

ARTICLE REVIEW
REPORT



GOLDEN RESEARCH THOUGHTS

International Recognition Multidisciplinary Research Journal

ISSN: 2231-5063 Impact Factor:3.4052(UIF)

ORIGINAL ARTICLE

Published:
1st March. 2015

Vol. - IV,
Issue - IX, March. 2015

IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON ORGANIZATIONAL COMMITMENT IN INDIAN OVERSEAS BANK

Your Article
QR Code



See your article on Mobile

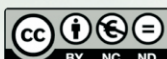


M. Ganesan

ABSTRACT

Human resource management practices in Indian banks have changed dramatically in last four decades due to globalization, privatization, deregulation, competition and technological advances. These highly turbulent environmental changes have enforced organizations to adopt new workplace practices that enhance sustained level of high performance. With these changes, employee's perceptions regarding their jobs are also changing.

Article Indexed in



Correspondence to **M. Ganesan and A. Xavior Selvakumar**

Designation:-¹Associate Prof & Head, T.B.M.L. College, Porayar ,Tharangambadi –TK , Nagapattinam – District Tamilnadu – South India.

²Ph.D., Assistant Professor and Research Advisor, Department of Commerce, T.B.M.L. College, Porayar ,Tharangambadi –TK ,Nagapattinam – District ,

Introduction

For years Indian business organizations have been operating successfully in protected domestic markets facing only restricted competition. Globalization and the economic reform processes undertaken by Government of India have brought about a paradigm shift in the context in which Indian organizations have been operating.

A Good Introduction :-

Depict the significance (importance) of the study - why was this value doing in any case? Give a wide connection. Extremely briefly depict the exploratory configuration and how it achieved the expressed destinations.

Materials

The present study has been conceptualized in order to analyze the relationship between human resource management practices and organizational commitments in Indian overseas bank. The study has made use of survey method of research to achieve the objectives.

A Good Materials :-

Materials may be accounted for in a different passage or else they may be distinguished alongside your systems. In biosciences we habitually work with arrangements - allude to them by name and portray totally, including convergences of all reagents, and pH of watery arrangements, dissolvable if non-fluid.

Result

To analyze the overall perception about human resource management practices 140 statements were framed covering the seven variables, viz., recruitment and selection, training and development,

A Good Result :-

Give a setting, for example, by depicting the inquiry that was tended to by mentioning a specific observable fact. Portray aftereffects of control investigations and incorporate perceptions that are not exhibited in a formal figure or table, if proper.

Conclusion

To conclude, the result of the study shows that the officers have moderate perception and the clerical staff and sub staff have low perception about overall human resource management practices.

A Good Conclusion :-

Choose if the trial outline satisfactorily tended to the speculation, and whether it was legitimately controlled. Attempt to offer option clarifications if sensible options exist.

References

- Aswathappa, E. K. (2008). Human Resource Management: Text and Cases. Delhi: Aata McGraw- Hill publishing company limited
- Dessler, G. (2007). Human Resource management. New Delhi: Prentice Hall of India private limited
- DeCenzo, D.A., Robbins, S.P. (1996). Personnel/Human Resource Management. 3rd ed. New Delhi: Prentice-Hall of India Pvt. Ltd.

A Good References :-

There are Places where the Author M. Ganesan and A. Xavier Selvakumar Need to Cite a Reference, but Have Not

SUMMARY OF ARTICLE

No.		Very High	High	Average	Low	Very Low
1.	Interest of the topic to the readers	✓				
2.	Originally & Novelty of the ideas		✓			
3.	Importance of the proposed ideas	✓				
4.	Timelines			✓		
5.	Sufficient information to support the assertions made & conclusion drawn		✓			
6.	Quality of writing (Organization, Clarity, Accuracy Grammer)	✓				
7.	References & Citation (Up-to-date, Appropriate Sufficient)		✓			

FUTURE RESEARCH PLANNING:

1. Career For Faculty (<http://academicprofile.org/Professor/CareerForFaculty.aspx>)
2. Academic Plan (<http://academicprofile.org/Professor/AcademicPlan.aspx>)
3. Regarding Professor Promotion (<http://academicprofile.org/Professor/regardingPromotion.aspx>)
4. Fellowship for Post Doctoral (<http://academicprofile.org/Professor/FellowshipForPD.aspx>)
5. Online Course on Research (<http://onlineresearch.in/Default.aspx>)

HOW TO INCREASE API

Services for Associate Professor to Professor

- ★ Thesis convert into book.Publish in USA - 50 API Marks
- ★ 15 Articles from your Ph.D thesis - 150 API Marks
- ★ UGC Minor Research Project - 10 API Marks
- ★ UGC Major Research Project - 15 API Marks
- ★ Call for Book Chapter - 25 API Marks
- ★ 5 Seminar Paper presentation - 50 API Marks
(we organize)

CERTIFICATE OF PUBLICATION

This is to certify our Editorial, Advisory and Review Board accepted research paper of **M. Ganesan and A. Xavior Selvakumari** Topic:- **Impact Of Human Resource Management Practices On Organizational Commitment In Indian Overseas Bank College:- Associate Prof & Head, T.B.M.L. College, Porayar ,Tharangambadi –TK , Nagapattinam – District Tamilnadu – South India.**
The research paper is Original & Innovation it is done Double Blind Peer Reviewed. Your article is published in the month of **March** Year 2015.



**LAXMI
BOOK PUBLICATION**
Ph.: 0217-2372010 / +91-9595-359-435
Email.: ayisrj2011@gmail.com
Website.: www.isrj.org

Authorized Signature

T. N. Shinde

T. N. Shinde
Editor-in-Chief

CERTIFICATE OF EXCELLENCE IN REVIEWING

This is to certify our Editorial, Advisory and Review Board accepted research paper of **M. Ganesan and A. Xavior Selvakumar** Topic:- **Impact Of Human Resource Management Practices On Organizational Commitment In Indian Overseas Bank College:- Associate Prof & Head, T.B.M.L. College, Porayar ,Tharangambadi –TK , Nagapattinam – District Tamilnadu – South India.**
The research paper is Original & Innovation it is done Double Blind Peer Reviewed. Your article is published in the month of **March** Year 2015.



**LAXMI
BOOK PUBLICATION**
Ph.: 0217-2372010 / +91-9595-359-435
Email.: ayisrj2011@gmail.com
Website.: www.isrj.org

Authorized Signature

T. N. Shinde

T. N. Shinde
Editor-in-Chief

REVIEWER COMMENTS

- Thought of these focuses will, I accept, lead to an enhanced report that better shows the key ideas and conclusions.
- Generally, this is a reasonable, brief, and elegantly composed original copy.
- The presentation is pertinent and hypothesis based.
- Sufficient data about the past study discoveries is displayed for perusers to take after the present study method of reasoning and

Authorized Signature

Ashok Yakkaldevi

Dr. Ashok Yakkaldevi
Review Editor

**LAXMI BOOK
PUBLICATION**

Ph.: 0217-2372010 /
+91-9595-359-435
Email.: ayisrj2011@gmail.com
Website.: www.isrj.org