

# A Study on HRM Practices and Employee Performance in Public Sector Banks in Thiruvananthapuram District

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**Abstract -** Successful organizations are increasingly realizing that there are number of factors that contribute towards performance, but human resource is that important factor without which other factors are negligible. Human Resource is base for every organization because in absence of manpower an organization cannot run. As banks are based on the performance of their employees and their performance is linked with the human resource practices provided by their banks for their growth and development in this sector. So it is necessary for every bank to provide them better practices so that banks can stand in this competitive environment. Because banking by far is the most dominant segment of the financial system and play a pivotal role in the development of a sound economy all sorts of financial transaction are carried out by the banks and their major function is to attract deposits from public and then circulate it among the public for the purpose of lending and investing programs from millions of people government and business organizations. In the present scenario, the Indian banking industry needs efficient and low cost HR Practices to make banking system stronger. The success of today's banking business will mainly depend on the human resource of the organization in which it plays a crucial role in providing the service needed. It is very important that the detail of human resource is discussed along with the employees to build their own career planning perception and development.

## BACKGROUND

Human resource management is a management function involving procurement of suitable human resources, train and develops their competencies, Motivate them, Reward them effectively and create in them an urge to be part of the management team whose aim should be render, dedicated committed services for the success and growth of the organization. The study of human resource management practices has been an important and critical area in management and organizational performance from last several years especially in the banking industry. HRM practices

refer to organizational activities directed at managing the pool of human resource and ensuring that the resources are employed towards the fulfillment of organizational goals.

Human Resource Development (HRD) is the process of increasing the capacity of human resources through the development. Human Resource Development is something that everyone does. Individuals do it as they work to develop themselves; managers do it as they work to support others' development and the Human Resource Development staffs does it, as they create the overall development tools for an organization. Thus, it is a process of adding value to individuals, teams and the organization as a human system. In a larger context, Human Resource Development refers to empowering people and enabling them to use their power for development of the organization to which they belong and society at large. It refers to developing pro-activity and capacity to embrace larger issues.

## STATEMENT OF THE PROBLEM

This study will propose appropriate HRM strategies, policies, processes, program and practices and the possible outcomes in the bank settings. The study helps to know HRM practices and employee performance in public sector banks in Thiruvananthapuram district and also to know use of technology in maintaining the employees in new competitive era. The study helped us to know the current practices in banks to manage their employees. The study helps to the policy maker's researches and bankers etc. Further it would be also use the formulation of bank policies related to the HRM practices in a banking sector. Therefore the present study focus on HRM practices in public sector banks in Thiruvananthapuram district.

## OBJECTIVES OF THE STUDY

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