THE process of Manpower Planning influences life style of people. In India this process has begun since start of National Planning, before 40 years and aimed at providing better opportunities of employment in Public Sector in general and Banking in particular, in post nationalisation period. As ideal employers, these banks are expected to create suitable planning base and provide developmental environment. Whether Banks in question have done so, needed systematic investigation, since 20 years have passed after nationalisation. Though, most of the banks have inbuilt mechanism to evaluate their own practices, overall analysis through an independent study may help to throw better light on the situation. This research is a modest attempt in this direction.

This study is the outcome of ideas initiaed and inspired by Dr. V.K. Amte, under whose supervision and guidance the work has been completed. I owe my gratitude to Dr. V.K. Amte for guiding my thoughts throughout the development of the study. I am also indebted to Dr. Ranade and Prof. Bapat of Akola as both of them have encouraged me to undertake this research study.

I record with gratitude, the help given by officers and award staff members of various Public Sector Banks in general and that of Bank of Maharashtra in particular in this respect.
The Assistant General Manager, I.R. & H.R.D. of Bank of Maharashtra, C.O.Pune who has granted permission of the Bank to do this study, has obliged me lot, sincere thanks to him. My special thanks and high gratitudes to Hon'ble T.K. Bhagwath, the Chairman & Managing Director of Bank of Maharashtra and other Top Executives of the Bank for extending me necessary encouragement and for giving their valuable interviews. All the faculty members of the training systems of the Bank and various department officers of the Bank from its Central office, Zonal offices and Regional offices as well as from Branches those who have directly as well as indirectly assisted to me in collection of the required data and information, to them I am highly indebted. The Assistant General Manager, Aurangabad of the Bank extended necessary co-operation to me during my study period; so also the Regional Manager and the Chief Managers, Aurangabad offices of the Bank also extended help in this respect to me, I am thankful to them all for their valuable and timely help.

My special thanks to my colleagues, Mr. Mukund Bhalerav & Mr. Prabhakar Phadke, faculty members of the Bank of Maharashtra Staff Training Centre, Aurangabad. I got valuable points from Mr. Prakash. Thus, Senior Faculty Member of State Bank of India, Staff Training Centre, Aurangabad; my sincere thanks to him.
I wish to express my sincere thanks to my cousins dear Dr. Arun, Avinash, Ullahas and their family members. Dear Anant B. Marathe and his wife Mrs. Bhagyashree both of them have taken sustained efforts in completion of this editing work. Mrs. Amte deserves special thanks for building up a brotherly relationship with me and for taking due intimate care during the study period. Sacrifice of Master Amate should be highly regarded by me for allowing me consuming most valuable time alongwith his father for receiving indepth valuable guidance.

Finally, my thanks are due to my wife KIRANPRABHA, who has contributed a lot right from the beginning till submission of this report. The blessings of my mother and both the elder brothers dear Ravindra and Aniruddha and their family members are remarkable. Best wishes of my younger brothers dear Vijay, Dhananjay and Mahendra and of their family members are always encouraging to me. My daughter dear Yashashree and son Shrinivas helped me in many ways to complete the work. I shall always be indebted to them.

AMRAVATI: (SURYAKANT YASHWANT JOSHI)
December 1991.