

IAJESM SPONSORED NATIONAL SEMINAR
ON
ESSENTIAL OF LITERATURE REVIEW AND RESEARCH METHODOLOGY
20 JUNE 2021

**A Study on HRM System in Organization with A Reference to
Banking Sector**

Vishal Acharya, Research Scholar, NIILM University, Kaithal, Haryana

Abstract

Human Resource Management (HRM) plays a crucial role in the effective functioning and long-term success of organizations, particularly in the banking sector, where employee knowledge, skills, service quality, and customer relationships directly influence organizational performance. This study examines the Human Resource Management system in organizations with special reference to the banking sector. It focuses on major HRM practices, including human resource planning, recruitment and selection, training and development, performance appraisal, compensation, employee motivation, career development, and employee welfare. The study seeks to understand how these practices contribute to employee satisfaction, productivity, commitment, and overall organizational effectiveness. The banking sector has undergone significant transformation due to technological advancement, digital banking, increasing competition, regulatory changes, and changing customer expectations. These developments have created new requirements for employee skills and have increased the importance of continuous training, performance management, and employee engagement. The study also considers the challenges faced by HR managers in areas such as talent retention, work-related stress, technological adaptation, skill development, and maintaining a balance between organizational objectives and employee needs. By examining existing HRM practices and their outcomes, the study aims to provide a broader understanding of the role of human resources in strengthening banking organizations. The findings may help identify effective HR strategies for improving employee performance, enhancing service quality, and achieving sustainable organizational growth.

Keywords: Human Resource Management, Banking Sector, Recruitment, Training and Development, Performance Appraisal, Employee Motivation, Employee Satisfaction, Organizational Performance, Employee Engagement.