



An overview of Recruitment and Training Programmes of Reserve Bank of India

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Abstract:

Reserve banks of India encompass functional department Human resource development (HRDD). This HRDD structured strong HRDD vision and Mission for RBI. HRDD vision to craft dynamic working environment to evolution the efficiency of Reserve Bank, taking up the best employees through appropriate placement and bank concerns about the individual personal aspirations of the employees. The paper enterprises to focus on the functions of RBIs HRDD those are recruitment and training programmes conducted by Bank.

KEYWORDS: functional department, dynamic working environment, are recruitment and training.

Introduction:

Reserve bank of India having functional department Human resource development (HRDD). This HRDD framed strong HRDD vision and Mission for RBI. HRDD vision to create healthy working environment to improve the efficiency of Reserve Bank, selecting the best employees through proper placement and bank cares about the individual personal aspirations of the employees. This would support the personal ambitions with professional goals and helps to boost competence HRDD mission is to provide suitable working environment to enhance the efficiency of organization, to authorize the employees to draw out the hidden potential: and to causes environment for more decent quality of work life as well as personal life. Functions of HRRD evolve HR practices and other then policy aspects. To evolve HR policies on recruitment performance and potential appraisal, placement, promotion and career progression, industrial relations, deputation, compensation policy, retirement and voluntary vacation, motivation, training establishment, transfer/ rotation, remuneration and reward mechanism, staff welfare , communication, organizational development , training and skills up gradation . other than policy aspects interface with other institution, government, central banks, to

maintain up to date data base on human resource in the bank and making review of the appraisal system in order to make effective tool for HRD policy management. The paper aims to focus on the functions of RBIs HRDD those are recruitment and training programmes conducted by Bank.

Recruitment by Reserve Bank of India:

Recruitment by apex Bank of India was changed very paradigm shifts over the years. Due to requirement of human resource to meet the increased work load due to various financial inclusions. Total recruitment by RBI had been moved form 360-784 from 2006 to till 2014. but this recruitment of employees is changing every year it was like this 360,136,174,151,165,154, 784 in the years of 2006 .2007.2007.2008,2009,2010,2011,and 2014 respectively. Except in 2006 and 2014 the remaining years total recruitment RBI hired below 175 employees in during every years recruitment.

Recruitment by the Reserve Bank –2006-2014

Category	2006	2007	2008
2019			
2010			
2011			
2014			
Class I	140	29	91
108	109	146	182
Class III	8	10	02
25	03	-	120
Class IV	-	-	-
-	-	-	-
(a) Maintenance			
Attendants	187	33	45
08	07	365	8
(b) Others			
45	01	117	10
Total	360	136	174
151	165	154	784

Source: RBI



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During all these years RBI recruited more number of employees from class –I category it was around 39 (140) percent in 2006 out of 360 of total employees. 21 percent out of 136 employees in 2007. 52 percent in 2008 out of total recruitment of 360 employees in 2009 it was 71 percent of class –I employees hired out of 151 total employees recruitment. 60 percent in 2010 out of 165 total recruitment of employees .94 percent of class I employees were hired in 2011 out of total recruitment of 154 employees. And in 2014 it was registered lowest rate of recruitment in class I category of employees i.e 23 percent out of 784 total recruitment.

RBI had given much priority to recruit class I employees over the years. Reserve bank of India recruited very meager proposition employees of class III category during the all the years except in 2014. in this year RBI hired 120 employees of class III category. In the remaining years RBI recruited like these 08, 10, 02, 25, 03, 00 in the years of 2006,2007,2008,2009,2010,2011 in respectively. It hired low number of recruited in all this year and in the case of 2014 it hired more number of employees to paucity of employees in this category.

Reserve bank didn't hired any employees of class IV category in the all the years of 2006, 2007, 2008, 2009, 2010, 2011, 2014. there may be plenty of employees in this category that's may be reason RBI doesn't hired any employees in this class IV. In the category of maintained attendants employees hired 187 out of total recruitment of 360 employees in 2006 it is nearly 50 percent . 33 employees hired in 2007 out of 136 total recruitment. 45 employees recruited out 174 total recruitment in 2008. in 2009 it is recorded single digit employees recruitment in this category i.e., 8 employees were hired out of 151 total recruitment in 2010 also the same number of employees recruited out 165 employees .

7 employees hired in 2011 and highest recruitment was recorded in the year of 2014. 365 employees were recruited out of total 784 recruitment. In the category of other employees it was recorded hiring's like the follows year wise 25,64,36,10,45,01 and 117 employees recruited in the category of other in all this recruitment of RBI in the years of 2006,2007,2008,2009,2010,2011 respectively. Lowest recruitment recorded in the year of 2008 and 2011. 10 and 01 employees hired respectively and highest employees recruited in this category in 2014.

Training programmes by RBI:

Reserve bank of India is organizing several training programmes regularly to enhance work skills of its staff members. This apex bank of India believes that the changing paradigms of business or working culture , much focus on its capacity building / enhancement initiatives from training to learning. RBI provides training to its employees through three prominent training institutions or colleges. The Bankers Training College (BTC), Mumbai, the Reserve Bank STAFF College, Chennai (RBSC), and College of Agriculture Banking (CAB) pune, have been process of reorienting their focus for catering to the training needs of the officers of Reserve Bank and the banking sector. Excluding these three training colleges RBI had four more Zonal Training Centers (ZTCs), established in the four metro cities across the India, with the objective of complete focus to training class III and IV employees of reserve bank of India. Bankers training college, Mumbai was organized 89 programmes in the year 2006-2007 and number of participants for all these program in this years were 2,148 at BTC in Mumbai. In 2007-08 BTC conducted 42 training programmes and trained to 1,242 employees. Both the programmes and participants were dropped more than 50 percent in the year of 2007-08 comparing with 2006-07. According to RBIs annual reports from 2008-09, to till 2014-15, BTC Mumbai had not conduct any training programmes for the enhancement of skills of RBIs staff members.

Reserve Banks staff college Chennai conducted 138 training programmes for 2941 participants in the year of 2006-07. in 2007-08 it organized 158 training programmes for 3302 employees of RBI. In 2008-09 RBSC was conducted 161 training programmes for the participants of 4867 .in the year of 2009-10, 160 training programmes organized for 4885 participants. In 2010-11 total 147 training programmes for the 2904 participants. in 2012-13 RBSC Chennai organized 126 programmes and participant were 2676 its lower the comparing with all the years from 2006-07 to till 2012-13 in terms both number of training programmes as well as number of participants . again in 2013-14 also recorded lowest number of training programmes and participants o. 105 programmes for 2560 participants comparing from 2006-07 to till 2013-14. but in 2014-15 Reserve bank staff college training programmes geared up to 141 and not much change in number of participants and 2626 employees were attended for all these programmes it include 30 foreign participants.



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College of agricultural business pune is one of among three training institution of RBI. It playing significant role in conducting training programmes for Reserve Bank of India employees. In the year of 2006-07 this college organized 146 training programmes for 4279 participants in 2007-08, 158 programmes for 3015 for both participants in 2008-09, where as in 2009-10 it conducted 149 training programmes for 3015, it conducted 143 programmes for 4885 participants in 2010-11, it conducted 164 programmes for 4951 participants included foreign participants in 2012-13. 164 programmes organized for 5105 participants in 2013-14 127 programmes for 3909 participants. Finally in 2014-15 its number of programmes increased from 146 to 2015. Similarly number of participants also increased significantly during this from 4279 to 7183 from 2006-07 to till 2014-15. in 2014-15 it includes 63 foreign participants for various programmes organized by CAB pune. The number of training programmes organized by this college is maintaining constant but there was not much volatility in number of programmes organized by this college. Zonal training centers conducting training programmes for official class I II IV employees of Reserve Bank of India. In 2006 ZTCs not conducted any programmes for class I officers.

For class III employees 215 programmes and 4069 officers participants. Meanwhile 78 programmes were organized for 1605 class IV staff. In 2007-08, 10 programmes conducted for 254 employees of class I, 191 programmes for 3563 class III employees and 75 programmes for 1309 class IV employees of RBI. In 2008-09 ZTCs organized 47 training programmes to the 1066 class I officers 150 programmes to the 1066 class I officers, 150 programmes for 2602 class II officers and 64 programmes for 1329 class III officers. Whereas in 2009-10 ZTCs conducted 47 programmes for 1066 class IV employees 112 programmes for 1826 employees of class III and 63 programmes for 1214 class IV staff of RBI. In 2012-13 ZTCs provided 116 programmes to 2526, class-I employees, 64 programmes for 1492 employees of class III and 58 programmes for 1184 class I employees in 2013-14 ZTCs provided 99 training programmes for 2222 class III employees and 37 programmes for 725 class IV employees finally in the year of 2014-15, 104 programmes for 2215 Class I employees 78 programmes for 2036 employees of class III and 53 programmes for 1041 class IV employees of RBI. ZTC provide very few programmes for class I employees from 2007-08 to 2010-11.

There were no training programmes for class I employees in 2006-07 but solely it was gear up in 2012-13 to 116 programmes from 57 programmes in 2010-11 but finally it reached to 104 programmes in 2014-15 from 10 programmes in 2007-08 meanwhile class III employees training programmes by ZTCs comes down from 215 programmes in 2006-07 to 98 programmes in 2014-15 likewise class IV training programmes by zonal training center also come down from 78 programmes in 2006-07 to 53 programmes in 2014-15.

CONCLUSION:

Reserve Bank of India's Human Resources Development Department provides sufficient training programmes to the Employees of bank and as well as provides simulative working environment it paves to staff work effectively towards the growth of the organization. Total recruitment by RBI had been moved from 360-784 from 2006 to till 2014. Except in 2006 and 2014 the remaining years total recruitment RBI hired below 175 employees in during every years recruitment. During all these years RBI recruited more number of employees from class -I category. Reserve bank of India recruited very meager proposition employees of class III category during the all the years except in 2014. According to RBIs annual reports from 2008-09, to till 2014-15, BTC (Banking Training college) Mumbai had not conduct any training programmes for the enhancement of skills of RBIs staff members. during 2014-15 number of programmes in College of agricultural business pune increased from 146 to 2015. Similarly number of participants also increased significantly during this from 4279 to 7183 from 2006-07 to till 2014-15

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