



SRINIVAS UNIVERSITY

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Impact of Technology Invasion on HRM
Policies and Practices in BFS Sector



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Technology invasion has been changing the corporate world in rapid strides in the past two decades. The proliferation of machines which could substitute or supplement human work in industries and services have impacted the culture and dynamics of work in every sector. It is a challenge to HRM professionals to visualise the implications of technology on the employees, employers and the work culture and prepare the right strategies for the optimum utilisation of the available workforce.

The Banking and Other Financial Services form a major part of the services sector in India as well as around the world. This sector has embraced and adapted revolutionary changes in the processes and practices by implementing total computerisation and inclusive IT interventions. As a result, there are significant modifications in the HRM policies and practices in this sector.

Our research cell works on studying the impact of technology invasion in BFS Sector and in finding out workable strategies and models to resolve the ensuing problems. The cell also takes keen interest in analysing various other dimensions of usage and proliferations of IT in the BFS sector.

Papers published

“VRS 2001”, Impact on Employees in Indian Banking Sector	Dr. K. Narayan Dr. A. H. Sequeira	<i>The Indian Banker</i> Vol. 4. No.8 Journal of Indian Bankers Association
“Impact of Technology on Manpower Planning, a Study of VRS in PSU Banks	Dr. K. Narayan Dr. A. H. Sequeira	National Conference on “ <i>Technology and Change Management</i> ” at JNTU, Hyderabad
Impact of Downsizing on Employee Morale	Dr. K. Narayan Dr. A. H. Sequeira	National Conference” <i>New Paradigms In HR</i> ” at Mangalore University
“Emerging Trends in Outsourcing HR functions in Financial Sector	Dr. K. Narayan	Invited Paper in conference on “ <i>Emerging Issues In HRM</i> ”, S.C P.G.M , Mangalore, University.