

# HR Practices of Commercial Banks in Shivamogga

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**Abstract:** *The study of HR practices of commercial bank in India, change from a regulated environment to a free market environment has direct implications for HRM practices in India and HRM practices and the HRM departments are under severe pressure to bring about large-scale professionalized changes in their organizations in order to cope with the challenges brought about by economic liberalization. Human Resource Management has received a great deal of attention in recent years, most notably in the fields of Human Resource Management, Organizational Behavior, and Industrial Relations. An area that demands greater understanding is that of Strategic Human Resource Management. Human Resource Management with the help of a primary study based on the viewpoints of HR managers of six different Indian banks both from public and private sector. These innovative HRM practices have been listed under seven different heads of HR practices namely recruitment & selection, training and development, performance management, compensation management, career development, employee motivation and employee security. A few of the earlier studies have also been referred for the final conclusions*

**Keywords:** Human Resource Management, Indian Banking, Recruitment, Selection