NEED FOR IDENTIFYING EMPLOYEES COMPETENCY BY THE SCHEDULED COMMERCIAL BANKS IN INDIA (WITH SPECIAL REFERENCE TO COIMBATORE DISTRICT)

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ABSTRACT
In Indian banking sector, the employee’s role, their needs and job roles are changing day by day. With the age profile of staff undergoing changes, banks will have to focus on leadership development and succession planning. Therefore, it is absolutely essential for any bank to adopt those changes in the employees’ role and respond according to the changes. Indian schedule commercial banks are forced to maintain competency at every level in order to survive amongst the competitors, since bank employees are the backbone for any business organization. Based on above discussed concept, this study aims to analyze and draw an introspective analysis on the competency level of employees in selected commercial banks operating in Coimbatore district. The current study is focused on the scheduled commercial banks functioning in Coimbatore district. For effective data collection, the researcher has adopted random sampling techniques and the study was focused on 560 bank employees’ working around Coimbatore district. From the empirical findings, the study shows that Human Resource Development of both public and private sector banks have to play a more proactive role in shaping the employee to fight the challenges. The study found that the sample employees are lack in following competency skills: Decision making skills, Leadership abilities, Initiatives, Learning orientation and job knowledge.

KEY WORDS: Competency, Challenges, Employees, Leadership development, Succession planning.