investigate contemporary HR methods. The initiative aims to maximize organizational performance and establish a flourishing work environment by concentrating on important areas such as diverse hiring practices, HR rules, recruitment tactics, staff development, and performance reviews. To help HR professionals and leaders promote improved workplace practices, the findings will offer insightful analysis and workable answers to today's HR problems.

OBJECTIVES:

The principal aim of this project is to examine and suggest human resources methods that prioritize staff development, diverse and inclusive workplace culture, employee engagement, and efficient recruiting and selection. The initiative will also look at how companies might use strategic HR strategies to increase retention and lower turnover rates.

PROJECT SCOPE:

➢ **General Human Resources Policies:** Evaluating and putting into effect regulations that guarantee legal protection for firms and employees while encouraging openness and equity.

➢ **Recruitment and Selection:** Finding the proper candidates, doing interviews, and using outside recruiting consultants are all part of the recruitment and selection process.

➢ **Staff Training and Development:** Finding skill gaps and designing training programs that support professional advancement and organizational alignment are the two main facets of training and development.

➢ **Performance appraisals:** Creating precise performance indicators, feedback mechanisms, and frequent evaluations to aid in staff growth.

➢ **Diversity and Inclusion:** Using hiring procedures, workplace culture initiatives, and policies to foster a diverse and inclusive workplace.

➢ **Remuneration Policies:** Identify and establish frameworks to align employee salaries with market trends, skills, and industry benchmarks.

➢ **Handling Dismissal and Redundancy:** Understanding structured policies for termination and redundancy, ensuring fairness, cross-verification, and compliance with legal standards.

➢ **Job Design and Employee Engagement:** Understanding developed strategies for role enhancement and rotation to foster employee growth and align roles with organizational goals.

METHODOLOGY:

This project uses a qualitative research methodology to examine contemporary HR practices with a focus on a multinational company, **Bloomrix**. The HR Manager of Bloomrix, **Ms. Ushna Safdar**, who has over four years of HR experience, will be interviewed to collect data. Key HR responsibilities like hiring, training, performance reviews, and employee engagement will be discussed in the interview. The HR strategies of Bloomrix will be examined to pinpoint issues and best practices, offering insightful information for enhancing HRM and organizational effectiveness.

Company website: http://www.bloomrix.com
Interviewee contact: hr@bloomrix.com