

AN ANALYSIS OF HUMAN RESOURCE DEVELOPMENT IN SOME SELECTED PUBLIC AND PRIVATE BANKS IN INDIA

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Abstract

The creative members of society, or the decision-makers, contribute to the technical and scientific advancement of emerging countries, which is supported by a solid economic base. The effective management of human resources is essential to attaining the objectives of the business and preserving its competitive edge. Practices in human resource management (HRM) are actions taken by an organisation to manage its human resource pool and make sure that it uses those resources to achieve its objectives. Human resource development (HRD) is the study and practise of maximising human potential via deliberate actions that increase overall organisational effectiveness. It has to do with hiring practises, technical training, professional growth, coaching, counselling, performance management, succession planning, and organisation and career development. The constant maximisation of return on investment in human capital is its major goal. The major factor behind the competitive corporate world is the quality of human resources. This article compares the staffing, salary, welfare, and other tactics employed by private and public banks while focusing on the current HRD mechanisms tasks and evaluating how successfully HRD tasks are completed.

Keyword

HRD, HRM, HR Manager, Public and private banks.

1. Introduction

Employees can quickly and freely leave their existing occupations in the current period of fierce competition in quest of better opportunities. Therefore, it has become imperative for the HR Manager to develop and implement policies that are in the best interests of employees. Today's HR Manager has a responsibility to set up the workplace in a way that would benefit the employees and give them a sense of

fulfilment in their work. The HR Manager must consider a variety of factors while drafting the policy, including: Are the workers content with their jobs and the workplace? What kinds of issues do they have? How do they fix their issues? Do they feel stressed out by all these things? These are some important questions that can only be resolved by thorough study[1].

The management of people inside an organization's internal environment is



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