The HRD movement in the country has come a long way indeed. The National HRD Network which started tentatively in 1985, as an informal 'network' of HRD professionals, has today burgeoned into a vibrant organisation with active chapters in some fourteen cities in India. Its contribution in disseminating the basic spirit of HRD through annual conference and in training HRD professionals and producing quality papers as well as books on the new discipline in man management, is widely acknowledged.

The present day Life Insurance Corporation of India have traveled a long way from their traditional personnel function of focusing either on fire-fighting or on reactive compliance with labour laws to one of development of human resource in the entire social system of the 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 the HRD cannot be a single system or activity, but a package of systems and processes through which information, knowledge, skills, insight, foresight, maturity and wisdom can be cultivated and enhanced among the people to enable them to do the best for the LIC organisation.

The completion of this work owes much to various sources of help, which I have received during the course of my research. I owe a great sense to gratitude to my Supervisor
and Guide Dr. V.K. Vishnoi, Reader, Department of Commerce, D.A.V. College, Kanpur. I have had the honour of writing, this thesis under his able guidance and supervision. Valuable suggestion and guidance provided time to time by Dr. V.K. Vishnoi encouraged me a lot and made this thesis a perfect and useful work.

I shall be, indeed, failing my duty if I do not express my sincere and deep gratitude towards my parents Dr. A.R. Khan, Head, Department of Commerce, D.A.V. College, Kanpur, whose unending affection and inspiration provided me the strength to undertake and complete this difficult task. I feel indebted to my elderly family members and also too younger and friend who extended all sort of support and cooperation required time to time in completion of this thesis.

It is my greater pleasure to acknowledge here the kindness and immense cooperation extended by my husband Dr. Riyaz Ahmad, King George Medical College, Lucknow. I received his fullest cooperation and sincere advices in completion of this research work.

This thesis really could not be completed without help of the Manager HRD, LIC of India and also different resource persons employed at different branches of LIC who supplied valuable information needed for completion of this work.
I would also like to express my sense of gratitude towards librarians of different libraries who allowed me access to the accessories. I am also thankful to Mrs. Rekha Bajpai, who took pains to computer type this thesis with great care and patient. I am also thankful to all those who helped me in my any manner in completion of this thesis. Eventually, I frankly acknowledge that the shortcomings, in any, crept in my work may be due to the usual limitations of an individual researcher.

Kanpur:

Dated:

21/12/04

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