

Nominations and Enquiries

Please address your enquiries and nominations to:

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Dr K Srinivasa Rao

Programme Coordinators

National Institute of Bank Management

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Last Date for

Receiving Nominations:

December 30, 2016

Last Date for

Availing Early Bird Incentive:

December 24, 2016

(See Fee Structure on home page of the website)

Programme Fee (per participant)

US \$ 2000 for foreign participant

(See fee structure on home page of the website for incentive)

	Fee	ST	SBAC	KKC	Fee+ST+ SBAC+KKC	TDS
Mem. Banks	: 35000	4900	175	175	40250	3500
Non-Mem. Banks	: 41000	5740	205	205	47150	4100

The fee includes the cost of tuition, board and lodging facilities, teaching material, etc. (Service Tax (ST) @ 14%, Swachh Bharat Abhiyan Cess (SBAC) @ 0.5%, Krishi Kalyan Cess (KKC) @ 0.5% and TDS @ 10%. Kindly send the TDS Certificate on priority to NIBM).

Mode of Payment for Indian Participants

- The fee may preferably be transferred by RTGS/NEFT/ECS to our A/c No. 20002400021 with Bank of Maharashtra, NIBM Branch, Pune (IFSC Code MAHB0001124). NIBM PAN No. AAATN0040P and ST No. AAATN0040PST001.
- National Institute of Bank Management
NIBM Post Office, Kondhwe Khurd, Pune 411 048, INDIA.

Mode of Payment for Foreign Participants

Mode of Remittance: SWIFT*

1. Name & Address of our Bankers : Oriental Bank of Commerce
C-2, Shop No. 4-5, Bramha Estate
Kondhwe Khurd, Pune 411 048
Maharashtra, India
2. Name of the Account : National Institute of Bank Management
3. NIBM's Bank Account No. with Oriental Bank of Commerce : Current A/C 11281131004402
4. Bank's Swift Code : ORBCINBBFCP
5. Oriental Bank of Commerce A/c No. with Correspondent Bank : 36152559
6. Preferred currency : USD
7. Correspondent Bank : CITIBANK N.A.
8. Swift code for Citi Bank : CITIUS33

* The Foreign Bank Charges/ SWIFT charges/Commission is to be borne by the remitter. The fees mentioned in the invoice/brochure is to be paid to NIBM, net of all bank charges.

*Payments will be accepted only through electronic mode. Cheques/DDs/Pay Orders will not be accepted.

- For all electronic remittances, kindly send a confirmatory e-mail at: accounts@nibmindia.org giving details of the remitter and participant, name and dates of workshop, etc.

Please see programme fee structure on home page of the website for early bird incentive, incentives for SAARC and other developing countries, mode of remittance, Pune City route map and local conveyance.



Programme on

Integrating HR

with Business

January 9 – 13, 2017

Coordinators

Dr Shomi Srivastava

Dr K Srinivasa Rao

National Institute of
Bank Management
Pune, India



Programme on Integrating HR with Business

The banking and financial sector is undergoing a paradigm shift: innovations in products and services are the key drivers of this change. Sweeping changes in the banking environment are opening up tremendous opportunities for those banks and financial institutions that can decipher the underlying trends, adopt quickly to new demands in the environment, develop a clear vision and design and implement appropriate action plans to ensure success. The regulatory frameworks in banking and finance are also undergoing major transformations to ensure continuing safety and stability of the financial system.

In the above scenario, the success of the organisation will invariably depend on the effectiveness of its HRM policies. In the financial services' industry, it is ultimately the strength of human resources that will translate the organisation's objectives into achievements and ensure excellence and growth. Making HRM a strategic partner for framing business goals and helping a bank achieve them poses a great challenge. It is all the more critical in an environment like India where a workplace develops against different social, economic and cultural backgrounds with various associated labour laws and statutory obligations.

This programme provides an opportunity to explore how banks and financial institutions can align their HR strategies and link them with their business strategies. The programme will provide valuable insights on how an HR strategy can be developed into a key competitive advantage.

Objectives

- To prepare HR managers to accept future business challenges.
- To align workforce planning with business strategy.
- To develop the role of training and development in building human competency.
- To involve HR in helping business heads in achieving corporate goals.

Content

- Emerging challenges in the banking industry.
- Understanding aspirations of young and senior employees.
- Strategic workforce planning.
- Performance management system.
- Staff productivity and staff profitability.
- Judicious identification and placements of branch head, functional heads.
- Training and development plan – training need analysis.
- Talent management.
- Service regulation and conduct regulation; conciliation and adjudication process.
- IT usage in HR management.
- Managing human resources; listening skill.
- How to make the branch head as the real HR head of that branch.

Pedagogy

The programme will be based on lecture method, SWOT analysis, case studies, interaction with experts, group exercise, and individual presentation.

Target Group

The programme is meant for newly posted HR officers in Scale II and III who are working in the personnel and HRM department at zonal/regional/circle offices.

Dates

January 9 – 13, 2017

The programme will commence at 9:00 am on January 9 and conclude by the evening of January 13, 2017. Participants are expected to reach the NIBM campus positively by the evening of January 8 and plan for their return journey after 5.00 pm on January 13, 2017.

Venue

NIBM Campus, Kondhwe Khurd, Pune, India.

Hostel Accommodation

The programme is fully residential. Participants will be provided well furnished single room AC accommodation in the Institute's hostel complex on the Campus. However, they will not be permitted to bring their family members to stay on the campus. In case any Officer/Executive with physical/medical disability is being nominated, kindly inform us in advance with particulars of disability to facilitate necessary arrangements.

The Institute has facilities for outdoor and indoor games and a large walking/jogging trail for physical fitness besides a yoga centre. Participants are, therefore, encouraged to bring the appropriate clothes/gears.