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HUMAN RESOURCE DEVELOPMENT AND BANKING SECTOR IN INDIA



Smt. Kore Bhangarewa S.

Asst. Professor , Santosh Bhimrao Patil College ,
Mandrup, South Solapur.

ABSTRACT:

For any organization dealing with people requires a good human resource management efficient working of the organization. Banking has been and will always be a Banking has been and will always be a 'People Business' efficient and effective management of the human resource in the organization turns it a successful one for banking, the grown manifold because the nature of banking industry.

KEY WORDS: organization dealing , human resource management , 'People Business' .

INTRODUCTION:

Which is mainly service based, The management of people in the organization along with

handling the financial and economic risks at the under level is the most potent challenges in front of the banking industry in any given time frame The Human Resource department is responsible for finding such talented manpower and placing them in right jobs in the banks.

The core function of HR in banking sector is to facilitate the performance improvement among its people. Factors such as skills, attitudes and knowledge of personnel, play a critical role in determining the competitiveness within the organization.

The quality of human resources indicates the ability of banks to deliver the value to customers. Human Resource Management is important for banks because banking is a service industry. Management of people and management of risk are two key challenges facing banks.

OBJECTIVES OF THE STUDY :-

- 1) To study the concept of human Resource Development
- 2) To Study the HR challenges faced by banking sector.
- 3) To know the Need of HRD.

RESEARCH METHODOLOGY :

The present Study conducted on HR practices and banking sectors in India is based on secondary data has been collected from reference books, research papers, and the websites of Intimate

CONCEPT OF HUMAN RESOURCE DEVELOPMENT :

Human resource Development is a process of developing skills, competencies, knowledge and attitudes of people in an organization. Human Resource Development is an integral part of Human resource Management.

According to Leonard Nadler, "HRD is a series of organized activities conducted within a specialized time and designed to produce behavioural changes"

Human Resource development is a continuous and well integrated process.

HRD ensures that the organization has such competent human resource to achieve its desired goals and objective HRD imparts the required knowledge and skill in them through effective arrangement of training and development programs. HRD is more concerned with training and development, career planning and development. Its is a continuous process. and It concerned with behavioural knowledge.

NEED OF HUMAN RESOURCE DEVELOPMENT :

In the fast moving business world of today, organizations are evolving. The role of manager has become more diverse. Redical changes are taking place because of economic pressure and the demand for enhancing efficiency and productivity growth of information technology facilitated tasks to be completed within second than in days. To keep pace with such an environment, organizations must develop its people and allow them to grow. Human Resource development must therefore be viewed as total system interacting with other systems of the organization. The employees capabilities need to be sharpened. This is possible through HRD.

The need for HRD arises because :

- 1) To create a climate free from monotony and to improve the working life.
- 2) To facilitate effective communication to surface creative ability of employees in full swing .
- 3) Tapping the present and future creative abilities of the people to utilize for organizational

development.

- 4) Facilitating growth of employees and making them aware about their strengths and weakness.
- 5) Helping organization to utilize human resources to their maximum potentials.
- 6) Availing opportunities for further development by the employees themselves.

MANAGING HUMAN RESOURCES :

In Indian banking industry manage the human resources by proper planning like :-

- 1) Hiring the right person for the right job
- 2) Retaining and Developing.
- 3) Managing people / conducting exit interviews.
- 4) Training & Development.

HR CHALLENGES FACED BY BANKING SECTORS :

- 1) The real challenges for Indian banks, how to transform into global corporations without losing the positive values and culture that they have developed.
- 2) The HRD Department has to empower, engage and energize employees to create effectiveness and efficiency through motivation organizational structures, systems and procedures.
- 3) Certain rigidities have also developed in HRD within banking system itself because this industry is largely in the public sector.
- 4) repositioning of the people in the organization to effect the changing banking paradigm.
- 5) The Training establishment need to be actively involved in the total training process.
- 6) Changed business positioning to align with the global players and technology to implement the business positioning.

CONCLUSION :

Today's increasing complex and volatile business environment and as we are in 21st Century competitiveness in global market place presents the ultimate challenges to policy makers business leaders including banking. The need of HRD is all the more great in Service – oriented institutions like banks. An efficient, effective banking system helps the process of economic development as per the national priorities.

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