Optimization of Human Resource Management in Commercial Banks

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Abstract

This article presents a study based on an analysis of human resources management, specifically a model for optimization of the processes of human resources management whereby the bank get to attain the objectives set for the current period. Optimizing the process of human resources management will include stages and factors influence on the successful management of the processes of recruiting, selecting, hiring, motivating and releasing persons who have not completed its responsibilities during the activity within the bank.

1. Introduction

After a comprehensive study that includes analysis of everything that human resource management, we present the model for the optimization of human resource management that the bank achieve the objectives set for the current period. Optimization, s f 1. Choosing and applying the solution (economic) optimum (among several possible). February. (Mt) reasoning or calculation that allows finding of one or more parameter values corresponding to the maximum of a function. See fr. Optimiser, optimization.

Optimization optimize sf action R set of operational research papers aimed at finding the best solution for solving a particular problem.

So the optimization of human resource management will include steps and factors influencing the successful management of the processes of recruitment, selection, hiring, motivating and releasing people who have not finished with its obligations during the activity in the bank.

Due to the instability of the economic environment today we meet the changes in human resource management, organizations are forced to organize in a new way in which to find effective methods of management through which to control a crisis that shatter existing theories. Currently, the Japanese model of management that currently have a strong influence is combined with other models to achieve optimal human resource management. In all approaches to contemporary man remains the essence of any organization, including in banking where the bank's human resources are in close contact with the clients it serves. Human capital remains the main source of wealth.

2. Management of Human Resources

Management staffing is the oldest approach to human resource management within an organization. After labor laws payroll management occurs continuously developed which regulates the wage at national and at international level.

Social relationship management approach another set of human resource management which draws attention to the following items which have enormous impact on the optimization process of HRM:

- Social protection of labor;
- Labor law;
- Employment of graduates from secondary and higher education;
- Protection and safety;
- Employee Relations intercolective the banking system.

The employee must be motivated to provide the highest performance of the bank its bank aims to be very close to it. The individual must be given the chance to develop their career and capitalize on the potential of this and it holds begs organizational psychology. If we refer to an important team work within team lies not only top managers for leadership style that they deem appropriate and fair but intervention in the verification process management leadership at every level of the
An important role in optimizing HRM staff is competent evaluation and development of a system that will competence. The most significant company in HRM and optimization will focus its management and certain occupations.

proven ability held to perform specific activities of creative withstand the stress applied expertise and skills of analysis and decision adapt to the workin g the person who communicates effectively demonstrate employee is responsible was the more effective resources made available by the employer. The Competence is a combination of practical experience, personnel management to be promoted. It is known that the environment that is constantly changing. manage seeks human and social problems posed by the person will find the job you want, considerably rating organization's network data, but it is elementary that the person will find the job you want, because the labor market will be observed that the employer wants a worker performing, competent professional who has not been observed the previous team, but is ready to promote any moment to develop their careers. We conclude that every organization deserves its employees i.e. by their effort to get the performance they gave collective reach. The most important element finds its place in human resource management is psychology with direct impact on the work of the whole organization.

Another element of human resource management system is the social control of new environment of the organization. Tracking number and fund staff salaries, work process control and monitoring employee performance returns of social control. Besides mention social control social audit organization's ability to manage seeks human and social problems posed by the environment that is constantly changing.

An important role in optimizing HRM staff is competent. Competence is a combination of practical experience, social skills, and the ability of the employee to use the resources made available by the employer. The employee is responsible was the more effective recruitment stage, which basically deals with HRD within the bank. An effective person for the company is the person who communicates effectively demonstrate skills of analysis and decision adapt to the working environment, cope with unexpected situations is creative withstand the stress applied expertise and proven ability held to perform specific activities of certain occupations.

HRM and optimization will focus its management and competence. The most significant company in connection with the employee has the skills recognition, evaluation and development of a system that will identify global performance pay, defining responsibilities, raising labor productivity, establish clear reference that specifies and classifies the expected general management skills, description skills, decision making, sharing employees raising skills through various ways of learning, developing careers, acquisition of skills in the external environment of the bank, adequate remuneration.

Social management control is a core component in HRM, HRM efficiency, objectives and method of social management control will aim to achieve the following: the design, the implementation and continuous improvement of the social information system, definition, development and commissioning of a database up to date, follow fluctuations employees, working conditions, performance, labor disputes not only in the central office, and the secondary subdivisions, regularization of social, performance, salary and hidden costs, making decisions about resources human, taking into account the results of analyzes of economic and social development fund salary, performance, implementation of economic and social analysis results forecasts, objectives, proposals for optimization of business.

Substantiation organization's strategy is the essence of management, change management cannot conceive, modernizes processes, introducing new technologies or implementing new IT systems without a cloud strategy related to human resources. Acceptance or rejection of projects, their implementation success depends on the involvement of employees and cannot be achieved without a social partnership.

In the following we will try to finalize the most important elements of HRM being streamlined lead to optimization of human resources.

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<table>
<thead>
<tr>
<th>Optimizing human resources management</th>
<th>Improving recruitment and selection of staff</th>
<th>Efficiency wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>by employing competent personnel</td>
<td>recruiting the best</td>
<td>pay as performances</td>
</tr>
<tr>
<td>by reducing recruitment costs</td>
<td>selecting professional staff</td>
<td>raising labor productivity</td>
</tr>
</tbody>
</table>

Optimization of personnel management through continuous improvement

Disposal of staff whose performance influences the bank’s objectives

Source: developed by the author

**Figure 1.** Optimize human resources management scheme under bank

Currently a successful company is one in which problems are solved optimal selection and hiring, training and continuous development, compensation and incentives, or labor relations. No firm can achieve good results in the long term while ignoring issues of labor law, equal employment and promotion opportunities, health and safety at work, remuneration and awards, pension insurance funds.

All these reasons have led to the significant responsibilities of managers in the implementation of sophisticated programs for managing human resources and labor relations. They continuously collaborate with specialists in human resources to ensure that the methods of management of this particular factor meet both business objectives (increased production and productivity, achieving higher rates of profit etc.) And the needs of its employees (professional goals, personal needs for social purposes).

The management of the bank - the bank staff to optimize the structure and raise the qualifications of the staff to create an effective medium activity of the bank.

To make the management of the staff will answer the following questions:

a) the optimal number of persons required for activity of a bank;

b) the qualifications of the staff:

- Organization of work for the bank optimally. It examines the organizational structure of the bank to calculate the number of people following positions and

the minimum qualifications required for each post. At the same time establishes the hierarchical structure;

- Optimize the quality posts to avoid duplication tasks (personnel) and determining the degree of skill;

- Skills training bank employees in ethics;

- Checking and managing staff both vertically and horizontally.

For serving managers must have the following qualities (as Henri Fayol)

1) To be healthy and vigorous physical;
2) Have the intelligence and intellectual capacity;
3) To possess moral qualities: persistence, men in decision-making, responsibility, sense of duty;
4) To have good training, deep and qualitative studies,
5) To have the following routing capabilities, providing the ability to make an action plan, organizational skills, the art of knowing how to behave with people, ability to unite and lead the forces of many people and the ability to control, them to comment without offending;
6) Knowledge of the functions of the Bank;
7) A deep competence in the specific activity of the organization.

In their work managers must take into account the following principles:

- Orientation to the man as the basis of management. This is the fundamental principle of the company, which offers care for humans as a criterion for the highest value of the company, unleashing creative energy, giving more opportunities to show initiative and entrepreneurial spirit.

- Serving perfect buyer. This is the basic principle of the foreign policy of the organization, which can be played differently formulated the words bank customer and its existence is dependent on the customer.

- Creating and sustaining microculture, microclimate in the organization, which ensures proper way to behave civil.

The basic elements which are the object of improvement are:

- Theory of laws and principles used to optimize the organization's activities;

- Methods and processes to solve the problems it faces the practice of management;

- All technical means (technology) that provides performance management functions at all hierarchical levels;

- Team of people, the links between them, social-psychological climate in the collective.

In management theory can be defined following basic methods:

- Economic;

- Organization;

- Social-psychological;

- Administrative;

- Mathematical
1) Survival. Desire to achieve success is characteristic of all organizations. The organization is considered to be lively, if achieved its goal. Some organizations is canceled if they have achieved the initial goals, but usually survival, existence as long as is the purpose of the organization. For example, the Catholic Church is 2,000 years old, state organizations - for centuries on end. But to stay strong in order to survive, many organizations are forced to change their goals in accordance with the changing needs of the environment. All organizations that exist for the sake of business changing consumer purposes.

2) Effectiveness and consistency. To survive, the organization must be effective and outcome. After P. Drucher organization is the result in which case if properly develop market demand, but effective, properly preparing the market what it wants.

3) Productivity. Effectiveness largely depends on firm productivity. Productivity is required combined with qualitative indices. In general, the productivity is not only the ratio of the number of products in and the products made. The organization is the most productive and effective it is. So, if you raise the volume to achieve marketing department we spend additional resources to increase productivity. And if productivity growth leads to lower quality - effectiveness decreases.

3. Conclusions
Optimization remains an ongoing process that measures the overall level includes all bank processes to bring diminishing expenditure banking risks, improving human resources and maximum capacity utilization of employees.

Bibliography


