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A STUDY ON RECRUITMENT AND SLECTION PROCESS WITH REFERENCE TO APGVB AND TSCAB IN TELANGANA

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ABSTRACT

The present study is a research attempt to study Recruitment and Selection in Andhra Pradesh Grameena Vikas Bank and Telangana State Cooperative Apex Bank Better recruitment and selection process in improved banking outcomes. The paper Human Resopurce Management has been prepared to put a light on Recruitment and Selection process. The aim of this research is identify general practices that banks use to recruitment and selection of employees and, to determine how the recruitment and selection practices affect banking outcomes of APGVB and TSCAB. Successful recruitment and selection practices are key components at the entry point of human resources Management in any organization. The main objective of this paper is to study the recruit and select employees of APGVB and TSCAB. The study also focus its attention to determine how the recruitment and selection practices affect the organization.

KEYWORDS

HRM practices, Human Resource planning, Recruitment and Selection.

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INTRODUCTION

Human Resource Management at APGVB and TSCAB is a process to discover the sources of Human Resource Planning to meet the Requirements of the staffing pattern and recruitment measures for making that manpower in adequate numbers to good selection of a talent employees. The main objective of recruitment is to get of manpower to meet job requirements and specifications.

Manpower planning is the first step in the process, which continues with selection and ceases with placed of the candidate. It is the next stage in the

procurement function, the first step being the manpower planning.

Meaning of Recruitment

Any organization is merely a blue print for human activity and requires people in order to function. The passage of period causes some people to develop old, to retire, to die or to become incapable. Time period of fluctuations in business cause a constant and flow in the work force. Hence employees constantly need to be replaced.

Study of human resources requirements has been made, Human Resource Management process can begin. The manpower can be brought about through recruitment and selection. Recruitments to obtain fresh supplies. Recruitment is searching for prospective applicants for present or future jobs in an organization.

The art of attracting people from who the most suitable candidate may be selected. The main aim of recruitment is to provide a huge number of applicants so that the organization will be able to select the qualified employees it needs.

Meaning of Selection

The selection is the essential phase in the process of human resources composition. The primary objective of it is to supply the organization for human resource needs and then accesses to higher productivity are possible so that, it helps an organization to achieve its goals. Therefore, a good selection of human resources within the organization put the right man in the right place, each according to his ability and its capabilities reflected positively on the functional performance in the organization. (Ebheemra and Naeem, 2008, p. 221).

According to Gareer, " The selection indicates that the selecting candidates with the requisite qualifications for positions in the organization. So, the selection should leads to the competitive advantage of the organization through HR successful selection." (Gareer, 2003, p. 406)

Need for the Study

Human Resource Management will play vital role in smooth functioning of the any organization not exempted the Regional rural bank (APGVB) and State Cooperative Bank (TSCAB). Regional rural banks and State Cooperative Banks which are rural

oriented institutions are facing stiff competition from other players in the banking sector equipped with better manpower, technology, products and efficiency. In most of the APGVB and TSCAB, The study focuses on the Human Resource

It is a recognized fact that HRM occupies a unique and sensitive position in the banking sector; no meaningful change is possible without the involvement of their employees, one of the most crucial initiatives lie in organizing and preparing its HR to the requirement of competitive banking. The source of competitive advantage can be defined as the sum total of knowledge, skills and competencies that an organization possesses. The first objective and purpose of work of human resource management is to treat employees as a valuable asset. Good HRM practices are to attract the best talent.

The performance of the banks highly depends on their HR. Hence, efficient and effective HRM practices of selecting the right. The human resource management about the study regarding to Recruitment and selection, Training and Development and promotion and Transfers, through references on the subject of the study which can contribute to the development of the work of human resources management practices in both APGVB and TSCAB under- study.

Management Practices in different levels of the APGVB and TSCAB like officer scale IV, officer scale III, officer scale II, officer scale I, office assistant, office attendant for working smoothly. It is a macro scope study concentrating on the functioning of Andhra Pradesh Grameena Vikas Bank in Warangal head office and Telangana State Cooperative Apex Bank in Hyderabad, Head Office particular.

In APGVB and TSCAB Number of New branches and posts created Human Resource Management is essential to forecast human resource requirements accurately. Once the APGVB and TSCAB is sure about the numbers and the quality of the personal required it becomes quite easy to reach a balance between demand and supply. Human Resource Management Practices helps an organization of APGVB and TSCAB .Recruitment and Selection process and Training and Development and

Transfers ,Promotions of officer scale V, officer scale IV, officer scale III, officer scale II, officer scale I, office assistant, office attendant. Human Resource Management Practices makes it possible for an APGVB and TSCAB through Common Written Exam conducted by IBPS Common Written Exam and Interview marks, Performance Appraisal Reports. Qualified people for vacancies that are filled now and also in future. To identify the Shortages and surpluses of the manpower APGVB and TSCAB so that quick action can be taken wherever required. All the recruitment and selection programmes are based on Human Resource Management Practices. More over the review of literature presented below shows that there are no studies on Human Resource Management Practices in Andhra Pradesh Grameena Vikas Bank. Hence, it is felt that there is need for Comparative study on Human Resource Management Practices Andhra Pradesh Grameena Vikas Bank and Telangana State Cooperative Apex Bank.

RECRUITMENT AND SELECTION PROCESS IN APGVB AND TSCAB

Recruitment and Selection is the whole knowledge, skills, creative abilities, talents and aptitudes of an organization's work-force as well as the values, attitudes and benefits of an individual involved. Recruitment and Selection is the most vital of an organization, not money or physical equipment. Banking industry performance and resulting productivity are directly proportional to the quality and quantity of human resources.

Now we shall discuss in detail different aspects of Human Resource Planning, Recruitment and selection with special reference to APGVB and TSCAB in the following pages.

Manpower requirement of APGVB

Recruitment and selection process through Common Written Exam conducted by IBPS (CWE)

Review of Literature

In this context, the Recruitment and selection has to play a pivotal role in tuning the performance of the banking sector in relation to the needs of the business. Various studies, with different dimensions

of Recruitment and selection, have been made over a period of time.

Mrs. TanvirKagam (2008), in her thesis on challenges of HRD to pace with globalization, National University of Modern Languages, Islamabad, the study highlighted the challenges thrown by globalization which requires proper manpower planning and human resource development to strengthen the performance of the organization. The study is specifically related to the field of education.

B. Mohammed Ghouse (2011), in his research thesis "HRD Practices in regional rural banks - A study with a reference to Andhra Pradesh Pragathi Gramina Bank" has focused his attention on the process of recruitments, promotions and career path of the employees and holds that employees participation and incentives are essential measures to improve the performance.

Dr. K.C. Chakrabarthy, Deputy Governor, RBI, HR Conference of Public Sector Banks at Mumbai (June 1st, 2012) holds that management of people and management of risk are two key challenges facing the banks and efficient risk management may not be possible without efficient manpower planning. Further, he stressed that the entire spectrum of HR practice requires revolutionary changes, if the banks have to survive.

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Fogaca and Coelho Junior (2015) Thus, there is a consensus that HRM practices produce superior organizational performance when used together and in an integrated way with the business strategy (EZZAMEL, LILLEY and WILLMOTT, 1996, GUEST and HOQUE, 1994). The research identified that satisfaction is very important to obtain better performance indices. And this is also true for small companies, as is the case of the recent study by Machado and Fischer (2017), when identifying that incorporated HRM practices are still very basic, and need further development so that they become a strategic element for the organization.

Objectives of the Study

To Study the Recruitment and Selection process in APGVB and TSCAB

METHODOLOGY OF THE STUDY

The present study is based on secondary data. The Secondary data have been obtained from the following sources:- For the collection of secondary information and data sources like Published annual reports of APGVB and TSCAB. Different policies of selected RBI bulletins, periodicals, articles, thesis, press reports. Various published schemes and service provided by selected APGVB and TSCAB to customers. Published and unpublished research studies of various research scholars. Journals, magazines and newspapers published by different organizations and institutions like Government report, RBI, NABARD. Documentary sources of APGVB and TSCAB. Also from Banks and several libraries by the researchers, which are as follows:- Central Library of Acharya Nagarjuna University, Nagarjunanagar, Guntur district, Andhra Pradesh. APGVB back volumes, annual reports from head office Warangal, Telangana. TSCAB back volumes, annual reports from head office Hyderabad, Telangana.

Sampling

The Andhra Pradesh Grameena Vikas Bank and Telangana State Cooperative Apex Bank in Telangana state has been selected for the study purposefully Andhra Pradesh Grameena Vikas Bank has been operating with 774 branches and Telangana

State Cooperative Apex Bank has been operating with 799. The total sample comes to 24 branches.

There are as many as 3386 and 545 employees working in all the branches and they have been classified category-wise, such as officers, office assistants and sub-staff. Out of the total number of employees i.e., 3386, only the officer cadre and office assistants are taken for the study, which comprises of 1914 employees. The sub-staff are ignored as most of them are uneducated and under educated and unable to respond. A sample of 10% of employees is selected on the basis of stratified random sampling method. The sample consists of 184 officers and 146 office assistants. Hence, the total sample comes to 330 employees. Simple random sampling technique has been employed in this study only the Telangana districts are covered for the study.

Scope of the Study

The scope of the study is limited to the manpower planning in APGVB head office Warangal and TSCAB head office Hyderabad. Recruitment and Selection has gone to extreme level at present because it has to reach the requirement of the regional rural banks and Coparative Banks. Because of core competency among the banks there is a necessity of planning Recruitment and Selection the scope is limited to head office Warangal and Hyderabad.

DISCUSSION

The study Recruitment and Selection in APGVB and TSCAB banks has been made mainly on the basis of secondary data. The policies and practices with respect to recruitment, selection have been studied for public sector banks.

The Recruitment and Selection of the candidate is one of important criteria for any organization. The selection is done on various parameters such as; Score of IBPS (CWE), experience, qualification, suitability, interview and written test. The following table I mentions the standards for a selection of the candidate.

The above Table No.1, reveals that 73.93% of the respondents indicate Score of IBPS (CWE) is the standard criteria for selection of a candidate, 8.19%

indicate Qualification is also one of the criteria for selecting a candidate, 17.87% indicate interview of the candidate towards a particular job is also one of the criteria for selection of Candidate. Hence, it is suggested that qualification followed by Score of IBPS (CWE) should be given top priority while selecting a candidate for the organization.

The selection method adopted by APGVB is different for different cadres and rank. For group A i.e., officers grade, the selection is done by a panel of selection committee which consists of the Chairman of the bank who heads the committee, one member nominated by NABARD, one member nominated by the sponsoring bank, and one member from SC/ST category.

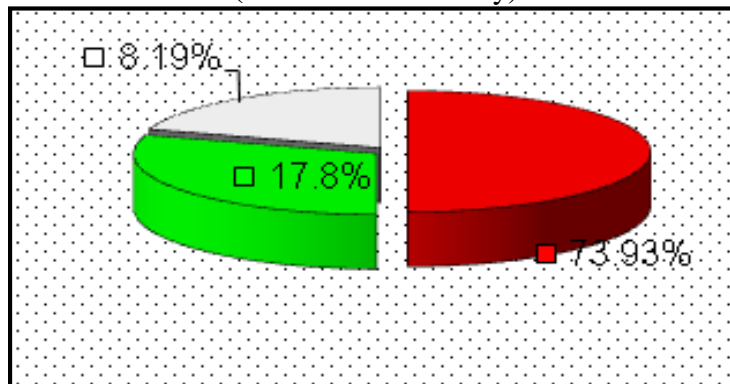
For Group B i.e., office assistants, the selection panel consists of General Manager of APGVB, who heads the committee, one member each from NABARD and sponsor bank, one member each from minority category and SC/ST category. For Group C, i.e., office attendants, the selection panel is headed by the General Manager, one chief general manager of APGVB and one member each from the NABARD, sponsor bank and SC/ST category.

It is suggested that qualification followed by Score of IBPS (CWE) should be given top priority while selecting a candidate for the organization.

Table No.1: Standard for Recruitment and Selection of the Candidate

S.No	Parameters	Response of respondents	Percentage
1	Score of IBPS (CWE)	244	73.93
2	Interview	59	17.87
3	Qualification	27	8.19
4	Total	330	100%

(Source: Field survey)



CONCLUSION

Recruitment and Selection plays a crucial role in APGVB and TSCAB. The skills of manpower are significant in case of service organizations, where the very nature of functioning, needs all these qualities of employees. The aspect of Recruitment and Selection also assumes importance in present day conditions in APGVB and TSCAB. The APGVB and TSCAB in particular are entering into various innovative areas of services of their customers. This enlargement of jobs needs enhancement of capabilities and potentialities of

employees. Improved performance of bank through enhanced capabilities of its employees leads to the improved social image of the APGVB and TSCAB. Recruitment and Selection through IBPS (CWE) and Promotions are based on seniority in turn satisfies of employees. So, employees are to be given a chance to develop their capabilities like skills and knowledge through various means like carrier planning, growth and training. Enhancement of capabilities leads to better performance of the job.

The study further reveals that major factor involved in recruitment process is through IBPS (CWE). Job

opportunities and good salary package. Due importance is given to qualification and experience, while selecting candidate and the induction program given does not cover wide range of topics related to organizational issues, benefits, career growth, culture, job duties and this needs to be given lot of importance.

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CONFLICT OF INTEREST

We declare that we have no conflict of interest.

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