

Programme on Contours of Staff Accountability

May 02 – 04, 2019



Coordinator
Dr Shomi Srivastava



**National Institute of
Bank Management
Pune, India**

Programme on Contours of Staff Accountability

In any work situation, the aspect of accountability goes hand in hand with the responsibility entrusted to a person. The higher the responsibilities, the more will be the accountability. In the Banking & Financial Institutions, this aspect is very crucial, where financial decisions are taken on regular basis and the risk taking in this context is an integral part of the very business itself. At the same time, the bankers are the custodians of public money and are expected to prevent loss of the same.

This aspect of `Accountability` at times, is likely to effect the speed of decision taking and it may even deter the person to take decision itself. The aspect of `Accountability` is potential enough to generate fear-psychosis among the decision takers in the Banking & Financial Institutions. The fear of their decisions going wrong and being held accountable / punished for the same is always playing on their mind. If such a concept is not explained in the Organization in the right perspective, the accountability aspect may be seen by the employees as a demotivating factor and it also may lead to indecisiveness vertically and laterally, thereby crippling the entire organization.

Ensuring that the morale of the employees in the Organization is always kept high and at the same time, balancing the same with the aspect of `Staff Accountability` is a challenging task at all levels of Management of Banks and Financial Institutions.

Therefore, it is essential to understand the various dimensions of the aspect of 'Staff Accountability` in the Banking & Financial institutions. Towards this end, the present Programme is being organised.

Objectives

- To make the participants understand the concept of and approach to `Staff Accountability`
- To understand the role of the authorities concerned in fixing the accountability and dealing with the same thereafter, till it is brought to a logical conclusion

Content

- **Understanding Loan & Credit Monitoring Policies of the Organization**
- **Malfeasance/negligence in the Banking Operations**
- **Objectives of Fact Finding Exercise**
- **Bona-fide and mala-fide acts**
- **Fault Tolerance by the Organization**
- **Fixing Accountability on the staff**
- **Steps to be taken subsequent to fixing the Staff Accountability**

Pedagogy

The Programme will be highly participative in nature and will be based on concept sessions, group discussions, cases, and mock-enquiry procedures.

Target Group

The Programme is meant for Officers from HRM dept. and any other dept. dealing with the aspects of Staff Accountability

Dates

May 02 – 04, 2019 (3 days)

The Programme will begin at 9.00 am on May 02 and will conclude by 5.00 pm on May 04, 2019.

Venue

NIBM Campus, Kondhwe Khurd
Pune, India.

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 appropriate clothes/gear.

Programme Coordinator

Dr Shomi Srivastava

Assistant Professor

(Human Resource Management Area)

Last Date for Receiving Nominations:

April 22, 2019

Last Date for

Availing Early Bird Incentive of 5%:

April 16, 2019

(See fee structure on home page of the website)

Nominations and Enquiries

Please address your enquiries and nominations to:

Dr Shomi Srivastava

Programme Coordinator

National Institute of Bank Management

NIBM Post Office, Kondhwe Khurd

Pune 411 048 INDIA

Tel : 0091-20-26716000 (EPABX)
26716319 (Direct)

Fax : 0091-20-26834478

E-mail : shomi@nibmindia.org

Website : <http://www.nibmindia.org>

Programme Fee (per participant)

US \$ 1200 for foreign participant

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

	Fee	GST	Fee+GST	TDS
Member Banks :	26400	4752	31152	2640
Non-Member Banks :	31200	5616	36816	3120

The fee includes the cost of tuition, board and lodging facilities, teaching material, etc. (Goods and Services Tax (GST) @ 18% 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 GSTIN No. 27AAATN0040P1ZJ.
- 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. : Current A/C 11281131004402
with Oriental Bank of Commerce
4. Bank's Swift Code : ORBCINBBFCP
5. Oriental Bank of Commerce A/c No. : 36152559
with Correspondent Bank
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 programme, 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.