



Campus Programme on

Human Resource Management

in Banks and Financial Institutions

October 21 – 24, 2024

(Duration: 4 days)



Programme Director
Dr Shomi Srivastava



**National Institute of
Bank Management
Pune, India**

Introduction

The success of any bank / financial institution largely depends on the effectiveness of its HRM policies and strategies. Banking and finance are basically service oriented activities warranting both soft skills and a sound knowledge of banking theory and practice on the part of the workforce. Human resources is the backbone of these institutions. In such an industry, it is ultimately the strength of the human resources that will translate the organization's objectives into achievements, and ensure its excellence and growth. Hence, it is crucial to make HRM a strategic partner in order to achieve business growth.

The role of HRM in banks and financial institutions has been evolving dramatically in recent times as it has moved itself from a 'reactive' and 'maintenance-oriented' function to a proactive, pathbreaking and development-oriented function. Today's HRM, apart from performing the conventional functions, also deals with a wide range of functions such as designing the workforce 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 organization 'regulatory-framework' compliant and tech-savvy.

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

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

On the ground, it is observed that the majority of the persons who handle the HR function in the banks / financial institutions in our country learn and develop HR skills 'on the job'. Thus, there is a need to augment the knowledge base and skills of the HR functionaries in the banks and financial institutions to meet the emerging challenges as mentioned above.

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

Objectives

The aims of the programme is to enable the participants to:

- Accept future business challenges as HR managers
- Align workforce planning with business strategy
- Develop the role of Training / Learning & Development in building human competency
- Transform the HR department into an enabler for business heads to achieve corporate goals

Programme Contents

- ❑ Emerging HR challenges in the banking industry
- ❑ Understanding aspirations of young and senior employees
- ❑ Strategic workforce planning
- ❑ Performance Management System
- ❑ Staff productivity and staff profitability
- ❑ Competency-based judicious identification and placement of branch heads and functional heads-assessment centre methodology
- ❑ Training / Learning & Development plan and Training Needs Analysis (TNA)
- ❑ Talent management
- ❑ Change management
- ❑ IT usage in HR management
- ❑ Managing human resources - Listening skills

Target Audience

The programme is meant for HR specialist and HR Officers in Scale II - Scale V, who are working in the Personnel / HRM department at corporate / zonal / regional / circle offices.

Dates: October 21 – 24, 2024

The participants are requested to report at the venue by the evening of October 20, 2024.

Venue: NIBM Campus, Kondhwe Khurd, Pune, India

Accommodation

The programme is fully residential. Participants will be provided well-furnished, single room AC accommodation in the Institute's hostel complex in the campus. However, they would not be permitted to bring their family members to stay in the campus. In case, any officer / executive with physical / medical disability is being nominated, kindly inform us in advance with particulars of disability to facilitate necessary arrangements. The Institute has facilities for outdoor and indoor games, and a large walking / jogging trail for physical fitness besides a yoga center. Participants are therefore encouraged to bring appropriate clothes / gear.

Participants attending the programme on campus will be subject to the prevailing guidelines for educational institutes as per the notifications by the government / civic authorities.

Completion Certificate

A completion / participation certificate will be given to the participant at the end of the programme provided he / she attends the programme for the mandated hours of engagement.

Nominations and Enquiries

Nominations are invited from both institutions and individuals from India and abroad. Executives working in banks / financial institutions / consulting firms / technology firms in the banking and financial services domain can also apply for the programme in their individual capacity.

Please address your enquiries regarding nominations and programme content to:

Programme Director

Dr Shomi Srivastava

Email: shomi@nibmindia.org; Tel: +91-20-26716 319 (D); Mobile: 9922056323

Enquiries related to programme registration, accommodation, etc. may kindly be addressed to:

Programme Office

National Institute of Bank Management

NIBM Post Office, Kondhwe Khurd

Pune 411 048 (India)

Tel. : +91-20-26716000 (Board) / 26716375 / 257 / 210 / 392

WhatsApp : 7887884083 (Messages Only)

Email : trainings@nibmindia.org / progofficer@nibmindia.org

Website : www.nibmindia.org

For registrations / nominations, please login using the following link:

<https://erp.nibmindia.org/POApplication#/>

If you find any difficulty in accessing the above link, then kindly advise your IT department to whitelist **nibmindia.org** domain in the firewall.

Last Date for receiving nominations : October 12, 2024

Last Date to avail 'Early Bird Discount': October 07, 2024

Programme Fee (per participant)

US \$ 1600 for foreign participant

	<i>Fee</i>	<i>GST</i>	<i>Fee+GST</i>	<i>TDS</i>
Member Banks	: 45000	8100	53100	4500
Non-Member Banks	: 52500	9450	61950	5250
Individual Nominee	: 52500	9450	61950	-----

The fee includes the cost of tuition, teaching material, lodging facilities, etc. (GST @ 18 % and TDS @ 10%. Kindly send the TDS certificate on priority to NIBM).

As per the resolution of NIBM's 86th Finance Committee meeting held on January 31, 2023, all organisations / banks are required to make the full payment for all their nominations for the NIBM 'Executive Training Programmes / Workshops', prior to the commencement of the respective programmes / workshops. The Reserve Bank of India has given its consent for this new initiative.

Discounts

1. 5% 'Early Bird' discount for nominations received at least 15 days prior to commencement of programme.
2. **Bulk nominations:** The following discounts will be applicable –
 - (a) 6-10 nominations – 5%
 - (b) 11-19 nominations – 10%
 - (c) 20 and above – 15%

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 GST 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 | : Punjab National Bank
C-2, Shop No. 4-5, Bramha Estate
Kondhwe Khurd, Pune 411 048
Maharashtra, India |
| 2. Name of the Beneficiary | : National Institute of Bank Management |
| 3. NIBM's Bank Account No. with Punjab National Bank | : 11281131004402 |
| 4. Bank's Swift Code | : PUNBINBBDIB |
| 5. Preferred Currency | : USD |
| 6. Correspondent Bank of Punjab National Bank | : WELLS FARGO BANK NA |
| 7. Punjab National Bank A/c No.: with Correspondent Bank | : 2000193007918 |
| 8. Swift Code with Wells Fargo Bank | : PNBPU3NNYC |
| 9. IFSC | : PUNB0108810 |

*** 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 / digital remittances, kindly send a confirmatory e-mail to: accounts@nibmindia.org, giving details of the remitter, participant name, programme dates, title of the programme, etc.*

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