

Human Resource Policies and Procedures Manual

1.1 Purpose of this manual

The purpose of this manual is to provide specific guidelines for the management in daily HR procedures within **Vision4**. It is not intended to prescribe step by step guidance for every eventuality, but defines the policies that the procedures should support. Compliance with these policies and procedures are considered to be a condition of employment at **Vision4**.

The objectives of this HR Manual are to:

- a) Provide detailed information about **Vision4** human resources policies and procedures as well as conditions of employment for its staff;
- b) Set out and communicate the policies and procedures formulated to assist management in making people management decisions and form the basis upon which **Vision4** work culture and environment is developed;
- c) Outline the basic rules, regulations and procedures that bind the employee as part of his/her contract of employment;
- d) Act as a guide for new employees;
- e) Serve as an operating guide for the HR staff to manage employee's affair fairly and consistently
- f) Act as a reference document for the management and staff in handling human resource & administration issues;
- g) Acts as a guideline for the efficient and effective operation activities.

1.2 Scope of this manual

The manual prescribes policies and procedures to be followed by the **Vision4** human resource and operational management as approved by Board of Governors. The Manual has been designed to provide clear and precise guidelines in respect of HR activities.

1.3 Authority and Update of this manual

The project manager with the help of the Board shall be responsible for ensuring timely and accurate modifications/updates to the Manual. No modification shall have effect unless approved and notified by the Board.

All employees shall be considered as have read this manual and any amendments that shall be made as and when necessary. Section Heads shall ensure that all staff below them is made aware of all sections of this Manual which cover their terms and conditions of service. Ignorance of any of these regulations shall not be accepted as an excuse for failure to act upon any matter or comply with the regulations as laid down in the Manual.

The users of the HR manual may suggest changes and amendments to the existing HR policies and procedures with the approval of head of relevant Sections.

Every modification, once approved, shall be circulated by the HR office to relevant management personnel for acknowledgment. HR offices shall maintain a log of all updates.

Although every attempt has been made to anticipate all situations requiring formalized policies, however, circumstances may arise which are not covered in the manual or a situation may warrant deviations from the stated policy. These cases shall be resolved by a decision taken by the Management Committee in order to prevent the appearance of prejudice or bias which may occur if the decision is taken by any one individual.

1.5 Manual Holders

Copies of the Manual shall be provided to the following officials of **Vision4**:

- a) Project manager;

Human Resource Policies And Procedure Manual

C Cleary



Human Resource Policies And Procedure Manual:

Enjoying the Melody of Phrase: An Psychological Symphony within **Human Resource Policies And Procedure Manual**

In a global consumed by displays and the ceaseless chatter of quick connection, the melodic elegance and mental symphony produced by the written word often disappear into the backdrop, eclipsed by the persistent noise and distractions that permeate our lives. But, nestled within the pages of **Human Resource Policies And Procedure Manual** a wonderful literary value filled with organic emotions, lies an immersive symphony waiting to be embraced. Crafted by a wonderful composer of language, this charming masterpiece conducts readers on an emotional journey, skillfully unraveling the hidden songs and profound impact resonating within each carefully crafted phrase. Within the depths of the moving assessment, we will explore the book is central harmonies, analyze their enthralling writing style, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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mass C_6H_6 6 12 6 1 g mol 1 78 g mol 1 hence C_6H_6 s number of moles $\frac{30.78 \text{ g}}{78 \text{ g/mol}} = 0.3946 \text{ mol}$ molar mass of carbon tet CCl_4 12 4 355 154 g mol 1

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web jan 30 2020 ans the molality of solution is 1 mol kg 1 or 1 m example 02 11 11 g of urea NH_2CONH_2 was dissolved in 100 g of water calculate the molarity and molality of the solution given n 14 h 1 c 12 o 16 given mass of solute urea 11 11 g mass of solvent water 100 g 0 1 kg to find molarity of solution solution

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web solution moles of CH_3OH 5 5 32 0 17 mole moles of H_2O 40 18 2 2 moles therefore according to the equation mole fraction of CH_3OH $\frac{0.17}{0.17 + 0.17} = 0.073$ to solve more examples on mole fraction formula and practice more question please visit byju s com

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web you may work out the mole fractions on your own problem 5 what is the mass of a sample of a 0 449 molal kbr that contains 2 92 kg of water 1 molality moles solute divided by kilograms solute $\frac{0.449 \text{ mol}}{2.92 \text{ kg}} \times 131.108 \text{ g/mol} = 15.6 \text{ g}$ moles times molar mass equals grams 1 31108 mol 119 0023 g mol 156 g kbr

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web notice that the mole fraction has no units on it and is written as a decimal value do not change it to percent note of caution you could see the term mole percent it is simply the mole fraction multiplied by 100 for example in the problem just below the mole fraction of cinnamic acid is 0 2885 its mole percent would be 28 85

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web since the mole fraction of the o 2 is 0 050 it contributes 0 050 or if you will 5 0 of the total pressure thus total pressure is 0 21 0 050 4 2 atm problem 9 a sample of 1 43 g of helium and an unweighed quantity of o 2 are mixed in a flask at room temperature

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