

## ABSTRACT

During the last two decades the Human Resource Management (HRM) function has gained immense importance in business and management. The concept originated in the early 90's evolving from previous known personnel management. As the understanding of Human Resources developed it started to be considered as an asset for the organizations. But when we consider developing or under developed countries the conceptualization seems alien for many organizations. Traditionally, Human Resource Management has 8 broad functions, and in true letter and spirits only a few functions are in practice in Pakistan. The dynamic further changes when it comes to public enterprises. This study was conducted as a pilot study to review public sector universities in the perspective of human resource department & development. Interviews were conducted from the Human Resource department heads and concluded that no university is practicing all HR functions. Whereas, only one University i.e. U1 seemed to be practiced most of the HR functions. Whereas other two universities i.e. U3 and U4 are partially performing the few segments of the HR functions but remaining university i.e. U2 least part is performing of HR functions.

**Keywords:** Human Resource Management, Public Sector Enterprise, Higher Education Institutions, Universities.