PREFACE

The vitality of human resources to a nation and to an industry depends upon the level of its development. Organisations to be dynamic, growth-oriented and fast-changing should develop their human resources. It is needless to say that the organisation possessing competent human resources grow faster and can be dynamic. Though the positive personnel policies and programmes motivate the employees, buy their commitment and loyalty but these efforts can not keep the organisation dynamic and fast changing. Organisation to be dynamic should possess dynamic human resources. Human resources to be dynamic acquire capabilities continuously, adopt the values and beliefs and aptitude in accordance with changing requirements of the organisation. Similarly, when employees use their initiative, take risks, experiment, innovate and make things happen, the organisation may said to have an enabling culture. The competent human resources can be dynamic in an enabling culture. Thus the organisation can develop, change and excel, only if it possess developed human resources. Thus, HRD plays significant role in making the human
resources vital, useful and purposeful, particularly in a service oriented industry like banks.

Nationalisation of commercial banks has changed the complexion and dimensions of commercial banking in India. It helped to hasten the pace of geographical and functional diversification. The new dimensions have brought drastic changes towards the professionalisation in bank management. Further, the new dimensions placed the varying responsibilities on the shoulders of commercial banks such as expansion of branch offices to unbanked and remote rural areas on a massive scale.

But, the banking industry at present is under transition owing to the enunciation of economic liberalisation by the Government of India. In the wake of liberalisation, the banking industry is thrown open to all in the globe. The challenges created by the liberalisation have resulted in greater significance of human resource development in banks. Surprisingly the studies dealing with HRD in banks are very limited. Hence, a study on "HRD in Commercial Banks" is undertaken.

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