SUMMARY
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The present investigation ‘work commitment as function of HRD activities, organizational culture and occupational stress’ was aimed to see the influence of HRD activities, Organizational culture and Occupational stress on bank employees’ work commitment. The present scenario of work culture has forced the managers, supervisors and behavioral scientists especially, psychologists for adopting the philosophy of making the employees gay and happy at work place for enhancing their psychological attachment and involvement with the work and the organization, thereby enhancing employees well-being an improving overall productive efficiency.

The present larger empirical research leading to PhD in psychology has been presented in five standard chapters. Chapter-I highlights brief history and detailed description of concepts and meaning of various dependent and independent variables where researcher has also mentioned the relevance of these in the modern business world for improving Total Quality Management (TQM) which is the popular slogan in modern organization. Work commitment is the best likelihood outcomes of the approach of TQM but culture transformation through HRD activities to the best of conducive organizational culture seems to be pre-requisite for successful implementation of TQM.

Among the various concepts used here, work commitment is an only dependent variable that refers to a combination of physiological, psychological and environmental circumstances that causes a person to feel positively toward the organization and it is likely to induce greater sense of attachment with once work and the organization. HRD activities, organizational culture and occupational stress are the independent variables of this research. These variables are also discussed in this chapter. HRD activities refer to all those attempts through which employees in the organization are helped to develop their potentials at work through training, performance appraisal, job enrichment, and organizational development programs. It is widely most acceptable strategy
that dynamically appeared in the last few decades of the 20th century— an era of hi-tech and automation, that help individuals to acquire knowledge, skill, competence, and create a sense of belongingness and these in conjunction of get them more job involved subsequently leading to increasing employees’ motivation, satisfaction and overall organizational effectiveness in general, at work place. The perception of advancement and growth opportunities at work has significant impact on employees’ motivation that enhances productive efficiency. The concept of organizational culture which is another independent variable has a mention, time and again, in the preceding writing, is a product of number of variables like leadership style, organizational policies, practices, traditions, conventions etc. The chapter also discusses the concept of occupational stress that refers to the misfit between a persons’ skill and abilities and the demands of the job which ultimately results in personal and organizational inefficiency, sickness, socio-cultural alienation and dissatisfaction at individual as well as in the organizational level. The chapter also discusses the significance of these variables.

Chapter –II deals with the available survey of literature. It contains both theoretical and empirical works of the stalwarts working in these specific aspects like, work commitment, HRD activities, Organizational culture and Occupational stress. In the light of the survey of literature, it has been found that there is non-availability of such type of studies, hence, there was no option left except to formulate null-hypothesis that have been comprehensively described with the general notion that work commitment and its facets will not be influenced by HRD activities, Organizational culture and Occupational stress as a whole and their various facets. In this way thirty nine (39) null-hypotheses were formulated in all.

Chapter-III incorporates the methodological and procedural aspects of the study. The sample of the present study comprising of bank managers and officers selected randomly from public as well as private sector banks. The size of the sample is consisted of 150 from public sector banks and 150 from private
sector banks. Four psychological tools were used. The tools administered to gather information were ‘work commitment scale’ developed and standardized by Shawkat and Ansari (1998), ‘HRD activities scale’ developed by Shawkat and Ansari (1998), ‘Organizational culture scale’ developed by Nasheed and Ansari (1998) and ‘Occupational stress index’ developed by Srivastava and Singh (1981) individually on the respondents.

In order to make the obtained data intelligible and interpretable, Stepwise Multiple Regression statistical treatment was given to the data for obtaining the results.

In chapter-IV, results and discussion were given, whereas in chapter-V conclusion and suggestion were given. The conclusion of the findings advocates that work commitment is highly and significantly influenced by overall HRD activities, organizational culture, occupational stress and their various facets. This chapter also incorporates suggestions in the light of the observation and experiences held by the investigator during the course in carrying out this entire research investigation, which must be carefully undertaken in such future endeavors.