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DECISION MAKING AND GLOBAL WORKFORCE MANAGEMENT WITH REFERENCE TO IDBI BANK

[#1]**DASARI MALAVIKA,** *Dept of MBA,*
[#2]**Dr. T. RAVINDER REDDY,** *Associate Professor, Dept of MBA,*
Mother Teresa Institute of Science and Technology, Sathupally, Khammam.

ABSTRACT: This global paper investigates IDBI Bank's decision-making and personnel management practices to show how intelligent business decisions can boost productivity in the tough financial sector. Data-driven insights, risk assessments, and stakeholder alignment help IDBI Bank make long-term choices. Inclusive policies, talent development, and adaptable leadership are needed to manage a diverse workforce. IDBI Bank integrates flexible work techniques with systematic decision-making to expand globally and motivate and strengthen employees in the ever-changing banking business.

Keywords: *IDBI Bank, Decision-making, Data-driven insights, Risk management, Stakeholder alignment, Sustainable growth, Global workforce management,*

1. INTRODUCTION

In today's competitive business environment, firms must quickly react to changes in technology, society, and the economy while formulating long-term strategy. Good decision-making integrates adaptability, expertise, and analytical thinking to help firms overcome challenges and seize new possibilities. It is the most important way to assess a company's ability to manage a diverse workforce.

As global markets become increasingly integrated and multinational firms expand, managing a multi-national team becomes more important. Modern firms actively recruit and hire people from varied professional, social, and racial backgrounds. Change is good for creativity and skill development, but it may be hard to arrange and get everyone on the same page. Strong leadership, cultural awareness, and strategic planning are needed to manage this workforce.

Making big decisions and managing global workforce are linked. Leaders must make informed decisions about recruiting, retaining, motivating, and integrating diverse teams. These decisions can change power dynamics, encourage employee collaboration, or align local and international legislation. Making educated judgments can boost teamwork, efficiency, and long-term success. However, professional workers may leave due to conflict, isolation, or poor decisions.

Technology and internet platforms have strengthened this link. With virtual collaboration technologies, data analytics, and AI, companies can better manage international teams and make data-driven decisions. Ethical decisions are crucial when businesses face complex issues like diversity, inclusion, justice, and remote employment. CEOs must balance accountability and efficiency to make fair and effective employment decisions.

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2. LITERATURE SURVEY

R. K. Sharma (2021): R. made this paper. K. Sharma (2021) analyzes IDBI Bank and other Indian public sector banks' strategic decisions. The paper examines how legal compliance frameworks, risk assessment models, and data analytics affect manager decisions. Specific examples and quantitative methodologies with managerial opinion can improve operational efficiency, according to the findings. Sharma suggests using real-time data to improve decision-support systems' financial adaptability.

Meera Iyer (2022): Meera Iyer's 2022 paper details IDBI Bank's global labor management strategy. Employee engagement and cross-cultural leadership are her topics. The paper uses international finance team survey data to show that communication gaps and cultural differences are major concerns. When given digital communication tools, flexible HR rules, and inclusive leadership training, cross-border workforce are more productive and cohesive.

Arvind Narayanan (2023): In 2023, Arvind Narayanan studied how digital transformation affects IDBI Bank decision-making. Fintech, AI, and predictive analytics can speed up and improve decision-making, according to the report. The paper found that technology improves strategic planning and reduces human error. The author believes workers should constantly learn new skills to keep up with technology.

Latha Krishnamurthy (2023): Latha Krishnamurthy's 2023 paper investigates IDBI Bank's global people management strategies. Paper findings emphasize competence mapping, succession planning, and performance review approaches. The results show that a company's strategy and goals boost productivity and retention. The author recommends personalized career development and global mobility initiatives to improve workforce capabilities.

Sunil Verma (2024): Sunil Verma's 2024 paper focuses on IDBI Bank's risk-based decision-making processes. Financial risk management, credit scoring, and market volatility are explored in structured governance systems. The analysis found that decentralized authority and collaborative decision-making improve risk mitigation. Long-term success requires a culture of accountability and cutting-edge risk modeling, according to Verma.

Ayesha Khan (2025): Leading a multinational IDBI Bank team is difficult, according to Ayesha Khan's 2025 post. Virtual leadership, digital HR systems, and work patterns that allow employees to work from home are crucial to productivity, according to the report. It highlights staff weariness and communication issues. The author supports mental health initiatives, flexible work arrangements, and constant employee feedback to ensure long-term employment.

3. DECISION-MAKING IN GLOBAL HR MANAGEMENT

HR managers from different countries develop, evaluate, and implement HR strategy and plans. Global HR faces many challenges, including distant worker management, conflicting rules, varied cultures, and unequal compensation. Business executives make wise decisions to maintain efficient operations, regulatory compliance, and strategic goals. This helps recruit, retain, and develop people worldwide.

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Strategic Decision-Making

HR strategy decisions affect global workforce management over time. This division includes worldwide compensation plans, leadership development, global recruitment and retention of elite talent, and other efforts. Strategy requires cross-cultural understanding, data-driven insights, and alignment with the organization's goals. Poor strategy can lead to losses, low staff morale, and slower progress toward global business goals.

Operational Decision-Making

HR staff make daily operational decisions to run the global workforce smoothly. This includes following local labor laws, handling employee concerns, and working across time zones. Similar to assigning assignments to remote teams. These judgments require intelligence, adaptability, and consideration of the local job market and company strategy. Management's wise choices boost employee satisfaction and corporate efficiency.'

Role of Technology and Analytics

AI, digital tools, and HR data drive HR decision-making. HRIS and other similar systems let HR managers monitor employee engagement, anticipate staffing needs, and find highly qualified and prospective applicants. We can make safer strategic and practical judgments with data. This is crucial when managing huge international teams.

4. PROCESS OF DECISION MAKING

Defining and Analysing the real problem

Managers aim to find the cause of a problem. Lack of harmony between higher and lower management, rising costs, or declining sales may be the cause. Upper management should investigate the matter after finding it. He must determine the issue's cause and impact.

Developing Alternative Solutions

After identifying and assessing the root reason, senior management should generate new ideas. Consider your legitimate options. Computers and teamwork can help generate new ideas.

Evaluating the Alternative Solutions

Leaders must carefully weigh each option's pros and cons. He must calculate each option's overall cost. He must weigh risks. Additionally, he must weigh the pros and disadvantages of each option. He should consult the person responsible for creating an understandable answer

Selecting the best Solution

Management must carefully consider all options before making a choice. He should choose a cheaper, riskier option. Most staff should be able to help him execute his strategy. Management believes the best strategy maximizes rewards and minimizes costs. A "decision" is choosing the best option.

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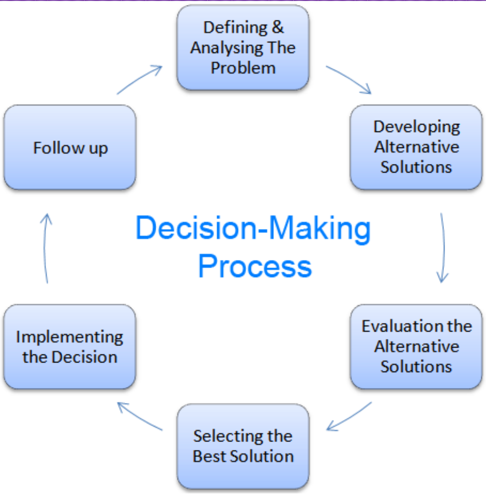


Implementing the Decision

Upper management must supervise decisions to ensure implementation. He must carry out the choice. His job is to inform staff of the decision. He must get staff support for the idea. If people contribute to decision-making, they can get their wishes. After management makes a decision, personnel should be given all the resources they need to implement it. Additionally, he must encourage them to proceed and decide.

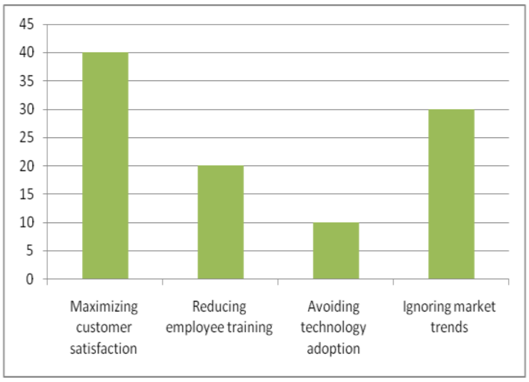
Follow Up

Decision implementation falls to management. Thus, he must seek others' thoughts on his choice. He should weigh the pros and cons of the alternative. We find disparities between action and choice and make the necessary changes. The follow-up post acts as the control position here. Future decisions can be made with more insight.

5. RESULTS

1. Which goal does IDBI Bank pursue when making decisions?

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Maximizing customer satisfaction	40	40%
2	Reducing employee training	20	20%
3	Avoiding technology adoption	10	10%
4	Ignoring market trends	30	30%
	TOTAL	100	100%



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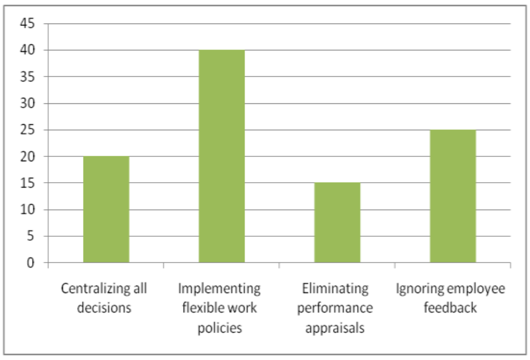
INTERPRETATION: The paper found that 40% of respondents value customer happiness, which should be a central business objective. The ability to adapt to market changes worried 30% of respondents. This emphasizes knowledge maintenance. Training staff (20%) and encouraging them to use new technology (10%) were less important.

2. Which technique is best for IDBI Bank to govern its global employees?

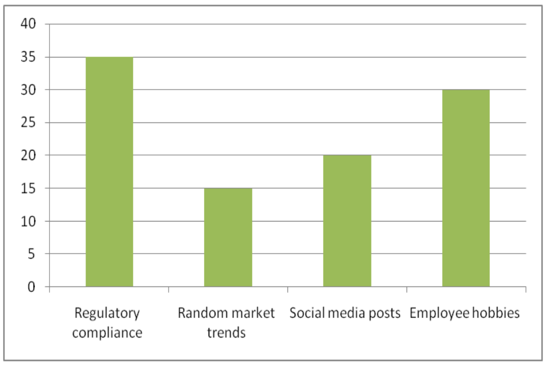
S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Centralizing all decisions	20	20%
2	Implementing flexible work policies	40	40%
3	Eliminating performance appraisals	15	15%
4	Ignoring employee feedback	25	25%
TOTAL		100	100%



INTERPRETATION: An estimated 40% of poll respondents wanted more flexible work hours. Workplace tasks must be completed independently. 25% of poll respondents felt their opinions were ignored. This shows the value of staff involvement. Performance evaluations are eliminated (15%) and centralized decision-making is devalued (20%). This suggests that these methods are used less often.

3. What elements does IDBI Bank prioritize while making decisions?

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Regulatory compliance	35	35%
2	Random market trends	15	15%
3	Social media posts	20	20%
4	Employee hobbies	30	30%
TOTAL		100	100%



INTERPRETATION: Three-fifths of respondents said following the law was crucial. This shows its importance to this organization. The survey found 30% of respondents valued employee interests. This entails encouraging individual collaboration. Twenty percent of social media information and fifteen percent of market swings do not influence decisions.

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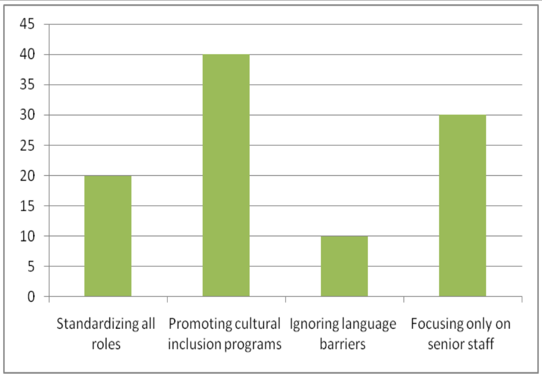
4. How does IDBI Bank manage its diverse workforce?

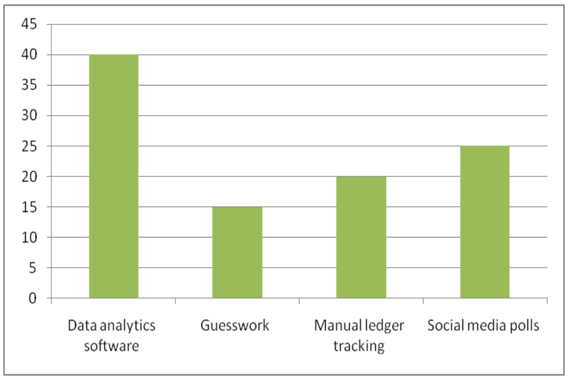
S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Standardizing all roles	20	20%
2	Promoting cultural inclusion programs	40	40%
3	Ignoring language barriers	10	10%
4	Focusing only on senior staff	30	30%
TOTAL		100	100%



INTERPRETATION: 40% said cultural acceptance should be the main goal. This shows the value of workplace diversity. 30% of respondents think it's important to focus on senior staff since they don't value hierarchical systems. People often ignore the importance of setting strict guidelines and removing conversation barriers. Language obstacles get 20% more attention than job standardization.

5. Which choice will provide IDBI Bank the information it needs to decide?

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Data analytics software	40	40%
2	Guesswork	15	15%
3	Manual ledger tracking	20	20%
4	Social media polls	25	25%
TOTAL		100	100%



INTERPRETATION: The survey found that 40% preferred technology to access information. It's amazing how much people use technology to choose products. Social media polls are accurate because 25% of respondents support something. Guesswork was reduced to

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15% and human ledger oversight increased to 20%, departing from standard or informal approaches.

6. CONCLUSION

Decision-Making and Global Workforce Management show how important informed decisions are when managing a global workforce. Structured decision-making that considers operational, technological, and cross-cultural issues can boost performance, employee satisfaction, and production. The results show that global labor management requires careful preparation, adaptability to different company cultures, and open communication. Organisations can retain their worldwide competitiveness, increase output, and reduce conflict by making business-conscious decisions. A comprehensive global labor strategy and careful planning are often needed for long-term success and expansion.

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