CHAPTER-VI

CONCLUSION

The growth of banking sector relies on the personnel who are considered as the asset of the banks. The more competed staffs are, the more joyful and then some proficient in rendering services. At the point when the employees are fulfilled in their activity, it is reflected on the quality and magnificence in their work. At that point the banks will scale more remarkable prominences of achievement.

In an attempt to study the causes for the organizational climate and has an impact on the banks from time to time, the researcher has taken the topic “organizational climate: A comparative analysis of public and private sector banks”. The respondents for the research were employees from both public and private sector banks. All the factors of organizational climate were included in the questionnaire. The banks success always lies in the hands of their employees as well as their customers. Employees are like assets to the banks who have been engaging themselves in achieving organizational goals and objectives. The researcher has made an effort to excavate the reasons for better organizational climate, in specific observance all factors of the study.

Organizational climate is the charmed word which has the influence to bring out the superlative ability, proficiency, skillful, understanding and capability of the employees in the direction towards achieving success. in this study organizational climate comprises sixteen sun factors those are interpersonal relationship, work environment, rewards and recognition, team work and confrontation, participative management, communication, innovation, involvement and commitment, welfare concern, motivation, training and development, grievance handling, empowerment, career opportunities, job satisfaction and employee performance. All these factors have an influential direction towards organizational climate.

Interpersonal relationship must share common goals and objectives. Employees in an interpersonal relationship must respect each other’s views and opinions. A sense of trust is important Individuals must be attached to each other for a healthy interpersonal relationship. Work environment is also important in creating a
positive mindset a workplace be comfortable and stimulating as it promote maximum employee satisfaction and it enhances productivity. When employee performance is recognized then it automatically increases the efficiency and productivity. Confrontation brings people together to work in the organization to share their opinions and feelings and to achieve organizational goals as a team. Participation helps employees gain a wider view of the organization a successful participative management is the visible incorporation of employees' suggestions into the final decision. Organizational behavior indication that the presence of appropriate organizational climate and influential and resilient communicative services in employees are amongst the laying factors for the accomplishment and dominance of the organization. Innovation helps employees to be acquainted with new skills and new talents which is required, Innovation enhances a better way of executing affairs of banking business, Technological innovation enables to do job effectively and improve service quality of employees.

When the climate is, specialist situated the representatives will guide their conduct to accomplishing hierarchical objectives, that the workers in various divisions depicted their climate in various ways. This investigation demonstrates that the worker's understanding inside their useful work aggregate impacted their depictions of the organizational climate and emotional responses to the work circumstance hence Communication must be straightforward and adequate for smooth execution of representatives. At the point when superiors express with their representatives, there is a common comprehension of objectives and the bearing of the organization, and those workers whose managers furnish evidence are happier with their employments. Finally it becomes the responsibility of the banks to form and retain a favorable and pleasurable organizational climate.

Newman (2010), Positive working conditions includes, appropriate inspiration, warm condition, a differential reward framework, introduction for new laborers, co-task among collaborators, work assortment , open door for development and advancement, strong observing and having a place with a group impact the representatives observations. The association should take extraordinary measures to help the work gatherings and support the cooperation among representatives. This may build work fulfilment and sense of obligation and assurance towards organization.
Pathway for Future Research

Following are the further area research. Upcoming research scholars can make a prospect research work with the help of following indications with regard to organizational climate

- ‘Organizational climate in banks: comparative study between different states’.
- ‘Organizational climate in universities’.
- ‘Organizational climate in manufacturing industries’.
- ‘Organizational climate in government sector’.
- ‘Organizational climate in IT industries’.
- ‘Organizational climate comparative study between corporate sectors’.
- ‘Organizational climate in telecommunication sector’.