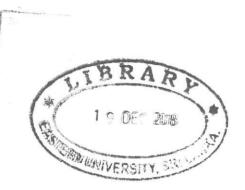
## EMPLOYEE PERCEPTION TOWARDS FACTORS INFLUENCING ON MANAGERIAL COMPETENCY IN INSURANCE COMPANIES IN MATALE DISTRICT



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## ABSTRACT

The Insurance sector recorded a growth in terms of its asset base, while earnings declined during 2017. As at end 2017, 27 Insurance companies were operating with the licences obtained from the Insurance Regulatory Commission of Sri Lanka (IRCSL). The employee perception is an employee attitude that provides an important view of the organisation through the eyes of employees. It is a kind of discreet feedback that provides a powerful tool for understanding and meeting employee needs. There are four dimensions of employee perception which are interpersonal relationship, hospitality environment, management style, team connectivity.

Cross - sectional survey using structured questionnaire was used to collect data from 200 employees in selected Insurance companies in Matale district and all the items in the independent and dependent variables were tested through reliability test to ensure the reliability of the scale used to descriptive statistics was carried out the results show in interpersonal relationship, hospitality environment, management style, team professional competencies, social competencies and personal connectivity, competencies. Univariate analysis was carried out and the result show high level for relationship, hospitality environment, management style, team interpersonal connectivity, professional competencies, social competencies and personal competencies. The correlational analysis was carried out and the result indicated there was a moderate positive relationship between interpersonal relationship and managerial competencies, hospitality environment and managerial competencies, team connectivity and managerial competencies and there was a low negative relationship between management style and managerial competencies. The regression analysis was carried out and the result indicated that the p-value of hospitality environment (0.081), management style (0.395) are greater than 0.05 except team connectivity (0.000) and interpersonal relationship (0.000). Therefore it can be concluded that interpersonal relationship and team connectivity have a strongly significant impact on managerial competencies of field officers in Matale district.

Keywords: Employee Perception, Interpersonal Relationship, Hospitality Environment, Management Style, Team Connectivity, Managerial Competencies

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