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“A study on personnel training and development as a vital HR factor
in Private Insurance companies of Gujarat State”

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Abstract

The success of an organization not only depend upon proper planning and recruitment procedure. But it also depend upon appropriate training and development of personnel with respect to acquire their proficiency in work. The main object of training and development is to enhance efficiency and productivity of personnel. However efficient the recruited personnel might be without experience and expertise proper functioning of the organization is impossible.

Key Words: Training, Development, Personnel, Performance, HR policies.

Introduction

Indian Insurer sector involve total 57 companies out of which 24 companies comes under Life Insurance and rest 33 are Non-life Insurance. Generally every business unit whether it is public or private do implement some of HR policies and code conducts which should be follow by every personnel. Similarly Indian Insurer Sector also follow such HR practices for smooth working in organization. Private Insurer Sector has their own HR practices to be followed by every personnel. Training and Development is one of HR factor from such practice.

Meaning of Training and Development

Training is imparted by experts or supervisors to the bottom level personnel. Whereas, development is imparted by educational institutions and experts from various arena to the department heads working at top level management. Top level management and departmental heads have to do more intellectual work than of physical work. So special training is given to such level of management.

To enhance knowledge, proficiency and ability of personnel the organization must render their manpower with suitable training and development programs as a part of good HR department as well for achieving organizational aspirations.

Problems in organizing and rendering appropriate Training and Development to Insurance personnel

To render and organize various training programs in Insurance sector is not being taken as serious it should be. Lack of trained and skilled manpower may mislead the policyholders in near future and to the organization at a large. There are various modern methods are presented for training and development to the personnel. But still some units utilize traditional and prevailing trends of training and development. Which further can create problem in achievement of organizational objectives.

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Review of Literature

The study found that globalization an inevitable and irreversible force has significantly affected the workplace and the community in ways both good and bad HRD's impact has been minimal and at a mostly micro level.

(Aggrwal M., Datta A. (2013)

The study found that employees were satisfied with their salaries and growth but management should give timely promotion to deserving employees.

(Yadav, 2014)

Objectives of the study

1. To study the implementation of training and development as a part of HR factor in Indian private insurance sector.
2. To assess the relative importance of various components of HR policy of the employees.
3. To evaluate critically the effectiveness of how training and development programmes utilized by different Indian private insurance companies.

Research Design

A quantitative concept for research was followed. A cross sectional survey method was used to collect data and achieving the research goals.

Sample

The population and sample of this study contains selected private insurance companies of Gujarat.

Method of data collection

Data was collected with the help of structured questionnaire. Questionnaire includes two parts.

- (a) Demographic profile
- (b) Measuring various HR factors of Indian Private Insurance Companies of Gujarat state

Respondents were asked to fill up their views on as 5 Point Likert Scale.

Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1

Finding and Conclusion

(A) Demographic profile of the respondents

The descriptive analysis of this study is presented in given below table-1. It has been observed that 72.50 % respondents were male whereas 27.50% were female respondents. Age Group wise 15.00% respondents between 18-25 years old 36.00% respondents were between 26-35 years old 44.50% respondents were between 36-45 years old and only 5.00% respondents were above 55 age group. Duration of work experience is 47.00% maximum respondents who had 6-10 years of work experience and 8.00% respondents were more than

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15 years experienced such field. Moreover about Educational Qualification only 4.00% respondents were higher secondary certified while maximum 74.00% respondents were bachelor degree holders. Further Marital status wise 21.50% respondents were single and 78.50% respondents were unmarried.

Table-1 Demographic profile of the Respondents (N=200)

Particulars		Number of Respondents	Percentage (%)
Gender	Male	145	72.50
	Female	55	27.50
Age Group (In Years)	18-25	30	15.00
	26-35	72	36.00
	36-45	89	44.50
	46-55	29	14.50
	Above 55	10	5.00
Duration of service in current sector(In Yrs.)	Less than 5 years	35	17.50
	6-10 Years	94	47.00
	11-15 Years	55	27.50
	More than 15 Years	16	8.00
Education Qualification	Higher Secondary	08	4.00
	Graduate	148	74.00
	Post Graduate	35	17.50
	Others	09	4.50
Marital Status	Single	43	21.50
	Married	157	78.50

(B) Measuring training/ Learning and Development factor as a part of HR factor in Private Insurance Companies of Gujarat.

Particulars	SA		A		N		DA		SD	
	Total	%	Total	%	Total	%	Total	%	Total	%
Implementation of training and development factor as a part of HR practice in private Insurance companies of Gujarat	128	64	37	18.5	17	8.5	13	6.5	05	2.5

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The descriptive analysis of this study shows that out of 200 personnel 64.00% were strongly agree for the implementation of training and development programmes in private insurance companies of Gujarat. While 18.50% personnel were agreed upon the same. Regarding same 8.50 % personnel remained neutral for responding about this. Whereas, 6.50 % personnel were Disagree and 2.50% were strongly agreed for the same matter.

Recommendations

On the basis of this study following recommendations are given for training and development as one of important HR factor in Private Insurance companies of Gujarat

1. Training and development should be done according to the future organizational goal achievement needs.
2. Personnel could be trained and motivated through modern and sophisticated training techniques.

Shortcomings of the study

For this study following shortcomings can be listed out

1. This study is based on Gujarat state Private insurance companies only.
2. Some respondents were failed to answer appropriately. Such questionnaire were not consider for analysis purpose.

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