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"The role of CPEC in logistic industry pacific in Asia"

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ABSTRACT

Human resources have been the subject of considerable debate. Effective management of Human resource (HR) is a critical element of successful organizational operations. For the successful operations of an organization there is great need to learn how to hire, train and develop human resource to make them important contributors to your business. Not all business owners have developed these human resource skills; if you need help, work with a mentor or business coach. The human being as a resource plays a vital role in any public and private organization. The study will also focus on the security of public or private business firm or organization this research will try to find impact of compensation policy for employees in the organization and job satisfaction ratio among the employees in logistic business. Moreover, the study will compare the compensation policy, job satisfaction ratio and the security of public and private sector organization. An open ended and close ended questionnaire is used for collection of primary data from minimum 200 selected respondents. This research study will be helpful in the policy makers in reducing the differences of compensation policies, job satisfaction and security pattern of private and public sector.

INTRODUCTION

Human resources have been the subject of considerable debate. The definition of HR would be inadequate without further explanation of what the term "Human Resources (HR)" is. First, people working in organizations have capability to wide variety of skills, talents and attitudes which influence the production activity, quality and profitability of any organization. These working people establish

general strategies and objectives, design work systems, produce goods and services, monitor quality and allocate financial resources and market products and services. Individuals, therefore, become "HR" and by the roles they assume in the organization of work. Further the job functions designed in a way which enhances the employee's strength and helpful to accomplish the strategic goal of organization. In recent area the human resource management comprises many areas including human resource function. The HR practices and applications grows into the areas of salary and reward benefits, employment, recruitment and staffing , employees forecasting, employees job design rotation and succession planning, management and executive development, employees orientation, employee relations, organization development, total quality management, needs analysis, instructional design and employees training and development and performance appraisal evaluation (Mazarrese, 1994).

These products must be returned by the company to confirm good customer service. Multinational (MNC) to protect their market image and to prevent their competitors from grabbing their customers, immediately remember the defective or poor product on the market. Withdrawal of the product is a critical competition resulting from the increasingly rigid stiffness of the products. The most recent development of Supply chain management (SCM) which is helpful in the process of planning leading and controlling of all activities related to purchasing of all raw material production management and including all logistics activities to deliver to end customer. It also includes flow of information between all correlated parties which include supplier of the company; customers of the company and services of outsource organization. Furthermore supply chain woks as bridge between supply and demand management activities through the company. SCM includes collaborating major business processes activities across the companies within competitive business model. It include management of all business activities including manufacturing work in processes and coordination of activities across the sales and marketing, product design, finance, information technology and customer services (Canadian Supply Chain Sector Council, 2016).

Background of the study

This research study is accompanied on the operational effectiveness and highlights the deficiencies or inefficiencies in logistics operations and provides recommendation to overcome problems and barriers. is the world largest courier and freight forwarding company having more than 220 branches in different countries and territories, connecting markets around the world within the three business days. The unique routed authorities and transportation structure with cutting edge information technology provide real time information. is providing fastest delivery services of more than 3.6 million shipments approximately each day.

Statement of the Problem

Many researchers have moved in the supply chain, the 3rd and 4th part of the logistics industry. The efficiency of the logistics industry shows the logistical impact of competitiveness in the environment, and different types of agents in the supply chain must be included in this process, waste materials can transform through value chain processes. The human being is a vital role in any public and private organization. This research is intends to carry out on the topic” The role of

CPEC in logistic industry pacific in Pakistan'' to find out the effectiveness utilization of Human Resource in logistics business. There is a great deal of significance of this study in context of the global and regional issues with Pakistan.

Hypothesis

1. Security issues in logistics business is more effective in private sector with comparison to private sector.
2. The human resource (HR) working environment in logistics business in private sector is more satisfying compared to public sector.
3. Job satisfaction level among employees in logistics business in public sector is less than those in the Private sector.

Limitations of Study

The main limitation for conducting this research is the lack of time. Face-to-face and telephonic interviews with manager and supervisors were conducted. Due to lack of time and availability of staff makes it difficult to cover all aspects. Secondly, interview with night staff was conducted via telephone which is also not as much helpful as compared to face to face interviews. The other limitation is the lack of finance.

Objective of the study

1. To examine the effectiveness of Human Resource (HR) practices deployment in the logistics business of public & private sectors in Pakistan
2. To evaluate security issues in logistics business and also evaluate the comparison between private and public sector of Pakistan.
3. To be able to explain the difference of working environment in logistics business between private and public sector in Pakistan.
4. To find out job satisfaction level among the employees of public and private sector of Pakistani logistic business.

LITERATURE REVIEW

Today competition is focused on service rather than physical product. The cost of logistics activities has major impact on company revenue. 3rd party logistics partners are becoming a popular choice in 21st Century. The 3rd party logistics partner is the businesses which covers transportation need of the company by providing excellent services (Gronroos, 2000). The 3rd party logistics involved outsourcing of companies to perform their logistic operations that have already been performed within the company. These services include whole logistics process of some types of logistics activities (Lieb & Kendrick, 1992).

The 3rd party logistics is provided by logistics partner on behalf of shipper consists of transportation and warehousing activities, other activities includes; information sharing, real time information and inventory management, value added activities, such as secondary assembly and installation of product and even supply chain management (Berglund, 1999).

Logistics management is movement of material from the production area to the point of consumption area in order to fill requirement of customer or organization. The item managed in logistics can be consignments and animals imported from other places, etc. The movement of physical items includes collaboration of information flow, inventory management and warehousing, transportation and packaging (Li, 2014).

The collaboration of different functional areas within the company to extend, the

movement of goods from strategic supplier through production and distribution channel to end customers (Houlihan, 1987).

Supply chain is all network of getting raw material from various vendors, includes pulling and transformation raw materials manufacturing and delivering to end user (Saunders, 1997). The success of supply chain management relies on breaking the barriers not only with the organizations but among the companies which are involved in whole supply chain process (Vollman, 1997).

The use of third-party logistics is fairly important in the manufacturing world of today as the supply chain from a global standpoint need to cater to the needs of multiple companies and consumers. Third part logistics is officially defined as a separate company that is employed via a set contract that transfers inventory from in between vendors or from vendors to the consumers at an independent rate. These companies employ strategies of control and supply chain to ensure both consumer and company requirements are fulfilled and are popular among many manufacturing giants of the world because of the removed liability in transport of fragile goods. Third party logistics is also known as TPL or 3PL in normal business nomenclature. The operations included in this system also supports tracking and warehousing of goods so that a separate logistics data can be tallied with company data to find any viable discrepancies. 3PL companies are not just limited to transport and warehousing, they also provide packaging solutions that are tailor made based upon the manufacturer and the product in question (Marasco, 2008). Other systems of control in this department also includes fleet management, order fulfillment & processing, tracking & tracing, freight payment & auditing, inventory management, logistics information system, freight forwarding and customs brokerage (Dapiran, Lieb, Milen & Sohal, 1996; Laarhoven et al., 2000; Boyson, Corson, Dresner & Rabinovich, 1999; Sohail & Sohal, 2003).

Most companies can manage logistics functions in house or our source from third party and it is based on based on the evaluating the cost and benefits of outsourcing. Lankford and Parsa (1999) stated that outsourcing is often supported by many factors at all levels of the organization. Deciding on subcontract should take into account many problems: the size of the economy, the subcontractor's experience, strategy, the need to reduce costs and responsibilities with greater control over the costs of from fixed costs to variables and quality factors

Crum & Allen (1997) and Lieb & Miller (2002) propose that user could be minimize the investment in fixed assets in logistics facilities, concentrate on core events, shrink inventory cost, improved response rate to marketing and minimize logistics costs through outsourcing.

All the worldwide nation states have standing armed forces except few countries. The major purpose of having armies to guarantee the security of the country. Additionally the armed forces are ideally suited to participate in the country's development activities. A variety of training regimes and a high degree of preparation make it the ideal state institution that can be quickly put under-pressure on projects of national importance and participation in the struggling of national - building activities which helps prevent delays and reduce costs.

Military exposure is more pronounced in civilian areas in high-risk areas, where the risk factor is numerous. It was the army of conflict zones that stabilized the situation after the end of combat operations and for a time before the resumption of civil

administration. After returning to normal, they engage in various rehabilitation activities.

Any army of any country of the world, its first duty to ensure the state security against external threats and armed forces of Pakistan performed this duty in well-organized manners. If necessary, they should also perform internal security tasks. The obligation to assist civil power with regard to the armed forces is governed by article (245) in the Constitution of Pakistan. The services of military forces has always been elaborate in nation building since Pakistan came into being. The reason is simple as the Pakistan army has consider most organized and disciplined institution in the country as compare to other institutions of Pakistan. Although it reorganized in response to new events, the army encountered challenge when it was called to escort refugees who entered Pakistan during the "partition" of India.

METHODOLOGY

It is the most important chapter of any research study. This stage is considered very basic as the entire authenticity & validity of a search depends on this search approach. The critical importance of the stage is also understood as methodology which is irrelevant or inappropriate according to research objective would not give positive outcomes. Determining a specific system for a search depends on the direction to which the search is intended to respond. Therefore, not all strategies discover the importance of each test question. The choice of the perfect method depends on the decision of the expert who focuses on assessing your strengths and weaknesses (Schulze 2003).

Quantitative / Qualitative Research

A qualitative nature research applied for this research study because qualitative research helps to understand a phenomenon in depth and helps to explore new areas of research by to improving existing research and also providing newly concept and ideas which is helpful in future research and used subjective related thoughts directly from the source (Hassan & Lewis, 2007)

The second major advantage of this research approach is that it is not limited to identifying variables taken from the research literature, but it would also be helpful to add more relevant elements that may not have been addressed during the production of the literature. It will also help make the search more accurate as it adds value by adding customer feedback that would not otherwise be included if it were a quantitative survey (Greuning & Iqbal, 2008).

Research Approach

The qualitative research approach is used for this research and will be based on the interview tool and Public and private sector interviews will be held on (HRD). The secondary data which is already available are used and will be collected from books and journal of religion and ethics. The comparison between ethics values and religion identify the differences and similarities in them. The features and characteristics are also identified between them.

The interview question will be used to collect the primary data and the respondent of the study is selected from the public and private sectors concerning the development of human resources (HR). The secondary research is also undertaken which is based on information already available and it is collected from books and

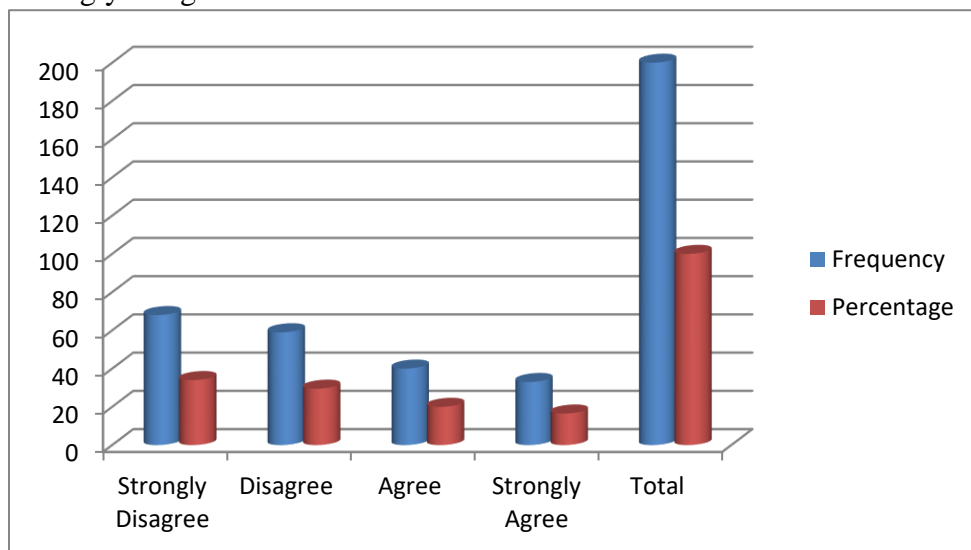
magazines of religion and ethics. The study also included a comparison of ethical and religious values to clearly identify differences and similarities.

Compensation

Employee are satisfied with the pay that they receive.

	Frequency	Percentage
Strongly Disagree	68	34
Disagree	59	29.5
Agree	40	20
Strongly Agree	33	16.5
Total	200	100

The above table shows about the satisfied with the pay that they receive of respondents. It shows that 34% (68) respondents were Strongly Disagree, 29.5% (59) respondents were disagree, 20% (40) respondent were agree and 16% (33) respondents were strongly agree. It shows that the maximum of respondents group were strongly disagree.



Performance appraisal

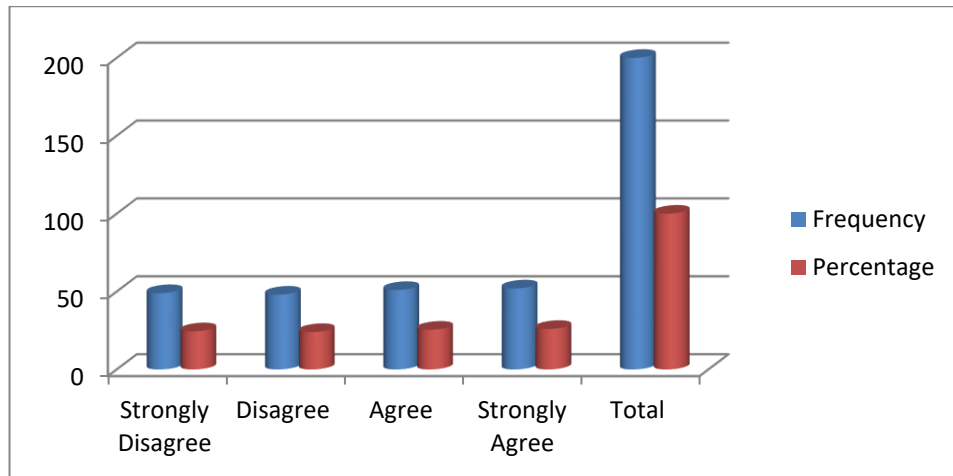
The performance rating is helpful to identity employee’s strength and weakness.

	Frequency	Percentage
Strongly Disagree	49	24.5
Disagree	48	24
Agree	51	25.5
Strongly Agree	52	26

Total	200	100
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Performance appraisal

The above table shows about the identity employee’s strength and weakness of respondents. It shows that 26% (52) respondents were strongly agree, 25.5% (51) respondents were agree, 24.5% (49) respondent were strongly disagree and 24% (48) respondents were disagree. It shows that the maximum of respondents group were strongly agree.

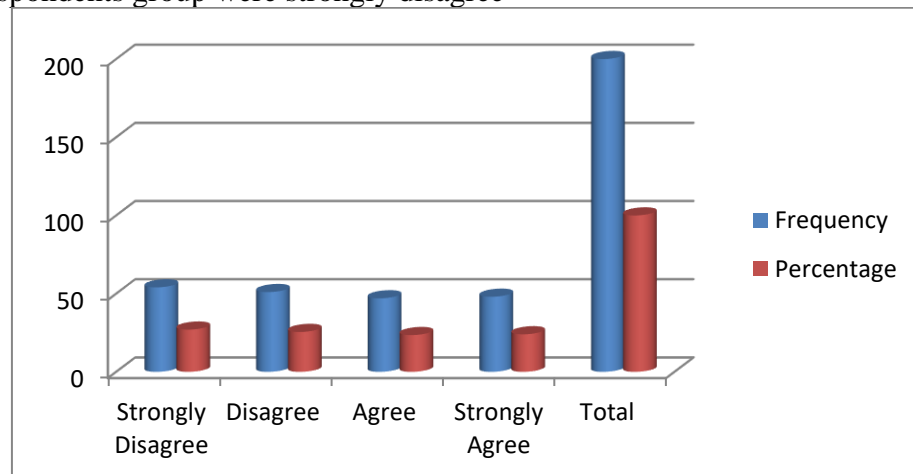


Security

Does employee received sufficient and effective logistic business industry security.

	Frequency	Percentage
Strongly Disagree	61	30.5
Disagree	60	30
Agree	42	21
Strongly Agree	37	18.5
Total	200	100

The above table shows about the employee received sufficient and effective logistic business industry training. It shows that 30.5% sixty one (61) respondents were strongly disagree, 30% (60) respondents were disagree, 21% (37) respondent were agree and 18.5% (37) respondents were strongly agree. It shows that the maximum of respondents group were strongly disagree



Conclusion

The present study aimed to discover the efficient utilization of HR practices in Logistics Business in Asia. The impact of this study is to explore the effective utilization of logistic business in Asia in public and private organizations.

The target population of the study was logistic business of Pakistani public and private sectors organization. The data was collected from 200 working staff working in public and private logistic business of Pakistan.

The questionnaire was administered for effective Human resource (HR) utilization in logistic business public and private sectors in Pakistan.

These five point likert scales were managed by the researcher for HRDC, PERAP, INS, and Training Needs. The 40 questionnaires were circulated and 200 responses came back while the remaining respondent did not respond in spite of repeated visits. A demographic section was attached with each scale to obtain demographic information like age, gender, work experience and working in public or private institutes.

Three hypothesis of effective Human Resource (HR) Utilization in Logistics Business in Pakistan were established and tested through correlation analysis.

The main findings of the study according to the objectives are as under:

To evaluate the effectiveness of Human Resource (HR) practices in logistics business of public and private organizations in Pakistan. The study further examines the recruitment procedure in logistics business in private sector as compared to public sector in Pakistan. To be able to explain the difference of working environment, in logistics business in private sector compared to public sector in Pakistan. To find out job satisfaction level among the employees in public and private sector in logistic business in Pakistan.

- The similar work at other company of respondents. 33.5% (67) respondents were Strongly Disagree, 27.5% (55) respondents were disagree, 21.5% (43) respondent were agree and 17.5% (35) respondents were strongly agree. The maximum of respondents group were strongly disagree.
- The existing performance appraisal system of respondents. 27% (54) respondents were strongly disagree, 25.5% (51) respondents were disagree, 23.5% (47) respondent were agree and 24% (47) respondents were strongly agree. The maximum of respondents group were strongly disagree.
- The ownership helps in optimizing the effectiveness of HR towards achieving organization goals of respondents. 28.5% (57) respondents were strongly disagree, 26.5% (53) respondents were disagree, 24% (48) respondent were agree and 21% (42) respondents were strongly agree. The maximum of respondents group were strongly disagree.

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