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“A study on HR practices of private insurance companies in Gujarat special reference to HRM as a profession”

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Abstract

This study examine about the implementation of HR policies in private Insurance Companies of Gujarat State. This study focuses on employees working in Insurance Sector of Gujarat. Questionnaire was used for collecting data and data obtained were tabulated and were analyzed by utilizing frequencies and percentages as an elementary quantitative technique. Collected responses were analyzed by utilizing Likert Scale method.

Aims

To examine the level of implementation of HR policies.

Keywords: HR policies, HR factors, Personnel, Implementation

Introduction

HRM is widely known as Human Resource Management. Which is one of vital managerial area for each organizational unit? This managerial area helps in achieving all aspired goals of organization. The main aim of this function is to recruit efficient personnel for their organization who can help unit to achieve targeted objectives and goals. HRM as a profession because being a professional a person must have specialized knowledge, skill, experience and qualification. Such way dealing with human beings everyday life in organizational unit is requisite such many abilities. In everyday life many problems related to personnel and labor work arises in business organizations. For dealing with that and solving out in appropriate manner there is need arise of talented and skilled HR head. Through better HR practices and rules wastages of factors of productions can be minimized and organizational aspirations can be achieved.

Review of Literature

1. The study found that there is a positive relationship between HR practices and Firm's performance as well employee's productivity.
(Khera 2010, India)
2. The study found that organizations can enhance the performance by implementing high involvement HR practices.
(Moideenkutty 2011, Oman)

Objectives

To examine the level of implementation of HR policies in Private Insurance Companies of Gujarat.

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Methods of Data Collection

Data were collected through well-structured questionnaire. Researcher visited various Private Insurance Companies during the research work.

Research Methodology

This study is based on descriptive method. The duration of data collection is 2019-2020. Data has been collected on the basis of convenient sampling basis. Data responses were examined through Likert Scale.

Title of the Research Problem

A study on implementation of HR policies in Insurance sector of Gujarat. HR policies are being implemented but up to what certain it is implemented in Private Insurance Companies of Gujarat.

Nature of Research Work

Research work is descriptive in nature.

Types of Data

This study is based out on primary data which are collected from different private insurance companies of Gujarat state.

Analysis of Data

Data analysis has been done through T-test, ANOVA / Chi- square

Personnel Responded on Implementation of HR policies (N=500)

Implementation of Major HR practices	SA		A		N		DA		SD	
	Total	%	Total	%	Total	%	Total	%	Total	%
Training and development	252	50.4	128	25.6	48	9.6	37	7.4	40	8
Recruitment and Selection	363	72.6	54	10.8	39	7.8	26	5.2	18	3.6
Performance and Personnel Participation	325	65	86	17.2	35	7	50	10	04	0.8
Compensation and Rewards	404	80.8	36	7.2	35	7	18	3.6	07	1.4

Findings

There is positive level of implementation of HR policies is seen in Private Insurance Companies of Gujarat.

Well planned and well-structured HR practices can help in achieving better organizational goals.

Conclusions

It is conclude that through implementation of HR policies in such organizations can help an organization to achieve their goals and further can lead to personnel growth and development also.

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Saarth

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