

Factors Affecting the Performance of Employees at Banks in Andhra Pradesh

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ABSTRACT

Banking sector always has a pro-active approach in the area of Human Resource Development. The Bank started labour welfare department with a view to attend to the matters relating to employees expeditiously to their welfare. It ought to be adequate by the bank management that Human Resource Development acquires special meaning in the banking industry due to various factors. There are many variables that affect the performance of employees at work place. These variables include compensation management, psychological environment, encouragement, training, manager's attitude, organisational culture, personal problems and job content etc. All of these variables have a positive impact on the performance of the employees, except personal problems of the employees that hinders the performance of the employees. This study is quantitative in nature and will see the effect of these variables manager's attitude, organisational culture, personal problems and job content in the banking sector of Andhra Pradesh. The study focuses on SBI and Group and other Nationalised Banks as a sample based on 226 employees. The study is based on stratified random sampling method.

KEYWORDS: Banking sector, Human resource development, Employee's performance, Employee's welfare, Manager's attitude.

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