

Recruitment Process for Part Time Life Insurance Manager at PNB Metlife Insurance

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ABSTRACT

The recruitment process discussed in this research paper is focused on part time employees as Life insurance manager (LIM) at PNB Metlife. This study is about recruiting part time human resource for PNB MetLife insurance company. Here we tried to discuss about company's requirement, respondents priorities, their expectations and training need after recruitment. Recruitment process is an important part of company or any organization. Human resource is key asset of a company. The prime objective of this study is to know employees and employers expectation in respect to part time worker. Also need to cater the task to be performed by employee efficiently and effectively.

Key words: -part time Recruitment, Human Resource, Part time work.

Introduction

Recruitment is the processes by which organizations fills the job vacancies by locate and attract individuals. Selection process and HR planning goes hand in hand by which suitable candidates are get selected for organization growth. Part time recruitment can be happen for many type of job. It can be internship, work from home or part time job.

It can be a positive business to offer Part time to the employees, it can be a great way for the recruitment when other are not providing part time benefits. When a company is providing part time package, and it conveys a message that the health of all employees is a first priority. There are various benefits such as on job training, paid time off and corporate services that employees can benefit.

REVIEW OF LITERATURE

Charieoliver (2008) on her research paper she said that the key to successful recruitment is to ensure that the criteria of suitability are overt and relevant to the job itself. Once these

criteria are agreed and shared it is possible to make more rational decision about someone's suitability for a job, based on evidence rather than instinct. Effective recruitment should not be about the luck of the draw. Systematic planning and preparation will increase the likelihood of taking on the right person. The key to effective recruitment is preparation: knowing the job and what is required of someone to perform it well. The costs of recruiting the wrong person can be significant; the cost of employing someone may be at least twice their salary when factors such as training, expenses and employer's contributions to their pension are added.

Purpose of study

- To identify potential Life Insurance Manager.
- To know the interest of college to work as LIM.
- To know the interest of respondent as LIM.
- To find need of training to interested people.

RESEARCH METHODOLOGY

This research is based on primary and secondary data. The research methodology adopted for this study is based descriptive and analytical research.

Primary data: - For collection of primary data phone calls were made to the persons those have shown their interest to work as insurance manager. Prior to that questionnaire was prepared in consultation with experts from academics and industry. During phone calls questions which was framed in questionnaire was asked. The respondent's response was noted on data sheet. At the end conversation respondent was given chance to share feedback of conversation and reference for others, those who are interested to work as part time insurance manager with PNB Metlife. Also, where possible; information collected through personal discussion with managers and persons visited at PNB Metlife Pune office.

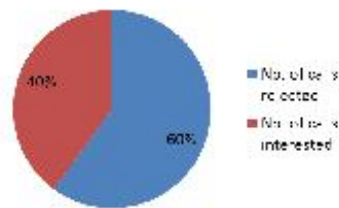
Secondary data: - The secondary data was readily available with PNB Metlife. They have collected information about potential persons from their sources, preferences from websites facebook, google, yahoo, etc. The secondary data i.e. contact numbers, email ids available with PNB Metlife is used as secondary data for this research work.

Research design: - **Analytical Research** is used for this study.

Analytical Research is use facts or information which is already available and analyzes this to make a critical evaluation of material. Analytical Research it is based on Interpretation of recruiter. Analytical research method is used as data collected from the respondent is analyzed using MS-EXCEL.

DATA ANALYSIS**1. Callee response on calls made regarding recruitment of LIM.**

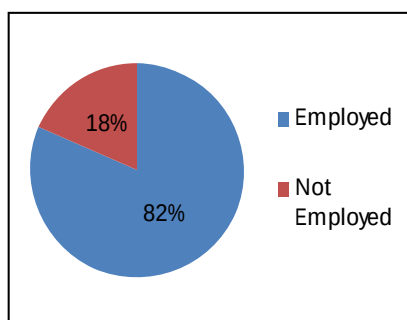
No. of calls made	750
No. of calls rejected	450
No. of calls interested	300



Interpretation:- Among 750 calls only 300 candidates interested to work as LIM in PNB MetLife Insurance Company and the other 450 are not interested to work as LIM.

2. Are you employed anywhere?

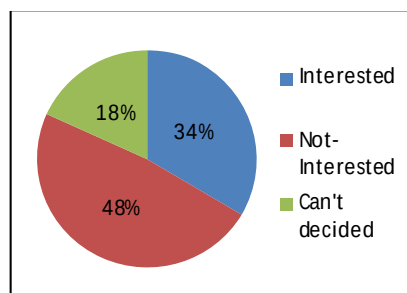
Job status	number	percentage
Employed	245	82%
Not employed	55	18%



Interpretation:-Among 300 callee; 245 are Working while 55 are Not-Working respondent.

3. Are you interested work as LIM with PNB MetLife Insurance Company?

Respondent response	number	percentage
Interested	102	34%
Not interested	144	48%
Can't decided	54	18%

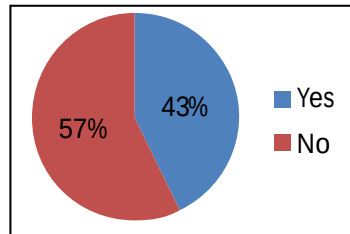


Interpretation:- Among 300 callee 34% (102) respondent are interested to work as LIM. While 144 candidates are not interested and remain 54 candidates are currently not sure to work as LIM.

4. Have you worked before with any Insurance Company?

Respondent response	number	percentage
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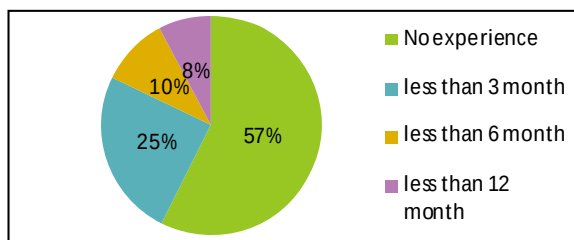
Yes	44	43%
No	58	57%



Interpretation: - Among the interested candidate who wants to work as LIM with PNB MetLife Insurance Company 43% candidates have work experience and remain 57% candidate have zero work experience in insurance company.

5. What is period of experience working as LIM?

Experience period	number	percentage
No experience	58	57%
Less than 3 month	25	58%
Less than 6 month	10	23%
Less than 12 month	8	19%

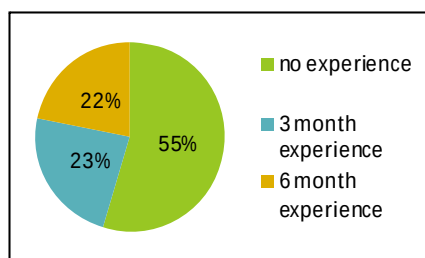


Interpretation :- Among interested candidate 57% have no work experience, while 25% have less than 3 month experience, 10% candidate have less than 6 month experience and remain 8% candidate have less than 12 month experience.

Here we suggest that All respondents having experience less than 6 months have to be trained

6. Number of people need to be trained.

Experience Period	number	percentage
No experience	58	55%
Less than 3 month	25	23%
Less than 6 month	10	22%



Interpretation :- Among the interested respondent 55% candidate have no experience and they should be trained, remain 23% candidate who have less than 3 month experience and 22% candidate who have less than 6 month experience also should be train as LIM for the company.

FINDINGS:-

- While having conversation with callee. I come to know that people are not much aware about part time working practices with PNB Metlife..
- It is found that housewife and retired people interested to work as a LIM to have extra earning.
- From the interested respondent majority candidates are from 20 to 35 yrs age group.
- I found that most of the respondent should be trained as they have comparatively less experience in insurance sector.

CONCLUSION:-

- Hiring part time employee is better option than fulltime workers. As statutory compensations need not be paid.
- Part time employees found to be cost effective to company. Because compensation is to be paid for work what they have done. Where fix emoluments are zero.
- Part time work is always flexible and convenient too. That does not put any burden on both employee and employer.
- While hiring part time worker care has to be taken that adequate no of full time workers are always there with work force of company.
- Requirement should be clear in order to search appropriate candidate
- Preference to be given for workers having good Communication skills as insurance is matter of counseling.

REFERENCE:-

- <https://www.pnbmetlife.com/>
- Research Methodology by C R Kothari.
- Referred documents and data provided by PNB MetLife during internship.