

Campus Programme

3 Days

October 15 – 17, 2025

# Human Resource Management

**Programme Director**  
**Dr Asha Binu Raj**



**National Institute of Bank Management**

# Introduction

The banking sector in India is undergoing rapid transformation, driven by digitization, regulatory changes, and evolving customer expectations. In this dynamic environment, Human Resource Management (HRM) plays a critical role in ensuring that banks not only attract and retain the right talent but also develop, engage, and empower employees to deliver excellence. Unlike other industries, banks face unique HR challenges such as high stress levels, skill gaps in digital banking, and the need for continuous compliance. This training programme on Human Resource Management for banking professionals is designed to provide a comprehensive understanding of HR issues and competencies needed for effectively managing human resources. Through interactive sessions, case studies, and discussions, participants will explore key areas such as talent development, competency mapping, performance management, employee engagement and HR analytics. The programme aims to equip professionals to manage people effectively and align human capital with the bank's goals.

## Objective

To equip banking professionals with essential HRM knowledge and competencies to effectively manage people, performance, and engagement in banks.



# Contents



- Challenges and Issues in HRM in banks
- Competency Assessment
- Effective training and development
- Performance Management Systems
- Employee engagement and retention
- Leadership development
- Coaching and mentoring
- HR Analytics and Metrics
- Digital transformation and HR
- Soft skills for managing people
- Grievance handling
- People-related risks and governance

## Pedagogy

The programme delivery would be through Interactive Sessions with Lectures, Case Studies and Inclusive Learning.

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 period of engagement.



## Who Should Attend?

**Middle & Senior level Bank Executives, and HR Managers**

### When?

**October 15 – 17, 2025**

The participants are requested to report at the venue by the evening of October 14, 2025.

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### Where?

NIBM Campus, Kondhwe Khurd, Pune, India

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### Accommodation

The programme will be fully residential. Participants would be provided well-furnished, single-room AC accommodation in the Institute's hostel complex. If on-campus hostel accommodation is unavailable for some reason, participants will be housed in single occupancy AC rooms in a nearby decent hotel, with transport arrangements facilitated by the Institute. However, participants will not be permitted to bring their family members in the place of accommodation. In case of nomination of any Officer/Executive having physical/medical disability, kindly inform in advance with particulars of disability, to facilitate necessary arrangements. The Institute has facilities for outdoor and indoor games and a walking/jogging trail for physical fitness. 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.

# 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 Asha Binu Raj**

*Associate Professor*

Dr Asha Binu Raj is an Associate Professor of HRM and Organizational Behaviour in NIBM. With 22 years in teaching, training, research and consulting, she has expertise in Human Resource Management, Organizational Behaviour, Leadership and Change Management, Career Management, Training/Learning and Development and Soft Skills. She publishes in HR, OB, internal branding, employer branding, employee engagement, leadership and governance, etc.

**Email: [asha.ae@nibmindia.org](mailto:asha.ae@nibmindia.org); Tel: +91-20-6904 6125 (D); Mobile: +91-9989682284**

*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 411048 (India)

Email: [trainings@nibmindia.org](mailto:trainings@nibmindia.org) / [progofficer@nibmindia.org](mailto:progofficer@nibmindia.org)

Tel: +91-20-69046000 (Board) / 69046214 / 6166 / 6210 / 6211

WhatsApp: 7887884083 (Messages Only)

Website: [www.nibmindia.org](http://www.nibmindia.org)

**REGISTER NOW**



*(In case of difficulty in accessing the link, kindly advise your IT department to whitelist [nibmindia.org](http://nibmindia.org) domain in the firewall)*



**Last Date for receiving nominations: October 05, 2025**

**Last Date to avail 'Early Bird Discount' : September 30, 2025**

### Discounts for bulk nominations:

5% for 6-10 nominations

10% for 11-19 nominations

15% for 20 nominations and above

**5% 'Early Bird' discount for nominations received at least 15 days before the start date.**

# Fees and Modes of Payment



FEE (Per Participant)	US\$ 1200 for foreign participant			
	Fee (₹)	GST	Fee+GST	TDS
Member Banks	33000	5940	38940	3300
Non-Member Banks	39000	7020	46020	3900
Individual Nominee	39000	7020	46020	—

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 the same.

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

## For Indian Participants

The fee may 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.

## For Foreign Participants

(Mode of Remittance: SWIFT)

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

For all electronic/digital remittances, kindly send a confirmatory email to [accounts@nibmindia.org](mailto:accounts@nibmindia.org) giving details of the remitter, participant, workshop dates, title of workshop, etc.

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

Modes of Payment

