

# A Study on Human Resource Development Practices in Indian Public & Private Sector Banks

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## ABSTRACT

The aim of this study is to examine the nature of HRD practices that exist in Indian Public and private sector banks and their effect on the professional effectiveness and furthermore to companion them with the end goal to discover the association between them. The understanding of various HRD practices would necessitate relative study of practices in the banks. The expert would have to understand what practices have been viable and conditions under which they are successful, and how they incorporate with the entire system in a quick changing situation In the wake of globalization, evolution, liberalization and privatization on economic front, organizations are relied upon to make target appraisal of existing status of their HRD framework and methods with the end goal to advance need based commonsense HRD Agenda for what is to come. In this setting the present investigation provides a solid base and supervision as it gives the experimental proof as respect to current status of HRD Sub-frameworks and initiators in connection to HR profitability with reference to Indian Private Sector and Public Sector Organizations. All the chosen sub-frameworks of HRD (with the exception of Employee Communication and Employees' Empowerment) have been detected to be reasonably successful.

**Keyword:** HRD, banking, private sector, organizations, employees

## INTRODUCTION

Human Resource Development has expected widespread significance in the ongoing years, be it business association or a bank or an office, the enhancement of human asset is fundamental for its proficient and feasible working. In a developmental method when creating economy battles to attain more elevated amounts of living it can scarcely over look the need of building up its HR to meet the greater and new complications of raising the nature of the majority. Indian managing an account is the life saver of the country and its kin. The business had helped in building up the authoritative areas of the economy and introduces another day break of progression in the Indian economy. This industry has interpreted the expectations and goals of a huge number of personalities into the real world. Today, Indian banks can certainly contend with any innovatively propelled banks of the world. This has now turned out to be contributory in the advancement of World Economy. Banks have turned out to be worldwide powerhouses that have made much more unpredictable items that include hazard and securitization in models anticipated by researchers.

According to Leonard Nadler, "Human resource development is a series of organized activities, accompanied within a specialized time and calculated to produce behavioral changes".

Human Resource Development (HRD) is a process of developing skills, competencies, knowledge and approaches of people in an organization. The people become human resource only when they are competent to perform organizational activities. Therefore, HRD ensures that the organization has such competent human resource to achieve its desired goals and objectives. HRD is needed by any organization that wants to be dynamic and growth-oriented or to succeed in a fast-changing environment. Organizations can become energetic and grow only through the efforts and competencies of their human resources.

Actually, human resources are exclusively in charge of making use of national resources and for the change of habitual economies into the cutting edge and mechanical Economies. Absence of association of human resources is to a great extent in charge of the backwardness of the country. Countries are immature since their kin are immature. Fundamentally, the distinction in the dimension of economic development of the nations is to a great extent and is an impression of the distinctions in the nature of their human resources. The key element in this recommendation is that the qualities, dispositions, general introduction and nature of the individuals of a nation decide its economic development.

### Objectives Of The Study

- To study the HRD practices in Public and Private Sector Banks
- To measure the employee satisfaction level of bank officers on HRD practices of their banks
- To find out the relationship between the motivation of bank officers and their level of satisfaction on HRD practices.

### REVIEW OF LITERATURE

**Dr.B.Mathivanan (2013)** Banking was a flourishing business in obsolete India. At first, the mechanical houses spearheaded manage an account with a view to creating assets for profitable exercises and in the meantime proposed extensive security, liquidity and reasonable comes back to the contributors. As it were, managing an account kept on being a conventional activity till 1969. At the point when significant banks were assumed control by the Government of India. With nationalization, banks stopped to subsidize organizations just for modern area and turned into a vivacious instrument of social change more quantifiable information are accessible in help of the relational word that there is a marvelous development of keeping money industry.

**DR.P. Chinnadurai (2014)** mentioned that Indian industry is working up to the complications tossed in by market economy. To get by in the profoundly focused situation, administrators are being pressurized to enhance quality, increment profitability, chop down expense and take out wastefulness. The aggregate accomplishments of the business and the employees expect significance in this specific circumstance. Moreover, this is the place HRD practices can assume a significant job. The attainment of the Banks depends on the satisfaction of their clients as well as the satisfaction dimension of the employees working in the banks. The dimension of satisfaction of the bank employees can be guaranteed and upgraded by effective HRD-practices embraced by the Banks.

**Agarwal (2007)** expressed that with the selection of HR strategies, for example, occasional survey of worker execution; sufficient preparing for the workforce and career advancement standards for its faculty, making motivation, and responsibility in the workforce the association can receive the full business rewards and end up successful to the incredible satisfaction of every one of its partners.

**Lise et al. (2004)** cited that the modern brain science has questionable history identified with the examination and comprehension of representative states of mind and employment satisfaction. A portion of this exploration is quite certain and pointed principally at different scientists, while different productions give handy direction on comprehension, estimating, and enhancing worker states of mind. One likely future course of worker state of mind research will be to more readily comprehend the interchange between the individual and the circumstance and the different interior and outside elements that impact employee attitudes.

**Sharma N.K. (2002)** stated that due to the idea of LPG the opposition among the banks has changed the way of bank management capacities introduces when contrasted with pre reform days, people in general segment banks are at a disadvantageous position contrasted with private segment banks in numerous zones indeed, even the Narasimhan committee in 1991 prescribed advances that were expected to enhance the money related strength of Indian banks and employees all round development. Because of this HRD has imperative job and there is a pressing need to develop essential expert framework, in this way HRD is extremely critical as it gives most extreme answers for the different issues.

## RESEARCH METHODOLOGY

Details regarding the research design, data collection questionnaire, sampling plan, area of the study and statistical tools used have also been given. Finally the limitations of the study have also been briefed.

### Research Design

Research design is purely and simply the framework or plan for a study that guides the collection and analysis of the data. The research design indicates the methods of research i.e. the method of gathering information and the method of sampling study is descriptive in nature.

### Sampling Design

Sampling design comprises four major areas: Population, Frame, Sampling method and Sample size estimation.

### Research Tools Used For The Present Study

- ANOVA
- CHI – SQUARE

### Data Analysis

The present chapter helps to analyze and interpret the data. The data gathered from the respondents belonging to Bengaluru is evaluated and interpreted to arrive at a conclusion for the research.

### One Way Anova (Age)

H01: There is no significant difference between age groups with regards to the Performance appraisal, Work motivation, Training development, Employee satisfaction and HRD practices

		Sum of Squares	df	Mean Square	F	Sig.
Performance appraisal	Between Groups	88.513	3	29.504	2.525	.059
	Within Groups	2371.584	203	11.683		
	Total	2460.097	206			
Work motivation	Between Groups	193.626	3	64.542	5.236	.002
	Within Groups	2502.297	203	12.327		
	Total	2695.923	206			
Training development	Between Groups	39.781	3	13.260	.987	.400
	Within Groups	2727.098	203	13.434		
	Total	2766.879	206			
Employee satisfaction	Between Groups	49.947	3	16.649	1.522	.210
	Within Groups	2220.990	203	10.941		
	Total	2270.937	206			

<b>HRD practices</b>	<b>Between Groups</b>	<b>32.636</b>	<b>3</b>	<b>10.879</b>	<b>1.132</b>	<b>.337</b>
	<b>Within Groups</b>	<b>1950.842</b>	<b>203</b>	<b>9.610</b>		
	<b>Total</b>	<b>1983.478</b>	<b>206</b>			

\* Significant at the 5% level

### Analysis

It can be seen from above Table that null hypotheses are accepted as the p values are greater than 0.05 for the Performance appraisal, Work motivation, Training development, Employee satisfaction and HRD practices.

## DISCUSSION

There is no significant difference between age groups with regards to the Performance appraisal, Work motivation, Training development, Employee satisfaction and HRD practices.

### Chi – Square Test

#### Association between the Age and experience

	Value	df	Asymp. Sig. (2-sided)	Statistical Inference
<b>Pearson Chi-Square</b>	384.263 <sup>a</sup>	9	<b>.000</b>	<b>X<sup>2</sup> = 384.263<sup>a</sup></b> <b>Df = 9</b> <b>P = .000 &lt; 0.05</b> <b>*Significant at 5% level</b>
<b>Likelihood Ratio</b>	332.721	9	<b>.000</b>	
<b>Linear-by-Linear Association</b>	74.472	1	<b>.000</b>	
<b>N of Valid Cases</b>	207			

Significant at 5% level

### Analysis

It can be seen from above Table that the P value is lesser than our chosen Significance at = 0.05 levels, the null hypothesis is rejected.

### Discussion

It is therefore concluded that there is an association between Age and experience.

## CONCLUSION

In the present situation, every one of the associations anxious upon HRD perspectives. Saving money allotment likewise attempts to symbolize the most recent thoughts on the board with respect to advancement of HR. The significant test now for banks is the manner by which to build up their social proposal that produces scholarly capital. The significant test now for banks and additionally some other association is in this manner how to build up their social engineering that creates scholarly capital as the quintessential trainer of progress. A few of these practices had been in use for past many years in many of these banks. However, the results of this study have provided with many new innovative concepts and terms related to HRM.

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