

**HUMAN RESOURCE DEVELOPMENT PRACTICE OF
NEPALESE COMMERCIAL BANKS**

(With reference to Rastriya Banijya Bank Ltd., Everest Bank Ltd. and
Nepal Investment Bank Ltd.)

By

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Certification of Authorship

I certify that the work in this thesis has not previously been submitted for a degree nor has it been submitted as part of requirements for a degree except as fully acknowledged within the text.

I also certify that the thesis has been written by me. Any help that I have received in my research work and the preparation of the thesis itself has been acknowledged. In addition, I certify that all information sources and literature used are indicated in the reference section of the thesis.

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RECOMMENDATION LETTER

It is certified that thesis entitled "**Human Resource Development Practice of Nepalese Commercial Banks.**" Govinda Poudel is an original piece of research work carried out by the candidate under my supervision. Literary presentation is satisfactory and the thesis is in a form suitable for publication. Work evinces the capacity of the candidate for critical examination and independent judgment. The thesis is forwarded for examination.

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APPROVAL SHEET

We, the undersigned, have examined the thesis entitled **“Human Resource Development Practice of Nepalese Commercial Banks.”** presented by Govinda Poudel, a candidate for the degree of **Master of Business Studies (MBS)** and conducted the viva voce examination of the candidate. We hereby certify that the thesis is worthy of acceptance.

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ABBREVIATIONS

AD	:	Anno domain
AGM	:	Annual General Meeting
BAFIA	:	Bank and Financial Institution Act
BS	:	Bikram Sambat
C.V.	:	Coefficient of Variation
CEO	:	Chief Executive Officer
EBL	:	Everest Bank Limited
F/Y	:	Fiscal Year
HR	:	Human Resource
HRD	:	Human Resource Development
HRM	:	Human Resource Management
IHRD	:	Investment on HRD
Ltd	:	Limited
NIBL	:	Nepal Investment Bank Limited
NPM	:	Net Profit Margin
NRB	:	Nepal Rastra Bank
PEP	:	Per Employees Profit
PIHRD	:	Per employees Investment on HRD
QWL	:	Quality Work Life
RBB	:	Rastriya Banijya Bank
ROA	:	Return on Assets

ROE : Return on Equity

Rs. : Nepalese Rupees

S.D. : Standard Deviation

SHRM : Strategic Human Resource Management

SPSS : Software Program for Social Sciences

TU : Tribhuwan University