



Public Sector Banking as a Career

Banking sector in India may create up to 20 lakh new jobs in the next 5-10 years, helped by issuance of new licenses and efforts being made by RBI and government to expand financial services to rural areas, experts say. Public sector banks could account for a bulk of hiring and could see 5-7 lakh new jobs being created in the coming years, as close to 50 per cent of their workforce in the lower and middle-level functions will retire in this period. Thus, the hiring trend may get a further boost in the public sector banks.

Recruitments in Public Sector Banks:

A. Nationalized Banks: Punjab National Bank, Bank of Baroda, Bank of India, Canara Bank, Allahabad Bank, Andhra Bank, Bank of Maharashtra, Central Bank of India, Corporation Bank, Dena Bank, Indian Bank, Indian Overseas Bank, Oriental Bank of Commerce, Punjab and Sind Bank, Syndicate Bank, UCO Bank, United Bank of India, Union Bank of India and Vijaya Bank.

B. State Bank of India & Associates: The State Bank Group comprises State Bank of India and its Associate banks such as State Bank of Hyderabad, State Bank of Patiala, State Bank of Mysore, State Bank of Bikaner and Jaipur and State Bank of Travancore.

C. Other Public Sector Bank: IDBI Bank Limited

D. Cooperative Banks and Regional Rural Banks

E. Reserve Bank of India

Selection Process: The method of selection for public sector bank positions includes an entrance exam followed by an interview. This entrance exam is an online exam, which has objective type questions. These questions are aimed at assessing candidates on areas such as Reasoning/Logical Ability, English, Maths/Numerical Ability, General Knowledge and Computer Awareness. Nationalized Banks, Regional Rural Banks (RRBs) and Cooperative Banks recruit personnel, based on the performance of candidates in the entrance exams conducted by an autonomous body known as Institute of Banking Personnel Selection (IBPS) set up by the banking industry to cater to its recruitment needs. 20 Banks which include 19 Nationalized Banks & IDBI recruit clerks, probationary officers and specialist officers based on performance of candidates in IBPS Exams. However, SBI Group and RBI conduct their own entrance exams. A summary of these exams is as follows:

Nationalized Banks: (I) IBPS PO/MT CWE for Probationary Officers/Management Trainees (II) IBPS Clerk CWE for Clerical cadre (III) IBPS SO CWE for Specialist Officer Cadre

Regional Rural Banks: IBPS RRB CWE for Officers and Office Assistants (Multipurpose)



State Bank of India: (I) SBI PO (II) SBI Clerk (III) SBI Specialist Officer

- **Reserve Bank of India:** (I) RBI Assistant (II) RBI Grade B Officer

Eligibility Requirements: A candidate must be a Graduate to be eligible for Bank Clerk and Bank PO positions. To be eligible for a position in the Specialist Officer cadre, one has to attain a degree in the specific specialist field such as Management, Engineering, Law etc.

Career as a Bank Clerk

A clerk is mostly a front staff in a bank. Depending on the requirement clerks are placed at different counters of the banks e.g. savings, deposit, current deposit, term deposit, retail loans, cash credit, agricultural loans, credit cards, government business, cash receipt or payment etc. Maximum customer interface in banks occurs at these counters managed by clerical staff.

Candidates who are finally selected can look forward to a fruitful career in the bank, they join. All public sector banks provide training to new employees for equipping them to take up their assignments. Induction training which happens immediately or soon after joining is the first training program they attend. Subsequently they are offered training in various banking disciplines. Public sector banks are among the few organizations which offer promotion from one cadre to another. Thus those who join as clerks may be promoted as officers, as per banks norms. For bright candidates, in some banks, this promotion from a clerk to officer is possible in a period as short as one year.

Career as a Bank PO

Probationary Officer's job involves dealing with various new offerings such as online banking, securities and investments, asset management and corporate banking. During the probation period one gets familiar with the working of various departments, including forex operations, general banking, loans and merchant banking, dealing with cash, selection of cheques, completing routine bank work such as bill collection, cheque clearances and loan processing etc. The probation period makes a Probationary Officer familiar with every aspect of banking. Probationary Officers also need to assess various markets on the behalf of the bank to advice corporates or other banks that need foreign currency. The job requires the Probationary Officer to be constantly updated about the policies of the regulatory bodies, monitoring the current prices, making predictions based on analysis of trends etc.

Most of the vacancies for which recruitments are made are in Junior Management Graduate Scale I, which is the entry level position for joining a public sector bank as an officer. This entry level position is known as that of probationary officer or management trainee. Bank Probationary Officers are on probation of two years during which they are given intensive training and towards end of their probation / training period, they are subjected to a screening process.



There is a well defined career progression path in each public sector bank. Performance and potential are key elements which determine this career progression. Most senior officials in public sector banks started their career as clerk or scale I officer only. In tune with the time banks have reviewed their promotion policy and now for bright, hardworking and knowledgeable employees it takes less time to move to higher scales. The growth path of a Probationary Officer is as follows:

Junior Management Grade – Scale I: Officer

Middle Management Grade – Scale II: Manager

Middle Management Grade – Scale III: Senior Manager

Senior Management Grade – Scale IV: Chief Manager

Senior Management Grade Scale V: Assistant General Manager

Top Management Grade Scale VI: Deputy General Manager

Top Management Grade Scale VII: General Manager

After a General Manager position one can aspire for the position of executive director or chairman of a bank. These are very high positions, nomination to which is decided by the Government and not by the individual banks.

WWW.VIDYAGURU.IN