ABSTRACTS

Implementing an effective human resource practices that is well-suited with organizational policy has critical for the performance and accomplishment of an organization in the competitive business field. The main reason of the study were to establish the extent of implementation of human resource practices in banks in India; and to determine the factors that influence implementation of human resource management practices by banks.

Efficient human resource practices are the most essential requirements for survival in this competitive world. In this paper, an attempt has been made to develop human resource conceptual model for enhance employee skills, knowledge, abilities and managerial skills. This study reveals that the development of human resource is necessary for its efficient and effective working in banks. In an evolutionary process when developing economy struggles to attain higher levels of living it can hardly over look the need of developing its human resources to meet the bigger and new challenges of raising the quality of human resource sufficient. The concept of HR practices deals with training and development, performance appraisal, motivation and reward system for improvement of employee working quality in banks. An HR practice has become an important programme of all organizations not only for enhancing the efficiency/ productivity has also to bring about qualitative improvement among the employees at different levels in banks. All this is possible with the help of efficient human resource management. However, the challenges faced in the HR front are numerous and need to be handled diligently. The present paper attempts to identify few HR challenges in the Indian Banking Context and suggests all this is possible with the help of efficient human resource practices. However, the challenges faced in the HR front are numerous and need to be handled attentively. The present paper attempts to identify few HR practices, implementation, and challenges in the Indian Banking framework and suggest them to handle effectively in banks.

KEYWORDS: HR practices, Challenges, HRP, Training and Development, Performance appraisal, compensation.
References:


