



**Online
Programme on**

Human Resource Management

in Banks and Financial Institutions

(Focus: Strategic Workforce Planning & Change Management)

September 22 – 26, 2020

(Online course duration 15 hours)

Coordinator

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(Human Resource Management Area Group)



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Pune, India**

The success of any bank/financial institution will largely depend on the effectiveness of its HRM policies and strategies. Banking and Finance are basically service oriented activities warranting both soft-skills and the sound knowledge of the banking theory and practice on the part of the work-force. Human resources are the backbones to these institutions. In such an Industry, it is ultimately the strength of the Human Resources that will translate the organisation's objectives into achievements and ensure its excellence and growth. Making HRM a strategic partner to involve it in achieving the business growth is a very crucial factor.

The role of Human Resources Management in banks & financial institutions has been evolving dramatically in recent times. The HRM has moved itself from a 'reactive' and 'maintenance-oriented' function to a proactive, path-breaking and development-oriented function. Today's HRM, apart from dealing with the conventional functions, also deals with a wide range of functions such as designing the manpower planning to suit the most dynamic, technology oriented and competitive market conditions, introducing development- oriented appraisal systems, innovating multiple reward - mechanisms, dealing with Discipline Management, re-engineering work-culture, making the organisations 'regulatory-framework' compliant and tech-savvy.

The process of HRM is rather critical in the countries like India, where, the workplace profile develops on different social, economic and cultural backgrounds. Various labour laws and the statutory obligations also influence and shape the HR structure. This situation is rather a challenge for the HR function as such, as, its efforts need to factor the critical aspects such as technological advances, increasing globalization, the rise of ever-changing work arrangements, the aspirations of the work-force and the expectations of the employers.

The HR functionaries should understand on continuous basis how to fit the human assets of the organization into the overall growth-profile of the Organization.

On the ground, it is observed that the majority of the persons who handle HR function in the banks/financial institutions in our country learn and develop HR skills "on the job" basis.

Thus, a need has arisen to augment the knowledge-base and the skills of the HR functionaries in the banks & financial institutions to meet the challenging situation emerging as above.

In the said background, the present Programme is aimed at providing an opportunity to explore the various strategies/approaches to align HRM with the business goals and imparting required knowledge to the HR functionaries.

Objectives

- To prepare the HR managers to accept future business challenges
- To align workforce planning with business strategy
- To develop the role of Training and Development in building human competency
- To involve HR in helping business heads in achieving corporate goals

Content

- ❑ Emerging challenges in banking industry
- ❑ Understanding aspiration of young and senior employees
- ❑ Strategic workforce planning
- ❑ Performance Management System
- ❑ Work From Home (WFH)
- ❑ Staff productivity and staff profitability
- ❑ Judicious Identification and Placements of Branch Head, Functional Heads
- ❑ Training & Development Plan Training need analysis
- ❑ Talent Management
- ❑ Change Management
- ❑ IT usage in HR Management
- ❑ Managing human resources; listening skill

Target Group

The programme is meant for HR Officers in Scale II to Scale V who are working in Personnel/HRM Department at Corporate office/Zonal/Regional/ Circle offices.

Modalities

This online course will have 15 hours of engagement time spread over 5 days, which includes several self-paced study and live interactions of participants. The courseware will include the following:

- I. Reading material for self-study, Case study or exercise material and Online references
- II. Video sessions comprising of:
 - i. Pre-recorded videos sessions on several topics.
 - ii. Live video sessions by faculty or guest lecturers, for discussions, clarification of doubt, etc.
- III. Self-completion exercises will be given to participants.

Participants enrolled to the program will be provided with login id and password to enter into the learning management platform of the institute. Guidance will be provided for navigating through the various activities in the platform such as accessing courseware, viewing video sessions, participating in live sessions, taking quizzes, etc. The programme window will be open for maximum 5 days including date of commencement.

The session schedule will be provided at the start of the programme which will mention the live session timings and the schedule to be followed for watching the pre-recorded sessions.

Executives attending the programme would need internet access on a desktop or laptop with Google Chrome to enable access to live and recorded sessions.

Completion Certificate

A completion certificate will be given to the participant at the end of the programme. Participant has to remain logged in for at least the total number of engagement hours within the duration of the programme for being considered to have completed the same.

Nominations and Enquiries

Nominations are invited from both Institutions and Individuals from India and Abroad. Executives working in Banks/Financial Institution/Consulting Firms/Technology Firms in the Banking and Financial Services Domain can apply for the programme in their individual capacity.

Please address your enquiries and nominations to:

Dr Shomi Srivastava
Programme Coordinator
National Institute of Bank Management
Kondhwe Khurd
Pune 411 048, India

Tel. : 0091-20-26716000 (EPABX)

E-mail : shomi@nibmindia.org

Website : www.nibmindia.org

Last Date for Receiving Nominations: September 18, 2020

Programme Fee (per participant) for 15 hours programme

US \$ 600 for foreign participant

	<i>Fee</i>	<i>GST</i>	<i>Fee+GST</i>	<i>TDS</i>
Member Banks :	13200	2376	15576	1320
Non-Member Banks :	15500	2790	18290	1550
Individual Nominee :	15500	2790	18290	---

The fee includes the cost of tuition, access to reading material and recorded videos, etc. (Central Goods and Services Tax (GST) @ 18%, and TDS @ 10%. Kindly send the TDS Certificate on priority to NIBM).

Mode of Payment for Indian Participants

- The fee may preferably be transferred by RTGS/NEFT/ECS to our A/c No. 20002400021 with Bank of Maharashtra, NIBM Branch, Pune (IFSC Code MAHB0001124), NIBM PAN No. AAATN0040P and GSTIN No. 27AAATN0040P1ZJ.
- National Institute of Bank Management
NIBM Post Office, Kondhwe Khurd, Pune 411 048, INDIA.

Mode of Payment for Foreign Participants

Mode of Remittance: SWIFT*

1. Name & Address of our Bankers : Oriental Bank of Commerce
C-2, Shop No. 4-5, Brama Estate
Kondhwe Khurd, Pune 411 048
Maharashtra, India
2. Name of the Account : National Institute of Bank Management
3. NIBM's Bank Account No. with Oriental Bank of Commerce : Current A/C 11281131004402
4. Bank's Swift Code : ORBCINBBFCP
5. Oriental Bank of Commerce A/c No. with Correspondent Bank : 36152559
6. Preferred currency : USD
7. Correspondent Bank : CITIBANK N.A.
8. Swift code for Citi Bank : CITIUS33

*** The Foreign Bank Charges/ SWIFT charges/Commission is to be borne by the remitter. The fees mentioned in the invoice/brochure is to be paid to NIBM, net of all bank charges.**

***Payments will be accepted only through electronic mode.
Cheques/DDs/Pay Orders will not be accepted.**

- **For all electronic remittances, kindly send a confirmatory e-mail at: accounts@nibmindia.org giving details of the remitter and participant, name and dates of programme, etc.**