

CHAPTER - VI

TRANSFER :-

A Transfer is a horizontal or lateral movement of an employee from one job, section, department or position to another at the same or another place where his salary, status and responsibility are the same.

PURPOSE OF TRANSFERS IN LIFE INSURANCE CORPORATION1) To satisfy the needs of an organisation :-

As may arise out of fluctuations in work requirements and change in the organisational structure. The introduction of new branches.

2) To meet an employees own interest :-

When he feels un-comfortable on the job because of his dislike of his boss, or his fellow workers or because better opportunities for his future advancement do not exist there or because of family circumstances which may compel him to change the place of his residence.

3) Utilise properly the services of an employee :-

When he is not performing satisfactorily and adequately and when the management feels that he may be more useful or suitable else where.

The following table shows different cadres of employees transfered from 1992-93 to 1995-96.

TABLE SHOWS DIFFERENT CADRE OF EMPLOYEES TRANSFERED FROM 1992-93 TO 1995-96

YEAR	C A D R E												Total					
	H.G.A.		Assistants		Typist		Microprocessing Operator		Record Clerk		Sepoy			Steno		Cashier		
	Within Divn.	Out of Divn.	Within Divn.	Out of Divn.	Within Divn.	Out of Divn.	Within Divn.	Out of Divn.	Within Divn.	Out of Divn.	Within Divn.	Out of Divn.		Within Divn.	Out of Divn.	Within Divn.	Out of Divn.	
1992-93	21	1	53	7	10	3	02	-	12	1	17	1	-	5	-	-	115	18
1993-94	-	9	7	17	3	8	-	-	-	4	2	2	-	3	-	1	12	44
1994-95	8	2	42	12	8	6	1	-	9	2	4	1	1	1	-	-	65	24
1995-96	10	3	31	8	7	4	4	-	11	2	5	1	2	2	1	-	71	20

Sources : Profile of Raichur Division from 1993-94 to 1996-97.

Above table shows transfers during period from 1992-93 to 1995-96, within Division and outside division.

During 1992-93 total 133 employees were transferred, out of 133, 115 employees transferred within the division and 18 employees transferred outside division.

During 1993-94, total 56 employees transferred out of 56, 12 employees within the division and 44 employees outside division.

During 1994-95, total 89 employees transferred out of 89, 65 employees within the division and 24 employees outside division.

During 1995-96, total 91 employees transferred out of 91, 71 employees within the division and 20 employees outside division.

After analysing the above table maximum transfers found only in cadre of Assistants.