1. HR Plan:

Human Resource Management is important for banks as banking is a service industry. Management of people and risk management are two key challenges being faced by banks. How you manage the people and how you manage the risks determines your success in the banking business. Efficient risk management may not be possible without efficient and skilled manpower.

When it comes to HRM there are several factors that affect day-to-day operations. Adapting in this field is important because suddenly any new legislation can be passed which will have immediate effective date or corporate polices can be changed where human resources feels the brunt. So it is very important that you have a well-developed strategy for your human resources department that considers the external factors also that might affect .

External Factors that Affect Human Resource Management

****Government Regulations**** – With the introduction of new workplace compliance standards your human resources department is constantly under pressure to stay within the law. These types of regulations influence every process of the HR department, including hiring, training, compensation, termination, and much more. Without adhering to such regulations a bank can be fined extensively which if it was bad enough could cause the bank to shut down.

****Economic Conditions**** – One of the biggest external influences is the shape of the current economy. It not only affects the talent pool, but it might affect your ability to hire anyone at all. One of the biggest ways to prepare against economic conditions is to not only know what’s happening in the world around you, but also create a plan for when there is an economic downturn. All companies can make due in a bad economy if they have a rainy day fund or plan to combat the harsh environment.

****Technological Advancements**** – This is considered an external influence because when new technologies are introduced the HR department can start looking at how to downsize and look for ways to save money. A job that used to take 2-4 people could be cut to one done by a single person. Technology is revolutionizing the way we do business and not just from a consumer standpoint, but from an internal cost-savings way.

****Workforce Demographics**** – As an older generation retires and a new generation enters the workforce the human resources department must look for ways to attract this new set of candidates. They must hire in a different way and offer [different types of compensation packages](https://workology.com/hr/avoiding-court-by-calculating-regular-rate-of-pay-the-right-way/) that work for this younger generation.

Those involved in human resource management does more than hiring and firing, they make sure that every type of external influence is listened to and proper procedures are followed to avoid lawsuits and sanctions. If you’re in HR make sure that you’re paying close attention to external influences because there is a good chance they’re affecting your job and the company you work for.

1. Training programme are helpful to avoid personnel obsolescence.

Training is the process of learning that involves the acquisition of knowledge, sharpening of skills, concepts, rules, or changing of attitudes and behaviour to enhance the performance of employees.

It is the act of increasing the skills of an employee for doing a particular job, and it is a process of learning a sequence of programmed behavior to do that particular job.

Training is the organized activity for enhancing or developing the skills and knowledge base of the employees to improve their current job performance.It is job oriented and it is a short term perspective.

It is not just that the training are limited to only the new employees but it also extends to the existing employees in order to improve their skills so that they benefit the organization.Organizations also plan on spending huge amount on spending for training nowadays.

Training are required to make new employees aware of the job ,roles and duties ,organizational processes etc.This enables the new employees to adapt to the work culture of the organization.

Training leads to the building of efficient and effective teams thereby enabling the organization to quickly respond to changes in the business environment.

It motivates employees to work towards the accomplishment of the organizational goals and objectives by providing them a clear picture of the organization's expectations.

It improves the knowledge of employees about their roles which in turn leads to enhanced productivity and organizational effectiveness.

Training mainly focuses on developing the intellect and personality of the employee so that they can perform even more effectively.

It enables employees to identify their strengths and weakness and use their strengths well to recognize their weakness and correct them.

It also inculcates a sense of team spirit, teamwork and inter-team collaboration which helps employees to team culture.

Need for Training:

* To Increase Productivity
* To Improve Quality To Help a Company Fulfil Its Future Personnel Needs
* To Improve Organizational Climate
* To Improve Health and Safety Obsolescence Prevention Personal Growth

Globalization has reduced national boundaries and made it easier for organizations to recruit people across the globe. This has also given rise to international training where employee from different grounds and beliefs are trained to achieve common goals and objectives .Apart from developing the skills of employees but also manage cultural diversity.

1. A

In this case Rohith is given with a job which he does not have any prior experience and he is new to it. To make the situation comfortable for him he has to be mentioned properly about the new role he is assigned to .So first of all as a manager I should have done the performance management which consists of 3 main elements namely measurement, feedback and positive reinforcement .

Measuring performance requires careful supervision and thoughtful consideration.So Rohith has to be measured properly first if he is a fit for this job. Then if you feel he is then initial days he has to be monitored and regular feedback for his works has to be given . Feedback can be given in a positive way so that he does not get demotivated and instead try to work on that area and give more productivity on it. Additionally a mentor can be assigned who has already worked on it and he can guide Rohith during his initial days so that he feels ease and gets comfortable at work.

Performance appraisal meetings can be kept frequently to provide feedback for the work he has done. Strengths and weakness are analyzed during this time and he can be communicated about the same in a positive way.

In this way as a manager , I will try to make Rohith perform better in the future and make him feel that he is a perfect fit for the job.

3 b.

Yes his situation could have been avoided if there was a proper communication between the manager and Rohith. Rohith should have said what kind of job is of his type and in case if he has given a new role then the manager should have consulted him well in advance saying the roles and responsibilities and if he is really ready to take it.

After taking the job also many things can be made to make the situation better. The expectations can be set and communicated to the employee . Also usage of positive words make a powerful impact here to give confidence to the employee to take up the new role .

A mentor can be assigned in order to guide him during his initial days so that he understands the role and responsibility of the job. Another way is that some related training can be assigned to the employee so that he gets to know the work from the training program .

A proper transition plan must be been made since the job he was working and the job he has to take are 2 entirely different ones. So in this case a proper transition has to be done for the employee in order for him to take up new responsibilities.