



Changing Role Human Resource Management (With Special Reference To Indian Banking Industry)

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ABSTRACT :-

In globalization era the role of Banking in India is tremendously increased since 2002. In 1991 Government declared new Industrial Policy according reformation is took place in Indian Banking Sector.

In view of Indian Banking sector the role and approach of workmen is directly co-relate with the overall productivity and finally profitability of Indian Banking Service Sector. The expectation of Banking Customer have increased. New generation Private Sector Banks and foreign Banks have opened their branches have increased their presence on the Indian Banking Canvas. Naturally there is growth in the number of employers in various Carrears. Adoption of new technologies, greater use of Information Technology has changed the composition of the staff also. Since the globalization there is cutthroat competition among the banks and their profit margins are shrinking the old traditional approach towards Human Resource Management has to be changed to meet the challenges of today. The problem before the Human Resource Management is retaining the competent staff. In this concept the authors wanted to trace the changing Dimensions of Human Resource Management in the Indian Banking Industry. Almost in every aspect of Human Resource Management there it may be Recruitment, Negotiating Compensation training Motivation in all those spheres the Human Resource Management has to be innovative and it should be an ongoing activity. The role of trade union is gradually. Diminishing in the walk of privatization. Therefore its confirmed that Human Resource Management will be playing a key role.

Introduction :-

Banking business is not newly known for

India. In 16th century onwards Traditional Banking in the hands of money lenders indigenous banks etc. East India Company was introduce the Monitory Banking system in India. The growth of Banking Business traditionally which can be described as under.

GROWTH ONWARDS FOR 2014-15

During 2014-15 Indian Economy could go in the range of 5 to 6% in 2014-15 will rise broadly in balance around the count estimate of 5.5%

Importance Of Human Resource Management In Banking Sector

Human Resource is the key factor in service Industry therefore it occupies important. This department take care of hiring people and maintaining bankers to the organization and after take care of employees besides at the same time they should have a faith that department will stand by throughout securing just compensation. Human Resource Department also takes a care of organization to ensure that the Human Resource put in all that strength to improve this productivity and simultaneously profitability. Thus Human Resource results in a win-win situation for every role involved.

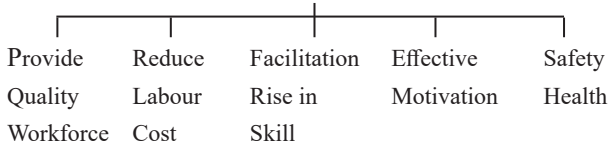
Human Resource Department assures implementation for several resources. Employees have a feeling that there should be someone in the organization to take care of this benefits and at the same they should have a faith that department will stand by them in securing just compensation strategy improve that productivity and profitability.

Practically Banks continued it strengthen its Human Resource by recruiting new staff as well as through implementing Training in excising staff members. Thus what increased resource to use of technology in attaining the incentive objection of the communication planning



Temporary timeline and coordination has been mainstay of Bank Communication Strategy.

Importance of Human Resource Planning



TRADITIONAL APPROACH TO HUMAN RESOURCE MANAGEMENT IN INDIAN BANKING

Human Resource Staff used to seen as the administrative enforce of the Business out team execution entire and reaching hindering the other employees in performing their jobs with complete layers of bureaucracy.

Challenges Before The Human Resource In Banking

The challenges before the Human Resource manager in to hunt for right person for right job Human Resource Management is much discussed in to day’s business world. But now well is it understand in the word where people competence and skill sets are described in paragraph rather than in few worts and where media reports of salaries make in to a double take to ensure that seeking indeed believes. It is becoming increasing challenging to manage. This high potential we considers as country’s assets.

Over the posts take decades the worked saw a complete make are in the way Human Resource Management in organization has defined but in India the change has been more. Prominent in last decade or so after liberalization.

Today managing the expectations and motivations of skilled workforce has brought with it attendant complexities interims a the needs for result Human Resource Practices.

Earlier Human Resource was continued as a support function for any business Human Resource Management today in required to take on more strategic role in order to alien itself with organizations business strength. Thereafter Human Resource Mangers of other lines functions in driving the firm strengths.

Role of Trade Unions :-

In Banking industry the employees in Public Sector and old generation private sector banks are well organized over the past over half century. The Trade Unions are strong and they have been able to imbibe military average the bank employees. As a result any reference in Human Resource are required to be first convinced to Trade Unions once they are convinced them the reform can be smooth.

However this not in context of new Generation of Private Sector Banks which has been established after 1991 e.g. HDFC Bank, ICICI Bank Ltd. AXIS Bank Ltd.etc. in this banks there is no existence of Trade Unions. We find grater employees attention state in this banks. It is inthis context the Human Resource is required to focus its attention on the retention of the competent employees at a reasonable cost for company.

Efficient and effective Human Resource System are the key here need to upgrade the Human Resource capacity definitely plane to enhance on aggregate comparative Banks.

Human Resource Management is implementation for Bank because Banking Service Industry management of people and management of rise are two key challenging facility. Banks how you manage the people and how you manage the rise department your secures in the banking Business. Managing public is the key challenge.

In times to come the very survive of the banks would depend.

Being a service sector service of the banks would depend on curious strategies. Value such as sound reasonable innovative internationally close socially responsibly Industry

In the common complement among bank executives that should manpower is in short supply. Human Resource needs to emphasized through corrective action. To be entire spectrum of Human Resource practice requires revolutionary changes if the banks have to survival.

Recruitment :-

Its very important for you to repeat your



employees brand that is your repeatedly as an employee to attract, average and retain talent conditions and employees we required good but suitable people in this preview of selection our thrust should be on with right attitude towards the job are succeed.

We are how in the knowledge Age. Employees work not only for salary but also for jobs satisfaction Rupe make for “Empowerment” more than anteing else. People at all lend in organization must be empowered.

Preference Management :- In the words of Peater Druker the need for what he deed “ Non-traditional work relations, flexible schedules contact arrangement virtual team etc. are the key define that motivate people.

Any effective Human Resource System that should be absentisum and transparent. No Human Resource Facilities can be effective if it depends upon the trust and confidence of committee.

Training :-

In Bank Business Continuous up gradation is possible through training facilities should be supported by enterprises and problem.

Communication : Communication with

Employees is the vital fact of the Human Resource Process on it have to enhance transparency in Human Resource practice, therefor implementing creditability to them we need to introduce a system of exist intended to department when people are leaving agreement.

Conclusion :-

1. The Public Sector Banking in India is Standing at Important Cross road. There are Critical Choices to be made and initiative to be taken.
2. Because of the use of advance technology in Banking sector the dependant on manual work has been decreased.
3. In the new generation Private Sector bank also there is a need to have better understanding on various issues relating to employees.

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