
WOMEN MANAGERS IN INDIAN BANKS*

Aruna Mankidy

ABSTRACT

The unprecedented growth of the Indian banks after nationalization, initiated a series of Human Resource System interventions. Two of the early ones, namely recruitment and promotion, laid the foundation for the present closed career system in the banks. The expansion of commercial banks marked by a simultaneous increase in manpower also implied the recruitment of women as employees.

The initial trickle of women has today after two decades become an issue to reckon with by management and women. The paper elaborates, with supportive data, the issues related to the career progression of women and the need to develop different strategies to resolve their concerns in the interest of both women as well as management. The paper discusses the system and attitudinal level interventions to deal with this diversity in H.R.