

Journal of Global Information and Business Strategy

Year : 2014,

Volume: 6,

Issue: 1

First Page: (1)

Last Page: (9)

Print ISSN: 0976-4925

Empirical Study on the Perception of Human Resource Development Climate in Life Insurance Industry

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Published on 2014

Abstract

This study assesses the relationship and impact of human resource development climate on perceived organizational performance in top four Indian Life Insurance having market share approximately 85%. It also attempts to understand the three dimensions of HRD climate namely General Climate, HRD Mechanisms and OCTAPACT culture. Primary data was collected from respondents through a structured, self-administered 39-item Human Resource Development Climate (HRDC) questionnaire developed by Rao and Abraham (1986). The questionnaire measured the General Climate, HRD Mechanisms and OCTAPAC (Openness, Confrontation, Trust, Autonomy, Proaction, Authenticity and Collaboration) in the selected life insurance companies for the study. As per the findings, the HRD Climate and its components are significantly and positively related with the organizational performance, and HRD mechanism and OCTAPAC culture are contributing relatively more towards in increasing organizational performance.

Keywords

General Climate, HRDC, HRD Mechanism, Organizational Climate, OCTAPAC Culture.