



Programme on
**Human
Resource
Management**
in Banks and Financial Institutions

January 7 - 11, 2019

Coordinator
Dr Shomi Srivastava



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

Programme on Human Resource Management in Banks and Financial Institutions

The success of any Bank / Financial Institution will largely depend on the effectiveness of its HRM policies and strategies. Banking and Finance are basically service oriented activities warranting both soft-skills and the sound knowledge of the Banking theory and practice on the part of the work-force. Human resources are the back-bones to these institutions. In such an Industry, it is ultimately the strength of the Human Resources that will translate the Organization's objectives into achievements and ensure its excellence and growth. Making HRM a strategic partner to involve it in achieving the business growth is a very crucial factor.

The role of Human Resources Management in Banks & Financial Institutions has been evolving dramatically in recent times. The HRM has moved itself from a `reactive` and `maintenance-oriented` function to a proactive, path-breaking and development-oriented function. Today's HRM, apart from dealing with the conventional functions, also deals with a wide range of functions such as designing the man-power planning to suit the most dynamic, technology oriented & competitive market conditions, introducing development-oriented appraisal systems, innovating multiple reward-mechanisms, dealing with Discipline Management, re-engineering work-culture, making the organizations `regulatory-framework` compliant and tech-savvy.

The process of HRM is rather critical in the countries like India, where, the work-place profile develops on different social, economic and cultural backgrounds. Various labour laws and the statutory obligations also influence and shape the HR structure. This situation is rather a challenge for the HR function as such, as, its efforts need to factor the critical aspects such as technological advances, increasing globalization, the rise of ever-changing work arrangements, the aspirations of the work-force and the expectations of the employers.

The HR functionaries should understand on continuous basis how to fit the human assets of the organization into the overall growth-profile of the Organization.

On the ground, it is observed that the majority of the persons who handle HR function in the Banks / Financial Institutions in our country learn and develop HR skills "on the job" basis.

Thus, a need has arisen to augment the knowledge-base and the skills of the HR functionaries in the Banks & Financial Institutions to meet the challenging situation emerging as above.

In the said back-ground, the present Programme is aimed at providing an opportunity to explore the various strategies / approaches to align HRM with the business goals and imparting required knowledge to the HR functionaries.

Objectives

- To prepare the 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

Contents

- ❑ Emerging Challenges in banking industry
- ❑ Understanding Aspiration of young and senior employees
- ❑ Strategic Work Force Planning
- ❑ Performance Management System
- ❑ Staff Productivity and Staff Profitability
- ❑ Judicious Identification and Placements of Branch Head, Functional Heads
- ❑ Training & Development Plan Training need analysis
- ❑ Talent Management
- ❑ Service Regulation & Conduct Regulation; Conciliation & Adjudication Process
- ❑ IT usage in HR Management
- ❑ Managing human resources; Listening Skill

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 to Scale V who are working in Personnel and HRM Department at Zonal/Regional/ Circle Offices.

Dates

January 7 – 11, 2019

The Programme will begin at 9.00 am on January 7 and will conclude by 5.00 pm on January 11, 2019. The participants are requested to report at NIBM Campus by the evening of January 6, 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 Group)

Last Date for Receiving Nominations:

December 28, 2018

Last Date for Availing Early Bird Incentive of 5%:

December 22, 2018
(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,
26716319 (Direct)
Fax : 0091-20-26834478
E-mail : shomi@nibmindia.org
Website : www.nibmindia.org

Programme Fee (per participant)

US \$ 2000 for foreign participant

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

	Fee	GST	Fee+GST	TDS
Member Banks :	42000	7560	49560	4200
Non-Member Banks :	49200	8856	58056	4920

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.
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 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.