Abstract

The central purpose of the research study titled “A Study Of Employee Involvement And Empowerment In Life Insurance Corporation of India In Uttar Kannada District of Karnataka State” was to measure and assess the perceived level of employee involvement and employee empowerment programmes by the employees of Life Insurance Corporation of India in Uttar Kannada District of Karnataka State along with the major antecedents of employee involvement and empowerment and their impact on job attitudes and work stress.

The relevant perceptual primary data and information were collected from 301 employees of Life Insurance Corporation of India in Uttar Kannada District of Karnataka State, through personally administering pretested comprehensive questionnaire during the period June to November 2016.

The research study focused on three research questions, five research objectives and six hypotheses, and coordinated in seven chapters. The appropriate statistical techniques and tools for the purpose of analysis and interpreting field survey data were, mean, standard deviation, percentage, Mannwhitney tests, correlation and regression analysis. Important and interesting findings and major findings were also projected in the form of charts and diagrams. The major findings in respect of six research hypotheses are briefly highlighted below:

(1) Organisational culture influenced the perceptions of employee involvement and empowerment.

(2) There was a positive, significant correlation between employee involvement and empowerment.

(3) There was no variation in the perceptions of employee involvement and employee empowerment between managerial and non-managerial staff.
(4) Perceptions of major inhibitors to the successful implementation of employee involvement and empowerment did not vary between the two categories of staff.

(5) Individual characteristics of the employees influenced their perceptions of employee involvement and empowerment.

(6) Perceptions of employee involvement and empowerment had a significant impact on the perceptions of job satisfaction, job involvement, organisational commitment and work stress.

Just like similar empirical studies this research study is also not free from certain inherent limitations. Most prominent among them are: (1) this study confines to Uttar Kannada District of Karnataka State and cannot be generalized to other parts of the State. (2) The study focuses only on employee involvement and employee empowerment followed by its impact on job attitudes. Other aspects of human resource development are not under the purview of the present study. However, these limitations can be viewed as opportunities for further research in this field.

Among other things, the study contributed to the existing field of literature in employee involvement and empowerment and the key findings, inferences, implications and suggestions would go a long way in strengthening employee involvement and empowerment policies and practices in Life Insurance Corporation of India, of course, with limited generalizability due to cross cultural and cross regional differences in the perceptions of the employees.

To sum up, greater levels of employee involvement and empowerment experienced by the employees would result in their perceptions of higher levels of job satisfaction, job involvement and organisational commitment on the one hand, and reduced work stress on the other.