

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.