

An assessment of human capital and performance of banking industry with reference to srikakulam district of andhrapradesh

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ABSTRACT

The term human capital formation implies the development of abilities and skills among the population of the country. In order to transform the liability of the huge size of population into assets adoption of various measures for human capital formation is very much essential. According to Harbison, the human capital formation indicates, "the process of acquiring and increasing the number of persons who have the skills, education and experience which are critical for the economic and the political development of the country. Human capital formation is thus associated with investment in man and his development as a creative and productive resource."The primary aim of this paper is to analyse human capital and performance of banking industry with reference to srikakulam district of andhrapradesh

Keywords: human capital formation, human capital development, Banking industry

INTRODUCTION:

Although the accumulation of physical capital is quite important in the process of economic growth of a country but with the passage of time, it is being increasingly realised that the growth of tangible capital stock depends extensively on the human capital formation must get its due importance.

In the absence of adequate investment in human capital, utilisation of physical capital will be at low pace, leading to retardation of development.

Economists, like Harbison, Schultz, Kuznets, Kendrick and Denison observed that one of the important factors responsible for the rapid growth of the American economy is their increasing allocation of outlays on education resulting significant improvement in the level of human capital formation.

LITERATURE REVIEW:

Individuals, Dyades (employee-boss), Team, and Organization) are the four focal branches of an HCD system, according to **Armstrong (2006)**. (Employee, Immediate boss, HR department, and Organizations). According to him, the HCD system's primary goal is to improve resource capacity since an organization's human capital is seen as a significant source of competitive advantage.

As a result, it's all about ensuring that the appropriate personnel are available to fulfil current and future demands. This is accomplished by creating a complete and cohesive framework for

human development. Furthermore, according to **Carter et al., (2002)**, the purpose of HCD is to develop intellectual capital and promote organisational, team, and individual learning by establishing a learning culture – an environment in which employees are encouraged to learn and develop, and knowledge is managed systematically (**Carter et al., 2002**).

According to some theorists, the overall objective of HCD is to offer training and development activities with the goal of increasing an employee's ability and, to the greatest degree possible, enhancing his growth via processes that contribute to organisational performance. Before moving on to teams and organisations, however, growth and change must be ingrained in the person. **Armstrong (2006)** emphasised that change in an organisation always entails change in the person, and that individual growth comes first (**Haslinda, 2009**).

In addition to **Armstrong's (2006)** viewpoint, **Gupta (2001)** has identified the following as the primary goal of HCD systems: developing the capabilities of individuals and employees in their current and future roles, as well as developing relationships, team spirit, and collaboration in every unit of the organisation, as well as total self-renewal and enabling capabilities.

According to Gupta (2001), in order to accomplish the above-mentioned HCD system goals, human resource management departments must operate together in a coordinated and integrated way.

OBJECTIVE:

The primary objective of my research is to asses human capital and performance of banking industry with reference to srikakulam district of andhrapradesh

- To compare the views of private and public sector banking employees regarding training with reference to srikakulam dist A.P

Data analysis and interpretation

- Detailed training and development information is given to me

1)H₀:There is a relationship b/w Type of banking And Degree of opinion regarding the above statement

H₁: There is no relationship b/w Type of banking And Degree of opinion regarding the above statement

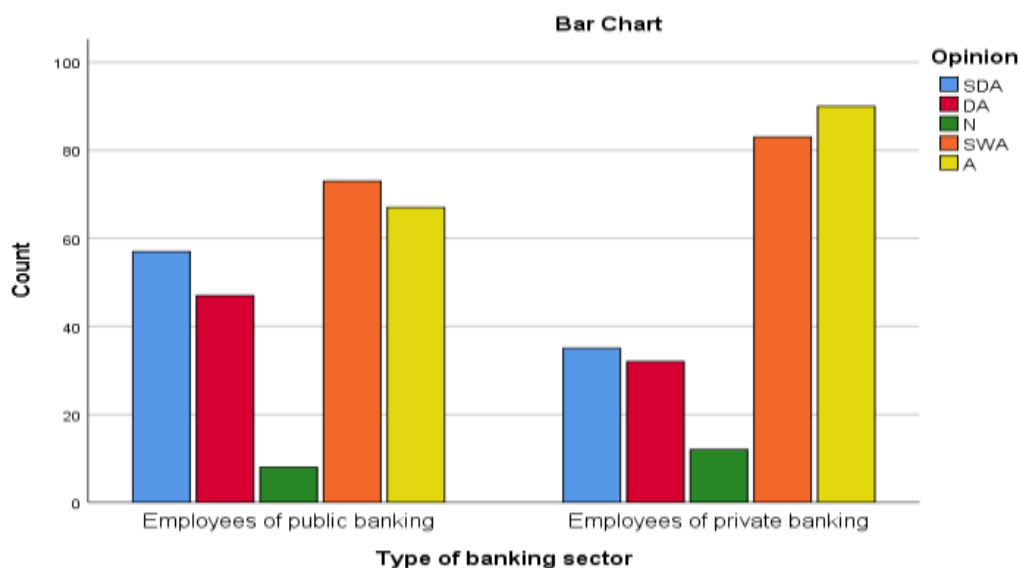
Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Type of banking sector * Opinion	504	100.0%	0	0.0%	504	100.0%

Type of banking sector * Opinion Crosstabulation								
			Opinion					Total
			SDA	DA	N	SWA	A	
Type of banking sector	Employees of public banking	Count	57	47	8	73	67	252
		Expected Count	46.0	39.5	10.0	78.0	78.5	252.0
		% within Type of banking sector	22.6%	18.7%	3.2%	29.0%	26.6%	100.0%

		% within Opinion	62.0%	59.5%	40.0%	46.8%	42.7%	50.0%
		% of Total	11.3%	9.3%	1.6%	14.5%	13.3%	50.0%
	Employees of private banking	Count	35	32	12	83	90	252
		Expected Count	46.0	39.5	10.0	78.0	78.5	252.0
		% within Type of banking sector	13.9%	12.7%	4.8%	32.9%	35.7%	100.0%
		% within Opinion	38.0%	40.5%	60.0%	53.2%	57.3%	50.0%
		% of Total	6.9%	6.3%	2.4%	16.5%	17.9%	50.0%
Total	Count	92	79	20	156	157	504	
	Expected Count	92.0	79.0	20.0	156.0	157.0	504.0	
	% within Type of banking sector	18.3%	15.7%	4.0%	31.0%	31.2%	100.0%	
	% within Opinion	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	18.3%	15.7%	4.0%	31.0%	31.2%	100.0%	

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12.919 ^a	4	.012
Likelihood Ratio	13.006	4	.011
Linear-by-Linear Association	11.517	1	.001
N of Valid Cases	504		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 10.00.			

Symmetric Measures			
		Value	Approximate Significance
Nominal by Nominal	Phi	.160	.012
	Cramer's V	.160	.012
N of Valid Cases		504	



Chi –square result analysis:

The calculated value is 12.919^a. The value of P-is< 0.00001. The result is significant at p < .05
 So H₀ :Accepted- There is a relationship b/w Type of banking And Degree of opinion regarding the query statement

2)Clearly defined goals for training and development are conveyed to employees

H₀:There is a relationship b/w Type of banking And Degree of opinion regarding the above statement

H₁: There is no relationship b/w Type of banking And Degree of opinion regarding the above statement

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Type of banking sector * Opinion	504	100.0%	0	0.0%	504	100.0%

Type of banking sector * Opinion Crosstabulation								
			Opinion					Total
			SDA	DA	N	SWA	A	
Type of banking sector	Employees of public banking	Count	59	49	7	68	69	252
		Expected Count	48.0	42.0	9.0	76.5	76.5	252.0
		% within Type of banking sector	23.4%	19.4%	2.8%	27.0%	27.4%	100.0%
		% within Opinion	61.5%	58.3%	38.9%	44.4%	45.1%	50.0%
		% of Total	11.7%	9.7%	1.4%	13.5%	13.7%	50.0%
Type of banking sector	Employees of private banking	Count	37	35	11	85	84	252
		Expected Count	48.0	42.0	9.0	76.5	76.5	252.0

		% within Type of banking sector	14.7%	13.9%	4.4%	33.7%	33.3%	100.0%
		% within Opinion	38.5%	41.7%	61.1%	55.6%	54.9%	50.0%
		% of Total	7.3%	6.9%	2.2%	16.9%	16.7%	50.0%
Total		Count	96	84	18	153	153	504
		Expected Count	96.0	84.0	18.0	153.0	153.0	504.0
		% within Type of banking sector	19.0%	16.7%	3.6%	30.4%	30.4%	100.0%
		% within Opinion	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	19.0%	16.7%	3.6%	30.4%	30.4%	100.0%

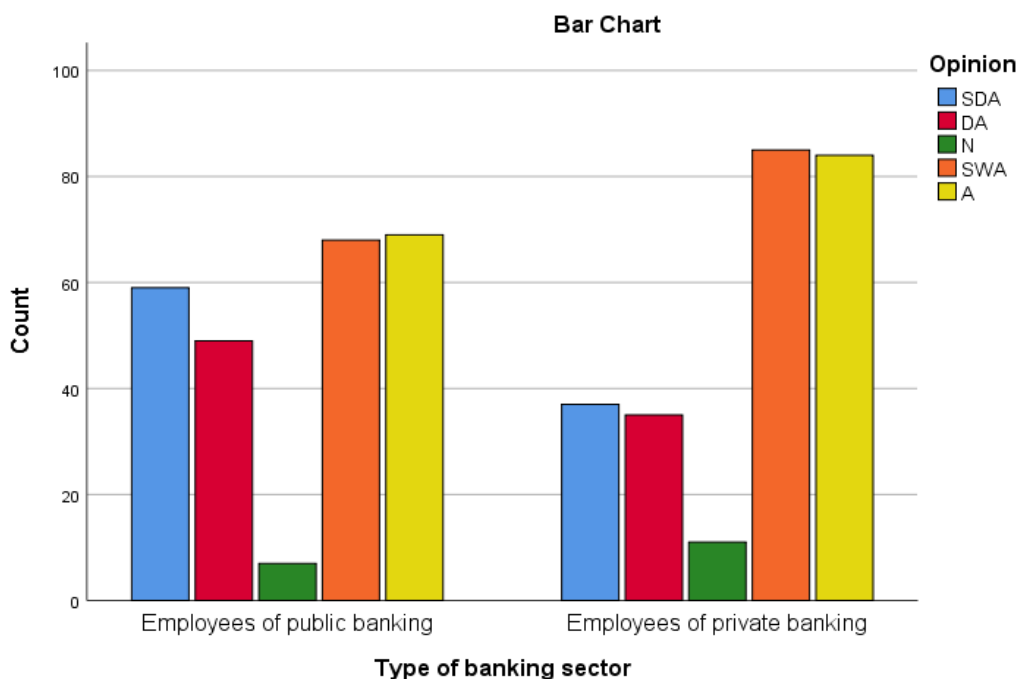
Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	11.623 ^a	4	.020
Likelihood Ratio	11.693	4	.020
Linear-by-Linear Association	9.432	1	.002
N of Valid Cases	504		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 9.00.

Symmetric Measures

		Value	Approximate Significance
Nominal by Nominal	Phi	.152	.020
	Cramer's V	.152	.020
N of Valid Cases		504	



Chi –square result analysis:

The calculated value is 11.623. The value of P-is < 0.00001. The result is significant at $p < .05$
 So H_0 :Accepted- There is a relationship b/w Type of banking And Degree of opinion regarding the query statement

3) Training programmes are evaluated using laid down methods

H_0 :There is a relationship b/w Type of banking And Degree of opinion regarding the above statement

H_1 : There is no relationship b/w Type of banking And Degree of opinion regarding the above statement

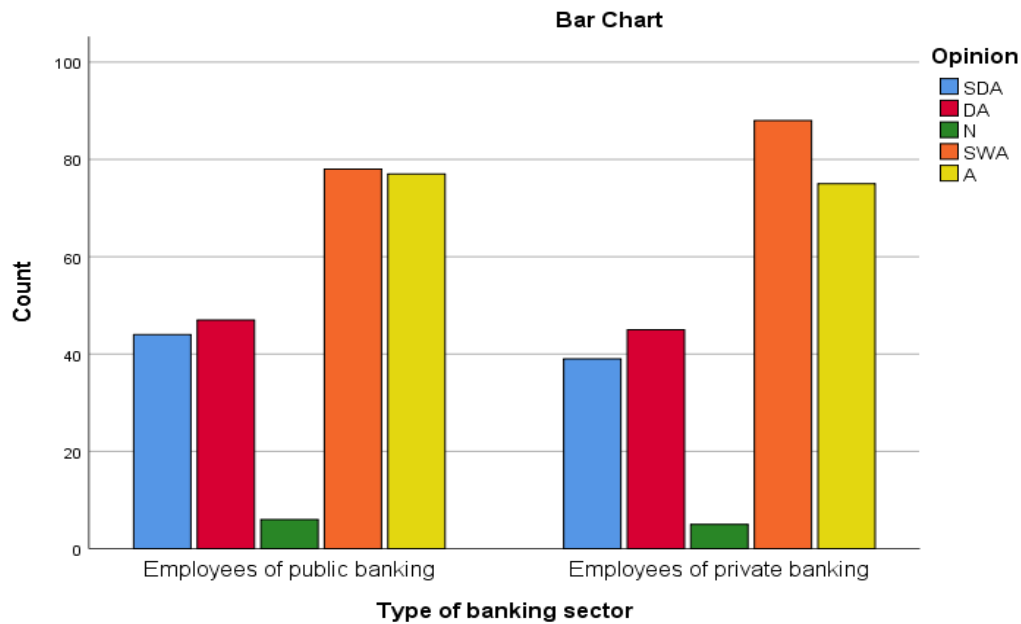
Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Type of banking sector * Opinion	504	100.0%	0	0.0%	504	100.0%

Type of banking sector * Opinion Crosstabulation								
			Opinion					Total
			SDA	DA	N	SWA	A	
Type of banking sector	Employees of public banking	Count	44	47	6	78	77	252
		Expected Count	41.5	46.0	5.5	83.0	76.0	252.0
		% within Type of banking sector	17.5%	18.7%	2.4%	31.0%	30.6%	100.0%
		% within Opinion	53.0%	51.1%	54.5%	47.0%	50.7%	50.0%

		% of Total	8.7%	9.3%	1.2%	15.5%	15.3%	50.0%
	Employees of private banking	Count	39	45	5	88	75	252
		Expected Count	41.5	46.0	5.5	83.0	76.0	252.0
		% within Type of banking sector	15.5%	17.9%	2.0%	34.9%	29.8%	100.0%
		% within Opinion	47.0%	48.9%	45.5%	53.0%	49.3%	50.0%
		% of Total	7.7%	8.9%	1.0%	17.5%	14.9%	50.0%
Total		Count	83	92	11	166	152	504
		Expected Count	83.0	92.0	11.0	166.0	152.0	504.0
		% within Type of banking sector	16.5%	18.3%	2.2%	32.9%	30.2%	100.0%
		% within Opinion	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	16.5%	18.3%	2.2%	32.9%	30.2%	100.0%

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1.064 ^a	4	.900
Likelihood Ratio	1.065	4	.900
Linear-by-Linear Association	.292	1	.589
N of Valid Cases	504		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 5.50.			

Symmetric Measures			
		Value	Approximate Significance
Nominal by Nominal	Phi	.046	.900
	Cramer's V	.046	.900
N of Valid Cases		504	



Chi –square result analysis:

The calculated value is 1.064. The value of P-is < 0.00001. The result is significant at $p < .05$
 So H_0 :Accepted- There is a relationship b/w Type of banking And Degree of opinion regarding the query statement

FINDINGS ,SUGGESTIONS& CONCLUSION:

- There is a diverse opinion between private and public banking sector employees regarding provided information on training
- Most of the private employees agreed that there is a clearly defined goals in training,public banking employees have given disagreement opinion regarding clearly defined goals.
- There is a diverse opinion between private and public banking sector employees regarding training and development opportunities.
- Detailed training leads to higher productivity in the banking so the bankers of private and public sector banking have to provide detailed information.
- Clear defined goals of training leads to avoid role ambiguity so both sector bankers should provide proper training on it.
- Training and development opportunities can enhance employees performance. so the bankers of private and public sector banking has to provide Training and development opportunities

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