



**INTERNSHIP REPORT
ON
HUMAN RESOURCE MANAGEMENT POLICIES AND PRACTICES
OF LABAID LTD.(DIAGNOSTIC)**



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OF LABAID LTD.(DIAGNOSTIC)**

**Submitted to
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**Submitted by
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Date of Submission: 09/03/2024

Letter of Submission

To,
Nujhat Anjum Ani
Senior Lecturer
Department of Business Administration
Faculty of Business & Entrepreneurship
Daffodil International University

Subject: **Submission of Internship Report on HR Policy and practice of LABAID LTD. (Diagnostic)**

Dear Ma'am,

Respectfully, As part of my Bachelor of Business Administration degree, I have completed an internship at LABAID LTD. (Diagnostic) and am now submitting my findings on the company's human resources policies and practices.

LABAID LTD. (Diagnostic) is an esteemed Bangladeshi firm, and I'm pleased to inform you that my internship there has already come to an end. This opportunity to learn and do operational activities, processes, and functions outside of my academic field was fantastic. My Bachelor of Business Administration degree requires me to complete this report, and the degree itself stresses the significance of our academic credentials when it comes to entering the profession. When I was writing my report, I used every resource at my disposal to get the information I needed. This internship report document would be much appreciated if you could kindly accept it.

As a result, I genuinely hope that you will recognize my efforts, and I will be eternally grateful if my report is approved for the challenging but necessary purpose.

Sincerely Yours,

Jasmin
15.03.24

Jannatul Naher Jasmin

ID: 201-11-1009

Major in HRM BBA Program

Department of Business Administration

Daffodil International University

Acknowledgement

The internship is a required part of the Bachelor of Business Administration degree, but no one can pull it off without the genuine help of others. It is an incredible and rare opportunity for me to be able to thank certain people for their support and encouragement throughout the internship.

Before anything else, I want to express my gratitude to Labaid Ltd. (Diagnostic) for allowing me to finish my internship here.

My adviser in the Department of Business Administration at Daffodil International University, Nujhat Anjum Ani, has my deepest gratitude. The effectiveness of this report was greatly influenced by his consistent assistance and recommendations. His ideas were vital in ensuring that this report was as perfect as it could be, and he always provided them.

In addition, I would like to acknowledge that Mr. Lutfor Rahman, Manager of Labaid Ltd. (Diagnostic), and Rima Akter, Admin officer Human Resource Manager of Labaid Ltd. (Diagnostic), both equally supported my report by providing me with the necessary documentation. My report would not have been as effective without the helpful suggestions and guidelines provided by Mr. Dr. Faridul Hasan, Director, Labaid Ltd. (Diagnostic). Pleased to have the aforementioned individual's help; without it, I would not have been able to complete my report.

Supervisor's Declaration

This document serves as proof that the intern from “Jannatul Naher Jasmin”, 201-11-1009 Department of Business Administration at Daffodil International University has completed an internship with LABAID LTD. (Diagnostic) and has written a report on the company's human resources policies and practices. This internship report and all of its contents have been prepared and executed under my direct supervision, as I thus attest. The internship report can be turned in by her. I hope she achieves all her dreams and more.

Nujhat
15.03.2024

Nujhat Anjum Ani
Senior Lecturer
Department of Business Administration,
Faculty of Business & Entrepreneurship
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Abstract

These days, HRM encompasses a wide range of operations inside a company. Among a company's primary functions is human resource management. All HR-related tasks are carried out by a top-notch group of HR division managers. Thanks to their hard effort, they are able to find qualified candidates for open jobs. They keep track of the real progression of all HR processes. When it comes to filling open positions, the human resources department is busy yet very vital. Human resource management tasks in a firm are becoming more difficult by the day.

Human resource management practices and policies at Labaid Ltd. (Diagnostic) were the primary focus of the report. Due to the high level of pressure inherent in private commercial (diagnostic) work, Labaid Ltd. (diagnostic) requires exceptionally competent and committed individuals to ensure the smooth running of the business. When it comes to managing human resources effectively, this is a major obstacle for every company.

The Human Resources Division of Labaid Ltd. (Diagnostic) provides top priority to Labaid Ltd. (Diagnostic) human resource operations in the beginning of the year in order requirement of Labaid Ltd. (Diagnostic) HRM policies and practices. The human resources department uses the data collected from these forms to project the number of employees needed throughout the year. The next step is for the HR department to find and hire the right amount of qualified and hardworking individuals to staff the (Diagnostic).

The commercial's (diagnostic) success is heavily dependent on the satisfaction of its customers. The competency and character of an organization's workers determine the level of service they provide. As a result, Labaid Ltd. (Diagnostic) management must exercise caution while filling open positions. With the development of better human resource management policies and practices at Labaid Ltd. (Diagnostic). So, even if their current approach has been working to a degree, it needs some work and organization if they want to keep up with the changes.

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Chapter-01

Introduction

1.1 Introduction

As far as growth rates go, Bangladesh's healthcare business is right up there with the pharmaceutical and software industries. Many predict that in the future, Bangladesh's healthcare sector would be the country's economic engine., growing at a commendable pace of 15% annually. Due to the significant disparity between the cost of medical treatment in developed nations and Bangladesh, the latter has quickly risen to prominence as a preferred destination for international patients. Several international corporations are planning to invest in Bangladesh's healthcare sector because of its progressive character.

Companies already in the healthcare industry are growing by building diagnostic centers in previously untapped locations, while new entrants are flooding the market with cutting-edge tools, techniques, and advertising campaigns. Hence, there is a lot of new rivalry in the medical field. People are increasingly seeking out high-quality healthcare services, driven by rising incomes and levels of knowledge.

The providers, for their part, should think beyond the box and create competitively priced, high-quality services. Because of this, it is critical to have competent administrators and managers in charge of human resource management.

Management of people and their resources is the purview of human resource management.

Among them are:

- Analyzing jobs;
- Organizing the requirements of employees and attracting qualified candidates;
- Choosing the most qualified candidates;
- Conducting continuous evaluations of performance and potential;
- Encouraging, instructing, and cultivating individuals;
- Managing compensation;

- Communicating;
- Developing the dedication of employees and continuing in that vein.

Dedicated service Training, information exchange, job security, performance-based remuneration, employee engagement, and health and safety measures are all part of the Human Resource Management package. Effective human resource management within each manager's functional area allows them to avoid:

- Choosing the incorrect candidate for a position;
- High personnel turnover is being experienced.;
- Tracking down those who aren't giving it their all;
- Not managing one's time well;
- Taking legal action against the corporation due to its discriminatory policies;
- Employees who are unhappy with their jobs sometimes feel that their earnings are unfair and unequal compared to others in the company.;
- The efficacy of the department will be diminished due to the non-provision of training relevant to the job.;
- The efficacy of the organization is compromised due to partiality and nepotism..

Human capital is more important than ever before in today's economy. Organizations that want to succeed in global marketplaces need to get ready, change their HR practices as they are, and use their people resources as well as their other resources if they want to succeed. Organizations also need to find new strategies to recruit, retain, and motivate individuals that are enthusiastic about learning and can help the company grow and develop if they want to be more adaptable and creative. The success or failure of a company in today's cutthroat economic climate will hinge on how well it handles its most valuable asset: its people..

1.2 Origin of the Study

The internship program, a crucial component of the Bachelor of Business Administration degree, requires this report. I will be writing this report on the diagnostic side of Labaid Ltd.'s human resource practices as my boss has asked me to learn everything I can about their HRM policies and procedures.

1.3 Objectives of the Study

- To investigate Labaid Ltd.'s (Diagnostic) HR policies and practices in general.
- To evaluate Labaid Ltd.'s (Diagnostic) present HR policies and procedures.
- To find out the shortcomings of Labaid Ltd.'s present human resources policies and procedures (diagnostic).
- To suggest some steps to enhance Labaid Ltd.'s current human resources policies and procedures (diagnostic).

1.4 Limitations of the Study

As a result, the perspectives presented in this report may be constrained by certain restrictions.

Insufficient information in preparing the report can also pose limitations.

- One limitation of this report is the unavailability of certain confidential information.
- Numerous officials in this organization lack knowledge about Labaid Ltd. (Diagnostic) management policies.
- They are extremely occupied to dedicate time to learn about practical activities.
- My limitations also included a lack of knowledge and experience.

Chapter-02

Methodology

2.1 Methodology of the study

The principles, associated explanations, and numerous issues pertaining to Human Resource Management (HRM) policies and practices are the focus of this research. The research is entirely descriptive. The participative technique was used to perform the study.

Two sources were consulted in the preparation of this report. The following:

- **Primary Sources;**
- **Secondary Sources.**

Managers and HR managers from Labaid Ltd. (Diagnostic) gathered the bulk of the data. Furthermore, in (Diagnostic), the key sources of primary data are the personnel themselves, including doctors, nurses, paramedical staff, front desk clerks, and administrators. This report's practical example of Human Resource Management operations is based on practical observation of documents and personal experience gained throughout the internship term, with primary data mostly obtained from discussions with workers.

Labaid Ltd. (Diagnostic)'s annual report and interviews with Labaid Ltd. (Diagnostic) workers were the primary sources of secondary data. Refer to a variety of (diagnostic) industry magazines as an example of an external source, or a relevant link on the internet.

Respective officers of the Labaid Ltd.(Diagnostic).

Sample size of the study:

15 From the population, a sample of respective officers has been taken. In this investigation, the total number of participants was fifteen..

Data collection method:

The report's data is gathered through in-depth interviews.

Chapter-03

Company Profile

3.1 Company Profile

An individual private organization founded Labaid Ltd. (Diagnostic) in 2001. Providing dependable service with exceptional customer satisfaction was Labaid Ltd.'s (Diagnostic) top priority. In dealings with their customers, they pledge to be dependable. Labaid Ltd. is managed by a team of extremely qualified individuals with extensive backgrounds in the healthcare industry. Focusing on client demands and seeking to meet them takes precedence over business. They are aware that in order to satisfy its customers, Bangladesh need a well-managed private (Diagnostic) company. Their dogged persistence has propelled Labaid Ltd. (Diagnostic) to the position of most beloved local (Diagnostic) among the general public. As a result of their dedication to providing excellent service in the diagnostic industry, they were able to satisfy their customers. The (Diagnostic) has reliably produced healthy returns for both capital and assets.

Among the medical specialties represented by Labaid Ltd. (Diagnostic) are orthopedics, skin specialists, and more. The company also has medical officers on staff who are able to provide in-patient lodging and active nursing care.

For patients to receive the care they need, Labaid Ltd. (Diagnostic) provides a full range of diagnostic and treatment options, including a fully-stocked laboratory, imaging modalities (X-ray, ECG, ultrasound, MRI, CT scan), a surgical suite, a labor and delivery room, a nursery, phototherapy, physical therapy, and pediatric care.

Organization Formation:

An individual private organization in Bangladesh launched the organization in 2001 under the statutes of the country's Ministry of Health.

Location:

72 Charpara, Medical College Gate, Mymensingh, Bangladesh

Capital:

Taka one core (1, 00, 00,000)

Director:

Comprising of a single managing director and three other directors.

Management Team:

In the absence of the Managing Director, this group is responsible for ensuring the seamless operation of day-to-day operations as well as developing long-term strategies for things like human resource planning, maintenance, and marketing.

Features of Labaid Ltd.(Diagnostic):

- 1) A wide variety of services: this encompasses traditional medical care as well as cutting-edge surgical procedures, as well as the understanding and use of emerging disciplines..
- 2) The Altering Patient Profile: Incorporates a Variety of Illnesses Necessitating a Vast Range of Services.
- 3) Thirdly, the cost: The cost to establish and run a (diagnostic) has risen dramatically due to both of these causes.
- 4) Elevated Equipment Use: The operational cost is impacted by elevated equipment use.
- 5) Employees play a crucial role: diagnostics need a lot of manual effort. It takes highly trained medical and paramedical professionals to provide high-quality healthcare.

6) How the Public Views Healthcare: Many people still view diagnostic centers as profit-driven organizations that aim to offer their services to the public at the lowest feasible cost.

7) Need for Innovative Financing.

Organizational Chart of Labaid Ltd.(Diagnostic):

Organizational Chart
Chairman
Director
Administrative Committee
Manager
Executive Committee
Medical Supt.
General Supt.
Nursing Supt.

Management:

Dr. Shehin Afrosi	Chairman
Dr. Feridul Hisan	Managing Director
Dr. Saifol Islam	Director
Dr. Aftaboddin	Director
Md. Muhiuddin	Head of Administration
KH.Baki Billah	Manager (Mymensing Branch)
Rime Akter	Admin officer and HR
Md. Mamune	Asst. Manager
Md. Abdul Kader Jilany	Administrative Officer

Total Employee of (Diagnostic): There are 156 employees in Labaid Ltd.(Diagnostic).

Functions of the Labaid Ltd.(Diagnostic):

In order to tend to the wounded and ill: They can be accommodated based on their financial level and physical condition. Some patients are in critical condition and must be admitted to the Intensive Care Unit; others, depending on their financial situation, can be accommodated in other ways (e.g., deluxe room, single room with or without air conditioning, semi-private room, or general ward). Isolation may be necessary for certain patients. In such instance, patients should be housed in separate rooms, but the facility as a whole should be well-maintained, aesthetically pleasant, and equipped to meet the patients' every psychological and physiological need. Labaid Ltd. (Diagnostic) should have all the necessary diagnostic and treatment facilities for patients to receive the care they need, including a medical laboratory, X-ray, ultrasound, operation room, labor room, nursery, physical therapy, and surgery.

Health promotion and illness prevention: Cooperation with government agencies is the responsibility of the (diagnostic). They are able to treat patients with both infectious and non-communicable diseases, report any communicable disease they become aware of to the proper authorities, and lend a hand with government immunization programs, among other things.

In order to do a good job, these diagnostic administrations require a high level of professional skill. It follows that the responsibility of administering diagnostic tests should only be given to individuals who possess the appropriate education and disposition to carry out these critical duties.

Workers at Labaid Ltd. and Their Roles in Diagnostics:

The workers at Labaid Ltd. (Diagnostic) fall into one of four types. I am -

➤ **Medical professionals such as doctors, consultants, and surgeons:-**

All of these individuals are quite competent and well-mannered. Clinical therapy and patient care are their primary responsibilities.

➤ **Administrative personnel:**

These individuals play a role in the diagnostic process management system as a whole. Management, assistant management, human resources, finance, administrative, security, and other support roles are also a part of it.

➤ **Nurses:**

Their responsibilities include teaching, ward management, nursing care, and relationships.

➤ **Paramedical Staff:**

Every single technician, pharmacist, ward boy, etc., are all a part of it.

3.2 Mission and Vision of Labaid Ltd.(Diagnostic)

Mission:

Having solid liquidity, efficient operations, adequate capital, high-quality assets, competent management, and the top private diagnostic practice in Bangladesh.

Vision:

Our goal is to transform Labaid Ltd. (Diagnostic) into a well-run, customer-centric, market-driven business. The incorporation of technology into all aspects of (diagnostic) company policy, process, and efficiency improvement.

Chapter-04

HR Policies of Labaid Ltd (Diagonostice)

4.1 Job Analysis

There are not a lot of people working here. They want workers with exceptional talent Medical, paramedical, technical and general workers. Medical professionals on staff hold degrees such as MBBS and MCPS in fields such as general surgery, pediatrics, orthopaedics, dermatology, gayne and obs, and general medicine. Workers in the paramedical field include ward boys, pharmacists, and others. Workers in technical fields include laboratory technologists. X-ray, ultrasound, electrical, and similar technicians Even the general staff has a Bachelor of Business Administration degree or above.

An organization in Bangladesh that offers health services is Labaid Ltd. (Diagnostic). The overall number of personnel in the organization is around 156. Within its HR division, you'll find

There are seven workers that report to the Head of Human Resources and Administration. Every one of these workers is an expert in their field and has extensive experience in the field.

The HR and Administrative Head of Diagnostic at Labaid Ltd. decides what a position entails, what skills are necessary, and what sort of individual is most suited to fill it. This is why they put together documents like job specifications and job descriptions.

Categories of Employees of Labaid Ltd.(Diagnostic):

- "Doctors, consultants, and surgeons"
- Administrative Staff
- Paramedical Staff
- Nurses

4.2 HR Planning of Labaid Ltd.(Diagnostic)

Human Resource Plan of MCGH	
Organizational Objectives and Future Plan	
Judge Employees Needs	
Review internal manpower skill and career	Review external recruitment
Employee plant including training, recruitment, remuneration and succession plan	

4.3 Recruitment

The term "recruitment" refers to the steps used to identify and entice potential new employees. In its pursuit of matching qualified candidates with open positions, recruitment functions as a connecting mechanism. It is an integrating process since it seeks to unite employers and job-seekers in an effort to persuade the former to submit detailed applications. Building a pool of competent candidates is what recruiting is all about. This can only be achieved if the company markets the opening in a way that attracts qualified candidates. Diagnostics company Labaid Ltd. –

- recruiting competent individuals for open positions.
- Using both internal and external sources effectively is a part of strategic recruiting..
- Recruitment is the action of seeking out and trying to entice potential employees who can successfully fill open positions.

Diagnostics at Labaid Ltd. The recruiting procedure is preceded by the Manpower Planning exercise. The current and future needs of the workforce are considered throughout the planning process.

Sources of Recruitment:

Upon receiving a job demand sheet from any department, the Human Resources department immediately begins to search for potential applicants using a variety of recruiting channels.

Labaid Ltd. (Diagnostic) uses the following source.

- Internal Sources
- External Sources

Internal recruitment is the process by which a business finds people who might be good fits for open positions inside the firm and gets them to apply for those jobs. It incorporates the following procedure -

1. Promotion
2. Demotion
3. Transfer

Internal Employee referral

External recruitment brings in potential employees by advertising open opportunities and encouraging competent candidates to apply. It incorporates the following procedure -

1. Organizations Apart From Staff recommendation
2. Commercials
3. Organizations that help people get jobs
4. walk in interview
5. job portal

4.4 Selection

Selection is the process of picking the best people to fill a vacant job. The basic goal of the selection process is to choose the most qualified individual for the job. It is notoriously difficult to acquire top people for technology-based firms due to the unique skill set and expertise required..

Labaid Ltd. (Diagnostic) follows the typical hiring process, which includes reviewing resumes, taking a written exam, and then having a final interview.

Labaid Ltd.'s (Diagnostic) selection procedures include the following steps:

1. Application receipt
2. Choosing candidates whose skills and experience are a good fit for the position
3. The issue is thereafter escalated to the relevant Director.
4. Occasionally, candidates who are summoned for a preliminary interview will be asked to take a written exam.
5. Three or four rounds of interviews are used to narrow down the prospects.
6. A medical evaluation will follow.
7. Job offer extended

The method is complex, but the diagnostic has not attempted to evaluate the selection mechanism's cost-effectiveness.

Interview Panel:

Medical Directors and Skilled Physicians;

Staff Nurses: The Nursing Director and Others in Associated Fields;

Director of Human Resources and relevant department heads for additional posts.

Pre Joining Documentation:

Officials from the HR department are in charge of gathering the following papers from candidates before they start working for the company.

- Medical report
- Verification of all certificates
- Previous academic and, if relevant, professional certifications in a copy format.

Probation Period:

New hires without relevant work experience are required to complete a three-month probationary term before being officially confirmed as full-time workers.

Individuals who do not require training but do have relevant work experience are exempt from the probationary term.

Appointment:

Following completion of all selection procedures and chairman approval, an appointment offer is extended. This offer includes details about the joining period, salary, position, and other terms of employment. On the day of the start of employment, the HR department requests that you bring the necessary documents, including a pre-medical test report.

Termination:

When an employee is let go from their position, it is referred to as termination. Compliant may be within the company's jurisdiction in some cases, but that doesn't mean they can't fire someone for no reason at all.

Termination Process:

A permanent employee's employment with the firm has been terminated, and the individual has been given either written notice or a severance package to cover the time from under -

- junior staff members are required to provide 120 days' notice, or their pay in its place..
- During the probation period, any additional grades or wages must be given 90 days' notice.
- The employee can be fired by management at any time without prior warning..

Dismissal:

If an employee is found guilty of misconduct or any other misbehavior, they will be fired from their position and only their own provident fund contributions will be paid to them, according to the findings of the inquiry committee.

4.5 Training and Development

Employees get training in order to improve their knowledge, attitude, and conduct. Training and development are comparable in that they both aim to influence learning, but they differ in the time frames in which they do so. Modern training focuses on the here and now, on improving the precise set of skills and abilities that employees need to do their jobs well. The goal of job-specific training is to improve workers' performance on the job.

Determining the Training Needs:

Determining training requirements is not a standard procedure. But the department heads get to vote on which workers really require refresher courses. The HR manager uses this information to create a training schedule that incorporates both in-house and external resources.

External training is used when familiarity with technical details is critical. There is no mention of external training in the job description at Labaid Ltd. (Diagnostic).

4.6 Performance Appraisal

An employee's performance on the job is assessed by a performance evaluation, which takes the work requirements into account. It lays the groundwork for monetary incentive distribution, performance coaching, and evaluation of employee contributions. What this term alludes to is the result of how workers act. The purpose of this performance review is to assign a monetary value to the work that an employee has completed. Organizations use it as a means to gauge how well workers are doing in their roles.

As part of the diagnostic team, a human resources consultant oversees the development and implementation of the performance evaluation system. First, the consultant meets with department heads to go over the project's objectives and KRAs. In light of this, many aspects of performance are assessed in the following ways:

For Executives.....	Quarterly basis
For Nurses.....	Half-yearly basis
For other Staff.....	Annual basis
For Probationers.....	Half yearly basis

The Labaid Ltd.(Diagnostic) appraisal process has the following pattern:

Records maintained by the HR division pertaining to staff performance
Performance reviews are held between managers and the head of human resources.
Before being sent on to the Managing Director or Chairman,

Three potential results can result from his or her evaluation. Three Result are:

1. Decision on promotion
2. A bonus for good performance
3. Raising the grade

4.7 Promotion Policy

Promotion is based on

- Experience
- Performance

4.8 Motivational Function

A person's motivation to take action depends on their belief in their own capacity to meet a need.

However, there are no staff motivational events hosted by Labaid Ltd. (Diagnostic).

4.9 Compensation and Benefits

There are numerous parts to a compensation system, and they all need to be in sync with one another, not only the payment for time spent. One of the most important factors influencing a company's ability to stay competitive is employee remuneration, which accounts for as much as 80% of operating costs for service organizations.

The Compensation principle of the organization following-

Reward and Remuneration policy:

Each designation has its own set of monthly salary benefits, including base pay, medical allowances, T/A, and D/A, as outlined in the service regulation. Two times a year, Muslims receive a festival bonus. On a yearly basis, religious personnel receive a festival bonus.

Annual increment policy:

As per the service rule, an annual increment is given to regular employees.

Special reward policy:

The diagnostic division of Labaid Ltd. does not have a formal compensation plan. Because of this, workers avoid engaging in some tasks related to their jobs.

Staff Loans policy:

Staff loans are offered by Labaid Ltd. (Diagnostic), and the terms vary from employee to employee. Staff members' designations determine loan eligibility.

4.10 Health and Safety

Employee health and safety is of the utmost importance to Labaid Ltd. (Diagnostic), a health service provider. Medical coverage is extended to all employees and their families. Everyone who works on diagnostic tests is eligible for a 50% discount. Other services might be discussed between the employer and worker.

Chapter-05

SWOT Analysis

5.1 SOWT Analysis of Human Resource Management of Labaid

Ltd.(Diagnostic)

Strengths

Open Human Resource Manual:

Everyone working for Labaid Ltd. (Diagnostic) has access to the company's HR handbook, which lays out the rules and regulations of the business, explains how the HR department works with the rest of the company, and provides guidance on how to advance in one's career.

Empowered Work Force:

Labaid Ltd.'s (Diagnostic) human resource department is very well-planned and run. From the start, upper management has adhered to the principle of employee empowerment by staying out of employees' way. They are not stifled by excessive power but rather have room to develop as the company does.

Strong Bonding and Belongingness:

The people that work for Labaid Ltd. (Diagnostic) are a valuable asset. Working with Labaid Ltd. (Diagnostic) instills a sense of pride and community among its workers, who are deeply dedicated to the success of the company. Labaid Ltd. (Diagnostic)'s robust corporate culture is one of the company's greatest assets.

Employee Evaluation:

A strength of the Human Resource Division's assessment process is the confidence it has earned from personnel in other departments, thanks to its consistent and objective judgments.

Quality of Service:

When it comes to service and human resource quality, Labaid Ltd. (Diagnostic) management is very concerned.

Staff Loans:

Staff happiness is enhanced by Labaid Ltd. (Diagnostic)'s staff loan program, which is customized for each employee based on their designation.

Weaknesses**Software:**

Neither Labaid Ltd. (Diagnostic) nor any of its subsidiaries utilize any kind of HR software..

Information technology:

Since no one working at Labaid Ltd. (Diagnostic) has access to a personal computer, efficiency and professionalism in the workplace are severely hindered.

Opportunities**Management information system:**

There is no escaping the significance of MIS in modern corporate processes. The HR division is also involved. The HR department of Labaid Ltd. (Diagnostic) is fully capable of developing new management information systems and implementing them into different work-related reporting processes.

Threats**Competitive salary and other facilities:**

Labaid Ltd. (Diagnostic)'s compensation and benefits package isn't competitive with what the market requires, thus employees are seeing their pay and benefits rise steadily.

New (Diagnostic) Establish:

Labaid Ltd. (Diagnostic) faces increasing competition in this sector from new entrants every day.

Chapter-06

Findings, Recommendations and Conclusion

6.1 Findings of the Study

The findings of the study are as follows:

- Although Labaid Ltd. (Diagnostic) has an efficient system for managing human resources, the company's HR department is understaffed and unable to carry out its duties.
- To accomplish organizational and HR goals, they have a systematic approach to HR planning.
- When it comes to human resources, Labaid Ltd. (Diagnostic) does not rely on any particular program.
- The absence of a "Human Resource Survey" procedure throughout the business is a drawback for the Administrative Department.
- Employee performance evaluation is not a systematic activity in the organization.
- Labaid Ltd. (Diagnostic) does not engage in any employee motivational events.
- Labaid Ltd.'s (Diagnostic) compensation policy remains unchanged. The employees do not receive any further benefits from them.

6.2 Recommendations of the study

In the light of the findings, the recommendations are as follows:

- The Human Resource Management system of Labaid Ltd. (Diagnostic) is robust and efficient. They could hire more people to work in HR.
- In order to carry out its human resources tasks properly and effectively, Labaid Ltd. (Diagnostic) ought to employ HR software.
- The HR manager of the company should regularly perform a "Human Resource Survey" to identify the true issues with HRM; this will allow the manager to use the most effective HR strategy to address the issues.
- The HR manager of the company should regularly perform a "Human Resource Survey" to identify the true issues with HRM; this will allow the manager to use the most effective HR strategy to address the issues.
- In order to accurately assess the employees' performance, the business can use systematic performance evaluation procedures.
- In order to get competent individuals to work for Labaid Ltd. (Diagnostic), the HR manager is expected to create a pay policy that is both effective and current.
- Labaid Ltd. (Diagnostic)'s HR manager ought to set up a counseling section to offer staff members advice and direction.
- Labaid Ltd. (Diagnostic) ought to prioritize motivating functions in order to inspire their staff.

6.3 Conclusion

These days, competition is fierce in the diagnostic industry. Labaid Ltd (Diagnostic) operates very fiercely in this sector since new diagnostics are created every day. This business has become extremely competitive due to the plethora of new diagnostic services that have been launched in recent years. Therefore, new businesses must structure their operations to meet market demands. Companies must efficiently manage their assets and liabilities if they are to thrive in this competitive climate.

The purpose of this paper has been to provide an overview of Labaid Ltd.'s (Diagnostic) HR policies and procedures. Based on our findings, the system implemented by the Human Resources Department is highly satisfactory. The human resources department is experiencing some issues. Despite the fact that a large portion of the HRD system is still manual and paper-based, the company does not employ any HRM software to carry out its HR operations. Consequently, HR needs to carry out its HR duties in an efficient and effective manner.

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