

Human Resource Management (Hrm) Trends In State Bank Of India

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The term 'human resources' may be defined as, the total knowledge, skills, creative abilities, talents and aptitudes of an organisation's workforce, as well as the values, attitudes, approaches and beliefs of the individuals involved in the affairs of the organisation. It is the sum total or aggregate of inherent abilities, acquired knowledge and skills represented by the talents and aptitudes of the persons employed in an organisation. Several terms have been used by various management thinkers to represent human resources. These include 'personnel', 'people at work', 'manpower', 'staff' and 'employees'. Whatever may be the term used, the human resources of an organisation include all individuals engaged in various organisational activities at different levels. From the national point of view, human resources may be defined the knowledge, skills, creative abilities, talents and aptitudes obtained in the population; whereas *from the viewpoint of the individual enterprise*, they represent the total of the inherent abilities, acquired- knowledge and skills as exemplified in the talents and aptitudes of its employees". These resources, 'human factors', which refer to "a whole consisting of inter-related, inter-dependent and interacting physiological, psychological, sociological and ethical components". Thus, human resources are multidimensional in nature. They work in the organisation for the fulfilment of their needs. These needs may be physiological, social and psychological.