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## **TITLE: Aligning Organization and Human Resource Management Practices For Business Strategy**

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### **ABSTRACT (upto 300 words)**

The paper explores the HRM challenges of local businesses and services versus the corporate sector in Pakistan. It claims that local organizations have poor HRM practices due to inadequate training, inflexible behavior and obsolete structure. It uses the banking sector as a case study of a mature business with formal and effective HRM strategies that can help overcome organizational problems. It divides HRM practices into informal and formal HR. It uses a qualitative method based on questionnaires answered by experts from various institutions.

### **BIOGRAPHY (upto 300 words)**

Nora Mothafar is studying a PHD at the age of 33 years from Chang'an University, China. she is a PhD student at the logistic and engineering management department of Chang'an University, China. she has 4 publications that have been cited 4 times.

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