



**Banking of the Poor, for the Poor, by the Poor
(Strengthening and Reorganizing PSBs for Effective
Implementation of Prime Minister's Jan Dhan Yojana)**

**Mission Critical: Talent Development and
Retention in Public Sector Banks**

**Farm and Non-Farm Sectors Recovery Scenario
in the Assam GraminVikas Bank**

Wilful Defaulters – Regulatory Aspects

**Empirical Study on Non-Performing Assets of
Public and Private Sector Banks**



National Institute of Bank Management

Articles

* **Banking of the Poor, for the Poor, by the Poor
(Strengthening and Reorganizing PSBs for Effective
Implementation of Prime Minister's Jan Dhan Yojana)**

✍ R Jayasinha

The concept of financial inclusion and the initiatives made before and after independence of India for its implementation is discussed in the paper. The reasons for not achieving the goal of total Financial Inclusion so far and the effectiveness of the present strategies for implementation of Prime Minister's Jan Dhan Yojana (PMJDY) analyzed in the paper. The necessity of extending all banking facilities at their door steps in addition to opening for the welfare of excluded sections is highlighted. The details of the different segments of the customers of various types of banks and the need for strengthening the public sector banks and a new model of reorganization of public sector banks, particularly in the context of Mergers proposed by the Government and Nayak Committee recommendations are presented. How the new model fulfills the expectations of all the stakeholders of banking industry is explained in the paper.

* **Mission Critical: Talent Development and
Retention in Public Sector Banks**

✍ Dipak Kumar Bhattacharyya

Public sector banks in India are now plagued with the problems of talent development and retention. Even in private sector banks such problems are evident. Talent development and retention issues have now become so critical that it even questions the long-term sustainability, particularly in public sector banks.

This paper based on the study of three Kolkata-based public sector banks analyzed the gap between existing talent development and retention practices vis-à-vis Reserve Bank of India's (RBI) recommendations, and then suggest the road-map to change, correct the human resource management practices.

* **Farm and Non-Farm Sectors Recovery Scenario in the
Assam Gramin Vikas Bank**

✍ Govinda Prasad Bhandari

For better functioning, the Assam Gramin Vikas Bank (AGVB) was established in 2006 by amalgamating the previously existing four Gramin Banks of Assam. The present paper tries to understand the pattern of deployment of funds by the AGVB branches, particularly in farm and non-farm sectors. The main focus is on the demand, recovery and over due position of loans in the farm sector and non-farm sector from the period 2005-06 to 2013-14. The study has shown trend series of data for ten years and calculated averages, percentage figures and charts in pertinent areas for comparative analysis and easy understanding. At the same time other statistical values like Standard Deviation (SD), Coefficient of Variation (CV) and change in percentage rate from 2005-2013 are also calculated. Overall, the study has shown that in the Assam Gramin Vikas Bank the recovery of loans in the non-farm sector is better than the farm sector.

* **Wilful Defaulters – Regulatory Aspects**

✍ V S Kaveri

Recently, wilful defaults by big corporates are often observed to have far reaching implications on loan recovery, profitability and credibility of banks and financial institutions. Hence, Reserve Bank of India and Government of India have come out with sufficient guidelines on identification of wilful defaulters and action to be taken against them. Arrangements have also been made to create a database of wilful defaulters in Reserve Bank of India and Credit Information Companies for dissemination of information among banks and financial institutions. Besides initiating a stern action against wilful defaulters, preventive action is called for. In this article, it is attempted to create awareness on the part of bank staff on regulatory aspects of wilful defaulters and management of wilful defaulters.

* **Empirical Study on Non-Performing Assets of Public and Private Sector Banks**

✍ Neeraj Kumar Saddy & Harpreet Kaur

The banks are currently facing a major problem of managing the Non-Performing Assets as these assets are proving to become a major set back for the growth of the economy. Public sector banks figure extremely in the debate not only because they dominate the banking industry, but also since they have much larger Non-Performing Assets (NPAs) compared with the private sector banks. For the recovery of Non-Performing Assets a broad framework has been evolved for the management of NPAs under which several options are provided for debt recovery and restructuring. Banks have the freedom to design and implement their own policies for recovery and write-off incorporating compromise and negotiated settlements. The present study shows the bank managers perception regarding disbursal of loans to various sectors, major considerations while granting loans, success of credit recovery department, filing of suits in the court for recovery of loan and their progress.