

## Changing Pattern of HR Practices in Indian Banking Organisations

**Prachi Bhatt**

Associate Professor  
FORE School of Management  
New Delhi – 10016  
e-mail: [prachi@fsm.ac.in](mailto:prachi@fsm.ac.in)

### *Abstract*

*There has been a radical shift in the economic landscape not just in India but across the globe with the shift in workforce- diversity, expectations and leadership challenges. Today, the volatile market sentiment poses unique dilemmas before HR leaders. Improved HR priorities and practices can lay the foundations for a high-performing sector making a great recipe for achievement of strategic goals. The challenge of change in HR practices regarding attracting, retaining and motivating, determine the competitiveness of banks substantially. Thus this paper, as part of a larger study, attempts to surface the changes in HR approach to hire right people, and retain them. Equally important is that right employees are motivated to perform. Analysis of the data received from the respondents who are bank employee, the paper explores the changing HRD paradigm in banking organizations (both public and private sector) and its pattern of change. Also, drawn and discussed the practical implications of the findings.*

**Key Words:** Changing HR practices, High Performing Banks, Managing Talent, Attract, Retain and Motivate Talent, High Performance HR Practices.

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