

# **HUMAN RESOURCE PLANNING AND DEVELOPMENT**

**Ms. Revati Ramrao Rautrao**

**Dr. Vidya Arun Nakhate**

**Dr. Rajendra Jarad**

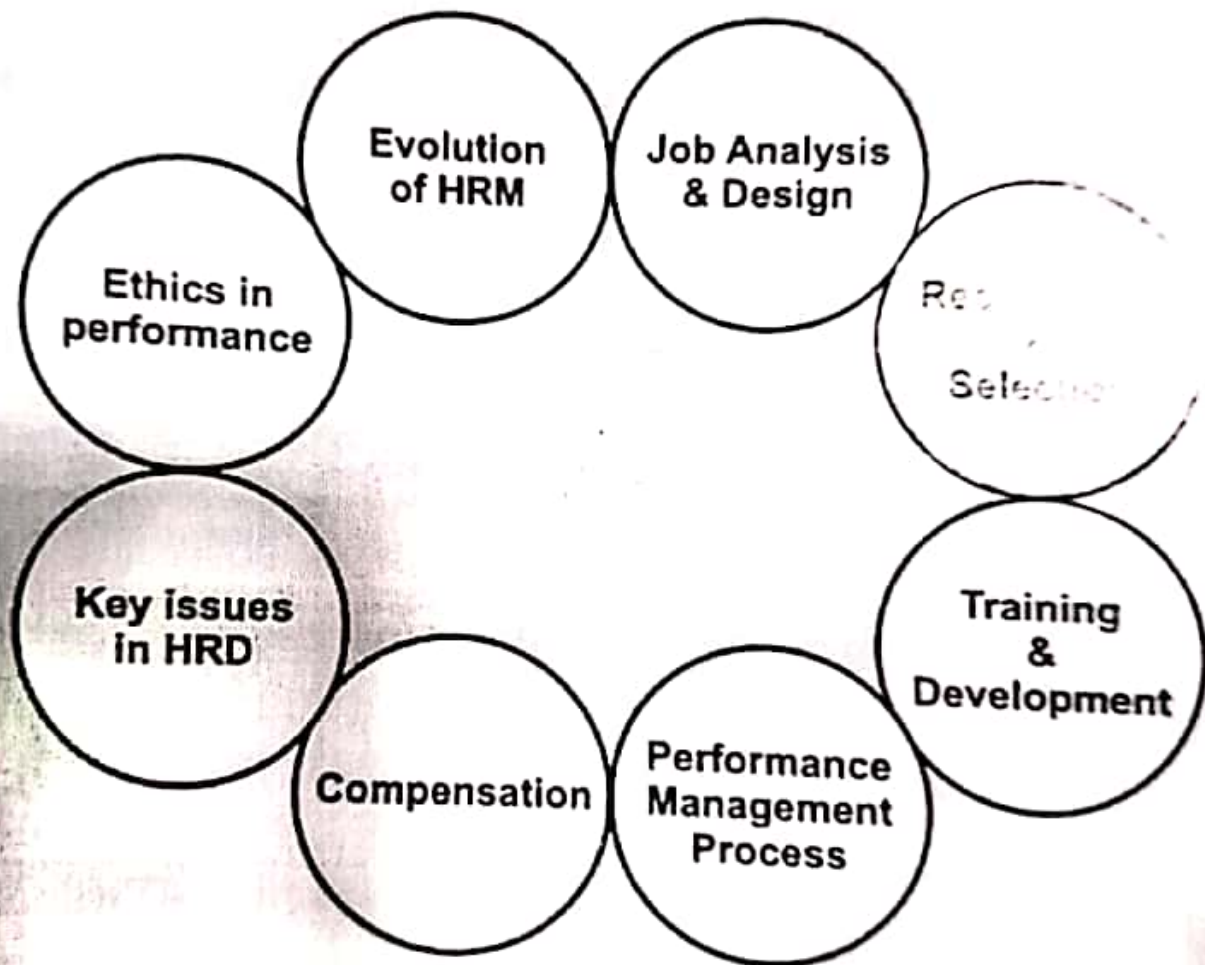
**Dr. Sangeeta Birjepatil**



**AJANTA PRAKASHAN**

Jaisingpura, Aurangabad. (M.S.)

# HUMAN RESOURCE PLANNING AND DEVELOPMENT



**Ms. Revati Ramrao Rautrao**

**Dr. Vidya Arun Nakhate**

**Dr. Rajendra Jarad**

**Dr. Sangeeta Birjepatil**



**Ajanta  
Prakashan**

❖ **Human Resource Planning and Development**

❖ **Ms. Revati Ramrao Rautrao**  
**Dr. Vidya Arun Nakhate**  
**Dr. Rajendra Jarad**  
**Dr. Sangeeta Birjepatil**

❖ © Copy Right & Reserved with Author

❖ **Publisher**

**Ajanta Prakashan**

ISO 9001 : 2008 QMS

ISBN ISSN

Jaisingpura, Near University Gate, Aurangabad. (M.S.)

Cell : (0240) 2400877 Mob.: 9579260877,

9822620877

ajanta5050@gmail.com

www.ajantaprakashan.com

❖ **Cover Design**

Gaurav Kachru Kumawat

Ajanta Computers & Printers

Jaisingpura, Aurangabad.

❖ **Printer**

Ajanta Prakashan, Aurangabad.

❖ **First Edition**

**25 May, 2020**

❖ **ISBN-978-93-83587-93-3**

❖ **Rs : 250/-**  
**(Two Hundred Fifty Rupees)**





# CONTENTS

CHAPTERS	Page. No.
1. Growth and Developments of HRM to Human Resource Capital	7-35
2. Manpower Planning and Recruitment	36-53
3. Training and Development	54-71
4. Performance Appraisal Management System	72-81
5. Performance Management System	82-104
6. Performance Appraisal	105-114
7. Implementing Performance Management	115-120
8. Ethics In Performance	121-133
* Bibliography & References	134-135





**Ms. Revali Ramrao Rautrao** (B.Com., B.Ed., B.A.M.A., M.Phil., PGD.B.M., MBA in HRM, Post Appen) Assistant Professor in Dr. D.Y. Patil Vidyapeeth's Global Business School and Research Centre, Pune. She has contributed twenty nine research papers published in National & International Journals out of which five are in Scopus listed, Nine are UGC listed journals and two in Web of Science Listed Journal. She had presented sixteen papers in National & International Conferences and Seminars and Various Training Programmes, her innovative idea of "Method for providing Internet network using Neural Network" is patented by GOI



**Dr. Vidya Anun Nakhate** (Ph.D. HET, M.Phil. BA Addn., MBA B.Pharm) Professor and Research Guide in Dr. D.Y. Patil Vidyapeeth's Global Business School and Research Centre, Pune. She has contributed Fifty Five research papers published in National & International Journals out of which Six are Scopus listed, Nine are UGC listed journals and one in Web of Science Listed Journal. She had presented Eighteen papers in National, International Conferences and Seminars including International Marketing Conclave in Madrid, Spain. She had attended Fifty-five State, National and International Conferences, Webinars, Workshops and FDPs. She had achieved the Best paper award in National Seminar as well. Under her guidance Three research scholars had awarded Ph.D. from Dr. D.Y. Patil Vidyapeeth, Pune. Her innovative idea of "Method for providing Internet network using Neural Network" is patented by GOI.



**Dr. Rajendra Jarad** has completed his Ph.D. from Department of Management Science (PUMBA), Savitribai Phule Pune University, Pune (SPPU) in Marketing Management. He is part of the MBA with marketing specialization from Institute of Management which is affiliated to University of Pune. He is working as a Professor with Dept. of MBA, Dr. D.Y. Patil Institute of Technology, Pimpri, Pune. He has received International Research fellowship at Universidad Politecnica de Madrid (UPM) Spain through European Union.




**Dr. Sangeeta Birjepatil** (B.Sc., MPM, LL.B., Ph.D.) Director in Abhinav Education Society's, Institute of Management & Business Administration, Akole. Industrial experience of 16 years working in the Human Resource department of Hindustan Antibiotics Limited (HAL), a Govt. of India Undertaking (PSU) who are pioneers in the manufacturing of Penicillin. She is an approved candidate for Labour Welfare Officer. Besides this, she has a teaching experience of more than 11 years in various educational institutes. She has attended 27 State, National and International Conferences, Seminars, Workshops. She has also presided as a Chairperson in 2017 at the International Conference on Media Studies (ICMS 2017) at University Utara Malaysia. She has been awarded numerous awards for her splendid work in HR such as "Performance Award" by HAL in 1995, Felicitated by State Government and "Essay writing on Industrial Safety in 1998 and in 1996 for Essay writing on Oil Conservation.





[Home](#)
[Journal ISSN](#)
[Editorial Board](#)
[Publication Fees](#)
[Subscriptions](#)
[Book ISSN](#)
[Awards](#)
[Indexing](#)
[Galleys](#)
[Contacts](#)


**Ajanta Prakashan**

[Newark Express](#)

**Ajanta Journal**

An International Multidisciplinary Quarterly Peer-Reviewed Journal  
 Volume 10, Issue 1, 2022

ISSN: 2455-1221 (Print)  
 ISSN: 2455-1239 (Online)

Copyright © 2022, All rights reserved.

Year	January - March	April - June	July - September	October - December
2022	Part 1 Part 2 Part 3	Part 4 Part 5	Part 6 Part 7 Part 8	
2021	Part 1 Part 2 Part 3	Part 4 Part 5	Part 6 Part 7 Part 8	Part 9 Part 10

EN 4:28 PM 10 Jul 23





Mahatma Gandhi Vidyamandir's

# Institute of Management & Research

Panchavati, Nashik

## 5th NATIONAL CONFERENCE

On

### Education : Gen Next

Under QIP of Savitribai Phule Pune University

20th & 21st January 2017

### CERTIFICATE

*This certificate is proudly presented to*

*Dr./Mr./Ms. KIRAN D. GONTE.....*

*From ABHINAV Edu. Society's I.M.B.A. AKOLE.....*

*for the research paper in absentia/presented on the topic*

*Exploring the factors influencing Consumer's choice  
of Retail store, when purchasing food & Grocery products.....*

*Dr. Apoorva Prashant Hiray (MLC)*  
Director General

*Dr. P. B. Suryawanshi*  
Director



**DIRECTOR**  
AES's Institute of Management &  
Business Administration, Akole

17/05/2023, 11:39 AM



**UUM**  
Universiti Utara Malaysia



# **CERTIFICATE** of APPRECIATION

THIS CERTIFICATE IS RECOGNITION OF

**PROF. KIRAN D. GONTE**

as  
Presenter

## **ICMS 2018**

2nd International Conference on Media Studies 2018

29, 30, 31 August & 1 September 2018  
School of Multimedia Technology and Communication (SMMTC)  
Universiti Utara Malaysia

**AZAHAR KASIM**  
Director ICMS 2018

School of Multimedia Technology and Communication  
UUM College of Arts and Sciences  
Universiti Utara Malaysia





स्वायत्त गुरुदत्ता ।  
Abhinav Education Society's

Approved by AICTE, New Delhi, Recognised by DTE (Govt of MH) and Affiliated to Savitribai Phule Pune University, Pune

Dhamangaon Awari Road, Akole, Dist. Ahmednagar M.S. 422 601

Tel.: (02424) 221283, 223458, Fax : (02424) 223943

DTE Code : MB5320

Unipune PUNCODE : IMMA017220

Date / /20

Date: 29 August 2018

To,  
Dean  
School of Multimedia Technology and Communication  
University Utara Malaysia  
Sintok, Kedah, Malaysia

At: Azahar Kasim

Greetings from Abhinav Education Society's, Institute of Management & Business Administration,  
Akole, Maharashtra, India.

We would like to inform you that your group and our staff have discussion about Memorandum of Agreement (MOA) on research collaboration between lecturers from two universities at School of Multimedia Technology and Communication (SMMTC) on 29<sup>th</sup> August at University Utara Malaysia, Malaysia.

Based on the discussion we come out with this topic to do research together:

**A Strategical Analysis of YouTube Comment in Campaigning of Primary Educational Reforms in Rural Areas: Comparison between Malaysia and India.**

So, we hope to have your participation in this worthwhile research project in our pursuit to continuously provide significant experiences for our relationship for both university.

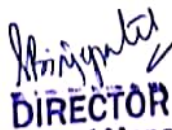
Thanks and keep up the great work!

Sincerely Yours,



**DIRECTOR**

AES's Institute of Management  
& Business Administration, Akole



**DIRECTOR**

AES's Institute of Management &  
Business Administration, Akole



Website : [www.abhinavimba.com](http://www.abhinavimba.com)

E-mail : [abhinavimba@gmail.com](mailto:abhinavimba@gmail.com)

# CONCEPTUAL STUDY OF HR PRACTICES IN HRM RELATED TO UCBs IN MARATHWADA

Dr. Vidya Nakhate<sup>1</sup>, Ms. Revati Ramrao Rautrao<sup>2</sup>, Dr. Sangeeta Birje Patil<sup>3</sup>

<sup>1</sup>Professor & Research Guide, Dr. D. Y. Patil Vidyapeeth's, Global Business School & Research Centre, Tathawade, Pune, India.

<sup>2</sup>Assistant Professor, Dr. D. Y. Patil Vidyapeeth's, Global Business School & Research Centre, Tathawade, Pune, India.

<sup>3</sup>Director, Institute of Management & Business Administration Pune, India

Received: 14 Feb 2020 Revised and Accepted: 25 March 2020

**ABSTRACT:** The analysis is to rationalize the banking activities that prosper on the skills of HR. Earlier in India, Banking was a flourishing business. Initially, the producing homes based banks with a read to manufacturing capitals for artistic activities and HR accessible to security, liquidity, and truthful returns to the investors briefly banking were thought about as a conventional business until 1969. Once major banks were condemned by the govt. of India. However once the nationalization of banks ceased to be thought about for providing grant agencies just for the industrial sector and developed a spirited tool of social amendment a lot of the analysis knowledge are procurable in support of the proposition that there may be an exceptional growth of banking system. Banking is currently a part of the larger monetary industry and variety of players within the market and also the variety of facilities offered are increasing, thereby suggesting a lot of sturdy competition. Understanding the standing of consumers in company culture the UCBs HR unceasingly upgrading the talent of the resources together with human resources in a company for guaranteeing growth and maintaining the pre-eminent position. A considerable study has will be created on the HRM aspects of UCBs. During this space, the banking system wants vital modifications within the basic premises for human resource management and development.

**KEYWORDS:** Human resources policies, HRM, UCB's, HR, Performance.

## 1. INTRODUCTION

Banks as a company are made up of a variety of people who struggle to realize the organization's goals. HR encompasses a substantial angle on gain, ability and overall structure potency. It varies from each other in their basic mental talents, skills, approaches, qualifications, and additionally a behavior that interpret for their intricate behavior patterns and emotional makeup. Such distinction gets accrued after they join forces with each other in a group or in a company. This makes numerous kinds of management, values, feelings, beliefs, and opinions of the workers. They need to be given so as to require risks, assume innovatively, and handle new issues. In a very modest atmosphere, staff of any enterprise HR the key issue for deciding the success of the firm, in general, and cooperatives particularly. The HRM approach of cooperative banks has been taken from the wrong perspective and their monetary presentation worries as a result rather than specializing in a way to execute strategy through the performance of the workers in several cooperative banks, the primary priority is value management and also the focus typically begins with the HR perform. Indian cooperative banking movement has versed 100 years of its existence. At constant time, human resources management has been a neglected field in cooperative banks over a amount of your time and poor image of cooperative bank staff within the society affects their morale. Solely recently their has been bigger recognition of this perform. during this paper, a shot has been created to investigate the practices of human resource management and also the challenges baby-faced within the achievement and retention of economical personnel for managing the complicated affairs of cooperative banks. World over, the technology-driven channels like ATM, web banking, and mobile banking have reduced walk-in-customers at the bank branches. However, in India, it is discovered that the shoppers still find it tough to use these technology-based channels and that they HR lighter in ancient banking over the counter in person to confirm error-free and risk-free banking service. Whereas troubled to supply higher and economical service at the counters, the employees is additionally confronted with varied regulative norms to mitigate risks in operations. This clearly establishes that staff of cooperative banks play a important role in managing not only the 'transaction' of a customer however additionally a future long-run relationship with them.

