

The Impact of Human Resource Management Practices on Employee's Job Performance – A Study on Insurance Companies in Ampara District

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ABSTRACT

Purpose: This research was conducted investigated the impact of human resource management practices namely compensation, training and development and promotion policy on job performance of employees in insurance companies in Ampara district.

Design/methodology/approach: A total number of 100 questionnaires were distributed to the all employees in the insurance companies in Ampara district. This study used the survey method. Self-administered questionnaires were distributed among the respondents to collect the data. Gathered data were presented in graphs and tables to explain the pattern of responses. Results obtained from descriptive, correlations and regression analyses were used for interpretations.

Findings: This study has indicated that compensation, training and development, promotion policy have impact on employee's job performance. Result indicated that compensation showed a positive correlation with job performance, the regression analysis suggests it may not be a significant predictor. Training and development, promotion policy was confirmed to have positive and significantly associated with employee's job performance in insurance companies in Ampara district.

Practical implications: This research has shown that the employees work in the insurance companies in Ampara district are aware about their human resource management practices impact on employee's job performance. This finding will be useful for insurance companies to increase employee's job performance.

Originality value:

This study reveals that human resource management practices is important to the insurance company employees to increase their job performance.

Keywords: *Compensation, Training and Development, Promotion Policy, Employee's Job Performance.*