

Role of Personnel Management with a Reference of Public Sector Banks

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Abstract – In Indian Banking sector must build up a personnel management framework on an efficient premise and take up personnel management policies and practices that energetic the requirements of the banking sector. The Indian Banking industry must be overseen by banking experts so as to be forceful and to grab hold of the products of the sector on the worldwide dimension. This paper thinks about an audit of personnel management policies and practices in the banking sector in India chiefly in Public Sector Banks with thought of some significant markers of banking sector, for example, work investigation, recruitment and choice, preparing and improvement, execution evaluation and pay. Subsequently, the proposals will bolster appropriate ramifications of personnel management rehearses in the Indian public sector banks.

Keywords: HRM Practices, Public Sector Banks

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INTRODUCTION

These days, Indian banking sector is confronting wide assortment of chances and the brilliant future conditions.

The changing financial conditions, spoken to by quick procedure of globalization have drawn out every one of the countries of the world together, without geographical limits for exchange and business however with extraordinary measure of work open doors for individuals. Because of quick headway in data innovation and telecommunication in the ongoing years, the banking sector has been experiencing quick changes, mirroring various current change forms. Be that as it may, there are sure issues in the Indian Banking framework, which require extraordinary mindfulness.

A portion of the serious issues are: Poor Technical Infrastructure of public sector bank are real obstacle in quick advancement of banks. Continuous development of bog, which hampers the productivity of the banks. Public sector banks are additionally affected from the overwhelming over staffing, which decreases competency of the banks.

Most importantly these require a solid change in the HR Practices recruitment, training, position and advancement policies of the banks. Along these lines, the fundamental concern is the way to expel heritages of the past and satisfy the needs and difficulties of the new period.

HR management practices assume an extremely basic job in accomplishing the organization's objectives and keep up the upper hand. HRM practices allude to organizational exercises coordinated at dealing with the pool of personnel and guaranteeing that the assets are utilized towards the satisfaction of organizational objectives. Human asset management practices is the management of individuals inside the internal condition of organizations, contains the exercises, policies, and practices associated with arranging, getting, creating, using, assessing, keeping up, and holding the fitting numbers and ability blend of employees to accomplish the organization's goals.

By and by, organizations are contending through actualizing the one of a kind HRM practices and because of the globalization organizations embrace the most modern HRM practices so as to accomplish the organizational objectives. Best HRM practices are profitable for both employee and employer; it assumes a significant job in strong development and competency of the organization. Keeping in perspective on HRM practices, it is comprehended that the HRM did not has direct job in business advancement but rather was increasingly worried about centralized recruitment to staff. In this specific situation, the audit of the examination covers the accompanying most significant markers of HRM practices, which were trailed by any public sector bank.

(A) Job investigation: Job examination includes gathering data about the qualities of a job utilizing one of a few strategies: perception, interviewing,

questionnaires, or increasingly concentrated job examination techniques, for example, position or useful examination. Organizations some of the time utilize a mix of job examination strategies. All the Banking experts announced that they pursue a mix of a few strategies for job examination of the employee.

REVIEW OF RELATED LITERATURE

SBI (State Bank of India and its 7 Associate Banks) These banks work under the top money related specialist, viz., Reserve Bank of India. The names of these banks are as per the following: Public sector banks are (a) State Bank of India and its seven Associates Banks (1) State Bank of Bikaner and Jaipur (2) State Bank of Hyderabad (3) State Bank of Indore (4) State Bank of Mysore (5) State Bank of Patiala (6) State Bank of Saurashtra (7) State Bank of Travancore.¹

19 Nationalized Banks are (Out of 20 Banks, one Bank 'New Bank of India' converged with Punjab National Bank in 1992-93 coming about into 19 Nationalized Banks) (1) Allahabad Banks (2) Andhra Bank (3) Bank of Baroda (4) Bank of India (5) Bank of Maharashtra (6) Canara Bank (7) Central Bank of India (8) Corporation Bank (9) Dena Bank (10) Indian Bank (11) Indian Overseas Bank (12) Oriental Bank of Commerce (13) Punjab and Sind Bank (14) Punjab National Bank (15) Syndicate Bank (16) UCO Bank (17) Union Bank of India (18) United Bank of India (19) Vijaya Bank.²

Based on survey of this examination the accompanying recommendations are made for better HRM practice in the Public sector banks in India: Public sector Banks ought to have utilized exceedingly Technical Infrastructure dependent on current innovation, which give the quick advancement to public sector banks.³

In the recruitment and choice procedure of employees, the banks should offer need to the hopefuls who has post advanced educations in Accounts, Management and Economics, and so forth. It is likewise proposed that institutional training ought to give to improve the viable aptitudes of employee.⁴

Employees ought to be propelled to use the data innovation and e-libraries with the goal that capacity hole would be decreased. It is vital for transformation of compensation as a reward to persuade employees in especially in public sector banks.⁵

To create personnel management practices, the bank ought to embrace distinctive personnel improvement projects including proceeding with ability arranged instruction and training for career advancement. Banks can send splendid employees to another country on cooperation/grant for training

and adapt new innovation so as to accomplish fitness at worldwide level.⁶

Banks ought to arrange classes, workshops, meetings, diverse short courses, and training programs on financial issues, current issues, software up degree on customary premise that would create educated labor, make mindfulness and change mental frames of mind among the professionals.⁷

All banks ought to dispense adequate spending plan and sends equipped employees to international gatherings and workshops to set them up for the focused learning at worldwide level market. Human Resource Management is basic to engage the office or divisions for dealing with various issues in HRM practices in banks.⁸

The divisions ought to be joined with efficient personnel data frameworks and current data innovation offices. Public sector banks ought to every now and again welcome staff for recommendations and their dynamic participation in gatherings so as to support, staff fulfillment and evacuate the hole among employee and more elevated amount management.⁹

The Training organization direct training projects for junior just as senior level bank staff. For the vast majority of the senior level training, banks rely upon external offices, particularly outside training institutes.¹⁰

It is to better to use of greater banks training institutions notwithstanding for senior level as opposed to relying upon external offices or outside organizations. It is likewise recommended that employee yield ought to be assessed dependent intentionally appraisal yet not on preference. Clearness in assessment and consolation strategy additionally proposed.

PERSONNEL MANAGEMENT IN PUBLIC SECTOR BANKS OF INDIA

Public Sector Banks pursues efficient system in recruitment and choice exercises. For Recruitment and Selection these banks pursues some standard the greater part of the cases. The rehearsed course of action for choice and recruitment is the corporate choose what positions should fill and how to fill the quick just as future prerequisites. This all out strategy is intended to cover all situations from base to top level.

Indian Public Sector Banks utilize the two strategies for recruitment i.e., internal and external markets. Normally, for administrative and officer posts, external market is utilized through publicizing and so forth. Then again, the administrative/official positions are topped off through promotions and moves i.e., for higher

positions the internal market is generally depended upon. In a portion of the PSBs in India, the act of enrolling pros, for example, technical employees, management students and so on straightforwardly from the rumored institutions through grounds meetings have been begun. A few banks are additionally using the administrations of experts and work on contract premise.

HRD as one of the major practical zone in HRM. Proceeding with instruction and training projects' are basic contemplations to advance their careers and exceed expectations their improvement. Banking exercises and learning is regularly evolving. So as to adapt up to these progressions and to build up employees' careers all banks built up their own training organization. Those institutes sorted out various kinds of training and advancement projects dependent on the employees need. Those necessities are recognized by need appraisal exercises.

Training is more in IPSBs in light of the fact that the training framework in the banking industry has a solid basic base, and has abilities to deal with training in huge numbers. The framework has likewise built up a few imaginative exercises in the training territory, for example, on-area training, administrator to errand person programs. Further the IPSBs have a decent help to training endeavors from summit level training institutions, for example, National Institute of Bank Management and Bankers Training College. The IPSBs have in excess of three hundred individual bank level training universities and training focuses. Training is given accentuation by all banks, despite the fact that very little precise training need investigation is completed. The training schools lead training programs for generally junior level bank staff. For the vast majority of the senior level training, banks rely upon external offices, particularly outside training organizations. Training foundations of a portion of the greater banks gripe of under use.

Execution examination is the deliberate, intermittent and an unprejudiced rating of the employee's perfection in issues relating to his present job and of his possibilities for a superior job.

Public Sector Banks in India give more consideration towards execution evaluation in the organizations. Execution evaluation dependent on nature of yield, capability of the employee inside the organization and so forth should be fused over all evaluation, frameworks and levels. This won't just guarantee augmenting productivity, yet in addition go far in persuading star entertainers lining up with the long haul mission and vision of banks.

By and large, the remuneration in Public Sector banks is generally founded on seniority or work experience. The Indian public sector banks should compensate their expertly qualified employees by

scale up gradation and unique augmentations other than propelling and urging them to gain new learning.

Normal pay structures dependent on number of long periods of service with the bank put in and so forth should be eliminated in an arranged way. Indian public sector Banking System.

SUGGESTION AND CONCLUSION:

- The achievement of banks essentially relies upon the cognizant advancement of the banks employees.
- Along with intelligent advancement of the information worker, technical infrastructures of the bank must be guaranteed to build up the adequacy of the employee and the bank.
- The Public sector banks need to take inception to adjust in their HRM policies and practices, so as to contend with private/foreign banks in current conditions.
- Bank should spread out their HR exercises in all branches and create solid HR polices.
- Decision making Power and responsibility ought to be appropriately coursed to all HR directors.
- Bank should give some huge power and job to HR executive so as to approve the HR departments. This will select and keep up gifted, learned and all around performed workforce to meet present and future organizational just as individual needs.
- Henceforth, the public sector banks in India need to use numerous chances to address certain difficulties under the changed conditions.
- Considering the present unique worldwide business condition, the present paper fundamentally centered around the HRM framework in public sector bank in India. Public sector banks need to seek after progressively modernized HRM practices.

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