Factors influencing successful implementation of Human Resource Development Practices in Banks- A critical Analysis:

*Mrs. Shyja.k

**Dr. S. Nadarajan

*Research Scholar, Reg no. 19223231012002 Department of commerce

St. Jude's, College, Thoothoor

**Former Head and Associated professor, Department of commerce

St .Jude's College, Thoothoor-629176

Affiliated to Manonmaniam Sundaranar University, Tirunelveli

Abstract:

HRD provides a strong platform for an employee to grow and play an important role for the growth of the organization. Effective HRD must be able to balance a number of considerations in order to deliver effective outcomes. According to Mclean and Mclean as "any process or activity to develop an adults' work based Knowledge, expertise, productivity and satisfaction, whether for personal or group/team Gains, or for the benefits of an organization, community, nations or ultimately, the whole of humanity. The main objectives of the study is to analysis the factors leading to the successful implementation of HRD practices in the banks in Kanyakumari district, for data collection all the 259 bank branches are included for the study, From the each branch, the bank manager is selected for the study since he is well versed in the idea on the implementation, its determinants, its consequences of the HRD practices at banks. Hence the applied sampling procedure of the study is 'census method' the primary data used in the present study was collected with the help of the interview schedule. Tools and analysis 'T' test could be used to test the significance difference between the two means in two different samples and the important factors leading to the successful implementation of the HRD practices in banks, the Exploratory Factor Analysis have been administered. The important variables influencing the successful implementation of HRD practices includes, Innovation/Creativity, Knowledge /Skill, Role perception, Control, Enthusiasm, Habits, Personal preference, Action, Initiative, Experience, Information, Revisions, Self-image ,Self-Confidence , Belief, Likes, Credentials, Goals, Professionalism, Objectives , Role negotiation, Balancing, Qualification, Character. The highly viewed variables in SIHRDP in the private sector banks are character and, habits in the public sector these are self-confidence, and goals regarding the view on the variables leading to the success of the HRD practices, the significant differences among the two groups of banks have been identified The important leading to the successful implementation of HRD practices are personality, work preferences, life goal plan, role clarity, motivation and abilities. The highly view factors in private and public sector banks is motivation.

Key words: HRD Practices, Role Perception, Self-confidence, Personal Preference, Role negotiation, Innovation.

Introduction

It is a process by which the employees of an organization are helped in a planned continuous process to acquire capabilities required to perform various functions connected with their present and future roles, develop their general capabilities and hidden potentials which is needed for their own as well as for the organizational development and develop an organizational culture in which supervisor subordinate relationship, teamwork and link between different sub units are strong which contributes for professional well-being strong motivation. HRD provides a strong platform for an employee to grow and play an important role for the growth of the organization. Effective HRD must be able to balance a number of considerations in order to deliver effective outcomes. According to Mclean and Mclean as "any process or activity to develop an adults' work based Knowledge, expertise, productivity and satisfaction, whether for personal or group/team Gains, or for the benefits of an organization, community, nations or ultimately, the whole of humanity."

STATEMENT OF THE PROBLEM

In order to sustain the challenges it is very important to have the employees engaged as the engaged employees will demonstrate an increased loyalty to the organizations to reach the heights of excellence. It is high time for the organization to effectively utilize the human strengths by generation positive perception attitude among the employees through Human Resource Development Programmes.

Review of literature:

Benjamin & David (2012) found that HRD climate had a strong influence on the level of effective commitment and therefore suggested the Nigerian Banks to inculcate openness, confidence, trust, autonomy, pro-action and authentication into their organizational climate. A favorable climate influences directly the behavior of managers in an organization which creates a sense of belongingness in them and also enables them to perform. (Rao & Abraham, 1986)

 Kalidoss and Vijayalakshmi (2016) observed that the private and public sector banks follow HR practices stinting to their customer needs customization. This is because employee policies directly influence the satisfaction or dissatisfaction of customers' needs by and large the major differences in the areas of recruitment, training and development, Performance appraisal, organizations policy and culture, career planning and employee Participation.

Objectives

The main objectives of the study is

1.   to analysis the factors leading to the successful implementation of HRD practices in the banks in Kanyakumari district.

Methodology

For data collection all the 259 bank branches are included for the study. From the each branch, the bank manager is selected for the study since he is well versed in the idea on the implementation, its determinants, its consequences of the HRD practices at banks. Hence the applied sampling procedure of the study is 'census method' The primary data used in the present study were collected with the help of the interview schedule

The interview schedule was pre-tested in 20 managers in private and 20 manager public sector banks at Nagercoil town. Based on the feedback on the interview schedule, certain modifications, deletions and additions were carried-out to prepare the final draft of the questionnaire and also to prepare the instrumentation for data collection.

Tools of analysis

'T' test

'T' test could be used to test the significance difference between the two means in two different samples and the important factors leading to the successful implementation of the HRD practices in banks, the Exploratory Factor Analysis have been administered.

Limitation

The significant limitations are

1**.** The study covers only public and private sector banks in Kanniakumari District.

2. Only the managers of the bank branches are treated as the sample of the study.

Factors influencing the successful implementation of human resource development

in banks:

The factors leading to the HRD among the respondents may be related to their personal affairs and work-related matters. Both these factors are essential to achieve optimum performance. The important variables influencing the successful implementation of HRD practices includes, Innovation/Creativity, Knowledge /Skill, Role perception, Control, Enthusiasm, Habits, Personal preference, Action, Initiative, Experience, Information, Revisions, Self-image ,Self-Confidence , Belief, Likes, Credentials, Goals, Professionalism, Objectives , Role negotiation, Balancing, Qualification, Character.

The successful implementation of the HRD practices in banks depends upon certain conditions existing in the banks and also the mindset of the employees. It is highly imperative to analyze the important variables leading to the success of the HRD practices at the banks for some policy implications. Even though the variables are too many, the present study confines to 24 variables. The employees are asked to rate the 24 variables at five point scale. The mean scores of the variables leading to the successful implementation of the HRD

practices in the private and public sector banks have been computed separately along with its 't' statistics.

VARIABLES INFLUENCING THE SUCCESSFUL IMPLEMENTATION OF HRD PRACTICES IN BANKS (SIHRDP)

SI.No	Variables in SIHRDP	Mean score in banks		'T' statistics
		PRSBs	PUSBs	
1	Innovation/Creativity	3.0663	3.8817	-2.8619
2	Knowledge /Skills	3.5314	3.6722	-0.2104
3	Role Perception	3.1155	3.8513	-2.7676
4	Control	3.6857	3.0869	2.6886
5	Enthusiasm	3.2953	4.1045	-27453
6	Habits	3.9465	3.2541	-2.8147
7	Personal perception	3.1254	3.8996	-2.6024
8	Action	3.9394	3.7183	0.3547
9	Initiative	3.9791	3.8474	0.2023
10	Experience	3.8584	3.663	2.9714
11	Information	3.4741	3.6854	-0.4126
12	Revisions	3.1745	3.3372	0.2217
13	Self-image	3.6613	3.9123	0.8302
14	Self-confidence	3.9928	41002	-3.661
15	Belief	3.2114	3.3923	-.2107
16	Likes	3.3268	3.4161	-0.1422

17	Credentials	3.8939	3.8624	0.0596
18	Goals	3.6614	3.9963	-0.8697
19	Professionalism	3.9503	3.8604	0.2082
20	Objectives	3.4951	3.2341	0.5106
21	Role negotiation	3.6582	3.0345	2.6819
22	Balancing	3.8164	3.2862	2.5089
23	Qualification	3.5233	3.7238	-0.4107
24	Character	3.9796	3.2256	2.7172

* Significant at five per cent level

The highly viewed variables in SIHRDP in the private sector banks are character and, habits since its mean scores are 3.9796 and 3.9465 respectively. In the public sector these are self-confidence, and goals since its mean scores are 4.1002 and 3.99633 respectively. Regarding the view on the variables leading to the success of the HRD practices, the significant differences among the two groups of banks have been identified in the case of 10 out of 24 variables in SIHRDP since their respective 't' statistics are significant at five per-cent level.

IMPORTANT FACTORS LEADING TO THE SUCCESSFUL IMPLEMENTATION OF HRD PRACTICES IN BANKS (FSIHRDP)

The important factors leading to the successful implementation of the HRD practices in banks, the Exploratory Factor Analysis have been administered. The scores of the variables leading to the successful implementation of the HRD have been included for the analysis. Initially, the tests of validity of data for factor analysis have been examined with the help of the KMO measure of sampling adequacy and Bartletts test of sphericity. Since the KMO measure is greater than 0.5 and the significance of chi-square is at zero per cent level, the validity of data for factor analysis has been confirmed. The EFA results in six important factors. The variables included in the important factors, their eigen value, reliability co-efficient and the per cent of variation explained by each factor are shown in table

IMPORTANT FACTORS LEADING TO THE SUCCESSFUL IMPLEMENTATION OF HRD PRACTICES IN BANKS (FSIHRDP)

SI,No	Important factors	Variables in each factors	Eigen Value	Percent of Variation Explained	Cumulative Percent of Variation Explained
1	Personality	4	4.8304	20.13	20.13
2	Work Preferences	4	3.9789	16.57	36.70
3	Life Goal Plan	4	3.5141	14.64	51.34
4	Role Clarity	4	3.3442	13.93	65.27
5	Motivation	4	2.8332	10.49	75.76
6	Abilities	4	2.6879	9.96	85.72

* Significant at 5 per cent level

The first two important factors are personality and work preferences, since their respective eigen values are 4.8304 and 3.9789. The next two factors identified by the factor analysis is life goal plan and Role clarity since its eigen values are 3.5141 and 3.3442 respectively. The last two factors identified by the EFA are 'Motivation and abilities', since their eigen values are 2.8382 and 2.6879 respectively,

conclusion

After evaluating the 24 variables, the highly viewed variable in private and public sector banks are habits and self-confidence respectively. The significant difference among the two group of banks have been noticed in the case of 10 out of 24 variables in it. The important leading to the successful implementation of HRD practices are personality, work preferences, life goal plan, role clarity, motivation and abilities. The highly view factors in private and public sector banks is motivation. There is no significant difference among the two groups of banks regarding their view on all six factors. The significantly associating important profile variables are nature of modernization, number of departments per branch, nature of autonomy, location of bank branch and nature of system.

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