PREFACE

The concept of HRD was formally introduced by Leonard Madler in 1969 in a conference organized by the American society for training and development. The National HRD network which started tentatively in 1985 as an informal network of HRD professionals has today burgeoned into a vibrant organization with active chapters in some fourteen cities of India. HRD from organizational point of view is a process in which the employee of an organization are helped, motivated to acquire and develop technical, managerial and behavioral knowledge, skills and abilities. and mould the values, believes, attitude necessary to perform present and future goals by realizing highest human potential with a view to contribute positively to the organizational group individual and social goal.

HRD is an integrated and interdisciplinary approach to the development of human resources in the organization. This is perhaps one area where the question needs to be asked in all earnestness, if one is to see the large-scale orchestration of the HRD slogan in Indian industry in a proper perspective.

The present day Life Insurance Corporation of India has traveled a long way from their traditional personnel function of focusing either on fire fighting or reactive compliance with labour laws to one of development
of human resources in the entire social system of Life Insurance Corporation consisting of individuals, groups and inter-group relations. HRD essentially involves the creation of an environment in which the flower of human knowledge, skills, capacities, capabilities and creativity blooms. It is thus obvious that HRD cannot be a single system or activity, but a package of systems and processes through which information, knowledge and skills, insight, foresight, maturity and wisdom can be cultivated and enhanced among the people to enable them to do the best for the LIC organization.

Human resource is the single most important issue facing the industry. In developed countries a dramatic fall in the number of school learners will lead to the problem of recruiting more staff for an expanding industry from a diminishing labour force, in developing countries like sufficient number of trained staff.

The problem can only be overcome by increasing mobility of labour between countries (with a consequent need for much greater education and training, including language training) and by the recruitment of older workers. Older workers can well become the resource of future, particularly the new retired on the part-time basis. But because the LIC industry is not perceived as caring and compassionate employer, recruitment will remain a problem. The industry should implement the action plans to improve its image as an employer in four key areas:-
• Career structures,

• Pay and working conditions,

• Training and education, and

• General well being.

The most important is training and education of Human Resource which is seen as the cornerstone of future success in LIC of India.

In view of the role of the corporation in the all round development of the society and also country, as a factor that favors social stability, improves the working capacity of communities and promotes individual as well as collective well being, role of LIC as an essential for all people and the pivotal role of human resource in the operation of corporation business.

It is for this reason that the topic “Emerging dimensions of Human Resource Development in Life Insurance Corporation of India.” has been selected for the purpose of research study.

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