PREFACE

The concept of banking started in the ancient world, but at that time it was mainly restricted to financial transactions. However, it is showing a paradigm shift since independence where many banks in India got nationalized and also with the introduction of liberalization policy many private banks entered in the market. Banking sector is contributing a good percentage of GDP to the Indian Economy and is providing employment to large no. of people.

Now, with the introduction of the concept of modern banking, banks have started realizing the concept of Employee satisfaction for the satisfaction of Customer in service sector. The industry has critically analyzed the role of human resources in the organization. It was analyzed that traditional HR programmes need to be changed and new people oriented HRM Practices must be designed. If HRM practices contribute to the business goals and help to improve the service quality and effectiveness, all banks would efficiently achieve the rising global demands because many academicians and researchers have found that HRM practices leads to increased Organizational Commitment of employees. When employees of the organization are committed, they can bring lots of prosperity to their organization because they will perform in a better way.

All these reasons agitated the mind of researcher to select such a topic. Present research work is an attempt to study the effect of HRM practices on Organizational Commitment of employees in Public and Private sector banks, as very few studies were attempted in this field. Also, an attempt has been made to compare the Organizational Commitment and HRM Practices implemented in both the sectors.

It was found that HRM practices effects the organizational commitment of employees in both Public and Private sector bank. Also, there is a significant difference in the Organizational Commitment of employees but not much difference in the HRM Practices followed by both the banks. The study will have far reaching implications for the top management in terms of highlighting the importance of HRM Practices in influencing Organizational Commitment. The study also implies that banks should understand the strategic importance of HRM Practices as a strategic partner and should incorporate them in strategic decision making.