



# REVIEW OF RESEARCH

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## HUMAN RESOURCES DEVELOPMENT IN COMMERCIAL BANKING

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### ABSTRACT:

Human Resource Management, as described above, is not simply a human arrangement fits into a certain position corresponding. More important is the performance of management, these new elements active substances are produce, and this new fundamental to ensure successful and continuous ongoing development of the first environmental organization constantly changing in commercial banking sector.



**KEYWORDS:** Human Resource management, Commercial banking, Environment, Changing organization.

### INTRODUCTION

Human resources are the people who make up the workforce of an organization, business sector, or economy. "Human capital" is sometimes used synonymously with "human resources", although human capital typically refers to a narrower effect. Likewise, other terms sometimes used include manpower, talent, labor, personnel, or simply people. The objective of human resource management is about managing people, relationships between employers and employees. Specifically, it implies the use of labor productivity to achieve strategic business objectives of the organization and meet the needs of individual workers. In

economic activities, in addition to physical factors and capital, the human factor is decisive. Workers and human resources in general to become the leading factor determining success or failure of any business does. The main reason that human resources and human resources management in meaningful business activities in general and banking in particular.

With knowledge of human resource management gained in the learning process, working in the banking sector, we choose a theme: human resource management in commercial banks. In view of modern administration, the administrators agreed, management activities include

five basic elements: Planning, Organization, Staffing, Commander, and Check. The content management component in all human-level knowledge, well informed business done. Thus, personnel and HR issues are content, a basic function in the process of general administration and general business management in particular. Strict sense, human resource management is the use of, arranging the current labor force of an organization into parts, location, and specific tasks to perform the respective tasks, to achieve objectives that the organization has outlined a most effective way.

## OBJECTIVES OF THE RESEARCH

The Main research objectives of the study are to explore the status of human resource management usually practiced in commercial banking sectors of Hyderabad Karnataka Region. More specifically, the study objectives were to:

- (1) Look into the nature, type and professional categories of human resources deployed in Commercial banks of Hyderabad Karnataka Region.
- (2) Discover HRM issues including staff selection and recruitment, salaries, job analysis methods, performance evaluation, audit, and promotion, etc.
- (3) Uncover sustaining developments programmes including education and training, IT-orientation, career development, management development.
- (4) Inspect staff's opinion regarding different levels of their job satisfaction on the basis of some selected indicators.
- (5) Outline major problems of HRM, and to suggest some measures for better HRM practice in commercial bank of Hyderabad Karnataka Region.

Broadly, human resources management with due consideration to organizational change and organizational environment, the factors that create new jobs, better as the perfect career, creativity, skill and application deal with the challenges, loyalty, friendly atmosphere of harmon to implement the long-term development program, or dynamically adapt to frequent changes of environment depth. Specifically it is the recruitment, training, staffing on the specific job, leaders, motivate employees to work with the highest potential, helping staff to complete assigned tasks.

Human resource issues and management is important especially for an organization in general and for bank managers in particular.

Helps administrators to complete tasks and achieve goals through other people, most efficiently, an administrator can complete the planning, design organizational structures with parts and units clearly of course, there are resources in the hands of fully modern, know how to monitor accurately. However, if you do not recruit the right people, arrange the wrong place, wrong time use, management activities have failed to go to space.

Unlike machines, materials, technologies ... are things senseless, sense, influenced by the idea of unconditional subjectivity of the user, and can work under its impact predetermined formula. Human Resource Management decide working atmosphere. Implies the spiritual relationship that an employee feels when they work together with the collective self.

Human Resource Management determines the success of the business. Personality is crucial ability to access knowledge and to apply them in practice.

## HRM MANAGEMENT IN COMMERCIAL BANK

-Recruit and train staff

- Maintain and develop a close cooperation between individuals and individuals, between individuals and departments.

- Monitor, supervise employees, motivate employees to work enthusiastically, as businesses such as second home, creating a bond between employees' interests with business interests.

- Explains policies and procedures for employees.

Entirely responsible for all assigned work and their own decisions when assigning work to subordinates.

### The method of forecasting recruitment needs:

Trend analysis: Using the statistical data on recruitment in previous years to forecast recruitment needs. This method suitable condition held steady development.

-Analysis rate: Using the relationship between higher proportions of the workload with a quantity of the work norms, thereby determining the number of employees needed.

-Expert method: Each expert was given a proposal of the plan based on analysis of factors inside and outside organizations related to the level of the employer. Feasible schemes will have a legitimate argument or synthesized separate from the plan.

Identify sources of recruitment

- From within the organization:

This is the source of recruitment is a top priority, especially when you need to fill the gap for the title of the work, because there the following advantages:

Meet the requirements of the aspirations of employees promoted

Staff was challenging responsibility, loyalty, ethical behavior

But this supply has its limitations, specifically: possible degradation phenomena in the administration and handle the job stereotyping, imitating the method, the working style of his predecessor.

### ANALYSIS OF COMMERCIAL BANKING

According to above analysis, the issue of human resource management in general and human resource management in commercial banks in particular, require managers to apply the basic understanding of theories of human resources management, such as job analysis, to understand the meaning of job analysis. Based on which will provide solutions for the recruitment, training staff, administrators at all levels, with the aim of bringing high benefits Most human use. Based on the theory of human resource management, we have highlighted the role of human resources, the human resource perspective, pointing out the role and responsibilities of staff, administrators at all levels of bank trade in Vietnam at present. Also, preliminary analysis on the process of human resource management in commercial banks in order to propose some solutions to the commercial bank management in an appropriate manner.

- Annual competitions should have expertise towards improving skills, manipulation skills of the staff. The contest was held serious, awarded the utmost solemnity and attract many participants.

- Anniversary of the establishment of organizations is also an opportunity mean very big motivation. On this occasion can be combined with the overall award, intimate receptions to honor the many achievements, have in a long process with the organization.

- Established traditional rooms released the annual journal to record outstanding achievements, the historic milestone in the development process of the organization.

- Twin organized exchanges, launched the competition to complete tasks between departments, as these measures work well for strengthening internal unity, to create did not work for everyone lively.

- Choose clothing with colors to represent the organization as cultural nuances of human resource management will bring good results.

Due to time limitations, the study of this subject is limited; we only focused on solving some of the most fundamental issues of human resource management in commercial banks in Vietnam in general

### CONCLUSION

The success of banks largely depends on the intellectual development of the employees. Along with intellectual development of the knowledge worker, technical infrastructures of the bank must be ensured to enhance the effectiveness of the employee and the bank. Generally, the banking profession in Hyderabad Karnataka Region is recognized with standardized salary scale, higher social status and dignity. As can be found from the study, human resources in banks were enjoying comparatively better facilities under the rules of banking industry. Employees of the bank getting good number of bonus and compensation, including salary grade, leave facilities, housing facilities, gratuities, provident funds, and losses of accident or death of employees etc. The employees in private bank are more satisfied with salary scale, job position, promotion scheme, working environment but very worried about working hours and work pressure. Most of the employees are less satisfied with HRM polices and practice, job analysis, IT facilities, job evaluation and performance measurement technique. Human resources have been centrally managed by all surveyed bank. Bank should decentralize their HR activities in all

branches and develop strong HR polices. Authority and responsibility should be properly distributed to all HR managers. Bank should give some significant power and role to HR director in order to empower the HR departments. HR department in banking sector of Hyderabad Karnataka Region is comparatively ineffective than rest of the part of Karnataka because of their lack of empowerment facilities. The proper empowerment of HR department means their participation in preparing management policies, plan and program, forecasting demand and supply of human resources and in policy formulation and implementation. This will help to recruit and maintain skilled, knowledgeable and well performed workforce to meet current and future organizational as well as individual needs.

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