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Factors influencing perception and productivity of Banking sector employees

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ABSTRACT
The productivity of employees in the banking sector can be influenced by various factors, and measuring productivity in this context may involve several metrics. Some factors that can impact the productivity of banking sector employees are training and development, technologies are discuss in paper. The technology which is discuss is e-HRM as e-HRM underway in the middle of 1970-1980. The continuous improvement in this field has led to various HR functions through its integration. Banking and financial sectors are considered as significant for the growth of an economy and the nation. The more efficient a banking system is in resource generation, allocation the more it contributes to the economic growth. In adding to it a range of theoretical frameworks that support the employee perception on E-HRM have been used. Finally, a variety of descriptive and evaluative conceptualizations have been used. Recommendations and avenues for future research to gain a more comprehensive understanding of employee. Placing the companies sided by side allows an overview and comparison. All the companies were and still are working on further developments and further improvement and therefore this overview has somewhat of a transitory value. For the employees, the introduction of e-hrm brings changes in the ways experience HRM in a company and in the HR tools and instruments they get offered. **Bondarouk & Ruel (2009)** define e -HRM as “an umbrella term covering all possible integration mechanisms and contents between HRM and information technologies, aiming at creating value within and across organizations for targeted employees and management.” To analyse whether e-HRM should considered as innovation or irritation in Raipur City. The research paper used the mixed method approach for data collection and 42 respondent response were taken through questionnaire and few through personal interview from the banking institution itself.

Keywords – Productivity, Perception, Behavioural Intention, Promotion practice, e-HRM, Banking Sectors

INTRODUCTION

The productivity of employees in the banking sector can be influenced by various factors, and measuring productivity in this context may involve several metrics. Here are some factors that can impact the productivity of banking sector employees. Factor such as training and development and e-HRM are discussed in the paper. The progression of e-HRM underway in the middle of 1970-1980. The continuous improvement in this field has led to various HR functions through its integration. The more efficient a banking system is in resource generation, allocation the more it contributes to the economic growth. In adding to it a range of theoretical frameworks that support the employee perception on E-HRM have been used. Both dependent and independent variables are taken into consideration for study. Dependent variables are Satisfaction and organisational behaviours, social acceptance, policies, and Ease of technologies are independent variables. Due to globalization, the banking industry is expected to be more dynamic and competitive in their future operating environment. Thus, banking institutions are encouraged to increase their competitiveness in term of enhancing operational efficiency and become more innovative in developing competitively priced financial products. They also need to realize the need to serve the sophisticated needs of consumers and businesses nowadays. All the companies were and still are at work on further expansions and further development and therefore this overview has somewhat of a transitory value. ‘The success of any HR intervention in organization is heavily dependent on employees’ perception of that intervention’ (Rahman & Shah, 2012, p.11). For performance appraisal to be effective and useful, it is vital that those taking part, the appraiser and the appraisee, are both benefiting from it and find the procedure a productive tool, as without this, it would be impossible for the system to work.
Performance Appraisal is intended to gather crucial information and measurements about the actions of staff and the company’s operations which are valuable to management for enhancing the employees’ productivity, working conditions, their morale, and inner workings of the organization wholly (Rahman & Shah, 2012). ‘Effective managers recognize performance appraisal systems as a tool for managing, rather than a tool for measuring, subordinates. They may use performance appraisals to motivate, direct and develop subordinates’ (Wiese & Buckley, 1998, p244)

LITERATURE REVIEW

Subrat and Rehman & Rehman (2020) The banking industry's performance can be developed by practicing effective HR policies in the recruitment and selection process. An effective recruitment process and selection process can save both processing time and expense to pick the right person in the right position. This study investigated the significance of employee's perception on current recruitment and selection process, including their suggestions for an effective recruitment and selection process. The analysis found that the E-recruitment strategy and assessment centre should be practiced and total procedural time should be as short as possible to make sounder recruitment and selection. Finally, the study identifies that current recruitment and selection policy and practice are partially accepted but should be revised through strict monetization by the administration.

Bondarouk & Ruel (2009) define e -HRM as "an umbrella term covering all possible integration mechanisms and contents between HRM and information technologies, aiming at creating value within and across organizations for targeted employees and management."

Ulrich (2011) Human Resource Management is flattering more and more significant in the strategy of a company and is seen as very vital for strategic success. When HR sits at the boardroom table, they add value by helping the business leaders achieve things that will make the company effective.

CIPD (2012) 'Strategic Human Resources is the strategic management of human resources aligned with the organization's intended future direction. It is related and put emphasis on longer-term people issues and macro-concerns about structure, quality, culture, values, pledge, and corresponding resources to future need'.

Murthy (2007) done his study on merger of 5 banks like PNB with New Bank of India, ICICI Bank with Bank of Mathura, ICICI LTD with ICICI Bank, Oriental Bank of Commerce with Global Trust Bank and The Bank of Punjab with Centurion Bank. He put emphases on necessary of merger is to make financial and operation position sound and hold position in rural sector.

RESEARCH QUESTION

The Impact of OE-Organisational environment, SA-Social Acceptance, SAT- Satisfaction PO-Policies & EoS –Ease of Software on social development.

OBJECTIVES

(i) To compare the means of all five variable (OE, SA, SAT, PO & Eos) groups.

(ii) To suggest some measures for better Productivity.

OE-Organisational environment, SA-Social Acceptance, SAT- Satisfaction PO-Policies & Eos–Ease of Software.

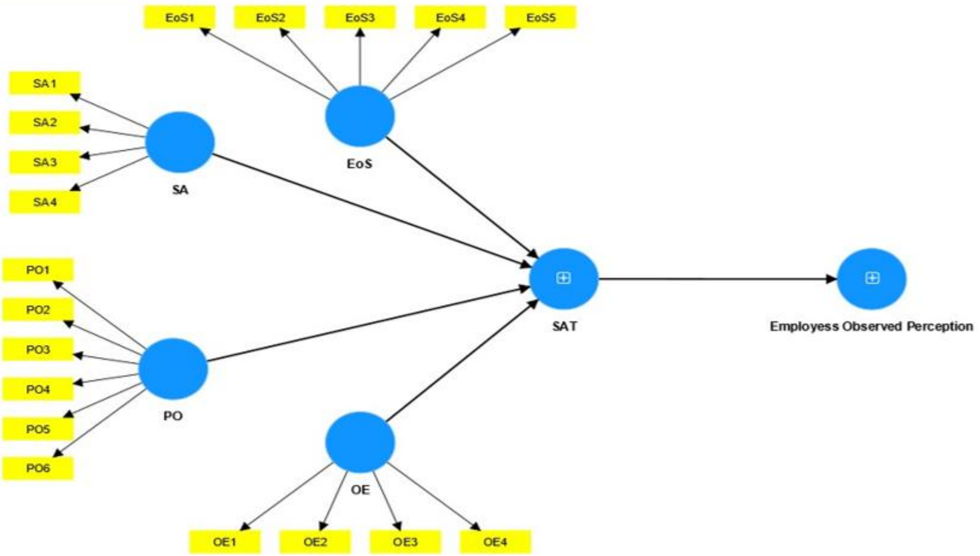
HYPHOTHESES

Ho1: There is a significant influence of independent variables on dependent Variable.
Ho2: There is a no significant difference between Variables.
Ho3: There is a no significant relationship between all five variables.

RESEARCH METHODOLOGY

The nature of the study is descriptive and analytical with covering the are that is banking sector. Both the variables are taken for the study the dependent and the independent variables. Structured Questionnaire and few personal interview methods are used for data collection. Questionnaire is followed by the Likert scale. T- test statistics.

MODEL OF THE STUDY



Measurement model of the study was developed in the format of reflective -formative first order measurement model.

Correlations

		SAT	Eos	SA	PO	OE
SAT	Pearson Correlation	1	-.526**	-.240	-.546**	-.514**
	Sig. (2-tailed)		.000	.064	.000	.000
	N	60	60	60	60	60
EoS	Pearson Correlation	-.526**	1	-.028	.471**	.475**
	Sig. (2-tailed)	.000		.832	.000	.000
	N	60	60	60	60	60
SA	Pearson Correlation	-.240	-.028	1	.636**	.572**
	Sig. (2-tailed)	.064	.832		.000	.000
	N	60	60	60	60	60
PO	Pearson Correlation	-.546**	.471**	.636**	1	.846**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	60	60	60	60	60
OE	Pearson Correlation	-.514**	.475**	.572**	.846**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	60	60	60	60	60

****. Correlation is significant at the 0.01 level (2-tailed).**

All the contract has significant influence on independent variable.

ANALYSIS AND INTERPRETATION

a) Corelation statistics SAT is highly correlated to OE then PO
b) EOS is highly corelated with PO then OE
c) SA is significantly highly correlated with OE then SA and EOT.
d) OE is significantly highly correlated with PO then OE and Significantly medium correlated with EOT and SA

All were significantly correlated with the significant level of 0.01.

CONCLUSION

- Satisfaction of the employees from e-hrm is significantly influencing the e-hrm practices in organisation hence entrepreneur development in employees might be affected.
- Since all independent variables are medium to highly correlated with each other hence entrepreneur development in employees is majorly affected from social acceptance.
- Organization should have to focus on policies for improving organizational environment that will positively improve entrepreneurial development in employees.
- If policy is already upgraded then organization should focus on employee's social acceptance to achieve the same.

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