

SEMINAR ON QUANTITATIVE TOOLS FOR HUMAN RESOURCE MANAGERS

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A work shop on **Quantitative Tools for Human Resource Managers** conducted by Raza Kamal, Director, College of Management Sciences PAF – KIET (Karachi Institute of Economics & Technology) was held at Pearl Continental Hotel on August 5, 2005 in collaboration with M/s Business Solutions. Twenty four HR Managers from the banking sector participated in the workshop.

Dr. Mirza Abrar Baig, Executive Vice – President, National Bank of Pakistan inaugurated the workshop. The workshop got wide coverage in both electronic and print media.

In these turbulent environmental conditions, managers cannot rely on their wisdom and judgment only; in order to minimize workers conflict quantitative tools have been refined to aid in decision making. These tools provide more accurate and authentic information and allow better management.

The aim of the workshop was to introduce quantitative tools to HR managers. These tools included: job diagnostic survey; Markov analysis; Bowey turnover index; turnover inventories; and comparison of management practices. The workshop explored the possibilities of applying these tools to human resource functions. The participants found these models and tools interesting and were of the view that they can be applied in the Pakistani environment.