

A LITERATURE REVIEW TO STUDY ORGANIZATIONAL ENVIRONMENT OF BANKING SECTOR

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Abstract

An organizational climate is one of the most important aspects for an organization that makes it easy for employees to enjoy their work and challenge for organizational improvement. The banking sector in India is the most reputable institution that is largely trusted by the masses. For the development and progress of the banking sector, human resource development plays a very important role and important function as a whole. The practice of human resource functions in the banking industry is one of the mandatory requirements according to the guidelines. The organizational climate and HR practices ensure the overall development of personal and professional methods along with banking capabilities for clients. It also practices encouraging and progressive achievements and the bank's brand image in terms of operations in the banking sector. Human resource development can be considered as one of the most important systems of personnel management that does not leave the department, maybe with the results obtained by manufacturing and services.

Keywords: Organizational environment, Banking Sector, Human Resource functions, Potential evaluation, socio-economic goal, financial stability

Introduction:

The organizational culture of any organization reflects a supportive environment that gives complete freedom to all employees at different levels, promoting their skills, abilities and confidence that helps in maintaining the expected results in development and also in keeping the

team spirit intact. It also focuses on various aspects that directly and indirectly affect the environmental climate of the banking sector, making all employees with customers satisfied with the service and its achievements. There are various aspects to be considered as part of a human resources development system in any banking industry related to human resources planning, selection, performance management, potential evaluation and training. All these aspects are used for the benefit and development of human resource management and also guarantee good results.

Human resource development related to the banking sector and its functions focuses on a variety of factors, including low employment turnover, employee retention, employee satisfaction and progress at different levels, industry relations, employee safety and the quality of work-life of all members of the banking sector. It also focuses on the socio-economic goals and financial stability provided by the practice of human resource development in the banking sector.

Review of Literature:

It also focuses on the development of organizational culture and organizational culture, where employees working at all levels, such as top management, middle management and lower management, need to have a belief system for the organization and each other and work as a team. A survey conducted by Reserve Bank of India in 2010 reported that the process of human resource development in Indian banks is being carried out with the aim of promoting progress in banking services and greatly helping employees who are being carried out in a very meticulous, continuous

and structured manner. In determining and strengthening the capabilities and capabilities of all employees, the climate, culture and practice of personnel functions of the organization are reflected, resulting in a result as a mandatory personal and professional development of future expectations of employees. It also focuses on exploring and developing the essential skills of all employees to have a satisfying life and personal as well as professional facilitation of banking functions at a large level.

It excludes leaders who have a life purpose of taking hands in the hands of the organization and its employees. Fourth, it also reports on the working surface of the human resource development system in the health sector of Jammu and Kashmir, in a study conducted. As employees of certain banks where people are inspired and carry out all possible responsibilities for the present and future of the organization and self, and if the trust of the organization and employees is insufficient, the climate mechanism of the organization He concluded that he would be dissatisfied with the system.

Another study conducted reported that the climate of human resource development has a very positive and convincing impact on employee commitment and retention, so it was suggested at that time at the Bank of Nigeria to promote flexibility, personality development, faith, participation, and mutual respect as a result of a positive organizational climate In protection and trust can become a medium. A positive organizational culture has the power to create a harmonious environment in which people can work, to induce commitment without saying and without guidance, and to obtain organizational objectives and personal objectives in a reasonably fair manner. It also helps to generate a sense of togetherness and a sense of belonging that allows everyone in the organization to perform to the maximum level of their abilities. In a survey conducted by 52 organizations, of the 52 organizations, more than 50% of the organizations confirmed that a positive and good organizational environment was moderately acceptable to all employees

It has also been reported that the climatic conditions of human resource development are widely observed in IT centers compared to the automotive sector It was also reported that, on behalf of various studies conducted by Patnaik, S. P, public sector initiatives are considered to be

relatively superior to private concerns in terms of a favorable organizational climate as also reported in a study that guarantees high satisfaction among employees if the organizational climate is positive in nature, Shreeman said. Mathivanan P 2013 reported a positive organizational climate on moderate factors, including the satisfaction of working conditions and moderate aspects, and the practice of personnel functions and benefits to their people.

It was mentioned in a study conducted on career development and planning along with the human resources climate, Shilpi Singh 2012 with the system in which employees are given the opportunity to work in different departments promoting effective operational systems to improve human relationships, outcomes and productivity, the organizational climate is also superior in private and foreign banks in India compared to public sector banks in India. He concluded that it was found to have been caused by a combination of the two.

A study conducted referred to several moderate environmental aspects related to a good organizational climate in Indian banks. They also discussed the various learning abilities of employees who were strongly influenced by environmental factors, including the cultural aspects of any bank. A survey conducted by Kumar and Patnik 2002 stated that a positive organizational culture had a gradual association with employee satisfaction, which was the result of fair practices in human resources.

Salokhe 2002 reported in a study on positive relationships between managers and subordinates on behalf of the implementation of the organization's climate, policy and human resources functions. Prices within the organization are satisfied because of the progressive features of policies initiated and put into practice by top management along with a culture that imposes organizational fairness. We have the ability to take care of employee career planning, and have the ability to ensure employee development, job analysis, equality, development-side opportunities, and futuristic plans for retired employees.

All these aspects lead to an updated assessment of employee satisfaction and the climate of the organization. In Jammu And Kashmir, surveys were conducted in banks to explore the culture and climate of human resource development. In

1988, in relation to human resource development, the discrepancy between top management and other levels of practice was discussed. It simply meant what people say and what they practice to match the climate and culture of the organization.

Conclusion:

On behalf of the study, it is concluded that there was a high level of trust and faith among people, when a navigation system of positive and strong beliefs existed among employees, emphasized on the practice of excellence in expertise, caliber, work of managers and the involvement of all employees at various levels that ensure a positive organizational climate and culture. When it comes to the banking system in India, the training aspects related to high-value welfare strategies for employees and human resource development environments are relatively superior compared to other countries. In such cases where the minimum value was observed, it simply means that banks need to pay attention to the evaluation systems of organizations that manage different levels, focus on the caliber aspects of their employees and operate in a way that allows them to work in a better way and is also ready to accept changes. One can mention that supervising employees on average is considered one of the most important aspects presented about the quality of the manager. The technical instruments of the human resources development procedure managed to ensure the expected results and the interests achieved organization give thanks to the employment. It also describes training outcomes and development associations that are considered relatively superior compared to the tools used in the banking sector in the public sector.

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