

NIBM Conference on Indian Banking System: Way Forward on the Current Crisis

July 5 – 6, 2019

Compendium



National Institute of Bank Management
Pune, India

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State Bank of India



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**Conference on
Indian Banking System:
Way Forward on the Current Crisis
July 5 – 6, 2019**

Conference Organizing Committee

Dr Smita Roy Trivedi, Dr Dinesh Jain, Dr Ateeque Shaikh

Conference Schedule

Day 1 – July 5, 2019

(Venue: Auditorium)

- | | |
|---------------------|---|
| 10.00 am - 11.50 am | Inaugural Session |
| 10.00 am - 11.50 am | Introduction
– Dr K L Dhingra , Director, NIBM |
| 10.00 am - 11.50 am | Keynote Speaker
<input type="checkbox"/> Regulatory Environment in Banking and its Role in Taking the Banking System Forward
– Prof Errol D'Souza , Director IIM A |
| 10.00 am - 11.50 am | Guest of Honour
<input type="checkbox"/> Way Forward on the Crisis: Role of Public Sector Banks
– Shri Kewal Handa , Non-Executive Chairman, Union Bank of India |
| 10.00 am - 11.50 am | Special Guest
<input type="checkbox"/> Credit Evaluation and Credit Risk Management in Current Scenario
– Shri Debasish Mallick , Deputy Managing Director, Export-Import Bank of India |
| 11.50 am - 12.10 pm | <i>Tea Break</i> |
| 12.10 pm - 01.15 pm | Track 1 |
| 12.10 pm - 01.15 pm | Track Insight
<input type="checkbox"/> Macro-Prudential Regulations
– Shri Mridul Saggur , Head, International Department, RBI |
| 12.10 pm - 01.15 pm | Track Insight
<input type="checkbox"/> BASEL Norms and the Indian Banking Sector
– Shri B V Chabal , Professor NIBM & Former DMD, SBI |

- 01:15 pm to 02:15 pm *Lunch Break*
- 02:15 pm - 03.30 pm **Parallel Sessions Track 1 (A) (Venue: Lecture Hall 2)**
Regulatory Environment and the Indian Banking System
Session Moderator: Shri Sunit V Joshi, Ex CGM SBI
- 02:15 pm - 03.30 pm □ Rational Herding and Financial Fragility – An Analytical Survey and Lessons for the Current Crisis in the Indian Banking System
– **Dr Malabika Pal**, Associate Professor, School of Law, Governance and Citizenship, Ambedkar University, Delhi
- 02:15 pm - 03.30 pm □ Bank Consolidation: Which banks are Required in Indian Banks
– **Shri Onkar Shivraj Swami**, Ph.D, Assistant General Manager, Banking Policy Division, Department of Banking Regulation, Central Office, Reserve Bank of India
- 02:15 pm - 03.30 pm □ Operational Risk Capital Charge Computation under Various Approaches
– **Dr Richa Verma Bajaj**, Assistant Professor, NIBM
- 02:15 pm - 03.30 pm □ Capital Adequacy and Systemic Risk of Banks in India
– **Prof Mihir Dash**, Alliance University, Bangalore
- 02:15 pm - 03.30 pm **Parallel Sessions Track 1 (B) (Venue: Lecture Hall 3)**
Regulatory Environment and the Indian Banking System
Session Moderator: Dr M Manickaraj, Faculty NIBM
- 02:15 pm - 03.30 pm □ Practical Approach to NPA Management
– **Shri Priyabrat Mishra**, State Bank Institute of Human Resource Development, Indore
– **Shri Rakesh Mamodia**, State Bank Institute of Human Resource Development, Indore
- 02:15 pm - 03.30 pm □ Recapitalisation of Public Sector Banks and its Opportunity Cost
– **Shri Devendra Heble**, MBA Student Symbiosis Institute of Management Studies (SIMS)
– **Dr Rashmy Moray**, Associate Professor, Symbiosis Institute of Management Studies (SIMS)
- 02:15 pm - 03.30 pm □ Demonetisation An Impact on Indian Economy
– **Shri Abhishek Tiwari, Shri Girish Dhondge, Shri Sudeep Chate and Dr Sunil Patil**
Students of Post Graduate Program in Management for Executives - IIM Indore
- 02:15 pm - 03.30 pm □ Indian Banking System: A Way Forward on the Current Crisis
– **Shri Smruti Ranjan Satpathy**
- 3.30 pm - 3.45 pm *Tea Break*
- 3.45 pm - 5.00 pm **Parallel Sessions Track 1 (C) (Venue: Lecture Hall 2)**
Regulatory Environment and the Indian Banking System
Session Moderator: Dr G Nagaraju, Faculty NIBM
- 3.45 pm - 5.00 pm □ Challenges and Opportunities of Banking Industry: An Analysis of Pre and Post-Economic Liberalization Era.
– **Shri Pankaj Goyal & Shri Shubham Kandpal**
BBA, Bharati Vidyapeeth Institute of Management & Research, New Delhi

- 3.45 pm - 5.00 pm □ Emerging Research Scope in Shadow Banking
 – **Shri Anil Kumar Pandey** (B.Tech/MBA/F.P.M)
 National Institute of Industrial Engineering
- 3.45 pm - 5.00 pm □ Status and Consistency of Capital Adequacy Requirements of
 Indian Public Sector Banks as Per Basel III Norms:
 An Analytical Study
 – **Dr Krishan K Boora**, Assistant Professor
 Department of Management Studies BPS Women University
 – **Ms Kavita**, Research Scholar
 Department of Management Studies BPS Women University
- 3.45 pm - 5.00 pm □ Elimination of Debts Recovery Appellate Tribunals :
 A Perspective
 – **Shri Hitesh N Dave**, Advocate & Research Scholar
 pursuing Doctor of Philosophy from Gujarat University,
 School of Law
- 3.45 pm - 5.00 pm *Parallel Sessions Track 2 (A) (Venue: Lecture Hall 3)*
Corporate Governance Aspects and Strategies
Session Moderator: Dr Kaushik Mukerjee, Faculty - NIBM
- 3.45 pm - 5.00 pm □ Good Corporate Governance: The Best Way Forward in
 Indian Banking
 – **Dr B Yerram Raju**, Ph.D., Economist and Risk Management
 Specialist, Former Dean of Studies, ASCI, Adviser, TIHCL
 Government of Telangana
- 3.45 pm - 5.00 pm □ A Study of Governance Practices of Selected Cooperative
 Banks in Bangalore
 – **Dr E Eswar Reddy**, Research Guide and Associate Professor,
 CMR University, Bangalore
 – **Shri Nethravathi K**, Research Scholar, CMR University,
 Bangalore
- 3.45 pm - 5.00 pm □ Corporate Governance Aspects and Strategies
 – **Shri Karan Gupta**, Chief Manager & Faculty,
 State Bank of India



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Conference Schedule

Day 2 – July 6, 2019

- 9 am - 10.15 am **Parallel Session Track 3 (A) (Venue: Lecture Hall 1)**
Operational Efficiency in the Indian Banking Sector
Session Moderator: Dr Arindam Bandyopadhyay, Faculty, NIBM
- 9 am - 10.15 am Does Bank Competition Affect Financial Stability in Banking Sector? Some Empirical Evidence From India
– **Dr Soumya Kanti Ghosh**, Group Chief Economic Advisor, State Bank of India and Economists, SBI
– **Shri Tapas Kumar Parida & Shri Debashis Padhi**
- 9 am -10.15 am Does Capital Adequacy Rule Influence Efficiency: Evidence from Indian Public Sector Banks
– **Ms Nupur Moni Das**, Ph.D Scholar, Department of Commerce, Assam University, Silchar &
– **Dr Joyeeta Deb**, Assistant Professor, Department of Commerce, Assam University
- 9 am -10.15 am Testing the Presence and Efficacy of the Bank Lending Channel in India: The Role of Ownership, Period and Size
– **Dr Sanjukta Sarkar**, Assistant Professor (Economics), IILM University, Gurugram, Haryana
- 9 am - 10.15 am **Parallel Session Track 3 (B) (Venue: Lecture Hall 2)**
Operational Efficiency in the Indian Banking Sector
Session Moderator: Prof Anjan Roy, Faculty, NIBM

- 9 am - 10.15 am □ Dynamic of Income Diversification and Bank Performance in India
 – **Shri Harishankar Vidyarthi** (Fellow NIFM, Faridabad), Assistant Professor (Finance), Institute of Public Enterprise, Hyderabad, Telangana
- 9 am - 10.15 am □ Small Finance Bank Journey and Operational Challenges
 – **Shri Gaurang Tiwari**, Product Manager, EFS, Jana Small Finance Bank Ltd
- 9 am - 10.15 am □ A Study of Business Practices Adopted During Post RBI Road Map 2005 by Foreign Banks with Reference to Financial Performance
 – **Dr Ashok V Edurkar**, B Tech (Chemical Engg.), MBA
- 9 am - 10.15 am □ Functional Effectiveness and Commercial Viability of Nationalised Banks in India: An Evaluation
 – **Dr A G Hareesh Kumar**, Research Associate
 – **Dr Thomas Paul Kattookaran**, Associate Professor and Head Research Department of Commerce
 – **Ms Febina K**, Research Scholar
 St Thomas' College (Autonomous), Thrissur, Kerala
- 9 am - 10.15 am **Parallel Session Track 4 (A) (Venue: Lecture Hall 3)**
Functional Aspects: Development and Inclusive Banking
Session Moderator: Dr V S Kaveri, Former Professor, NIBM
- 9 am - 10.15 am □ Achieving the target of complete Financial Inclusion (FI) in India through Financial Technologies (FinTech)
 – **Dr Arindam Sarkar**, Asst General Manager, Department of Banking Regulation Reserve Bank of India &
 – **Shri Onkar Shivraj Swami**, Banking Policy Division, Department of Banking Regulation Reserve Bank of India
- 9 am - 10.15 am □ Insights of Financial and Digital Inclusion in India: Excerpts from the Analysis of Micro Level Data of Global Findex Survey
 – **Dr Sangeetha K Pratap**, Assistant Professor, School of Management Studies, Cochin University of Science and Technology
- 9 am - 10.15 am □ Development and Inclusive Banking: Financial Inclusion
 – **Ms Karuna Yarasi**, Chief Manager (Faculty), State Bank Institute of Rural Banking, Hyderabad
 – **Shri Santosh Sarode**, Chief Manager (Research) State Bank Institute of Rural Banking, Hyderabad
- 9 am - 10.15 am **Parallel Session Track 4 (B) (Venue: Lecture Hall 4)**
Functional Aspects: Human Resource Management
Session Moderator: Shri R Harikumar, GM, Catholic Syrian Bank
- 9 am - 10.15 am □ Human Resource Development Practices & Challenges for Creating Talent in a Public Sector Banks and Way Forward
 – **Dr Naipal Singh**, Senior Manager (HRD) & Faculty, Oriental Bank of Commerce, HRDI Noida
- 9 am - 10.15 am □ Capacity Building in Public Sector Banks: The Way Forward for Learning and Development
 – **Shri Vineet Kumar Jain**, Chief Manager and Faculty, Bank of Baroda

9 am - 10.15 am	Parallel Session Track 4 (C) (Venue: Lecture Hall 8) Functional Aspects: Technology Driven Growth <i>Session Moderator: Dr Alka Vaidya, Faculty NIBM</i>
9 am - 10.15 am	<ul style="list-style-type: none"> □ Role of Technology in Indian Banking <ul style="list-style-type: none"> – Dr Pradeep Kumar Pattnaik, General Manager & Director, State Bank Institute of Consumer Banking, Hyderabad & – Shri Bibekananda Panda, Chief Manager (Economist), State Bank Institute of Consumer Banking, Hyderabad
9 am -10.15 am	<ul style="list-style-type: none"> □ Antecedents of Adoption of Mobile Banking by the Generation Y Consumers <ul style="list-style-type: none"> – Ms Sreelakshmi C C, Research Scholar, School of Management Studies, Cochin University of Science and Technology, Cochin, Kerala
9 am -10.15 am	<ul style="list-style-type: none"> □ India's Gradual Transformation towards Cashless Economy <ul style="list-style-type: none"> – Ms Simran Agarwal, Amity School of Economics – Ms Manisha Raj, Amity School of Economics
9 am - 10.15 am	<ul style="list-style-type: none"> □ ICT Driven Financial Inclusion for MSME Sector: Emerging Challenges & Opportunities <ul style="list-style-type: none"> – Dr Rajamani K, State Bank Institute of Leadership, Kolkata – Dr Rekha A G, State Bank Institute of Leadership, Kolkata
10.15 am -10.30 am	<i>Tea Break</i> (Venue: Auditorium)
10.30 am - 12.30 am	<i>Panel Discussion on</i> Moving Forward : Challenges and Opportunities
10.30 am - 12.30 am	Introduction Dr K L Dhingra , Director, NIBM
10.30 am - 12.30 am	<i>Discussants</i> Moving Forward : Challenges and Opportunities <ul style="list-style-type: none"> – Shri Anand Sinha, Former Deputy Governor, Reserve Bank of India
10.30 am - 12.30 am	<i>Discussants</i> Moving Forward : Challenges and Opportunities <ul style="list-style-type: none"> – Prof M S Sriram, IIM Bangalore
10.30 am - 12.30 am	<i>Discussants</i> Moving Forward : Challenges and Opportunities <ul style="list-style-type: none"> – Shri V G Kannan, CEO, IBA
10.30 am - 12.30 am	<i>Discussants</i> <ul style="list-style-type: none"> – Shri Hemant G Contractor, Former Chairman, Pension Fund Regulatory and Development Authority (PFRDA)
10.30 am-12.30 pm	<i>Moderator</i> Moving Forward : Challenges and Opportunities <ul style="list-style-type: none"> – Prof Sanjay Basu, Faculty, NIBM

12.40 pm - 1.40 pm	Track 3
12.40 pm - 1.40 pm	Track Insight Operational Efficiency in the Indian Banking Sector – Dr Vikas Shrivastava , Associate Prof, IIM Lucknow
12.40 pm - 1.40 pm	Track Insight NPA Management – Shri Samuel Joseph , CGM, Exim Bank
12.40 pm - 1.40 pm	Moderator Prof Harish Kant Kaushik , Visiting Faculty, NIBM
1.40 pm-2.30 pm	<i>Lunch Break</i> Parallel Session I (Venue: Auditorium)
2.30 pm - 4.00 pm	Track IV: Functional Aspects
2.30 pm - 4.00 pm	Moderator Prof Anjan Roy , Faculty, NIBM
2.30 pm - 4.00 pm	Track Insight Data Analytics: Global Developments and the Indian Banking Sector – Shri Sriram Ramnarayan , Director, Market Development, Refinitiv- South Asia
2.30 pm - 4.00 pm	Track Insight – Shri Kajal Ghose , Independent Director, Utkarsh Small Finance Bank & Former CGM, SBI
2.30 pm - 4.00pm	Track Insight Implications of Budget for Indian Banking System – Ms Brinda Jagirdar , Independent Director at IDFC First Bank Ltd.& former Chief Economist, SBI
4.00 PM	Valediction Dr K L Dhingra , Director, NIBM

**NIBM and
Dr K L Dhingra, Director – Profile**

National Institute of Bank Management

A Premier Institution for Training & Education, Research and Consultancy
in the Field of Banking and Finance in India

National Institute of Bank Management (NIBM) was established in 1969 by the Reserve Bank of India (RBI) country's central bank, in consultation with the Government of India, as an autonomous apex academic institution in bank management. The Governor, Reserve Bank of India has traditionally been the Chairman of the Governing Board of NIBM.

The Institute is engaged in research, training of senior executives, management education and consultancy for the banking and financial sector. It has AICTE approved two-year Post-Graduate Diploma in Management (Banking & Financial Services) - PGDM (B&FS) with 100 per cent placements since its inception. Recently, the institute has commenced its online e-certificate courses. The e-certificate courses offered by NIBM are in (i) Credit Management (ii) Risk Management (iii) Treasury Management and (iv) Accounts and Audit (v) Retail Credit Management (vi) Credit Management for Small Finance Banks and (vii) Banking Operations and Management for Payment banks.

NIBM is also recognized by the University of Pune as an approved Centre for Post-Graduate Research and also by the Department of Scientific and Industrial Research, Ministry of Science and Technology, Government of India.

Dr K L Dhingra

Director, National Institute of Bank Management (NIBM)

Dr. K. L. Dhingra is presently the Director of National Institute of Bank Management (NIBM), Pune, since May 01, 2017; and also Member Secretary of the Governing Board.

He has over 38 years of experience in Banking, Finance and Management. He has worked for more than 24 years in the position of Executive Director and above; out of which he has been a Board level Executive for more than 16 years. He has been the Chairman & Managing Director for more than 7 ½ years.

He has worked in the Banking and Financial Sector in the positions ranging from Probationary Officer to the Chairman & Managing Director. He has worked in a Commercial Bank – Dena Bank, the first Financial Institution of the Country – Industrial Finance Corporation of India, which was set up in 1948, second rating agency of the country. ICRA Ltd. (which is now Indian arm of Moody's Investor Services) and as Chairman & Managing Director of HUDCO Ltd., which is the first financial institution of Housing and Urban Infrastructure Finance.

He has also been the Vice Chairman of SCOPE (Standing Conference of Public Enterprises) – an apex organization for the public sector in India for longest ever period of 6 years, duly elected by the CMDs/MDs of the member Public Sector Enterprises.

He was associated as a financial expert representing Asian countries nominated by the Govt. of India, on ERSO Trust Fund of UN Habitat. He has been a Member Convenor of High Powered Committee to rejuvenate Housing and Urban Development Corporation Limited (HUDCO) constituted by Government of India. He also has been a member of the committee on "Start-Up Index" set up by the Reserve Bank of India, and various other committees, including Committees on 'Micro Finance' and on 'Affordable Housing' constituted by the Government of India.

He has done his Ph.D. on the topic of 'Corporate Governance in Central Public Sector Enterprises in India. He is an MBA from FMS, Delhi University, one of the top rated Business Schools in India. His professional qualifications include CAIIB from India and ACIB from the London Institute of Banking and Finance. He is also a Fellow of the Indian Institute of Banking and Finance. In addition, he has been conferred Fellowships by Chartered Bankers Institute, Scotland, and also by Financial Services Institute of Australasia (Finsia) for his contributions in the financial sector. He is also a distinguished fellow of the Institute of Directors; and also SKOTCH Development Foundation. He is a member of Governing Boards of IIBF, IBPS. He is also member of CICTAB, and VAMNICOM. Dr Dhingra is also member of Pension Advisory Committee of PFRDA. He is also a member of Accreditation Board, C-PEC, NABARD.

Brief Profile

Brief Profile

Prof Errol D'Souza

Director, Indian Institute of Management, Ahmedabad

Prof Errol D'Souza is a Professor of Economics and the Director at the Indian Institute of Management Ahmedabad. Errol studied Economics and Statistics at the University of Mumbai where he was awarded the Kashinath Trimbak Telang gold medal for obtaining the first rank in his M.A. (Economics) degree. He obtained his Ph.D. as a University Grants Commission National Research Fellow from the Jawaharlal Nehru University, New Delhi. He is on the Academic Council of the Tata Institute of Social Sciences, the Institute for Human Development, Delhi, and on the Advisory Board of the International Centre for Development and Decent Work at Kassel, Germany. He was a Director of the National Housing Bank and is currently on the Board of Governors of the National Institute of Public Finance and Policy, New Delhi, the Rajasthan Shram Sarathi Association, Udaipur, and the India Gold Policy Centre. He is on the editorial board of the Journal of Quantitative Economics (Springer), the Indian Journal of Labour Economics (Springer), and Macroeconomics and Finance in Emerging Market Economies (Taylor & Francis).

Shri Kewal Handa

Non-Executive Chairman, Union Bank of India

Shri Kewal Handa is presently the Chairman and Part-time Non Official Director of Union Bank of India with effect from July 2017. Prior to this, Kewal served as Executive Director - Finance, Pfizer Limited. Kewal was also Managing Director of Wyeth Ltd since 2009. Kewal is the past President of All India Management Association (AIMA), past Committee Member of the Confederation of Indian Industry (CII), a past member of the Managing Committee of the Bombay Chamber of Commerce & Industry (BCCI). He is the Chairman of the Pharmaceutical Committee - ASSOCHAM and Chairman of Medybiz Pharma Pvt. Ltd. He was presently Governing Board of IIM Raipur and he was also a member of the Governing Boards of IIM, Ahmadabad and independent director. He is on the board of corporates like Greaves Cotton Ltd. and Borosil Glass Works Ltd. Presently he is Independent Director of Mukta Arts Ltd. He has completed the Pfizer Leadership Development Program from Harvard University and the Senior Management Development Program from IIM, Ahmadabad. Kewal was awarded the 'India CFO 2004 - Excellence in Finance in an MNC' by International Market - Assessment Group, the Bharat Shiromani Award in 2007 and the Pharma Leaders - Pharma Professional of the year 2010.

Shri Debasish Mallick

Deputy Managing Director, Export-Import Bank of India

Shri Debasish Mallick has been appointed by the Government of India as Deputy Managing Director of Export-Import Bank of India w.e.f 21st July 2014. He handles Handling the entire credit business of the Bank, both for domestic and overseas investment. He handles the entire business of financing Indian companies for overseas project execution. Prior to this appointment, Mr. Mallick was the Managing Director and CEO of IDBI Asset Management Company Ltd., where he had intensive and extensive experience in dealing in the Equity and Debt Capital markets in India. A post graduate in Economics and a Certified Associate of Indian Institute of Bankers, Mr. Mallick has nearly three decades of experience in the Banking industry, in the areas of Project Finance, Corporate Banking, International Banking, Resource Mobilization, Treasury and Retail Banking, among others.

Shri Anand Sinha

Financial Sector Consultant, Former Deputy Governor, RBI.

Shri Anand Sinha Joined the Reserve Bank of India in 1976. He became Executive Director in 2005 and was appointed as Deputy Governor in January 2011 for a 3 year term. As Deputy Governor, he was in-charge of, among others, regulation of commercial banks and Non-Banking Financial Companies. He has represented the Reserve Bank of India in various Committees/Groups of the Bank for International Settlement (BIS) at Basel, Switzerland, such as Basel Committee on Banking Supervision (BCBS), Policy Development Group (PDG), Macro Prudential Supervision Group (MPG), Macro Variable Task Force (MVTF) and Committee on Global Financial Systems (CGFS). He also represented India on the Working Group on "Enhancing Sound Regulation & Strengthening Transparency" set up by the G20 in the wake of the financial crisis. He was the Chairman, Governing Council of the Institute for Development and Research in Banking Technology (IDRBT), a research and development institution on financial sector technology, set up by the Reserve Bank of India. He was also RBI'S nominee Member on the Board of the Securities and Exchange Board of India (SEBI). He is Director on the Boards of IDFC Bank, GSTN and KKR ARC India Private Limited. He is also associated with IMF as a financial sector expert and undertakes IMF assignments. Mr Sinha lectures both in India and abroad on financial sector issues and central banking. Mr. Sinha holds Masters Degree in Physics from the Indian Institute of Technology (IIT), New Delhi.

Shri Heman Contractor

Former Chairman, PFRDAI

Shri Hemant G. Contractor was the first Chairman to head the statutory Pension Fund Regulatory and Development Authority (PFRDA) after notification of PFRDA Act in 2014. He joined PFRDA on 7th October 2014 and retired after completing his assignment in April 2019. Under his stewardship, National Pension System grew almost five fold in four and a half years. Prior to joining PFRDA he was a career banker, joining State Bank of India (SBI) as Probationary Officer in 1974. During his illustrious career spanning 40 years in SBI, he served in several important positions including Group Executive of International Banking, Group Executive of Corporate Banking, and Chief Financial Officer and rising to be the Managing Director of State Bank of India. He has also served on the Board of several organisations such as State Bank of India, National Security Depository Limited (NSDL), Nuclear Power Corporation of India. He was Chairman of several overseas subsidiaries of SBI, such as SBI California , SBI Canada, SBI Mauritius and Director on the board of the Indonesian subsidiary. He is a qualified Chartered Banker (ACIB) from Chartered Institute of Bankers, London.

Shri V G Kannan

Chief Executive, IBA

Shri V G Kannan is the Chief Executive of Indian Banks' Association (IBA). Shri Kannan served as the Managing Director - Associates & Subsidiaries of State Bank of India. He held a Board level position in the Bank supervising the businesses of SBI's five Associates Banks and nine Indian subsidiaries. Mr. Kannan, did his Masters in Business Administration from Chennai University. Prior to being appointed as Managing Director of SBI, Mr. Kannan was the MD&CEO of SBI Capital Markets Limited (SBICAP) the largest Indian Investment Banking Company in India. He has held number of important positions in his professional career with SBI. Mr. Kannan also worked extensively as Chief Dealer in the 'Markets' function in the Bank's Treasury - both in the Domestic Indian Markets as well as the International markets (in the SBI Dealing Room in Hongkong).

Shri B V Chaubal

Former Deputy Managing Director, SBI

Shri B V Chaubal retired as Deputy Managing Director & Group Executive (Global Markets), State Bank of India (SBI). He has vast expansive career spanning 38+ years in SBI in various capacities after joining as a Probationary Officer in 1976 and have risen to the level of Dy. MD of the Bank. During his stint at SBI, he handled various portfolio's like retail banking, debt management, stressed asset management, human resource management, training and development, treasury operations, trade finance, export credit, forex management, general management, board participation, policy formulation and review etc. He completed his MSc in Physics from Indian Institute of Technology, Bombay.

Dr Mridul Saggar

Head, International Department, RBI

Dr Mridul Saggar is a central banker for three decades, Dr. Mridul Saggar is currently heading the International Department of the Reserve Bank of India that acts as a nodal point for international financial diplomacy to further India's interests in multilateral forums. His interest lie in macroeconomics, international finance, monetary policy and monetary operations. He has been representing India at several international meetings that include the G20, the IMF, the BIS and negotiated several international agreements and communiqués. He was earlier Chief Economist, Kotak Securities Limited during 2008-10 and rendered advice to FPIs, MFs etc. from geographies across the globe. He holds a doctoral degree from IGIDR, Mumbai and has been a fellow at the Princeton University, NJ, USA. Dr. Saggar has extensive research contributions in the area of macroeconomics, international finance, national accounting and forecasting. He has about 50 published articles in leading refereed national and international journals. He has also taught and delivered guest lectures at various academic and professional institutions in India and abroad, including Bank of England, Australian National University, Centre for Operations Research & Econometrics in Belgium, SEACEN Centre.

Prof M S Sriram

Visiting Faculty, IIM Bangalore

Professor M S Sriram is currently a Visiting Faculty at IIM Bangalore. He is also a Distinguished Fellow at the Institute for Development of Research in Banking Technology, Hyderabad - an institute set up by the Reserve Bank of India. Prior to this he was the ICICI Bank Lalita D Gupte Chair professor in Microfinance at the Indian Institute of Management, Ahmedabad. He is a graduate from Institute of Rural Management Anand and completed his doctoral studies at the Indian Institute of Management, Bangalore. Prof. Sriram has served as an expert on several expert committees: Task Force on revival of Rural Cooperative Credit Institutions [Vaidyanathan Committee]; Expert Committee on Kerala Cooperative Bank (as Chair); External Advisory Committee of the RBI for licencing Small Finance Banks; The Financial Inclusion Advisory Committee of RBI. He is currently on the boards of Indian Dairy Machinery Company, NDDB Dairy Services, People Research on India's Consumer Economy, National Institute of Bank Management, Centre for Budget and Policy Studies and a Trustee of RangaShankara (Bangalore) Dastkar Andhra and Pratham Books. He is the author of multiple books largely on financial inclusion and agricultural credit. He has written the annual "Inclusive Finance India Report" for the years 2015, 2016 and 2017. His book "Talking Financial Inclusion in Liberalised India: Conversations with Governors of RBI" is based on detailed conversations with RBI Governors to understand the evolution of policies on Financial Inclusion was launched in 2018.

Dr Vikas Srivastava

Associate Professor, Indian Institute of Management, Lucknow

Dr Vikas Srivastava is an associate professor in the Finance and Accounting Area group of the Indian Institute of Management Lucknow. At IIML, he offers courses, executive programs and consultancy in the areas of Corporate Banking, Project Finance and Risk Management. He has offered capacity building and consulting support to bureaucrats (Revenue and Forest Service), Government departments (Excise, Commercial tax, Project appraisal and cooperative banks) prestigious public sector units(all major maharatnas and navratnas), Reserve bank of India, Indian public and private sector banks (was appointed advisor to axis bank limited), besides Central bank of Srilanka and Bangladesh Bank. He has received research grants IIBF, TRAI, RBI, European Union, IFC and ADB. He has co- authored a text book on Project Finance published by Oxford University Press. His recent work has been published in Journal of Bank regulation, Journal of structured Finance and Journal of Applied Finance.

Shri Samuel Joseph Jebaraj

Chief General Manager, Export-Import Bank of India

Shri Samueal Joseph has about 26 years of experience in Project & Trade finance. He is in-charge of the Loan Recovery & HR Groups at Exim Bank's Head Office in Mumbai at present. He was till recently in-charge of the Treasury, Resources, Accounts, and IT Groups. Earlier he was in-charge of the Corporate Banking Group including SME & Agri Finance. Exim Bank of India is wholly owned by the Government of India and was set up by a Statute of the Parliament of India to finance, facilitate and promote India's external trade. He has led various consultancy assignments for setting up a Trade Finance Facility for Small Island States for the Commonwealth Secretariat in London, Introduction of Film Financing program for the Exim Bank of Nigeria, Financing products for the SAARC Development Fund, etc. He is a member of the 'BRICS Rating Agency Expert Group' under the aegis of the BRICS Business Council.

Shri Kajal Ghose

Senior Advisor PayU, Former CGM, SBI

Shri Kajal Ghose currently senior advisor to PayU and serves as an Independent Director to Utkarsh Small Finance Bank. Prior to that, he retired as Chief General Manager, State Bank of India where headed Analytics, Social Media, Datawarehouse (270 TB+ Data at T+1), Analytics, Business Intelligence, IT-B&CC, Project Impact and CRM. He is invited as guest speaker at Institutes like IIM Kolkata, IIM Ahmedabad, IIM Raipur, NIBM, IIBF, BQ Global wherein he delivers lectures on Data, Analytics and Digital Marketing.

Shri Harish Kant Kaushik

Visiting Faculty, NIBM

Shri Harish Kant Kaushik possesses strategic and functional experience at senior management level in Banking sector. His career spans over 38 years (22 years dedicatedly in Infrastructure Finance, Project Finance, Corporate Banking) while engaged in banking and finance roles in the Topmost Bank & NBFC, besides one of the largest Renewable Energy IPPs in India. He is visiting faculty at Visiting faculty - IIM Lucknow, TERI and SBI Academy. He is the Member of National Solar Task Force-FICCI- 2016 & 2017. He is the Member- Sub-Committee on Healthcare, CII- Western Region, Mumbai 2010. He formulated Valuation Standards for Banking Industry in respect of Real Estate Assets as a member of IBA-Steering Committee, appointed by RBI.

Shri Sriram Ramnarayan

Director, Market Development, Refinitiv- South Asia

Shri Sriram is the Director, Market Development, Financial and Risk, Refinitiv, South Asia. Until recently, he was Country Head for Financial and Risk, South Asia. He is an experienced Sales and Industry leader with experience in the BFSI sector for over two decades.

Formerly he has been the Regional Sales Director, Asia Pacific at SunGard and prior to that headed Reuters Risk Management Division for South Asia for over six years.

He is a Chartered Accountant by profession from the Institute of Chartered Accountants of India.

Dr Brinda Jagirdar

Senior Economist

Dr Brinda Jagirdar is a senior economist with specialization in areas relating to the Indian economy and banking. She is an Independent Director on corporate boards. She is a member of the Research Advisory Committee of the Indian Institute of Banking and Finance and is on the Governing Council of Treasury Elite, a knowledge sharing platform for finance professionals. She is member, Executive Committee of the All India Bank Depositors Association of the Forum of Free Enterprise. She retired as Chief Economist, State Bank of India, based at its Corporate office in Mumbai. In March 2019 Dr Brinda Jagirdar was recognised as among India's Top 100 Women in Finance by the Association of International Wealth Management of India. Dr Brinda Jagirdar was associated with the Raghuram Rajan Committee on Financial Sector Reforms in India, was a member of the Planning Commission's Sub Group on Household Sector Savings for the 12th Five Year Plan and member of the Ministry of Finance Group on Deepening India's Household Financial Savings. She was Speaker at the annual FIMMDA Conference at Colombo, Sri Lanka in February 2013 and at The Economist's Bellwether Series Conference at Sydney, Australia in July 2012. She has a brilliant academic record, with a Ph.D. in Economics from the Department of Economics, University of Mumbai, M.S. in Economics from the University of California at Davis, USA, MA in Economics from Gokhale Institute of Politics and Economics, Pune and BA in Economics from Fergusson College, Pune. She has participated and presented papers at several seminars and conferences in India and abroad.

Conference Abstracts

Track 1

Regulatory Environment and the Indian Banking System

Dr Malabika Pal

Associate Professor, School of Law, Governance and Citizenship, Ambedkar University, Delhi

❑ **Rational Herding and Financial Fragility – An Analytical Survey and Lessons for the Current Crisis in the Indian Banking System**

The paper has attempted to provide a comprehensive coverage of the rational herding explanation, not only by placing it in the context of the different theoretical explanations of crises but also by highlighting its role in explaining recent crises episodes. In the current banking crisis in India, the herding explanation is being accepted as one of the reasons for bad loans. This will help identify the factors that exacerbate the herding tendencies and hence guide policy. This analytical survey has shown that although difficult to quantify, many studies have attempted to investigate the presence of herding in financial markets. Some have even found evidence of 'contrarian' behaviour. The objective of categorization of the different types of herding was to identify the channels through which herding takes place. Although difficult to identify in empirical results, we find increasingly experimental studies have been able to surmount the problem. Since interactive herding is predominant during crisis, that needs greater analysis. Another challenge is to be able to delineate irrational herding during crises periods for other countries as well so as to be able to identify the role of rational herding during crisis episodes.

Shri Onkar Shivraj Swami

Banking Policy Division, Department of Banking Regulation, Reserve Bank of India

❑ **Bank Consolidation: Which Banks are Required in Indian Banks**

In this paper, we try to study the determinants associated with the likelihood of a bank being acquired during 2006 to 2017. Study sample consists of fourteen acquired and five acquiring banks. Pooled logit model is employed to identify the bank-specific determinants that can predict probability of bank being acquired. We find that higher capital adequacy, poor asset quality, reduced profitability, operating inefficiencies, adequate liquidity position and smaller asset size may serve as leading indicators in order to identify the bank who is expected to be acquired well in advance.

Dr Richa Verma Bajaj

Assistant Professor (Finance), NIBM, Pune

□ Operational Risk Capital Charge Computation under Various Approaches

The present study aims to analyse the transition of all public sector and private sector banks from Basic Indicator approach (BIA), The Standardised Approach (TSA)/Alternative Standardised Approach (ASA) under Basel II to Standardised Approach (SA) under Basel III for the period from 2014-15 to 2017-18. The study attempts to study the transition of the banks in terms of (i) the exposure indicator i.e. Gross income under BIA and Business Indicator under SA and (ii) operational risk capital charges under BIA, TSA, ASA and SA. The results of this study highlight that business indicator under SA is greater than the gross income computation under BIA for many public sector and private sector banks under study. The results of the study shows that big banks like SBI and PNB among public sector and HDFC and ICICI in private sector, need to maintain more capital under each approach of operational risk, in line with Basel and RBI directives. As, bigger the bank, higher the operational complexity, higher the losses, thus, more are the operational risk capital charges.

Prof Mihir Dash

Alliance University, Bangalore

□ Capital Adequacy and Systemic Risk of Banks in India

This study examines the role of capital adequacy in systemic risk for banks in India. The moderator variables considered for the study include bank size, non-performing assets, leverage, deposits, loans & advances, and investments. A fixed-effects panel regression model was applied, with bank fixed effects and year fixed effects. The study contributes to the literature by proposing the concept of minimum level of capital adequacy for neutral systemic risk, which is the level of capital adequacy for which the systemic risk is non-positive. The results of the study indicate that bank size, non-performing assets, leverage, and loans & advances have a significant impact on the minimum capital adequacy for neutral systemic risk. Further, the results of the study suggest that the role of capital adequacy in systemic impact was different for public sector and private sector banks. The study suggests that, instead of setting a fixed capital adequacy level for all banks, the model can be used to set capital adequacy targets for individual banks with estimates or projections of the bank's characteristics. This can be used in conjunction with the Basel III framework in order to rationalise capital adequacy targets.

Shri Priyabrat Mishra & Shri Rakesh Mamodia

State Bank Institute of Human Resource Development Indore

❑ Practical Approach to NPA Management

Banks in India, more particularly the Public Sector Banks are saddled with a huge amount of NPA, which crossed Rs.10 lakh crore as on 31st March 2018 with PSBs accounting for Rs.8.85 lakh crore. Such a high level of stressed assets was a direct outcome of high credit growth in 2006-11, the period during which annual credit growth of 20 per cent was in far excess of growth in industry. While Government of India, RBI and Banks put in intensive efforts to reduce it to a sustainable level, the achievement fell short of the target. Apart from resorting to various recovery mechanisms like SARFAESI, DRT, Lok Adalat, IBC ect., there is still so much can be done to counter the menace to the banking the system. Banks should work on strengthening credit appraisal, early alert system, timely finalisation of resolution plan and creating focused vertical with skilled manpower.

Shri Devendra Heble

MBA student, Symbiosis Institute of Management Studies,
Symbiosis International University Pune

Dr Rashmy Moray

SymAssociate Professor, Symbiosis Institute of Management Studies,
Symbiosis International University Pune

❑ Recapitalisation of Public Sector Banks and its Opportunity Cost

In the wake of stringent capital and asset quality regulation imposed by RBI due to rising NPAs that have been a major problem degrading performance and profits of nationalised banks. GOI has earmarked Rs 2.11 trillion for bank recapitalisation of PSBs that is nearly about 70% share of the assets of the Indian Banking Industry. Which is again some 1.3% of India's gross domestic product (GDP) according to sources Bloomberg. Since, a proportion of these funds will be provided through budgetary allocation, this will impact the funds allocated in the budget for other alternate uses. Since this act of recapitalisation affect the economy, budget and banking system an attempt has been made to analyse whether bank recapitalisation has improved the performance of Indian PSBs. The study also intends to find the opportunity cost of recapitalization of banks to comprehend whether bank recapitalization is necessary for a country like India. If necessary, whether recapitalisation should come with certain restrictions.

**Shri Abhishek Tiwari, Shri Girish Dhondge,
Shri Sudeep Chate & Dr Sunil Patil**

Post Graduate Program in Management for Executives – IIM Indore- Mumbai Campus

❑ **Demonetisation An Impact on Indian Economy**

The paper tries to examine the impact of demonetisation on the Indian economy. It tries to bring out the positives and negatives associated with demonetisation. It looks into the effects on the basis of the objectives that were highlighted when high denomination notes become invalid on the evening of 8th Nov 2016. The paper also tries to explain through various economic theories and money supply concepts as to how the economy gets disrupted when such a major chunk of currency is removed from the market.

Shri Smruti Ranjan Satpathy

❑ **Indian Banking System: A Way Forward on the Current Crisis**

Indian Banking system is life line of economy whose contribution helps India to become major economy in the world. Right from trade and investment to social banking, financial inclusion and other social sectors, Indian banking helps the transformation of economy to accommodate the changes in socio, economy and cultural climate of India. India being democracy in principle and federal in structure is a populist country with diversified religion and culture. Indian banking from pre independence to post independence has gone through a series of evolution, reform and development to adjust with economy over the years. From the above standpoint, it can be very well imagined as to how the Indian banking is playing important role among the public in our country. The banking has been able to sustain its activity amidst through the crisis it has faced since its inception. The crisis is not new what is in the present form but it had been in past ever since the banking activity had started in India. Let us retrospect some of the stage/period Indian banking has gone through and crisis it has faced and subsequent developments.

Track 2

Corporate Governance Aspects and Strategies

Dr B Yerram Raju

Ph.D., Economist and Risk Management Specialist, Former Dean of Studies, ASCI, Adviser, TIHCL Government of Telangana, Hyderabad

❑ **Good Corporate Governance: The Best Way Forward in Indian Banking**

The paper starts with the evolution of the crisis in Indian Banking. Although the Government seemed to recognize the need for reforms it fell short of introducing the structural changes suggested in the Nayak Committee Report. At the root of the rot lies the absence of Ethics. The paper focuses on issues relating to governance in the commercial banks; review of the recommendations of Nayak Committee and the way forward for ushering them in; and the way towards Banking with Ethics. Selected Directors should give a 250-300 words write up as to their intended contribution. Compliance failures attracting penalties from the RBI should invariably receive Board's attention along with action taken towards non-recurrence. Board should evolve a performance criterion for itself and should be reviewed at annual retreat. Ethics matter most and should be upheld at the Board level. The article also suggests corporate executive test on Ethics.

Dr E Eswar Reddy

Research Guide and Associate Professor, CMR University, Bangalore

Shri Nethravathi K

Research Scholar, CMR University, Bangalore

❑ **A Study of Governance Practices of selected Cooperative Banks in Bangalore**

Urban Cooperative Banks got priority in the Indian banking sector during the years. Cooperative banks faced major challenges like various disturbance and instability. The cooperative movement of 1904 resulted in enactment of cooperative societies act having the major objective to meet the banking as well as credit requirement of the people. Even today, the cooperative banking sector playing a vital role in the Indian banking context in facilitating the credit requirement of Rural and urban area of the country. The major difference between the cooperative banks and other banks is listing of shares. The RBI has contributed continuously towards standardising the transactions through governance mechanism. Most of the problems faced is related to governance issues. Basel committee promoted supervisory system to eliminate the issues. The objective of the paper is to study the transparency, accountability, responsibility, fairness, pillar of governance board committees to test the governance practices of selected cooperative banks. The sample of 78 respondents collected from different cooperative banks from Bangalore. The questionnaire consists of 31 questions for study. Convenience sampling technique is used for sample selection. The tools like Descriptive statistics used to analyse the data. The finding reveals that there is nothing like good governance has to be practiced, when it is controlled by board and management itself obviously the internal ethics leads to the best governance.

Shri Karan Gupta

Chief Manager & Faculty, State Bank of India

Branch/Office : State Bank Institute for Innovation & Technology (SBIIT), Hyderabad

❑ Corporate Governance Aspects and Strategies

Indian banking industry as a whole has registered losses in 2017-18 - the last time this had happened was way back in 1993-94. Credit growth in 2017 was the lowest in the last 60 years. Credit to GDP ratio of the country has decreased to 52% in 2018. In 2018, India had the fourth highest NPA ratio in the world, ranking only after Greece, Cyprus and Portugal. 11 of the 21 Public Sector Banks (PSBs) are already under RBI's Prompt Corrective Action (PCA) framework. All of this is happening against the backdrop of India being amongst the two fastest growing major economy in the world for the last few years as per IMF. Indian banks are in crisis and there's no two ways about it. In this paper an attempt has been made to analyze the crisis and suggest ways to come out of it.

Shri Pankaj Goyal & Shri Shubham Kandpal

BBA, Bharati Vidyapeeth Institute of Management & Research, New Delhi

❑ Challenges and Opportunities of Banking Industry: An Analysis of Pre and Post-Economic Liberalization Era

The introduction of new economic policies by the Government of India in 1991 has changed several sectors of the Indian economy. Today in India the service sector is contributing half of the GDP and the banking is most popular service sector in India. Banks play an important role in the economic development of developing countries.. This sector is attracting many domestic and foreign investors and customers. As we all know that competition is everywhere! Well in this sector too! Hence, the emerging competition has generated new expectations from the existing and the new customers. This has led to a growing demand for competitive, sophisticated retail banking services. This paper explains the impact of economic reforms and analyse the challenges and opportunities of national and commercial banks. To understand all this, the evolution of banking sector will be focused first and opportunities will be explained accordingly.

Shri Anil Kumar Pandey

(B.Tech/MBA/F.P.M)

National Institute of Industrial Engineering, Mumbai

❑ Emerging Research Scope in Shadow Banking

In this paper, we have tried to find possible emerging areas of study on shadow banking. The strong regulatory compliance in banking sector gave rise to non-banking entities and unconventional methods of funding and credit intermediation. The sub-prime crisis of 2007-09 has been made countries vulnerable to the risk arise out of shadow banking system. Due to change in the technology and economic environment, different innovative financial instrument and credit intermediation are also getting shape. But regulatory bodies and existing legal frame are not ready to control their inherent risk. Each and every aspect of an economy has been affected by this risk such as money market, capital market, fiscal policy, monetary policy, government and regulatory authority. We have divided the shadow banking system into different institutions and instrument which will help the prospective researches to visualize functioning of shadow banking in a better manner.

Shri Krishna K Boora

Assistant Professor, Department of Management Studies,
BPS Women University, Sonapat, Haryana

Ms Kavita

Research Scholar, Department of Management Studies, BPS Women University, Sonapat, Haryana

❑ Status And Consistency Of Capital Adequacy Requirements Of Indian Public Sector Banks As Per Basel III Norms: An Analytical Study

The main aim of this paper is to examine the present status and consistency of capital adequacy requirements of Indian public-sector banks as per Basel III norms. It is mandatory for public sector banks in India to make adequate preparations to comply with the Basel III international regulations. The results show that Indian public sector banks are positively inclined towards Basel III. The banks have required resources for proper implementation of Basel III, which is a prerequisite for its implementation. The capital adequacy ratio of public sector banks is above 11%, showing the banks' readiness for Basel III. The public sector banks need to concentrate on revising the existing policies to sharpen their risk management practices. The enforcement of Basel III will also create various challenges for Indian public-sector banks, in terms of declining profitability, increasing capital requirements and Nonperforming Assets (NPA). That's why the impact of Basel III norms on Indian public-sector banks cannot be undervalued. The findings would assist the Indian public sector banks to know about their preparedness level for Basel III and what are the necessary actions to encourage Basel III implementation process. The result would also help the regulators regarding the corrective measures that should be taken by RBI in order to motivate the banks for enforcing Basel III.

Shri Hitesh N Dave

Advocate & Doctoral Scholar, Gujarat University, School of Law

❑ Elimination of Debts Recovery Appellate Tribunals : A Perspective

Recovery of Debts Due to Banks and Financial Institutions Act, brought in the Year 1993 with an Object to provide for the Establishment of Tribunals for expeditious adjudication and recovery of Debts Due to Banks and Financial Institutions. During nine years after its promulgation it was felt by the Parliament that the said Act was not effective, therefore, the Securitisation and Reconstruction of Financial Assets and Enforcement of Security Interest Act, 2002 was introduced with the aim to recover the Debts speedily. Considering the rising level of the Non Performing Assets, the amendments in the both the Acts were done from time to time, however, still the level of NPA is not reduced and cases are piled up in Debts Recovery Tribunals and Appellate Tribunals. This Article critically analyse the hierarchy of Mechanism of Recovery and the Role of Appellate Tribunal *vis-à-vis* the elimination of Appellate Tribunal for the speedy Recovery of NPAs.

Track 3

Operational Efficiency in the Indian Banking Sector

Dr Soumya Kanti Ghosh

Group Chief Economic Advisor, State Bank of India

□ **Does Bank Competition Affect Financial Stability in Banking Sector? Some Empirical Evidence from India**

Since, the global financial crisis, the link between Bank competition and Financial Stability is widely discussed and debated among policy makers all over the world. It is quite understanding that the degree of competition among credit institutions will increase the risk taking activities to acquire new market and improve profitability. In this backdrop, now the question arises, what is present state of competition in the Indian banking industry? & whether the financial stability of the banks deteriorate due to competition? Further, with the recent consolidation, what will happen the level of competition in the industry? In this study, we made an attempt to answer the above questions in the post financial crisis period (2007-08 to 2017-18). The post crisis period has chosen as the Indian banks' balance sheet has increased in a robust manner. To do the analysis, a sample of 55 major nationalised and private sector banks has been selected, based on their balance sheet figures as published by RBI. To test the degree of competition in the banking industry, the study used HHI, CR3, CR5, CR10 and GRS index. For measuring the Financial Stability of individual bank, scores were obtained for the Solvency Risk, and Credit Risk based on their asset portfolio. A panel regression model build by taking Financial Stability as the dependent variable (Solvency Risk, and Credit Risk), and level of competition (based on market share of individual banks), size of the banks (total assets), Net Interest Margin, interest rate, WPI inflation and GDP growth rate as explanatory variable. Further, a dummy variable is used to examine the impact of ownership structure on financial stability. The preliminary result suggests the level of concentration in the banking industry is low but it is increasing in the post crisis period. Indian Banking system has also achieved quite satisfactory performance in terms of financial stability post financial crisis, this is particularly due to strong regulatory measures taken by the regulator. Credit Risk has increased substantially whereas Solvency has remained in the comfort zone

Ms Nupur Moni Das

Ph.D Scholar, Department of Commerce, Assam University, Silchar

□ Does Capital Adequacy Rule Influence Efficiency: Evidence from Indian Public Sector Banks

The importance of stability and efficiency in operations of banking sector has motivated to make an attempt to investigate the impact of Capital Adequacy Ratio (CAR) on Technical Efficiency (TE) of the Banks. The study has considered 25 Public Sector Banks in India for the period 1996- 2016 for carrying the analysis. The result of Tobit model showed insignificant impact of CAR on TE. Some robustness checks are also done for checking consistency in the results through Generalized Method of Moments (GMM) which also showed positive but insignificant association except in one model the coefficient is positive plus significant.

Dr Sanjukta Sarkar

Assistant Professor (Economics), IILM University, Gurugram, Haryana

□ Testing the Presence and Efficacy of the Bank Lending Channel in India: The Role of Ownership, Period and Size

This paper attempts to investigate how changes in policy rates affect the transmission of monetary policy through the bank lending channel in India while also taking into consideration the roles played by bank ownership, economic period and size. We focus on the implementation of monetary policy through the use of the weighted average call rate as a policy tool with frequent adjustments. Using a large panel dataset of 107 Indian scheduled commercial banks (SCBs) for the period 2005-2017, we find that loan growth is adversely affected by a change in WCR for the full sample period as well as for the post crisis period while it is positive during the pre-crisis period. Secondly, we find that foreign banks and domestic old private sector banks reduce loan supply during a change in interest rates. Thirdly, small domestic banks reduce loan supply when faced with a change in the WCR. Therefore, our results support the existence of a bank lending channel in India through the use of WCR.

Shri Harishankar Vidyarthi

Fellow NIFM, Faridabad

Assistant Professor (Finance), Institute of Public Enterprise, Hyderabad, Telangana

□ Dynamic of Income Diversification and Bank Performance in India

This study examines the dynamics between income diversification and performance (namely cost, profit, revenue, technical, pure technical and scale efficiency within intermediation approach with Data Envelopment Analysis (DEA)) for 38 listed Indian banks using truncated Tobit regression within panel data framework during the 2004-05 to 2015-16. Tobit regression results reveal inverted U shaped relationship between the income diversification and estimated efficiency parameters for the overall panel. Size and bank intermediation ratio seems to be major factors for exploiting the potential benefits of income diversification. We re-confirm the inverted U shaped relationship with these efficiency parameters for exclusive sub-samples consisting of Government owned and private sector banks.

Shri Gaurang Tiwari

Product Manager, EFS, Jana Small Finance Bank Ltd Bengaluru.

❑ Small Finance Bank Journey and Operational Challenges

The Indian banking sector saw a major evolution in reaching out to a different cliental which was not catered by the scheduled commercial banks. With 72 applicants, 10 got qualified in September, 2015 in the race to start a small finance bank (SFBs). These banks were expected to penetrate into financial inclusion by providing basic banking and credit services with a differentiated banking model to the larger population. This paper explores the journey so far of all these SFBs. SFBs have faced multiple challenges in their transformation to become a bank. The paper also attempts to understand the operational challenges of the microfinance turned SFB's

Dr Ashok V Edurka

Doctoral Scholar, Savitri Bai Phule University, Pune

❑ A Study of Business Practices Adopted During Post RBI Road Map 2005 by Foreign Banks with Reference to Financial Performance

This research aimed to study business practices adopted during post RBI Road Map 2005 by foreign banks located in India during the period 2006-07 to 2015-16 (Ten years observation period),with reference to financial performance. The aforesaid target was achieved by application of Morlet Wavelet Transform analysis supported by cluster analysis yielding three distinct business practices models related to financial performance consisting of minimal variation in Morlet wavelet transform. Based on data for the period 2006-07 to 2015-16 (Ten years observation period) for variables related to financial performance of 24 foreign banks operating in India, time series data were created. These time series data were further used to yield Morlet wavelet transform data for financial variables related to financial performance of the selected foreign banks. Cluster analysis was further performed using mean values of standard deviation related to Morlet Wavelet Transform for selected 6 financial variables in the form of critical ratios namely Credit to Deposit (CDR), Investment to Deposit (IDR), Business per Employee, Capital adequacy, Net NPA as a percentage of Advances and Return on Assets, yielding three distinct business practices models related to financial performance namely Model-A, Model-B and Model-C consisting of minimal variation in Morlet wavelet transform. It was concluded that business practices Model-C is superior business practices model related to financial performance as it consists of the least variation in standard deviation related to Morlet wavelet transform of these critical financial variables so far as aforesaid financial variables are given due weightage for financial performance of foreign banks operating in India.

Dr A G Hareesh Kumar

Research Associate, Research Department of Commerce
St Thomas' College (Autonomous), Thrissur, Kerala

Dr Thomas Paul Kattookaran

Associate Professor and Head Research Department of Commerce
St Thomas' College (Autonomous), Thrissur, Kerala

Ms Febina K

Research Scholar, St Thomas' College (Autonomous), Thrissur, Kerala

❑ Functional Effectiveness and Commercial Viability of Nationalised Banks in India: An Evaluation

This paper evaluates performance of nationalised banks in India on the basis of functional aspects and commercial viability. Data of 20 nationalised banks for the period of 2005 to 2017 was used in this study. On average, in terms of transformation of maturity, nationalised banks performed in a better manner than private banks. The role of nationalised banks in the formation of fixed capital formation, thus, could not be undermined. According to our ranking methodology, Indian Bank excels not only in executing the function of a financial intermediary but also in satisfying the stakeholders as a business entity. It is followed by Syndicate Bank and Punjab and Sind Bank. Our models show that, the underlying characteristics of financial intermediary- liquidity transformation and leverage- notably helped in the enhancement of efficiency of assets of nationalised banks in India.

Track 4

Functional Aspects: Development and Inclusive Banking, Human Resource Management, and Technology

Dr Arindam Sarkar

Asst. General Manager, Department of Banking Regulation, Reserve Bank of India, Mumbai,

Onkar Shivraj Swami

Banking Policy Division, Department of Banking Regulation, Reserve Bank of India, Mumbai

❑ Achieving the Target of Complete Financial Inclusion (FI) in India through Financial Technologies (FinTech)

Financial Inclusion (FI) is yet to be completely achieved in India as substantial number of people are still out of formal financial system. Progress in Financial Technologies (FinTech) gives an opportunity to financially include these segments of Indian economy where traditional models of banking and finance could not reach. The study aims to identify those segments of financially excluded population or transactions of Indian economy, which can be catered by formal financial institutions through the use of financial technologies. It applies Logistic Regression (Logit) Model on micro unit level Global Findex data collected for India by World Bank, to measure the significance of different variables used in the study. It identifies different segments of population and transactions in India through various demographic, exclusion, cash and non-cash transaction variables, where accounts can be opened and used regularly with the help of financial technologies to make the financial inclusion initiative, a sustainable one.

Dr Sangeetha K Pratap

Assistant Professor, School of Management Studies
Cochin University of Science and Technology, Kochi

❑ Insights of Financial and Digital Inclusion in India: Excerpts from the Analysis of Micro Level Data of Global Findex Survey

Financial exclusion may be addressed by its four dimensions, providing affordable products, reliable and viable delivery models, diverse customer needs and financial inclusion is a solution to the problem of the poor of not having access to low cost credit, surprisingly inclusion efforts are being supply driven with poor at the demand end remaining largely unresponsive. This is because, financial inclusion drives in the country have largely concentrated on achieving opening of accounts recognizing it as the 'end' instead of realizing that number of accounts serves only as 'means' to achieve meaningful financial inclusion. This is affirmed by the finding of the Global Findex database, 2017 that a whopping 79 per cent of the adult population in India has access to bank accounts. Among those who have an account, most of them access it infrequently; 33 per cent of account holders report having

saved at a formal financial institution and only a meagre 7 per cent have access to formal loans. Though India is said to be marching towards achieving digital inclusion, the data from the field are not encouraging with adoption of technology banking products limited to ownership of debit card. Mobile money adoption has been reported by only meagre 4.8 per cent.

Ms Karuna Yarasi

Chief Manager (Faculty), State Bank Institute of Rural Banking, Hyderabad

Shri Santosh Sarode

Chief Manager (Research), State Bank Institute of Rural Banking, Hyderabad

❑ **Development and Inclusive Banking: Financial Inclusion**

Financial inclusion i.e., access to adequate and timely credit, and other financial services at an affordable cost is of utmost importance for socio-economic development of poor and unbanked sections. The poor need to be financially included to have easy access to bare minimum high quality financial services viz. savings, credit, insurance, remittance, pension. The brick and mortar branches may not meet these requirements because of over congestion, and high cost of transactions. An ecosystem involving multiple businesses may work better for poor, vulnerable and weaker sections of people in terms of both increasing the range of options for services and making these options available to them in an affordable way. A key challenge is how to create the broader interconnected ecosystem of market players and infrastructure needed for safe and efficient product delivery. Most financial products have challenges of last mile delivery, intermediation and risk mitigation that often can be more efficiently managed through a number of specialized institutions acting together. It is unlikely that a single class of service providers will effectively provide all products needed by the vast sections of low income, vulnerable and weaker sections of the population. Low income people need an array of financial services. Variability is the key factor as poor people do not have steady income; wage earning might be either seasonal or varying. The uncertainty of income and lack of institutionalized sources drive their propensity to save. They use a large number of informal financial instruments to move money between the times when they receive it to prepare for other times when they need to spend it. Poor households pay extra and suffer great losses from the informal instruments that are often the only instruments available to them. In the well known study "Portfolios of the Poor" it is documented that poor households in Bangladesh, India and South Africa use on an average 8 different kinds of savings, insurance and payments and credit instruments throughout the year. Many instruments are used, put aside and taken up anew at a later time. Partnership with different stakeholders, leveraging technology, innovating the products and services suitable to the requirements of various segments of the target customers and driven by core strategy on Financial Inclusion would consolidate our leading position, herald a new way of doing business creating social impact, contributing to the improvement of living standards of the people.

Ms Simran Agarwal & Ms Manisha Raj

Amity School of Economics, Amity University, Noida

□ India's Gradual Transformation Towards Cashless Economy

"India is a cash dominant country and going cashless is a challenging task. Due to lack of cyber security, poverty and illiteracy in India, it is highly challenging to make dream of cashless India come true. Major progress towards this goal was made in late 2016, when the government took steps to demonetize the country. Now, even small retailers and shop owners are using cashless models like Paytm for transactions. The main focus of this paper will be on following things: to study the reasons behind India going cashless, to study how government services can be effective in promoting digitalization and compare India with Sweden in terms of different avenues of going cashless. Globally, the need for cash varies by country. The research paper is a descriptive study in nature.

Dr Naipal Singh

Senior Manager (HRD) & Faculty, Oriental Bank of Commerce, HRDI Noida

□ Human Resource Development Practices & Challenges for Creating Talent in a Public Sector Banks and Way Forward

HR Department is more of administrative in nature and less professional & developmental in its approach in Public Sector Banks (PSBs). However, various initiatives have been taken by banks. To study the HR Issues in PSBs, the Khandelwal Committee was constituted by the Govt, in 2009 and Report was submitted with over 100 recommendations on HR Issues in PSBs. The report is a guiding document for PSBs and recommendations of this committee has shown the right path to move professionally to manage their HR functions in the Bank with right approach & commitments. It is envisage that the functioning of HR department in PSBs is reactive, in the era of technology & innovations, the HR function need to be proactive, integrative, collaborative and adaptive in its approaches. The HR deptt work like HR Administration (HRA) department. Top Management give the lip services on HR issues and use buzzword, big jargons but fail to bring these things into actual practice. HR functions in most of PSBs are managed by Bankers, who understands that HR is a function of Common Sense and HR Professionals are not as such required for this function. Banking is a service industry where despite of adopting latest technology, we cannot ignore the importance of people. People make difference in the organization not the technology at all. HRD is the Heart of any organization and cannot survive without its people. As much as organization needs good people equally people needs good organizations. Banks need to take care of its people, people will take care of its customers and customers will certainly take care of the organization. People are not merely a resource; it is a living being and full of possibility. As the humans are full of possibility, we need to explore, unleash their potential and channelize their energy on right track by adopting and practicing various Modern Management Approaches like Competency & Skill Mapping, Performance management system, Training & development, feedback system, mentoring & coaching, Career and succession planning and HR Audit etc.

Shri Vineet Kumar Jain

Chief Manager and faculty, Bank of Baroda , Baroda Apex Academy, Bank of Baroda, Sec-11,

❑ Capacity Building in Public Sector Banks: The Way Forward for Learning and Development

In an ever changing VUCA (Volatile, Uncertain, Complex and Ambiguous) world, knowledge and skills become extinct fast. Continuous learning is the prerequisite of successful organization and without developing corresponding environment and culture, the survival of organization is at stake. There is a sea change in Banks' mind-sets towards learning and development programs. Banks have understood the importance of investing right from the time an employee comes on board till retirement. The study finds that E-Learning is an important enabler for capacity building and there is a direct relation between ease of access to learning resources and capacity building in the organization. This study also finds that time is not a constraint for learning, provided suitable access is provided. Hence building capacity through incentivizing employees, providing ease of access to learning resources, providing social learning platform with adoption of role based learning will be the way forward for the banking sector.

Ms Sreelakshmi C C

Research Scholar, School of Management Studies
Cochin University of Science and Technology, Cochin, Kerala

❑ Antecedents of Adoption of Mobile Banking by the Generation Y Consumers

The purpose of this paper is to identify antecedents of attitude towards mobile banking adoption by generation Y consumers. The proposed model has assimilated factors from the theory of Diffusion of Innovation along with trust and perceived risk. Data were collected through an online survey questionnaire completed by 310 generation y consumers of mobile banking. The collected data were analyzed using structural equation modeling. The paper identifies three major antecedents to the attitude towards mobile banking adoption, viz., trust, compatibility and relative advantage. The study also confirmed the significant negative causal relation between perceived risk and trust. The other two innovation characteristics, complexity, and trialability were found insignificant in predicting attitude towards mobile banking adoption.

Practical implications – By identifying the antecedents of attitude towards mobile banking by generation Y consumers, banks and service providers will be able to design products in accordance with customer preferences. Through a multi-faceted framework, the study extends the literature on innovation acceptance, exploring the factors influencing attitude towards mobile banking. The paper also builds a causal relation between perceived risk and trust in technology adoption.

Dr Pradeep Kumar Pattnaik

General Manager & Director, State Bank Institute of Consumer Banking, Hyderabad

❑ Role of Technology in Indian Banking

Technology offers enormous potential and opportunities to the Indian Banking sector. Rapid technological diffusion and entry of non banking entities like Fintechs, Bigtechs and e-retailers into financial space have left no scope for Indian banks to delay and deny technological innovations. Given massive technological disruptions in Indian Banking, it is difficult to directly assess the contribution of technology to the performance and profitability of Indian banks as technology is a part of today's banking. The present study is an attempt in that direction. The newly boarded customers deserve numerous other services from banks apart from opening bank accounts. Favourable demography is to reshape the future retail banking. To meet the growing customer demand, technology driven value proposition has eased the whole array of banking services to customers. Indian banking has now moved to a new era, where investment in competitive and innovative technologies such as; data analytics, cloud computing, block chain technology, artificial intelligence, cyber security, robotics, automation, NLP & language support, humanoids, holographic banking & robo-advisory, voice and chatbot etc. is the new reality.

Dr Rajamani K & Dr Rekha A G

Faculty, State Bank Institute of Leadership, Kolkata

❑ ICT Driven Financial Inclusion for MSME Sector: Emerging Challenges & Opportunities

Micro, Small and Medium Enterprises (MSMEs) sector plays a significant role in the economic development of a country. One of the frequently identified challenges to the development of MSME sector is access to finance and expanding access remains an important challenge across the world. Information and Communication Technology (ICT) has the potential to radically improve financial inclusion in the MSME sector by facilitating the overcoming of several obstacles that affect the supply and demand for financial services. This study investigates the role of ICT to promote financial inclusion in the MSME sector. It contends and proposes a financial ecosystem empowered by the emerging innovative technologies to offer a holistic approach for achieving inclusive growth.