ABSTRACT

HUMAN RESOURCE MANAGEMENT-A STUDY OF COOPERATIVE BANKS IN HARYANA

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Cooperative banking has been playing a vital role in the social-economic development of our country. These banks are gaining importance in rural as well as urban areas in the state of Haryana. These banks have grown over the years in size and volume of business in the state, yet they have failed to concentrate on the crucial area of Human Resource Management (HRM). Hence, an attempt had been made through this study to evaluate the HRM practices of cooperative banks in Haryana. The study focused on HRM system of HARCO Bank and Central Cooperative Banks (CCBs) which were the important chain of short and medium-term rural cooperative credit structure in the state. The study was based on the primary as well as secondary data. A sample size of 300 employees was taken for the purpose of collecting primary data in study. The scheme of study was divided into seven chapters. From the survey, it was found that there was no separate department to cater the need of human resources in HARCO Bank and CCBs in the state. HRM policies and practices were found to be flawed to some extent and the work of the management of human resources was not taken with full spirit by these banks. Banks also suffered due to the state control and political interference. Due to it, manpower shortage in cooperative banks emerged as the major issue of HRM and profitability of these banks was affected adversely. So, there is a need to develop a sound HRM system in these cooperative banks.