Abstract

The present empirical investigation was aimed to study the problems entitled ‘work commitment as a function of HRD activities, Organizational culture and Occupational stress’. It was amply evident from the survey of literature that HRD activities, Organizational culture and Occupational stress in relation to work commitment has not been studied less earlier, especially in Indian context. Since, based on the philosophy and approach of work humanization, so there was and still is a need of time that the various determiners of HRD activities, Organizational culture and Occupational stress as well as a whole of these variables should be explored to see their impact on the work related behavior like work commitment which is definitely instrumental attaining organizational effectiveness, growth and development. And it is, indeed true that without enriching organizational environment, organizations’ potential efficiency and development can not be ensured. Hence, such task was certainly challenging and important which the present researcher who designed and conducted the study for reaching the aim. Therefore, the present investigation was challenging and relevant as well.

The entire empirical work on the problem has been described under five different chapters. In chapter-I developmental history, nature and concept of various independent variables (IVs) and dependent variable (DV) have been explained, whereas, in chapter-II, comprehensive details of the survey of literature are presented. In the light of the survey of
literature, null-hypotheses were formulated, as there were no sufficient similar studies, which could have provided any direction of the influence of the respective IVs on DV.

Chapter-III has meant for describing methodology where the steps opted in caring out the investigation have been enumerated. The chapter discusses the details of the sample comprehensively. It is witnessed from the study that the sample of bank managers and officers from public sector (n=150) and private sector (n=150) were randomly chosen for investigation. Having given the emphasis on sample, tools used were discussed. ‘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) are used.

Chapter-IV was meant to describe and discuss results. Results highlight that HRD activities, Organizational culture and Occupational stress as a whole is a significant predictor variable of work commitment and its various facets and moreover, some other facets of these independent variables have also been found to significantly influence the dependent variables.

In the chapter-V conclusion and suggestions have been presented. Having described brief outcomes of the study, some suggestions have also
been put-forth. It has been suggested for wider generality of the outcomes of the investigation that the study must be conducted on varied other samples, for which conducive organizational culture too is a motivational force and most likely a satisfying experience leading to commitment with work and the organization.