



A COMPARATIVE ANALYSIS OF RECRUITMENT, TRAINING & DEVELOPMENT PROCESS OF PRIVATE AND PUBLIC SECTOR BANKING COMPANIES

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Abstract

Banking is considered to be the backbone of the any country's economy. Bank plays very vital role in the economic sector & encouraging industrialization & economic growth of the country. Banks provide required funds for the execution of various program in the process of economic growth of any country. All sorts of financial and economic activities revolve around the banking system. As the industries produces commodities and goods, bank controls & creates money for the market & make provisions for the formation of capital. Bank is a strong support to bring socio-economic changes in the growth of developing country like India. The three main developed sectors in India are Agriculture, Commerce & Industry provide the maximum of the country's wealth. So, the growth of these sectors are only possible through satisfactory banking services. Development of banking system can give the necessary thrust for the fast economic growth of a nation.

Keywords: Banks, HRD, Economical, Globalization.

Introduction

HRD is a process through which workforce in an organization are helped to realize their full potential and capabilities for their jobs. It involves empowerment of the employees for long term perspective which visualizes change through involvement and ownership of such change by the participants. Human resource development believes that employee in an organization have potential for growth and development and that their potential can be built through proper and organized efforts.

HRD efforts have to be started organization wise, where everybody will have to take responsibility for growth and synchronization for the optimization of performance. HRD is a process followed to enhance the intellectual, moral, psychological, cultural, social and economic development of the employees so that they contribute their best to the organization and the nation.

Analysis

H₀14: There is no significance difference in recruitment and selection practices between private and public sector of banking industry.

Group Statistics

Sector	Mean	Std. Deviation
Public	2.04	0.872
Private	2.14	0.841

Interpretation

The recruitment and selection practices is slightly higher in Public sector of banking Industry as the mean of satisfaction is found to be 2.04 and the mean recruitment and selection practices of Private sector is 2.14 of Banking industry.

	Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
	F	Sig.	T	Df	Sig. (2-tailed)	Mean Diff.	Std. Error Diff.	Lower	Upper
Equal variances assumed	2.024	0.083	0.703	90.557	0.424	-0.1	0.124	-0.346	0.147
Equal variances not assumed			0.857	148	0.388	-0.1	0.115	-0.327	0.127



Interpretation

At the point when the recruitment and selection practices was breaking down as for Private and Public part of keeping money Industry, the estimation of centrality for area was observed to be 0.083, as indicated by table no. 5.34; which is more than the criticalness estimation of 0.05 which implies that the null hypothesis is acknowledged. So it might be reason that there is no critical distinction in recruitment and selection practices of managing an account Industry concerning Private and Public Sector. So, results recommend that the recruitment and selection practices are better in managing an account industry. More often than not, the recruitment and selection process are done through selection tests implies saving money Industry gives greater need to the outer enrollment as outside organizations engaged with enrollment however then last meetings taken by banks in light of the fact that the administration need to enlist learned and experienced workers.

H₀₁₅: There is no significance difference in training and development practices between private and public sector of banking industry

Group Statistics

Sector	Mean	Std. Deviation
Public	2.326	0.68375761
Private	2.112	0.725567033

Interpretation

The training and development practices is slightly higher in Public sector of banking industry as the mean of satisfaction of public sector is 2.326 and the mean of training and development practices of Private sector is 2.112.

	Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
	F	Sig.	T	Df	Sig. (2-tailed)	Mean Diff.	Std. Error Diff.	Lower	Upper
Equal variances assumed	0.24	0.643	0.775	110.28	0.44	0.094	0.122	-0.147	0.335
Equal variances not assumed			0.787	148	0.433	0.094	0.12	-0.143	0.331

Interpretation

At the point when the training and development practices was breaking down concerning Public and private part of banking industry, the estimation of importance for segment was observed to be 0.643, as indicated by the table no. 5.36; which is more than the noteworthiness estimation of 0.05 which implies that the null hypothesis is acknowledged. So, it might be inferring that there is no noteworthy contrast in training and development practices of banking industry concerning areas. In this way, results recommend that the training and development practices are better in Public sector of managing an account Industry. As realize that, to recognize the preparation needs it is fundamental to lead the enlistment in the association. So, preparing assume vital part to comprehend the new activity work and if any uncertainty so has clear in instructional course. Without give legitimate preparing the worker doesn't have culminate learning about the work and in broad daylight area of managing an account industry it will be more dangerous in light of the fact that it is the matter of cash and economy of nation.

Conclusion

HRD plays a very vital role in the growth of any organization because either way it affects the performance of the employees. If the HRD practices are good than the workforce will contribute their optimum to reach the organizational objectives.



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