

Significance of the Study The significance of this study is derived from both theoretical and practical considerations: Theoretical Significance This study highlights the impact of employment policies as a component of strategic human resource management, particularly in the context of the banking industry, which demands high levels of efficiency and professionalism.o Assisting HR professionals in understanding how talent acquisition and placement processes directly affect daily job performance and overall organizational success.o Supporting decision-makers in developing evidence-based .employment strategies that are aligned with institutional goals and sector demands