

A Study on HRM Practices and Employee Performance in Public Sector Banks in Thiruvananthapuram District

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Abstract - Successful organizations are increasingly realizing that there are number of factors that contribute towards performance, but human resource is that important factor without which other factors are negligible. Human Resource is base for every organization because in absence of manpower an organization cannot run. As banks are based on the performance of their employees and their performance is linked with the human resource practices provided by their banks for their growth and development in this sector. So it is necessary for every bank to provide them better practices so that banks can stand in this competitive environment. Because banking by far is the most dominant segment of the financial system and play a pivotal role in the development of a sound economy all sorts of financial transaction are carried out by the banks and their major function is to attract deposits from public and then circulate it among the public for the purpose of lending and investing programs from millions of people government and business organizations. In the present scenario, the Indian banking industry needs efficient and low cost HR Practices to make banking system stronger. The success of today's banking business will mainly depend on the human resource of the organization in which it plays a crucial role in providing the service needed. It is very important that the detail of human resource is discussed along with the employees to build their own career planning perception and development.

BACKGROUND

Human resource management is a management function involving procurement of suitable human resources, train and develops their competencies, Motivate them, Reward them effectively and create in them an urge to be part of the management team whose aim should be render, dedicated committed services for the success and growth of the organization. The study of human resource management practices has been an important and critical area in management and organizational performance from last several years especially in the banking industry. HRM practices

refer to organizational activities directed at managing the pool of human resource and ensuring that the resources are employed towards the fulfillment of organizational goals.

Human Resource Development (HRD) is the process of increasing the capacity of human resources through the development. Human Resource Development is something that everyone does. Individuals do it as they work to develop themselves; managers do it as they work to support others' development and the Human Resource Development staffs does it, as they create the overall development tools for an organization. Thus, it is a process of adding value to individuals, teams and the organization as a human system. In a larger context, Human Resource Development refers to empowering people and enabling them to use their power for development of the organization to which they belong and society at large. It refers to developing pro-activity and capacity to embrace larger issues.

STATEMENT OF THE PROBLEM

This study will propose appropriate HRM strategies, policies, processes, program and practices and the possible outcomes in the bank settings. The study helps to know HRM practices and employee performance in public sector banks in Thiruvananthapuram district and also to know use of technology in maintaining the employees in new competitive era. The study helped us to know the current practices in banks to manage their employees. The study helps to the policy maker's researches and bankers etc. Further it would be also use the formulation of bank policies related to the HRM practices in a banking sector. Therefore the present study focus on HRM practices in public sector banks in Thiruvananthapuram district.

OBJECTIVES OF THE STUDY

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Human Resource Initiatives Theory and Practical Implications Dr. Astha, Dr Astha is a distinguished scholar with profound expertise in Human Resources practices within the banking sector particularly focusing on India s largest bank the State Bank of India Through meticulous research Dr Astha not only defined the term HR initiatives but also conducted in depth interviews with prominent executives including the Indomitable Smt Arundhati Bhattacharya the first female chairperson of the State Bank of India Dr Astha s groundbreaking work led to a series of recommendations that were not only acknowledged but also implemented by the State Bank of India enhancing employee job satisfaction significantly Furthermore Dr Astha delved into the realm of women centric HR initiatives within the banking sector shedding light on their profound impact on women employees in this domain In addition to her pioneering research in HR practices Dr Astha has authored numerous research articles both on women centric issues and the banking sector These articles have found their way into esteemed Indian and international journals further endorsing Dr Astha s standing as a thought leader in her field

Human Resource Management Practices In Public Sector Banks Renu Jatana,Arti Brijwani,2014-06-25 Human Resource Management holds a key position in any scheme of economic development in any country because the developmental process is the sum total of our productive efforts guided managed and executed through our human resource It is an approach a point of view a new technique of thinking and a philosophy of management which is concerned not only with managing people but also with solving the human problems of an organization intelligently and equitably and in a manner which ensure that employees potential is properly developed that maximum satisfaction is desired by them from their work that the objective of the organization are achieved In this research work an effort has been made to study Human Resource Management practices in selected Public Sector Banks of Udaipur District in India The Study is divided in to seven chapters in which main focus is on Human Resource Management practices in public sector banks It also includes the study of manpower planning recruitment and selection in public sectors banks The authors feel that the research work would be helpful for academicians Policy makers and research scholars HRM PRACTICES IN PRIVATE SUGAR MILLS Dr. L.

SATHEESKUMAR, **New Models of Human Resource Management in China and India** Alan R. Nankervis,Fang Lee Cooke,Samir R. Chatterjee,Malcolm Warner,2013-07-04 This book presents a comprehensive analysis of the similarities and differences of contemporary human resource management systems processes and practices in the two increasingly important economic great powers in Asia It covers the full range of human resource management activities including recruitment retention performance management remuneration and career development discusses changing industrial relations systems and sets the subject in its historical social and cultural contexts It examines newly emerging strategies and assesses the extent to which human resource management systems in the two countries are converging or diverging **HRM Practices in Public Sector Banks and Private Sector Banks** M. Madhu Lincoln,G. Rama Krishna,K. Venu Gopal Rao,2009

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The Journal of the Institute of Bangladesh Studies Rajshahi University. Institute of Bangladesh Studies, 2009

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