

Human Resource Management Practice in banking Sector of Bangladesh

Submitted To

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Letter of Transmittal

October 4, 2021

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Subject: Submission of the Project on Human Resource Management Practice in Banking Sector of Bangladesh

Dear Sir,

I'd like to consider your attention to the matter that I've submitted my Project Report named **"Human Resource Management Practice in banking sector of Bangladesh"** which you gave your approval for the Study project's finalization.

In my report, I have sought to address acquired experiences and knowledge from a suitable resource perspective, as well as to make a report that is as well-written and informative as achievable.

In any case, I'd want to express my sincere gratitude for your assistance and guidance in preparing this report.

As a result, I'm giving my report in the hopes that you'll recognize the value in my practical and precise technique. If you need any more explanation or elaboration, or if you have any questions regarding the report.

You're sincerely,

Shaira Taspia Arma

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Acknowledgement

All honors to Almighty GOD who has shown me the grace of allowing me to complete my report within the allotted time frame. With advice and support from sympathizers, a long-term project can be successful. I'd want to expressing my thankfulness and pleasure to everyone who motivated me to finish this assignment.

First and foremost, I am thankful to Prof. Dr. Mohammad Badruddoza Mia, my project's supervisor, for allowing me to create the report and for assisting me tremendously in improving the report's contents. This study would not have been feasible without his help and recommendations, and she would have offered invaluable guidance in order to complete the assignment effectively. I appreciate her presenting me with such a significant topic as my project report.

Lastly, I'd like to thank them all for their useful recommendations and knowledge for this report, and I'd like to accept their sincerely apologize in the absence of acknowledgment, as this report would be unsatisfactory without their help.

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Executive Summary

The banking business is a vital component of our country's economy, and it is always improving. Each understudy is required to write a report on their particular heading premise. Preparing and Advancement is my job title. In this study, I looked at Human Resource Practices in Bangladesh's Banking Sector.

There are a variety of methods for gathering information, and I use one of them to organize my job. I visit a limited number of banks to obtain information for my report. I met with the branch officer and was granted permission to speak with the personnel with his consent. I learnt about the corporation's complete training and improvement program, as well as their offices, at this location.

Any corporate business environment is laser-focused, and the challenge's success is highly based on the presentation of the people involved. The financial business is a service-based industry that uses human resources to deliver numerous administrations to its clients in various ways. Human resources that are well-prepared can have a major influence on the financial business's success.

Chapter 01

Introduction

The main objective of this research is to look at the whole HR Management procedure of different Bangladeshi banks. It also seeks to learn about the various HRM departments' roles as well as the bank job search preparation. Talk about hiring & hiring procedure. A detailed image of present labor market is generated.

All administrative systems and procedures which have a high influence on or have an impact on the individuals that work for companies, or its human capital, are referred to as human resource management.

1.1 Objectives of Study:

Every project has a distinct goal. An assessment without a goal will not be able to achieve its goal. The major goals of this study are to determine the entire HRM process of several Bangladeshi banks. The following are the goals of the study conducted at the banks:

- Understanding the full HR management process at the financial institution
- Understanding the roles and responsibilities of multiple HRM departments
- Understanding the Bank's job plans
- to learn about the hiring process
- To learn more about compensation and benefits
- Make an accurate analysis of Bangladesh's related to working condition.

1.2 Scope of the study:

“HRM practice in the Banks of Bangladesh”

First & foremost, it will aid in gaining a thorough grasp of the Human resources department & its methods of operation, and its essential functions in the organization.

Secondly, human resources are still a growing idea in Bangladeshi, and institutions like bank place a great importance on this area, therefore this report will also help the organisation.

Finally, it will stimulate more research in this field as well as give valuable criteria for this sort of study.

1.3 Type of research:

The research was done to answer a specific question, making it an Applied Research for perspective of Objective.

The study was a descriptive study from the perspective of function since it was performed to understand about Hr activities.

The research was performed among workers of the HR Departments & various HRM related department from banks by asking those questions utilizing some required human resource processes and papers, according to the Research Place.

1.4 Data collection:

There are two sorts of data collected: primary and secondary.

1.4.1 Primary data collection:

Direct interviews and informal talks were used to obtain all of the relevant primary data. Primary data is collected using the following methods: Free and open- questions were posed during an interview with the branch's employees.

1.4.2 Secondary data collection:

The yearly report is used to gather secondary data. The company's previous report Information about the organization that is publicly available

1.5 Data analysis:

For evaluating descriptive research data, there is no special analysis tool. The focus of this research is on HR operations in banks.

Chapter 2

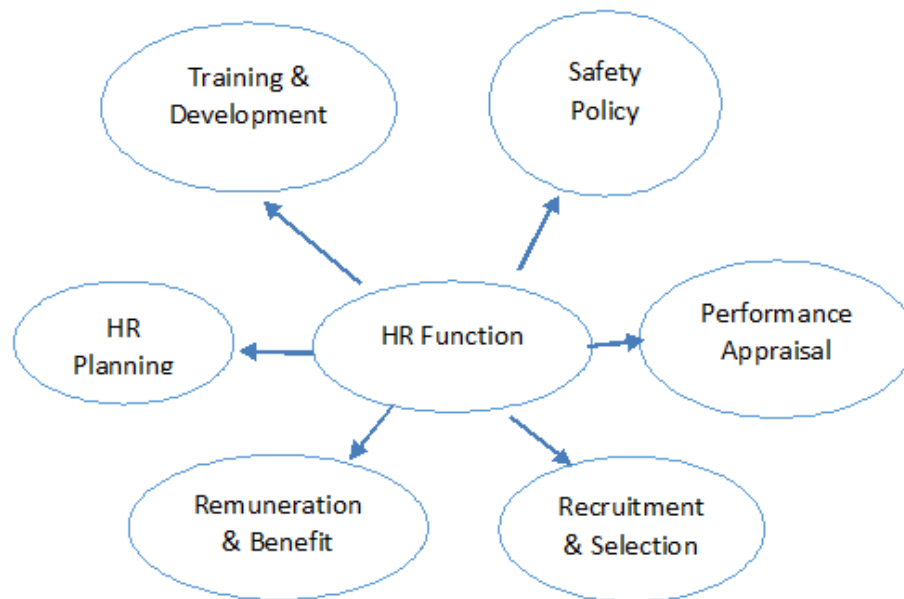
Literature Review

Human Resource management has gotten a lot of attention recently because of this increased focus. This better perspective is the result of the awareness that an organization's people are what make it possible to reach its goals. Importance of human resource all decisions and actions that affect or influence the people who work for the company.

2.1 Functions of HRM:

The HR management's job involved designing, planning, and evaluating projects and initiatives that directly employ the association's human resource management. Workers and their connections between organizations are managed by this dept.

Elements of HR Function



Recruitment & Selection:

The choice interaction begins with identifying the ideal candidate for the written test, oral conversation, and enjoyment, following by a meeting for the purpose of employment on particular issues and selecting the best candidates. It is via enlistment that qualified candidates can be welcome via media, TV, and internet notices.

Human resources planning:

The number and kind of officials expected to achieve a typical vision are resolved by human resources management, which is a component of human asset management for executives. Staffing and worker training are important methods for human corporate governance. An essential part of this project is collecting information on human reclamation supplies through with a monitoring program.

Training & development:

As a Human Resource Instructor, one's main objective should be to provide one's workers with the necessary and skills they need to do their jobs effectively. Several organizations offer training for staff who are impacted on employment success. Large organizations regularly have training programs that educate employees for a large degree of responsibility inside the organization.

Performance appraisal:

Managers of hr department have the ultimate responsibility of designing and maintaining methods of performance assessment. The Evaluation Information provides a framework for salary, promotions, and disciplinary proceedings, each aimed at encouraging employee productivity. In additional, it provides the relevant information so that the worker is aware of the implications.

Remuneration & benefit:

One of the core functions of the role is payment and incentives, which must include arrangements for maternity leave, workers' compensation for accidents, and death of an employee in performing. Compensation should include time and benefit of the salary, as well as provisions for sickness, maternity benefits, and a maximum bonus.

Safety policy:

If certain responsibilities fail or are regarded to occur, an organization is liable to take action prosecutable in the case of criminal negligence.

Employee healthy measure:

Maintain sanitizing, removing, and controlling waste, building a healthy working atmosphere, cleaning freshwater, and cleaning materials.

Employee safety:

For avoid risk in the workplace, maintain health and safety of employees because organization is accountable for these workplace or work-related occurrences

Motivation:

Improve employee morale by using remuneration & perks, workplace conditions, organizational policies, or the workplace brand's image.

2.2 Importance of HRM:

Human resources specialists are key to each and every organizational progress. Their work requires a level of human resource management complexity that has not been seen previously. As expected, the company's standing has improved. Even for the name was revised. Despite the fact of personal and human resources management sometimes are used equally, they are in truth quite separate.

2.2.1 Philosophy:

The institution's personnel collaborates with the members. The main goal would be to place the appropriate putting the appropriate right person in the right positions and turning them into assets for the financial institution.

2.2.2 Objective:

The institution's personnel collaborates with the members. The main goal is to put the appropriate people in the right positions and turn them into an asset for the financial institution.

- Organizing work requirements and deciding on a position rival.
- Competitors are chosen based on their position.
- Orientation and training for new representatives
- Managing pay rates and wages
- Providing incentives and benefits
- evaluating the incarceration
- Getting in Touch
- Advancement and training
- Developing speaking on behalf accountability.

Chapter 3

Banking Sector in Bangladesh

The meaning of a bank differs from country to country. More details may be found on the appropriate country's website (below). Under English justification law, a financier is described as a person who participates in the business of keeping money, which would be described as:

- Keeping up-to-date records for his clientele
- Cashing cheques drawn on his account
- Collecting cheques on behalf of his clients.

When it comes to disputable instruments, such as checks and bills of exchange, most legal provisions include a bill of exchange regulation that defines the phrase financier. Among the investors, despite if they are fused or not, a wide array of individuals interested in administering a statement (Section 2, Interpretation).

2.1 History of Bank:

Historically, banks were sacred buildings built in the third millennium B.C., according to researchers. Grain and other valuables such as animals, agricultural machinery, and costly gold and silver were managed to keep in compressed panels that were ready to take until they were picked up. As a result of globalization and the development of international commercial activity, finance has emerged as a critical engine of economic growth.

2.2 Banking History of Bangladesh:

Bangladesh's currency, the taka, was valued at between 7.5 and 8.0 US dollars at the moment of liberation. Except otherwise noted 1978, the taka's value against the dollar decreased every year between 1971 and 1987. Bangladeshi first used the compensating finance office a member of the International Monetary Fund to assist balance this miracle (IMF- - see Glossary).

2.3 History, Function, and Organization Structure of Bangladesh bank:

After Bangladesh gained its independence from Pakistan in 1971, the State Bank of Pakistan's Dhaka branch was taken over and renamed Bangladesh Bank by the newly formed state-owned Bangladesh Bank. It was completed according to the Bangladesh Bank Order of 1972 and the bank began operating on December 16, 1971.

Capacities:

When it comes to maintaining value adequacy, Bangladesh Bank holds all of its public bank capabilities, dealing with Bangladesh's far-flung exchange markets, holding gold reserves, and overseeing its business dealings with record-breeding regions. The Bangladeshi central bank, like all public banks across the world, is a "Last Resort Credit Specialist," acting as both a dealer for the government and a debt collector.

Affiliation:

The Executive Committee, which is made up of equally is in charge of the bank's day-to-day operations and is led by the Chief.

Conversion scale:

The USD/BDT sale and purchase rates are based on the previous day's most significant and least important interbank market trading rates. Seller banks establish the Taka trading rates for bank-to-client exchanges depending on the request supply connection. For Bangladesh Bank's buy or selling dealings with the government or someone else foreign organizations, the trade rates are utilized as a reference rate.

2.4 Overall Banking System of Bangladesh:

There wasn't a clear evaluation framework in place to identify creditworthy borrowers and their actions. They were frequently instructed by political specialists and didn't have a choice in who they borrowed money from or who they could lend it to. While the creditor system managed allowance aid for private individuals who qualified for propels on political rather than money-related grounds, the borrowers were doomed to fail on their debt. Beginning in 1987, The National Commission on Monetary, Debt, and Banks proposed major reforms in Bangladesh's approach to monetary intermediation.

2.8 Number and types of Banks:

In Bangladesh, there are now 49 banks. There are additionally 12 worldwide banks, 28 local personal business banks, and four Developmental Financial Institutions in addition to the four NCBs (DFIs).Bangladesh Bank is in charge of overseeing and coordinating all activities. The BB is now working on a change to ensure that banks only hire qualified employees.

Number and Types of Banks

SL	Nationalized Commercial Banks (NCBs) (05)
1.	Sonali Bank Limited
2.	Janata Bank Limited
3.	Agrani Bank Limited
4.	Rupali Bank Ltd
5.	Pubali Bank
Private Commercial Banks (PCBs) (30)	
1.	Uttara Bank
2.	National Bank Ltd.
3.	The City Bank Ltd.
4.	United Commercial Bank Ltd.
5.	Arab Bangladesh Bank Ltd.
6.	IFIC Bank Ltd.
7.	Islami Bank Bangladesh Ltd.
8.	BRAC Bank Ltd.
9.	Eastern Bank Ltd.
10.	National Credit & Commerce Bank Ltd.
11.	Prime Bank Ltd.
12.	South East Bank Ltd.
13.	Dhaka Bank Ltd.
14.	Al-Arafah Islami Bank Ltd.
15.	Social Investment Bank Ltd.
16.	Dutch-Bangla Bank Ltd.
17.	Mercantile Bank Ltd.
18.	Standard Bank Ltd.
19.	One Bank Ltd.
20.	EXIM Bank
21.	Bangladesh Commerce Bank Ltd.
22.	Mutual Trust Bank Ltd.
23.	First Security Bank Ltd.
24.	The Premier Bank Ltd
25.	Bank Asia Ltd.
26.	The Trust Bank Ltd.

27.	Shah Jalal Islami Bank Limited
28.	ICB Islamic Bank Limited
Foreign Banks (13)	
1.	Standard Chartered Bank
2.	Commercial Bank of Cylon
3.	Habib Bank Ltd
4.	State Bank of India
5.	Credit Agricole Indosuez (The Bank)
6.	National Bank of Pakistan
7.	Muslim Commercial Bank Ltd
8.	Woori Bank
9.	City Bank NA
10.	Bank Alfalah
11.	Hanvit Bank Ltd.
12.	HSBC Ltd.
13.	Shamil Islami Bank of Bahrain EC
Development Banks (05)	
1.	Bangladesh Krishi Bank
2.	RajshahiKrishiUnnayan Bank
3.	Bangladesh Shilpa Bank
4.	Bangladesh Shilpa Rin Sangstha
5.	Bank of Small Industries & Commerce Bangladesh Ltd.
Other (04)	
1.	Ansar VDP Unnayan Bank
2.	Bangladesh Samabai Bank Ltd. (BSBL)
3.	Grameen Bank
4.	Karmanasthan Bank

Table 2: Number and Types of Banks

CHAPTER-4

HRM Practices in Banking Sector of Bangladesh

HRM is the process of recruiting, training, reviewing, & employee salaries, and also working with employment relationships, health & security problems, and questions about justice. Human resources departments at banks try to keep up with every industry, but they can't always accomplish it for every area in which their bank is active. Workplace studies, planning labor needs and recruitment of potential employees, choosing job applicants, managing pay and compensation, fostering employee loyalty and dedication to company goals are just some of the responsibilities involved.

5.1 Function of HRM

HRM is a significant development in which the size and magnificence of possible work force care results are evaluated. It's a method through which an organization may ensure that it has the appropriate number and kind of people at the appropriate locations at the appropriate time. The company's leadership are its spine. Organization's fail when the appropriate people aren't in the right places at the right moments.

5.3 Recruitment:

Enlistment is a method the process of discovering and attracting qualified or acceptable individuals to fill a position vacant jobs. There are fundamentally two sources of selection: internal and external. Occupation assessment refers to the techniques & frameworks used this to obtain knowledge of vocations. Choosing is critical since the best-qualified up-and-comers should be identified to fill the position.

5.4 Job examination:

A documented explanation of what the jobholder performs, how it is done, and why it is performed constitutes the anticipated set of duties. The abilities necessary for a job are expressed in occupation determinations.

5.5 Selection:

Selection is a process of identifying competent applicants. The primary objective of selection is to locate the best individual for the position. The selection method includes a variety of techniques, such as obtaining information about primer usage, chatting with others, testing, and therapy testing, as well as using contractual agreements.

5.6 Training and Development:

Preparation is the process of acquiring new abilities in order to do one's job well. To be effective, a training program must do a number of different things. To be successful, it must be built on both

hierarchical and individualized requirements. It's important to assess the success of a training program once it's been implemented.

5.7 Orientation:

New employees are introduced to the organization, way of life, guidelines and control as well as destinations and directors and other employees through the introduction process. New representatives are being introduced to the organization and their departments through this demonstration. As a result, new hires are more likely to flourish professionally.

5.8 Job assessment:

To evaluate each activity in respect to all employment inside a company, occupation evaluation estimates and decides its worth. It serves as the basis for creating a comprehensive compensation plan. The occupations are listed according to their relative monetary value.

5.9 Performance evaluation:

Implementation evaluation is a method wherein every representation is assessed in order to ascertain exactly effectively they perform. In evaluating representatives, it is possible to compare them to absolute metrics, relative models, and objectives. There are six phases to the quality check: creating execution models, measuring genuine execution, comparing real performance to benchmarks, discussing and beginning remedial action.

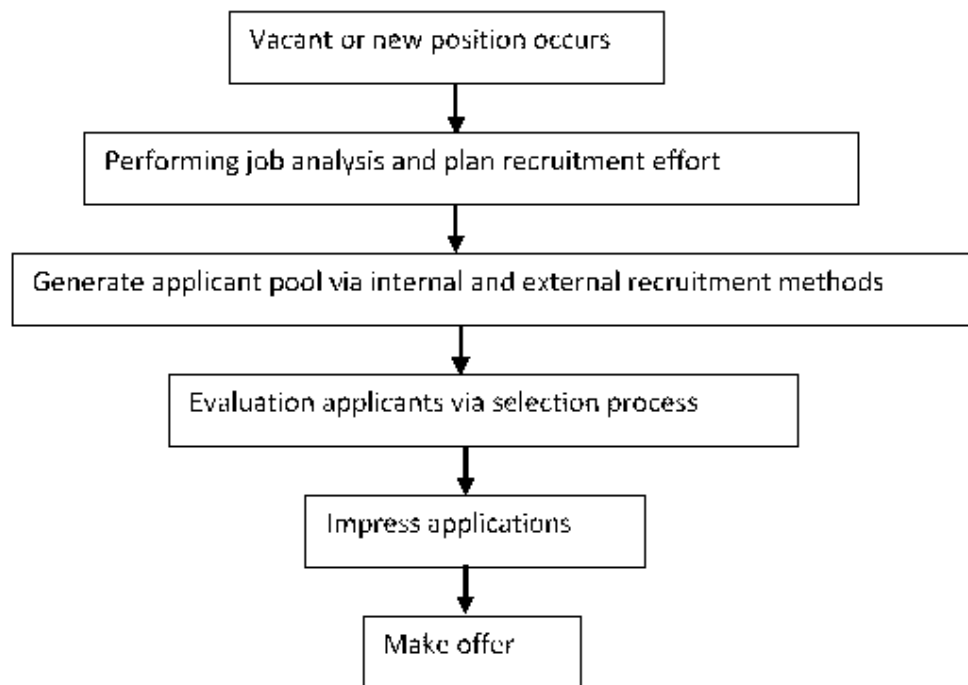
5.10 Compensation:

Pay is the financial compensation someone receive or pay for the services you provide. The compensation association's objective is to develop a pay structure with the lowest costs that attracts, moves, and retains skilled people while also being considered acceptable by delegates.

5.11 Placement:

A situation is the duty or delegation of responsibilities to a representative. It might take some time. many different forms, including promotion, exchange, downgrading, & dismissal.

5.12 Recruitment process:



The recruitment process of Banks:

The bank's hiring procedure guarantees that there are enough competent candidates for each post. Members of both males and females have enrolled, as have members of other socioeconomic backgrounds such as minorities and disabled employees.

Banks consider two aspects in their recruiting process, which are as follows:

- (1) Factors affecting the organization
- (2) Factors affecting the environment

5.13 Organizational factor:

Banks recognize the significance of bank culture and environment. They also feel that good advertising and public relations activities may raise the bank's profile in the community. Because many people hear about employment possibilities through friends or family they are employed at a bank, views regarding the bank are handed all the related activity through this existing group.

5.14 Environmental factors:

The state of the labor market has the most evident impact on the availability of eligible applicants. Banks think that social conduct in relation to specific forms of employment will also have an influence on worker supply. Though a job is not fascinating, repressive, or legal for the candidate, even if the pay is highly appealing. The basis for a recruiting campaign is established by federal and state rules on equal employment opportunities and affirmative action.

5.16 Employee Referral:

Managers in human resources and the executive ranks respect employee recommendations. For internal recruiting, banks largely rely on referrals to representatives and employee ideas. It's possible that a manager, department, or industry will learn that the best job prospect already works in a different area of the bank after making official contact with them. Candidates are discovered through employee recommendations and suggestions from other departments.

5.17 Skill inventories:

Human resources management at Banks has established an automated list of its employees' skills. Each employee's background, training, and work experience are all stored in the database. It is not uncommon for the CEO or other top executives to be able or removable from their positions due to the high quality of their workforce.

5.18 Method of the outside recruiting in Banks:

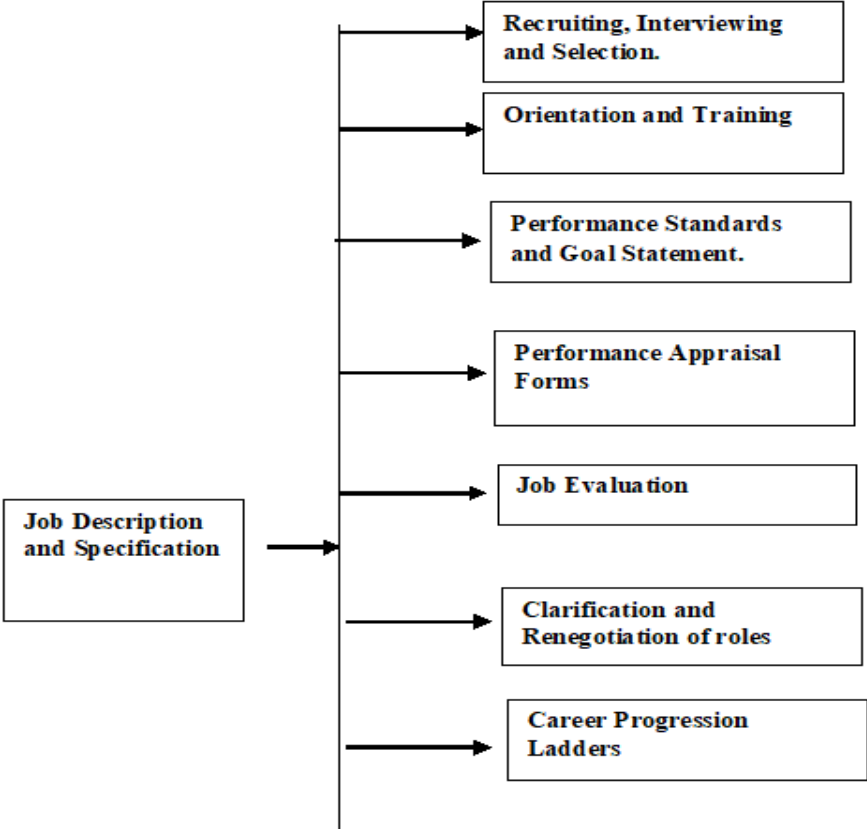
In the banks, there are several techniques for outside recruiting. Those approaches are typically used by banks for outside recruiting. These approaches are as follows:

- A. Publication in daily papers.
- B. A single-line system or cyberspace recruitment
- C. Resume placement or uninvited candidates
- D. Individual contract
- E. Internships placement

5.19 Importance of job description and job specification to HRM of Banks:

Salary and compensation evaluation is the process through which the entire value of wages and benefits for Bank employment is determined. The recruitment and training of new employees can also be helped by expectations of responsibilities and occupational specialties. Execution requirements have increased the desired set of responsibilities in a quantifiable way.

5.20 PURPOSE OF JOB DESCRIPTIONS AND JOB SPECIFICATION:



5.21 Selection process of Banks:

Candidates are assessed based on a range of factors, from the quantifiable to the abstract and individual. Selection methods used by organizations include a wide range of kinds of documentation including applications and references as well as tests and physical exams. It is necessary for any of these instruments to meet stringent regulatory and legal criteria as well as to be appraised for the individual candidate as well as the company.

5.22 Banks HRM role for the selection process:

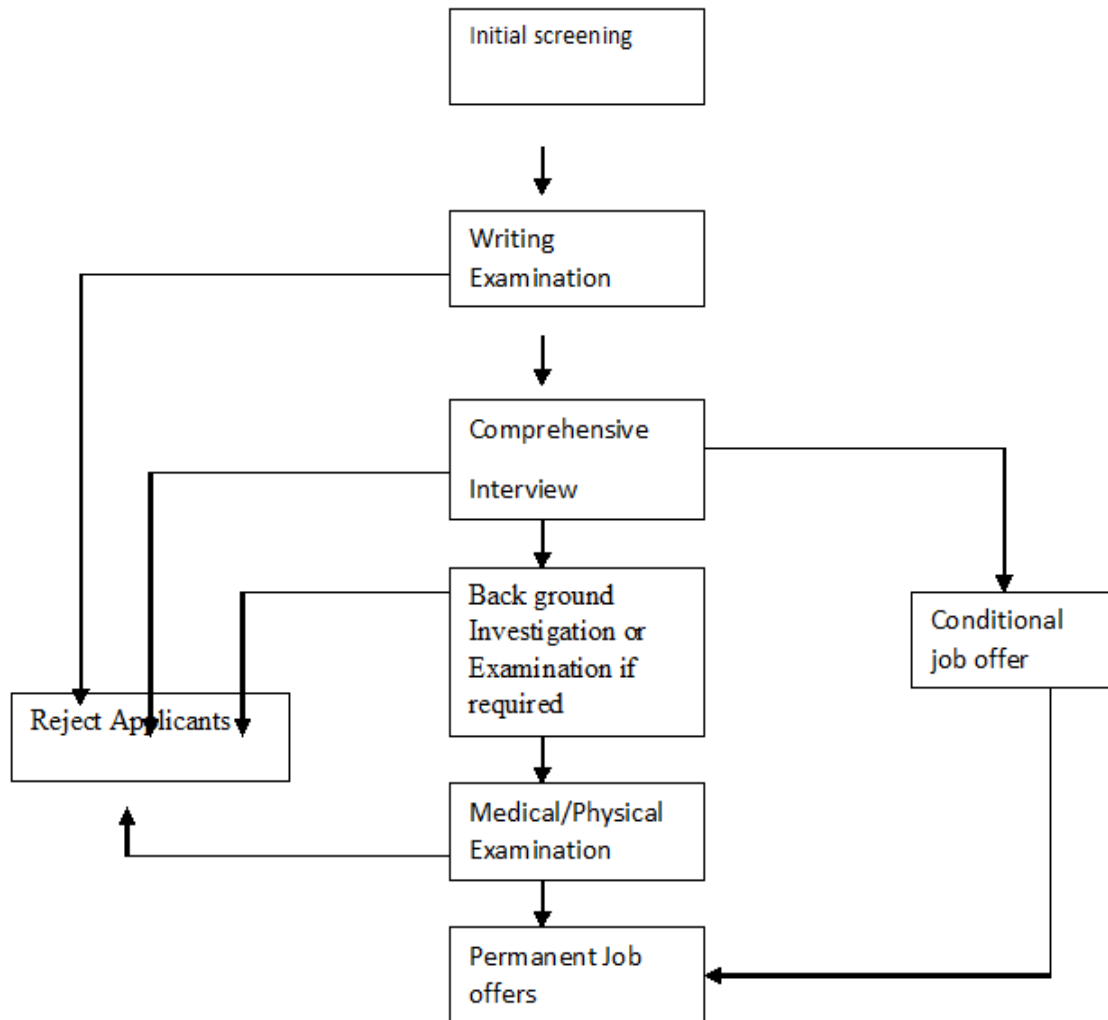
Human resources teams, department heads, and branch managers frequently do the final evaluation by screening specific applications. The HR manager must also decide if the bank requires additional legal services not covered by its affirmative action plan. Bank human resource managers, working with other managers and senior management, are more likely to have an influence on overall strategy than other types of managers.

5.23 The selection process of BANKS:

Banking institutions has such a recruitment procedure in place. After the requirement procedure is completed, banks employ those processes to pick persons from the application pool. These procedures are as follows:

1. A preliminary examination
2. An examination in writing
3. An in-depth interview
4. Research or analysis of the background
5. Medical and physical assessment
6. Job offers that are permanent

5.24 FOUNDATIONS OF SELECTION OF BANKS:



Human resources management (HRM) is the process of identifying, recruiting, & keeping best people for a company. Her major guiding principle is that individuals are in the right place at the right time for whatever reason they may be.

5.25 Training & Development:

The Institute of Chartered Accountants at the Central Bank of Scotland preprocesses its courses, programs, and so on on a regular basis as well as satisfy the need for new skills resulting from various mandates and Account management changes occur on a regular basis.. The Academy also provides on-demand applications for specialized training courses, including such combined value and improvements, external commerce, information investigation, presentations, and funds.

5.26 Software training:

- Flora Banking Software (Head Office and Branch Level)
- Look for software bugs (Business Team)
- Real-time problem resolution

5.27 Network training:

- Branch Network Support
- IP Telephone Maintenance
- Internet Communication
- Anti-Virus Upgrade and Servicing
- E-mail System Administration

5.28 Hardware training:

The Foundation is well-equipped, with a specialized library, up-to-date technology, and knowledgeable staff. Library books include those on money management, economics, book upkeep, the library board, and library promotions. The registration and internal training provided by the Bank Academy for workers on and off the job are at the heart of HR Development.

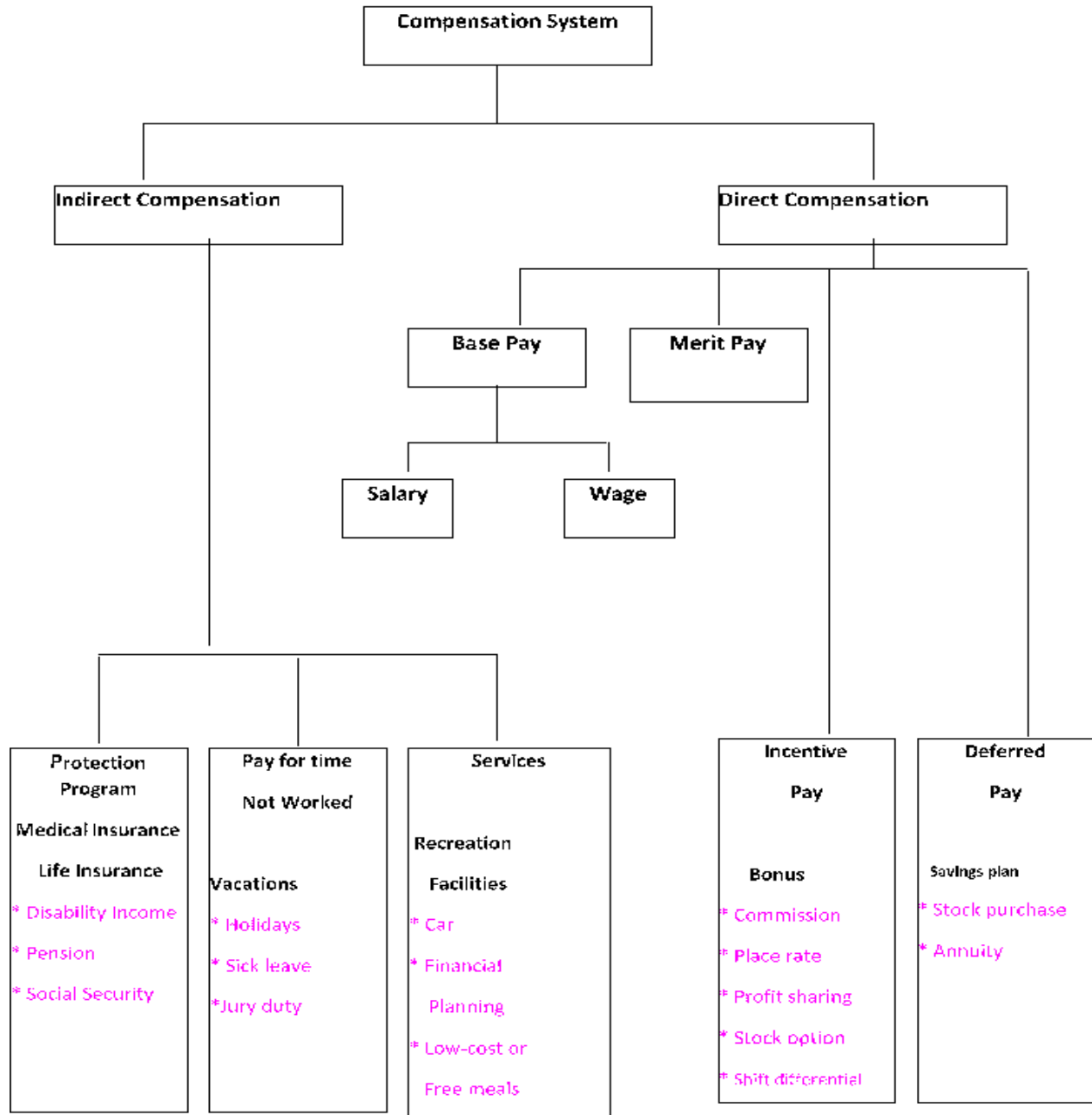
5.30 Off - the-Job Training:

Having students prepare away from the office reduces distractions and helps them to think more deeply (teaching material). However, the work cannot give students with the same amount of exchange as hands-on projects that prepare them for real-world employment.

5.31 On-the-Job Training:

Many mechanics prepare for employment, generally by a quick student or a chosen coach who has a strong preference for speed. Separate or reduced costs for a second planning office and a full-time tutor. After finishing the position preparation, the majority of students feel confidence in their skills, which is increasingly important in the classroom.

5.32 System of Compensation:



The proper remuneration for the right job, a monthly payment, a raise, or awards are the compensation concepts followed by the company. Performance assessments and the design of the pay structure for various associations in the business are used to calculate salaries.

5.33 Compensation of Banks:

The entire monthly compensation comprises the basic pay, housing rental allowances (50 percent of the basic income), and additional advantages. Seniority and organizational structure determine pay at Banks Limited, not performance. The pay gap between the various levels of the organization is about right. Here are the many compensation elements, laid out in a handy table:

SL.	Components	%
1.	House rent allowances	50
2.	Medical allowance	10
3.	Entertainment allowances	10
4.	Leave Fare Assistance	30
5	Annual Increment:	10

Table: Components of Compensation in terms of Basic Salary

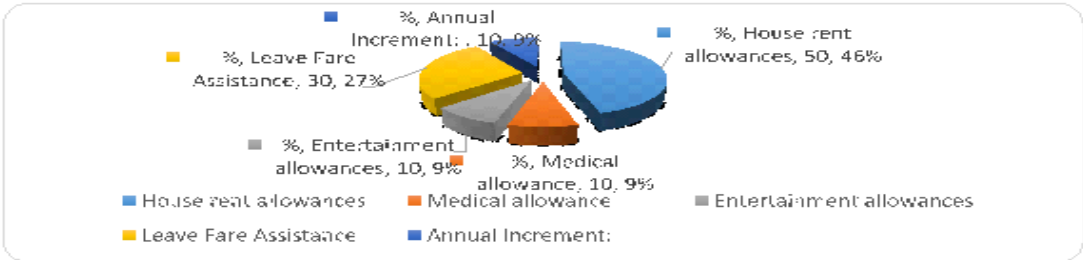


Figure: Components of Compensation in terms of Basic Salary

5.34 Benefits:

Non-monetary benefits include a fantastic work title and a preference for a promotion for people who are members of the organization. The double meeting symbolizes the grievance procedure used by this organization. A safety and well-being strategy has been developed by the organizations concerned. This company's employees have all made a pact to value stability and security. House rent payment/rent free settlement.

- Bonus
- Leave with pay.
- Sick leave.
- Maternity leave.
- Marriage leave.

5.35 Festival Bonus:

Bank will continue to provide its full-time workers a one-month basic salary bonus each year in addition to the two festival bonuses.

5.36 Incentive Bonus:

Permanent workers of the Bank get an incentive bonus based on the bank's profit each year.

- The entire bonus payment is due to an employee who has served continuously for at least six months in a year.
- An annual bonus will be awarded to an employee who has not worked for the company for six months in a year.

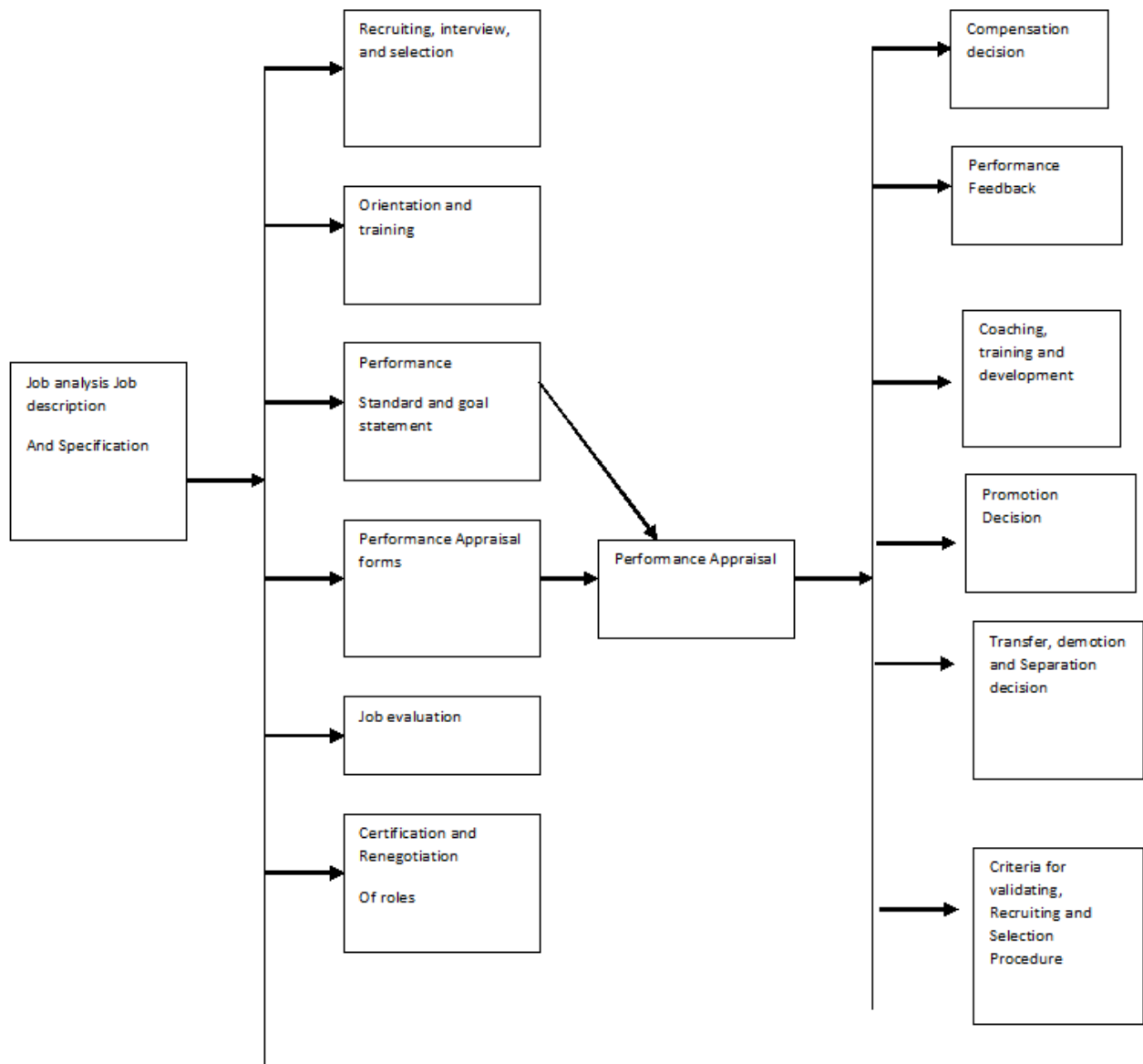
5.37 Provident Fund:

The bank agrees that a worker's payment to the Pension Scheme should remain at 10% of his or her necessary monthly salary, and the bank's contribution to the Fund will be equal to that of every representative.

5.39 Performance Appraisal:

If there aren't any issues, efforts will be done to talk to and heal the staff. In a very aggressive condition, organizations demand that their representatives have dependable outstanding dimensions. Employee performance evaluations come in several forms in most companies. One of the most inclusive Board procedures is the representative's evaluation.

5.40 Performance appraisal system as an extension of job design:



5.42 Transfer, Promotion & Demotion:

When it comes to initiating the reassignment procedure, it is frequently the responsibility of bank branch managers and department heads. In the internal staffing process, the main objective is to match personal development needs with the Bank's objectives.

Transfer:

The issue that see is that a candidate's qualifications don't quite fit the job description. Prior to being evaluated for their new role's qualifications, HRM employees must be moved. In banking, particular challenges have led to new HR policies and processes.

Promotion:

In banks, promotions are based on how well workers perform. Banks have defined promotion methods. Banks reward and promote their employees based on their abilities and potential. As a result, prior to issuing promotions, banks must evaluate their employees. It is intended that each branch and department, as well as the immediate supervisor or boss, will complete the assessment form.

Retirement

Upon the retirement of more experienced cops, the younger officers will step up their efforts. No matter how well-trained and experienced an officer is, there will come a time when their ability to function will be reduced. Younger officers should be promoted more quickly in order to improve the company's management quality.

Rules & Regulations of the Retirement:

1. The rules may be referred to as the "Banks Limited" (Employees) retirement and Retirement Benefits Regulations, 1993.
2. It will take effect right now and be counted as having generated outcomes as of the day it was established.

Kinds of Retirement:

The pension may well be ordered in the following ways:

- a) Voluntary Retirement
- b) Normal Retirement
- c) Forced Retirement
- d) Early Retirement

a) Voluntary Retirement

An employee of a Bank has the option to resign seen from bank's services by informing the Chief Executive in notice in writing one month in advance. The Board of Directors has the final say on whether or not a voluntary retirement request is approved or rejected.

b) Normal Retirement

On completion of the 60(sixty)-day timeframe, a Bank employee will quit.

c) Forced Retirement

While a bank employee can be fired for misconduct and forced to retire as a penalty, it is possible to make them work part-time as a result of their actions. Forcible work retirement has nothing to do with your age. The Bank, on the other hand, may note that the employee was compelled to resign for reasons documented in writing.

d) Early Retirement

An employee of the Bank has the option to retire early at any point during his tenure with the Bank by writing to the Managing Director, with or without explanation. There is no way to schedule a bar or service length in advance. When the early retirement option is used, it is final and cannot be reversed.

Chapter-5

Findings, Recommendations & Conclusion

Findings

1. The Bank will not be able to put in place a proper HRM guidelines. Although the HRM has goals, the bank does not meet all of them.
2. Industries involved in training and development: the bank receives on-the-job and off-the-job training, but is unable to comply with off-the-job video methods and film demonstration arrangements.
3. In the field of recruiting, Bangladesh's banking industry. It is impossible to follow the correct HRM guideline.
4. The banking industry in Bangladesh is unable to effectively assess the performance of its workers.
5. During the orientation process, the bank will not be able to follow this procedure.
6. Employees are compensated in a variety of methods, including internal vs. external incentives, financial compensation, and so on.

Recommendations

The Bank should adhere to the proper HRM procedures. Human resource management seeks to increase workplace efficiency in organizations that are economically, morally, and professionally accountable.

1. More time should be allotted for detailed training.
2. Rather than off-trade preparation, banks could arrange work preparation.
3. Requirements of the banks for gradually contracting the readiness mentor. Workers should put in a lot of effort in the preparation and maintenance of the STELAR product.
4. The bank's HR division should consider how employees should organize their instruction based on the information.
5. An estimate of the return on capital invested on revenue from enterprises for preparation and advancement should be provided. Representatives must be aware of the expenses to the organization as a result of their participation, and they are pushed to obtain the best possible result.
6. To inspire the bank's employees, the bank should follow proper HRM instructions.
7. The HR department as a whole should be aware of the company's objectives and ambitions.
8. The bank need motivational tools and work satisfaction.
9. It is critical to clarify the job description and provide proper training to increase performance at the lower levels of management.
10. To evaluate employee performance, the bank should adhere to suitable promotion procedures.

Conclusion:

The Department of Human Resources is critical to the success of any company. These banks have offered this service since they first opened their doors in this country. This department works efficiently and successfully in order to keep the rest of the world informed. So, in my opinion, organizations who do not have a human resources department should start practicing HR right now.

Bangladesh's banks are highly practical. The success of a bank is dependent on the finest customer service provided by the brokers. Exceptionally competent investors that can work successfully with their clients and build consumer loyalty can expand and grow in a compelling way. This is an ideal moment to start feasible worker preparation and advancement programs for financial resource offices, as well as to successfully integrate HR.

For example, in a well-organized company, managing an account is the most important resource, and a bank must deal skillfully with its employees at all times. It makes sense for open banks to provide planned and limited-time initiatives in order to expand their agents' talents. Banks enable planning ventures to refresh their knowledge and capabilities in order to meet the needs of their clientele. There is enough evidence to suggest that representatives who are consistently prepared are the ones who provide far superior service to their clients.

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