A COMPREHENSIVE STUDY ON EMPLOYEE PERFORMANCE MANAGEMENT SYSTEM IN INDIAN BANKING SECTOR

RAJESWARI.R*; DR. PS V MENON**

*RESEARCH SCHOLAR,
KARPAGAM UNIVERSITY

**RESEARCH GUIDE,
KARPAGAM UNIVERSITY.

ABSTRACT
Managing Human Resource is an art which requires a dynamic strategy when we prepare for global business management. The employee performance is a reality compared to the plan and strategy formulation by management to run their business. To channelize the performance of the employees towards the effective organizational performance the dimensions of the performance management systems are to be formulated considering the complex global business environment. This is one of the biggest challenges which is tried to explore through this paper. Performance is multidimensional where we have to consider different types of behaviors to predict, understand, plan and manage performance. An attempt is made to explore the different dimensions which can be considered for improving the performance of the employees in the global business management keeping the contextual and task performances as the broad categories in banking sector. The outcomes will help the Indian banks to manage the employee performance in a better way in the competitive global business where human resources are the most dynamic, active and complex resources compared to money, materials, machines and methods. The clarity in dimensions of employee performance will also help the organization to align the individual performance towards attainment of the organizational strategic goals.

KEY WORDS: Managing Human Resource, dynamic strategy.

References

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