

Human Resource Management Practices and it's Outcomes in Public Sector Banks:

A Study of selected banks in India and Sri Lanka

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Abstracts

Human Resource Management plays a major role in the Banking sector. It contributes to overcome the competition in the globalize environment. This research was designed to study the HRM practices and it's outcomes viz. employee satisfaction and organizational commitment in Public sector banks in India and Sri Lanka. The sample was drawn from among the employees working in Public sector Banks in India and Sri Lanka. To measure the HRM Practices and outcomes, a structured questionnaire was used to collect data. The results of this study reveal that HRM practices differ between PSB in India and PSB in Sri Lanka further employee satisfaction and organizational commitment are the outcomes of HRM practices.