

UNIVERSITY OF MANAGEMENT AND TECHNOLOGY

**Role of career orientation and learning adaptability in employee
performance: A study of life-insurance sector of Pakistan**

A Thesis Submitted to

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for the Degree of

MASTERS OF SCIENCE IN STRATEGIC HUMAN RESOURCE MANAGEMENT

Submitted By;

Saba Akram

14002205020

MS (SHRM)



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Declaration

This thesis is been submitted to the Graduate Research Committee of School of Business and Economics, University of Management and Technology, Lahore, Pakistan; in satisfaction of the prerequisites of the degree of MS(Strategic Human Resource Management) leading to PhD. This thesis speaks to my personal unique and original work for my research degree apart from the due references necessary to be made. Hereby, this thesis incorporates no subject or material which has already been submitted for any certificate or degree at any institution.

Abstract

Using a sample size of 200 respondents, this study aimed to investigate that how career orientation and learning adaptability of employees influence their performance at workplace in the life-insurance sector of Pakistan. Quantitative research strategy had been used to conduct this research. The population of the study constituted all 9 life insurance companies of Pakistan that are registered under Securities and Exchange Commission of Pakistan among which data had been collected from 4 organizations (national and international insurance companies of Pakistan) using stratified sampling technique. The sample size included employees of life insurance sector of Pakistan at all managerial levels. A cross-sectional survey design had been used for the collection of data. Results show that employees' career orientation impacted their production at individual level. Moreover, this research provided evidences in the favor that employee performance can be enhanced through the mechanism of learning adaptability.

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Chapter 1

Introduction

The significance of insurance was acknowledged in the first United Nations Conference on Trade and Development (UNCTAD) in 1964. According to Jan et al. (2014), insurance and reinsurance markets are the foundations of a monetarily flourishing country and is the base for development of a nation. This industry manages risk situations and is responsible for providing protection in case of miss haps even if those are c regular (Ward & Zurbruegg, 2000; Jan et al., 2014).