

# Study of Training and Development Practices in LIC in Gorakhpur

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**Abstract**—In this paper, the study target on human resource development through employee training and development practices. This research yields shine on the affiliation between employees on coaching and improvement method along member's attainment including job comfort. The expectation of this practices administration affairs which enhance job holder effectiveness as well as organization effectiveness. An ambition of the instant analysis that exercises employees coaching also improvement method pursued in Life Insurance Corporation field. It gives sense about different training and development method carried in LIC categories of training contribute to LIC employees and its advantage. It also concentrates on employee outlook and enlargement in alike category of training method. The purpose which examine and figure out employment coming from coaching and improvement methods with it selected LIC branches and its percussion on notion of employees which pass to performance betterment and job comfort. Training contribution is recurred with style based on higher profitable as well as impressive job holder. Coaching and improvement method perhaps concentrate at particular LIC achievement either workers achievement. It is recognized that those company following regularly and accurately training and development methods create high job comfort level with employees these employees are more attached towards preferred achievement. The formation and performance of training and development should be based on training need analysis. Instruction obtained could be useful for enhancement of training and development methods in LIC. Factors that can disturb the adaptability of training and development methods in LIC include individual attitude and the deficiency in training practices. Training can effectively only if it addresses a clear need. It is normal to conduct a training need analysis. The present study outcome displayed such coaching methods with Life Insurance Corporation in Gorakhpur are moderate and there is a lot of scope for betterment. training is needs for every employee for sharpened execution of his/her current job as well as their future job also. If the employee gets appropriate and adequate training then it will boost the intelligence, expertise, proficiency, motivation level etc.

**Keywords:** *Development, Development Practice, Life Insurance Corporation, Training, Training Practice.*

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## I. INTRODUCTION

The training and development activity perform another preferable role and grasp more important relevance as it cope with the expertise of worker. Employees are allocated several roles and answerability in the Life Insurance Corporation. Training permits them to achieve their roles and answerability accurately as well as grasp advanced stuff, which formulate employee toward embrace greater answerability in the forthcoming. In insurance sector, training as well as development activity dominance chief authority over allowing workers to enhances the achievement upon the repeated support. These papers evaluate a prestige based on different training also development methods under LIC and Gorakhpur also examine considered bond

among the employees as well as training freshly. The research cause is off analytical facility like bar graph, pie chart. The result displayed that training in LIC is moderate and the approach of respecting to training as well as development down to contract accordingly. This paper edge over contributing favourable recommendations toward administration sophisticated in movement with the association. Trainings are the source which is essential in an improvement in regard to HR organizations also in the attainment of its plans and target. For attain its target, effectively managed training should be needed by which right people attain right training at right time in the form of right and also at the right cost. The development intent is usually the knowledge providing and the understanding that carry out also enable people for the more effectively functions of the organizational which is non technical like making the decision, solving the problems and also people relating. It is necessary to increment in the level of skills employees' versatility and raising the adaptability in the development as well as training practices. There is some education in training as well as there is some training in education. The development is not differing from these two processes. In recent the society which is changing rapidly, training and development is an activity must commit resources by organizations if the workforce is knowledgeable and maintain viability. The process in which focus on the performance which is well and enables employee's skills also knowledge about the job is training. Training is the process of changing attitudes, sharpening of skills, imparting new skills, increasing domain specific knowledge, changing of behaviour also the employee's performance. Training is necessary for employment in a particular occupation and it is the process by which a worker learns from skill. Training helps workers to prevent against accident and to improve quality of work and increase productivity. Training help in creating inventory of skill by which a company fulfils its needs of future. A systematic and organized procedure utilized by the development process which is an educational process. Because of this for the purpose of general conceptual and theoretical skill learned from personnel managerial. The managers prepare with the help of development for higher assignments, to inspire junior executives to do better work, to create a condition which contributes to the process of growth. Development is the growth of individual in all aspects. There are some methods and types in training and development practices in LIC which include training which is programmed instructive, off the Job and also on the Job. In on the job training include training such as Apprenticeship, instruction of job, rotation of job training lies in the on the job training practices. Lectures in classroom, exercises of simulation, conferences and seminars are lie in the off the job training practices. Some other training such as case study, experiential exercises, computer modelling also include. In the development process some steps are included like defining project, site information or constraints in project, discretionary review such as special approval, planning the reviews, the approval and permits, ready for inspection also occupancy such as completeness of the project. Training tenure's process is of short term and development tenure's process is of long term in this training and development is differing from each other.

## II. OBJECTIVES

1. To study different practices of training and development adopted in Life Insurance Company.
2. To analyze the impact on employees and employers towards training and development programme.

## III. LITERATURE REVIEW

*Mohammed Raja Abulraheem Salah [2016]*, the author has stated that the achievement or defeat of organizations in present day business which depends on the human resource quality. Workers which are

skilled properly treated as reason being achievement in regard of the company. Also, the achievement and the breakdown based firm confide in quality in regard to resources.

*Bett Chepkosgey, Charity., [2015]*, the author has described employees are motivated by the success and effort or fulfilment the employees develop and taken away to the firm. Based on Maslow and Herzberg theories, motivation is about the need of superior and the fulfilment also the requisite in reference to instigator. The encouragement pointed towards greater capacity also sharpened completion. The progress improvements as well as coaching's by which the increment in workers' productivity in results of the additions of company's goal.

*G V Narasimhan, C S Ramanarayanan [2015]*, the authors state that training is a planned exertion that expose the accomplishments, capability also the designs for workers and continuously carried on. Effective training programme contributes to improve employee efficiency and productivity. Due to competition this contributes to provide efficient service to customers. Training is essential which helps employees to acquire practical knowledge and skill.

*Francis Boadu, et.al. [2014]*, the authors have stated that, Development and training is actually essential step while setting up an organization. To include development also training within company is an incentive practice. It is indeed a crucial tool for the survival of the organization.

*IbraizTarique [2014]*, the author has stated that most successful organizations have learning functions which increases their efficiency and effectiveness to improve the competitiveness. These kind of organizations have an amalgamated civilization in study, they have an engagement for worker improvement. The trust of their resources will improve and they need continuous assets to assure delivery of the certified resources in training.

*Amir Elnaga, Amen Imran. [2013]*, Authors have expressed their views upon outcome with training on worker attainment. Workers the one which is blood stream in any company. Then organizations achievement and defeat build upon employee's attainment. Major sources of competitive advantage are improved capabilities, intelligence also the expertise about workers.

*Christian F. Lettmayr, Tarja Riihimäki [2011]*, the authors have stated that The VET benefits are labour-market outcomes and enterprise performance. The study was focused on social benefits due to vocational educations and training. VET policies are more effective. Also the study states that designing and implementing long-term development policies without sound evidence can be negative.

#### IV. RESEARCH METHODOLOGY

*Research Design*-Descriptive Design

*Sample Technique*-Non Probability (Convenience Sampling)

*Sample Area*- The research collected from respondents who are employees of LIC Gorakhpur.

*Sample Size*- 150

*Data Collection and period of study*-The data is collected with the help of the LIC employees through the Structured Questionnaires.

*Questionnaire*-Questionnaire is the tool with the help of this we can design the questions which facilitate to recognize the weakness as well as strength of the company by the respondents also contribute awareness.

*Data Analysis (Descriptive Statistical Analysis) Procedure-*

The various tools which are adopted in this study are Statistical Tools such as tables & Graphs.

Table1:

	No.	%
<b>Male Employee</b>	110	73.3
<b>Female Employee</b>	40	26.7
<b>Total Employee</b>	150	100

It is noticed in above table that the no. of male respondent is 73.3% and the female is 26.7%.

2. The distribution of employee on the basis of designation

Table 2:

	No. of Employees	%
<b>I class</b>	80	53.3
<b>II class</b>	25	16.6
<b>III class</b>	45	30
<b>Total</b>	150	100

From the above table it is notice that the no. of respondents which is belong to I class is 53.3%, the II class is 16.6% and the III class is 30%.

3. Distribution of employees on the basis of qualification

Table 3:

	No. of Employees	%
<b>UNDER GRADUATE</b>	40	26.7
<b>GRADUATE</b>	80	53.3
<b>POST GRADUATE</b>	30	20
<b>TOTAL</b>	150	100

From the above table it is notice that the no. of respondents 26.7% undergraduate, 53.3% are graduates, and the remaining 20% are postgraduate.

4. Age wise distribution of employees

Table 4:

	No.	%
<25	10	6.7
25-35	15	10
35-45	33	22
45-55	52	34.7
>55	40	26.7
<b>Total</b>	<b>150</b>	<b>100</b>

It is noticed that in above table that the no. of respondents 6.7% are less than 25, 10% are in between 25-35, 22% are in between 35-45, 34.7% are in between 45-55 and the remaining 26.7% are more than 55.

5. Marital status wise distribution of employees

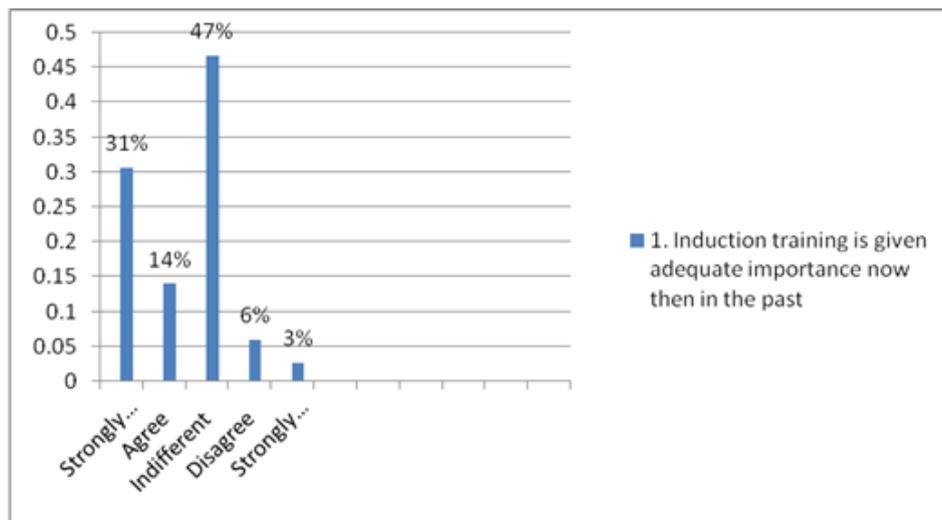
Table 5:

	No.	%
<b>Married</b>	<b>110</b>	<b>73.3</b>
<b>Unmarried</b>	<b>40</b>	<b>26.7</b>
<b>Total</b>	<b>150</b>	<b>100</b>

It is observed from the above table that 73.3% respondents are married and the remaining 26.7% are unmarried.

6. Now induction training given more importance than in past.

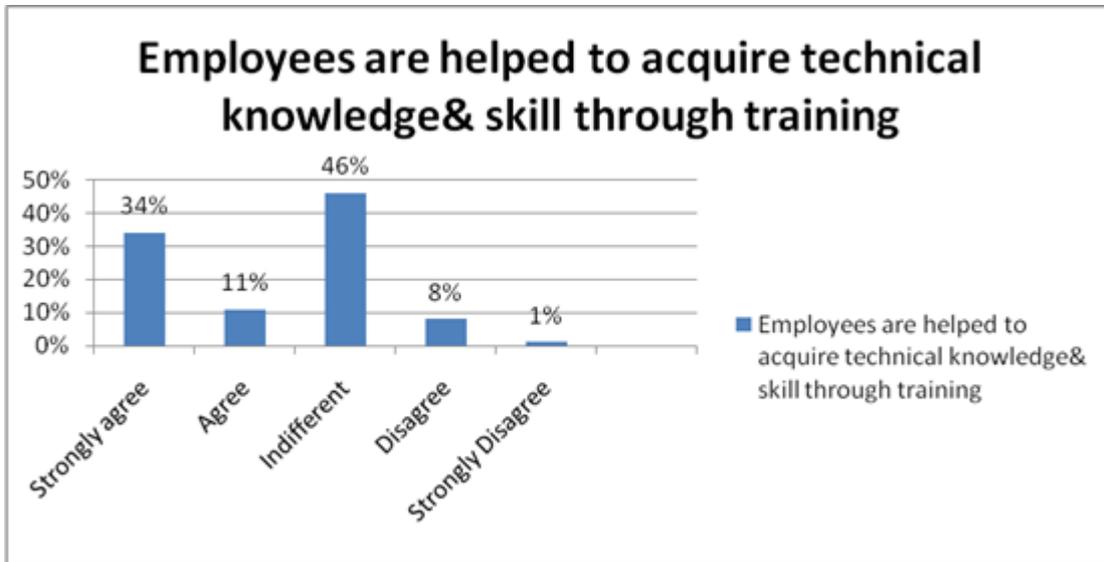
Table 6:



The very first question of the questionnaire was the more importance of induction training. It is observed that by the graph that 47% respondent are neutral and 31% are strongly agree about it.

7. To acquire technical knowledge and skill through training employees are helped.

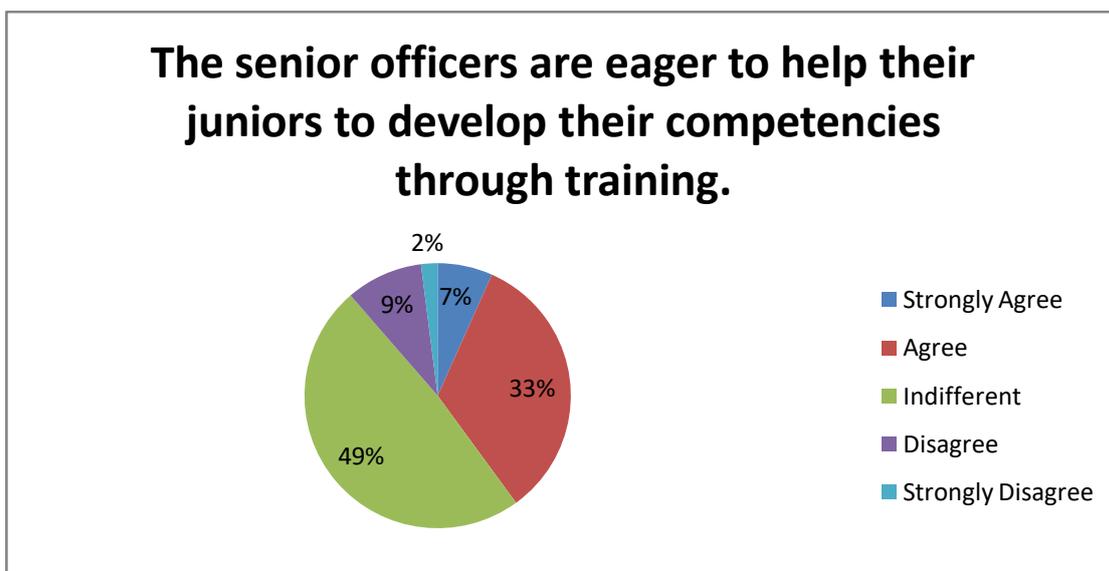
Table 7:



As the focus of stud on skills & technical knowledge which is through the trainings. This second question of questionnaire observe that he response to this question by respondent is 46% neutral and 34% strongly agree.

8. To help their juniors, seniors are eager to help and develop their competencies through training.

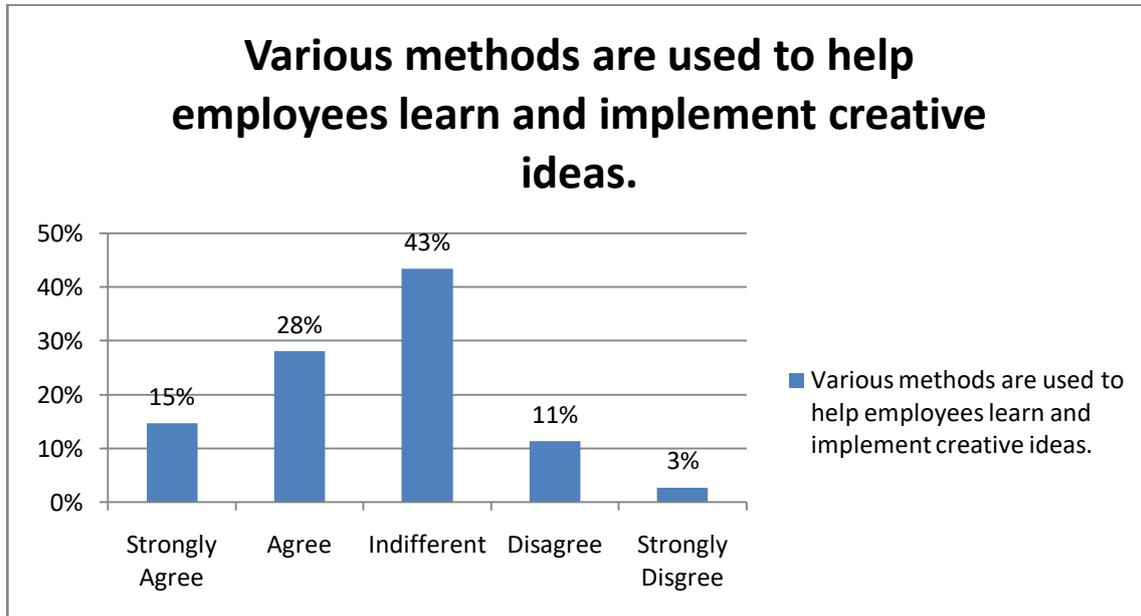
Table 8:



This question was to know the perspective of senior officers towards junior about developing their skill. The length found is that 49% strongly agree and 33% agree about it.

9. To learn and implement the creative ideas various methods are used to help the employees.

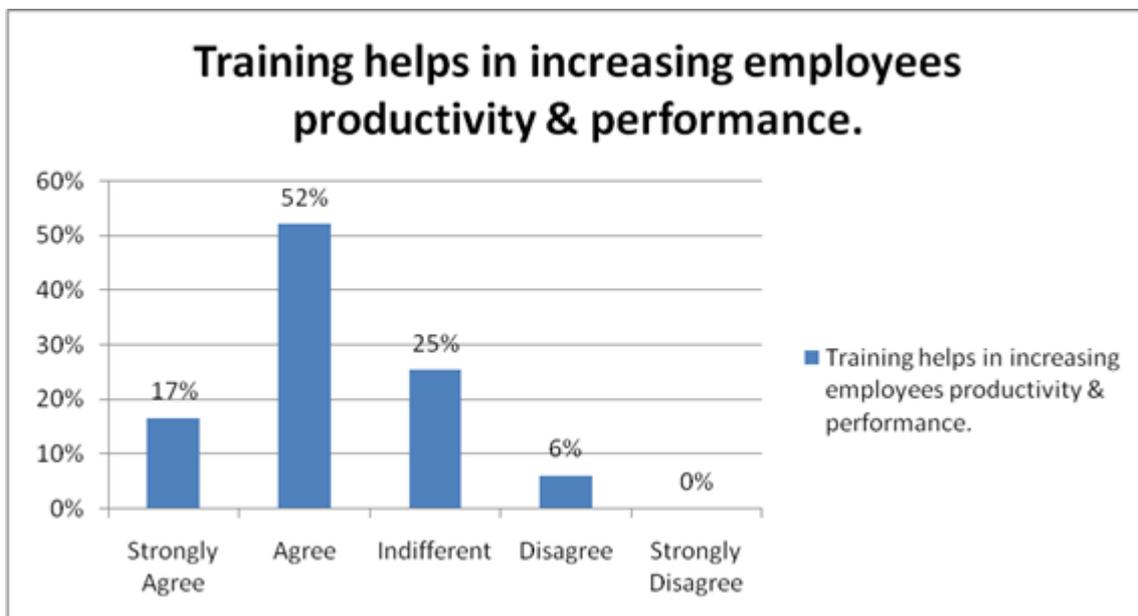
Table 9:



As we know methods are used to implement the training and development programme. This question got response out of 100%, the 43% are neutral and 28% are agreed.

10. Training helps in increasing employee's productivity & performance.

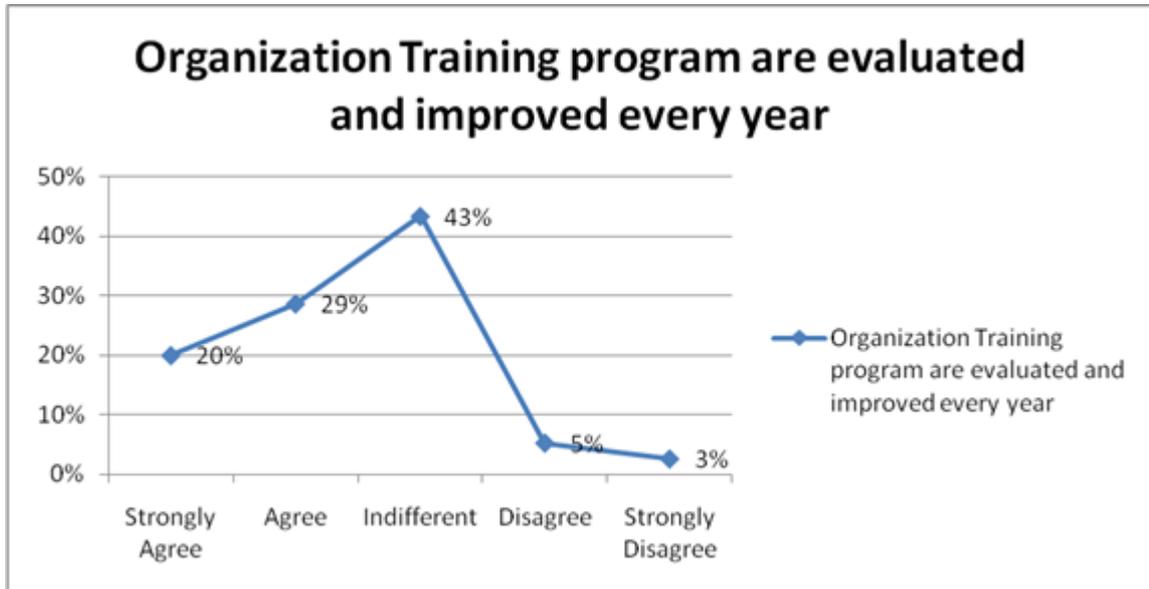
Table 10:



From above it is perceived in regard to the increment in efficiency of employees. This questions got response out of 100%, 52% agree and 25% neutral.

11. The training program of organization are improved and evaluated every year.

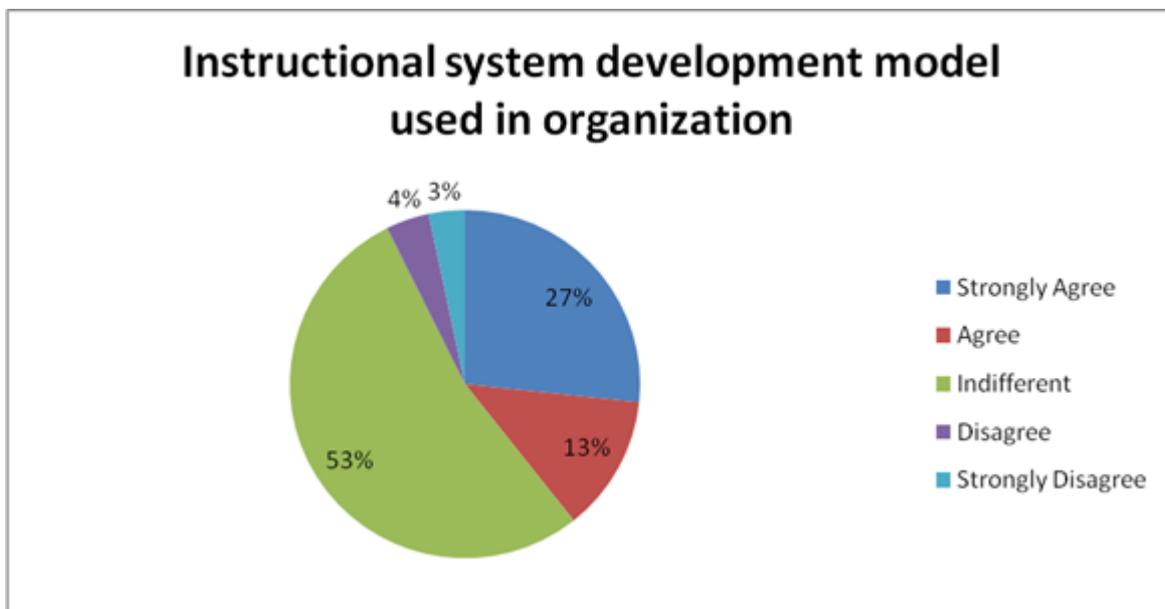
Table 11:



In this question evaluation of training programme in organization considered and the response is 43% neutral and 29% agree.

12. Instructional system development model used in organization.

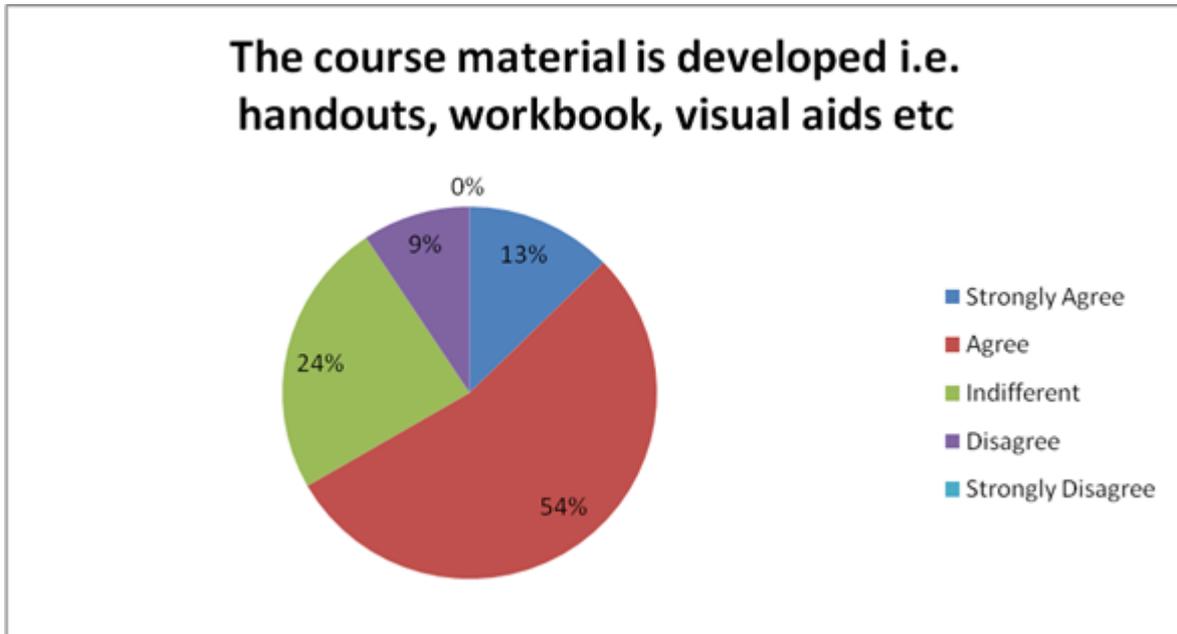
Table 12:



It is observed that 53% respondent neutral and 27% are strongly agree.

13. The course material is developed i.e. handouts, workbook, visual aids etc.

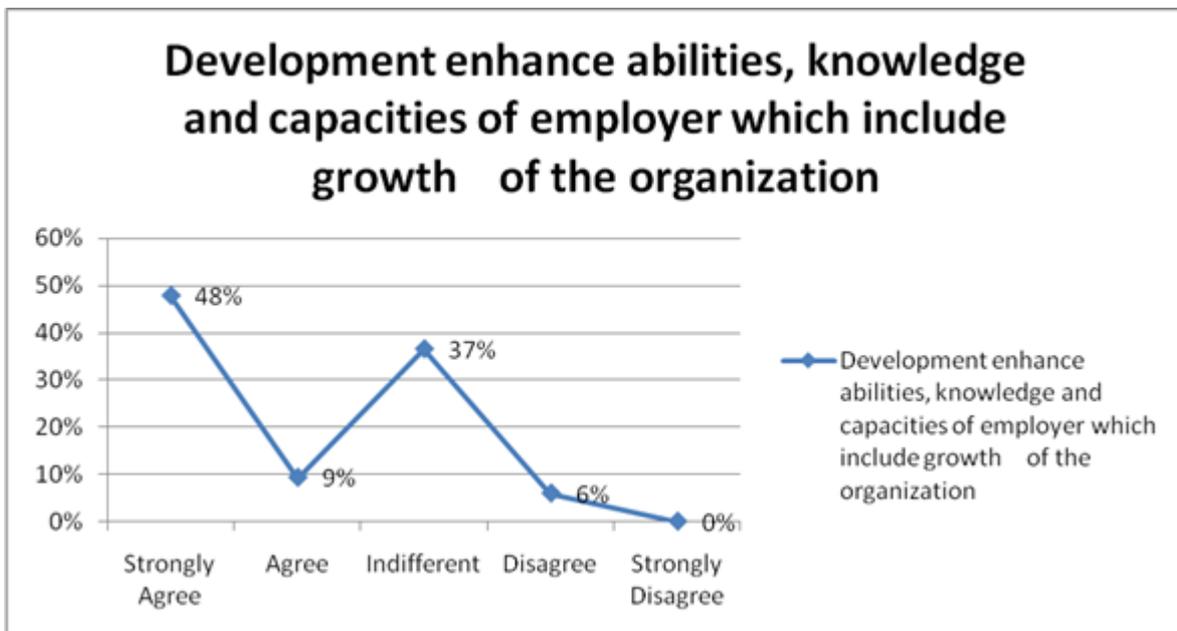
Table 13:



It is observed from the above table that 54% agree and 24% neutral.

14. Development enhances capacities of employer, knowledge, abilities which include organisational growth.

Table 14:



As the focus of study was on development and the response to this questions by respondent is 48% strongly agree and 37% neutral.

15. In their assignments the managers which are develop their performance is also better.

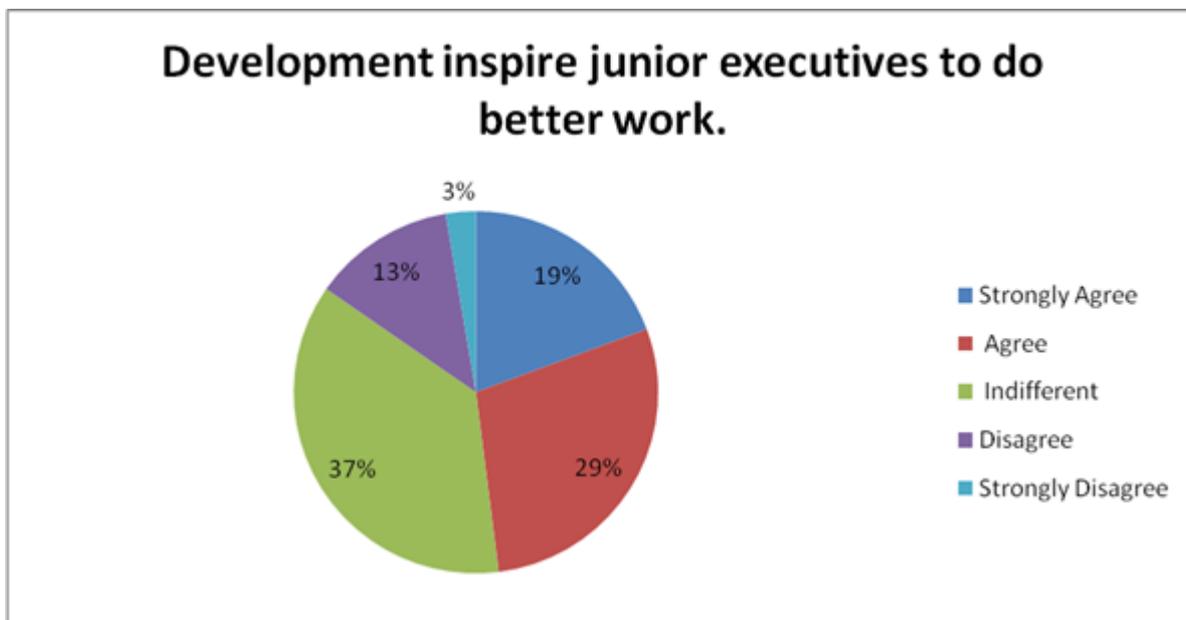
Table 15:



In this question the response by respondent is 46% agree and 25% strongly agree

16. To doing better work development inspires junior executives.

Table 16:



Response of the above question is 37% respondent neutral and 29% agree with it.

## V. FINDINGS

1. The practice adopted by life Insurance Company while doing Training and Development Programme is induction training has given more importance.

2. The practice support various methods such as methods of development, Coaching, off the Job, on the job methods, Enrichment of job, Rotation of job, mentoring, etc through which junior get helped by the seniors officers and the seniors are eager to help their juniors to develop their competencies.
3. Training as well as development practice improves expertise, abilities, intelligence also capacities of employees which include growth of the organisation.
4. Develop manager perform better on their present assignments.
5. More than 50% employees are agreed that the course material is developed i.e.; visual aids, handouts, workbook etc.
6. Development improves supervision, command, direction and control by any consistent.
7. Training as well as development support for creates employee loyalty towards the organization.

#### VI. SUGGESTIONS

1. Company should designed training programme according to the job, so it increases the performance of the employees and reduces extra expenditure on it.
2. Feedback of the employees should be taken by the top management of the company.
3. The company should design the training programme according to the job, so it increases the performance of the employees and reduced extra expenditure on it.
4. The company should evaluate the performance of the employees on deadline pertaining to training duration, so that performance based on workers should be improved.
5. Training quiz and test programme should be arranged during weekends.

#### VII. CONCLUSION

After completing my research project about the topic “Study of Training and Development practices in Life Insurance Company in Gorakhpur”. I can conclude my research project with the views that the organization identifies the needs of training about jobholder also the importance of development as well as training in the organization. Not only the organization but also the employees also take an active participation now training as well as development practices. So, the role based on training also development to boost productivity as well as self confidence as regard to workers, finer individual relationship also to increase directorial flexibility. So, the training and development programme of Life Insurance Company is very adequate and always tries to establish, and to train its employees in some other mechanical and experimental manner. While training is also have a care of its employees, so that they can work for the organization in a genuine way. Through my interpretation of training as well as development practices this found that training is needs for every employee for sharpened execution of his/her current job as well as their future job also. If the employee gets appropriate and adequate training then it will boost the intelligence, expertise, proficiency, motivation level etc. The trained employee diminish the wastage of resources, money, time and their appropriate handling of tools and machinery and will diminish the extra expenses, extra costs, and boost the productivity level company’s income, their goodwill. Training can effectively only if it addresses a clear need. It is normal to conduct a training need analysis. The present study outcome displayed such coaching



methods with Life Insurance Corporation in Gorakhpur are moderate and there is a lot of scope for betterment.

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