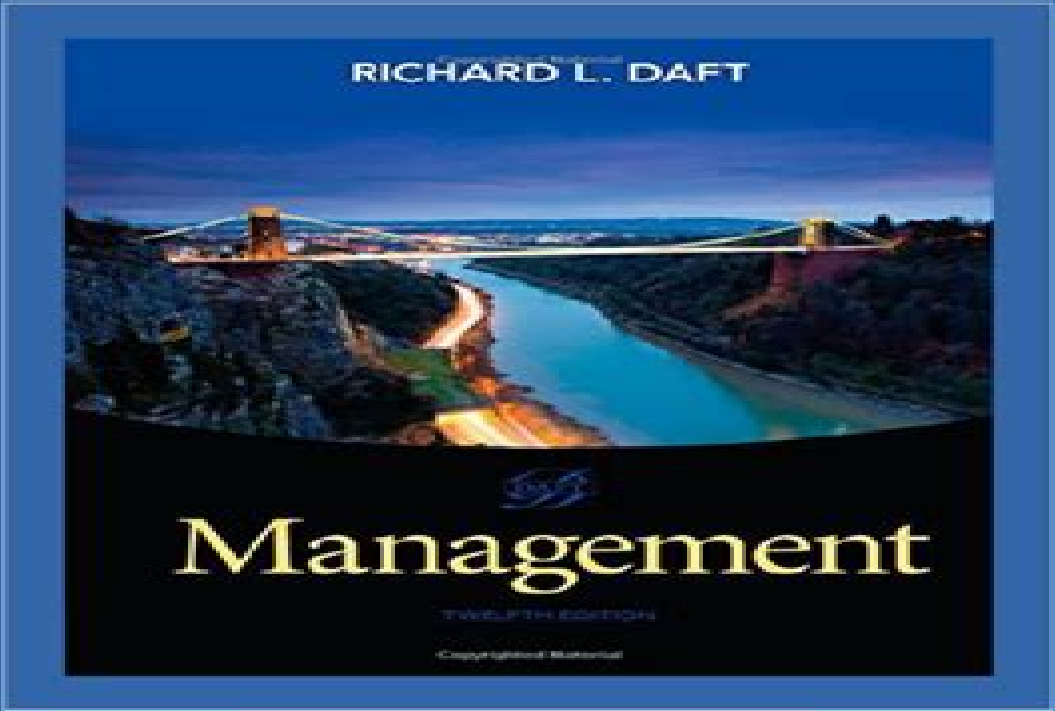


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Richard L. Daft, Dorothy Marcic



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from the year 2022 in the subject Leadership and Human Resources Leadership grade Excellent language English abstract In this dissertation the main objective of the study is to access the effect of human resource management practices recruitment and selection training and development employee satisfaction employee relations and performance appraisal on the performance of Cooperative Bank of Oromia Human resource management HRM is a comprehensive and logical approach to the employment and development of people It can be regarded as a philosophy about how people should be managed which is reinforced by a number of theories relating to the behavior of people and organizations Human resource management is a process of bringing people and organizations together so that the goals of each group are accomplished This implies HRM is part of the management process which is concerned with the management of human resources in an organization HRM tries to secure the best from people by captivating their unreserved cooperation In this way it includes systematic planning and control of a network of the necessary organizational processes affecting and involving all organizational members including human resource HR planning job and work design job analysis staffing training and development achievement evaluation and review compensation and incentives employee safety and representation and organizational improvements A cooperative bank is a business organization which is the proprietorship of its members who are simultaneously the possessors and the clients of the bank Cooperative banks are often established by individuals belonging in common interest According to Gupta Jain 2012 alike any financial institutions Cooperative Banks in most parts of the world take deposit and lend money It also provides financial assistance to the people with slight revenues to safeguard them from the debt deception of the cash lender Cooperative banks are prescribed and managed on the principal of cooperative self help mutual help As any financial institutions in Cooperative Bank of Oromia proper human resource management is vital for its existence and development Thus human resource professionals and the bank s executives are seen employing different mechanisms to retain their experienced employees Due to this the study assessed existing conditions in Cooperative Bank of Oromia how it has been applying human resource management practices that enable to attain best performance

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