PREFACE

Writing a book is a horrible, exhausting, like a long bout of some painful illness. One would never undertake such a thing if one were not driven by some demon whom one can neither resist nor understand. George Orwell, Why I Write. 1946.

20th century was paying attention and the prime concern of it is the development of the human resource and its relationship with performance. Organization wants to achieve competitive advantage and management knows that they can achieve this only creating talented human resource. Huselid (1995) started work on a concept, he wanted to see the impact of Human resource management practices on organizational performance. In his study he claimed that more advance high performance work practices implied a substantial increase in sales and market value per employee. The topic, practices of human resource management and its impact on performance gained popularity in early 1990s and grape a substantial position in the mind of the researcher and philosopher. There begun to emerge a number of papers attempting to contemplate structures, set boundaries and establish a landscape for other researchers to follow. First, it is the U S-based academics and consultant who dominate the field. Of course some UK academics also play a role, with a few notable exceptions, others geographical areas such as Europe, Australia, South Asia specifically India are barely represented. Second, little attention is given to the way in which HRM practices and policies are shaped, and to the factors affecting that process. The focus is to large degree is simply on the kinds of practices that are related to achieving improved performance. Third, the concept of performance is defined mainly from a financial economic perspective- as, for example, productivity, return on investment and
shareholders’ value. Of course, such definitions are important, but they constitute a rather narrow approach to what the concept of performance should imply. Fourth, very few studies used HRD framework to study the impact of human resource practices on organizational performance. So it is little wonder that despite the number of books, articles, recommendations and insights into the area of HRM and performance that have appeared in recent years, there is much still to be done and considerable doubt about whether the real picture is being adequately captured. Some important elements are still not explored by the researchers and the philosophers. Some of them are why the research is not based upon HRD and Performance context? Why not multidimensional nature of performance is recognized in evaluating the impact of HRD?

These are the reasons and explanations incited in the mind of researcher to select a topic in present research. Researcher has attempted to analyze the Human Resource Development and Organizational Performance by focusing on perceived perception of the employees toward HRD Practices and how these are affecting the performances of the employees in banking sector. It was found in the research that HRD practices are creating positive impact on the performance of the employees and the dimension of Organizational performance consider here was job satisfaction, perceived market performance, and perceived organizational performance. The study also implies that management should understand the importance of HRD Practices as a strategic contributor.