

Programme on Enhancing Bank Employees' Performance and Wellbeing in an Entire Banking Organization through Leadership, Justice, Support, and Spirituality

February 6 – 8, 2017



Coordinator

Dr Badrinarayan Pawar
(PhD, Oklahoma State University),
Professor/IIBF Chair Professor



National Institute of Bank Management
Pune, India

Programme on

Enhancing Bank Employees' Performance and Wellbeing in an Entire Banking Organization through Leadership, Justice, Support, and Spirituality

The effectiveness of an organisation can be improved by enhancing the performance and well-being of all employees in that particular organisation. This programme can help banks' human resource (HR) heads and other managers to identify and implement various actions to enhance the performance and well-being of employees in their banks. According to research findings, the presence of organisational justice, organisational support, transformational leadership, and workplace spirituality is associated with one or more of the positive outcomes such as employees' satisfaction with the job, extra effort, and commitment to an organisation. This programme will provide research-based knowledge in a practice-relevant and action-oriented manner so that bank HR heads and managers can improve organisational justice, organisational support, transformational leadership, and workplace spirituality in their banking organisation in order to enhance employee performance and wellbeing in their bank.

Participants' Feedback on Past Similar Training Programmes

For the five training programs on enhancing employee performance and well-being through leadership, justice, support, and spirituality, conducted at NIBM campus in 2015 and 2016 for managers from banking organizations, **Dr Badrinarayan Pawar singlehandedly coordinated and taught all sessions in these programs.** The participant feedback reports for these programs singlehandedly taught by Dr Badrinarayan Pawar indicate that 70 out of 75 sessions conducted by Dr Badrinarayan Pawar received session ratings of 4.8, 4.9, or 5 out of 5 (5 = "Excellent", which is the highest possible rating). Further, in the participant feedback report, two of these programs also received the highest possible overall program assessment rating of 5 out of 5 (5 = "Excellent", which is the highest possible rating). The qualitative feedback comments of some of the bank manager participants also indicate that they received learning benefits which they can apply at their workplaces. The participants in these past programs included bank managers from various levels such as Branch Manager, Senior Manager, Chief Manager, Assistant General Manager, Deputy General Manager, Vice President, General Manager, and Chief General Manager. Additionally, in August 2016 Dr Pawar conducted a training program on enhancing employee performance and well-being through leadership, justice, support, and spirituality for the managers of Bank of Ceylon in Colombo which also received positive feedback.

Likely Benefits of the Programme

Based on the programme inputs, bank HR heads and other managers can design an action plan to enhance the performance and well-being of employees in their organisations so as to improve the effectiveness of their banks.

Objectives

These include:

- To facilitate development of programme participants' comprehensive understanding of employee performance and well-being.
- To help programme participants to explore ways of enhancing transformational leadership of themselves and of managers in their banking organisation.
- To help programme participants to explore ways of creating conditions of organisational justice, organisational support, and workplace spirituality in their banking organisation.
- To facilitate programme participants' understanding of how the programme inputs will help them enhance employee performance and well-being in their banking organisation.
- To facilitate programme participants' development of an action plan for enhancing performance and well-being of the employees in their banking organisation.

Content

- Importance of employee performance and employee well-being for organisational effectiveness of banks.
- Different forms of employee performance.
- Different types of employee well-being.
- Transformational leadership.
- Organisational justice.
- Organisational support.
- Workplace spirituality.
- Action plan for enhancing performance and well-being of employees in a bank.

Pedagogy

Lectures, discussions, assessment instruments, exercises, and role plays.

Target Audience

“Bank HR Heads” (*Note: Managerial staff from bank HR Departments and other bank managers can also attend*).

Programme Coordinator

Dr Badrinarayan S Pawar (PhD, Oklahoma State University)

Professor/IIBF Chair Professor

Dates

February 6 – 8, 2017

The programme will commence at 9:00 am on February 6 and conclude by the evening of February 8, 2017.

Venue

NIBM Campus, Kondhwe Khurd, Pune, India.

Hostel Accommodation

The programme is fully residential. Participants will be provided well furnished single room AC accommodation in the Institute's hostel complex on the Campus. However, they will not be permitted to bring their family members to stay on the campus. In case any Officer/Executive with physical/medical disability is being nominated, kindly inform us in advance with particulars of disability to facilitate necessary arrangements.

The Institute has facilities for outdoor and indoor games and a large walking/jogging trail for physical fitness besides a yoga centre. Participants are, therefore, encouraged to bring the appropriate clothes/gears.

Programme Session Schedule

Date/Day	February 6, 2017	February 7, 2017	February 8, 2017
Session-1 (9:00 to 10:15)	1. Inauguration and Programme Overview 2. Employee Performance: An Overview (BSP)	<i>Exercise:</i> Assessing and Enhancing Employees' Organisational Citizenship Behaviour in Banking Organisations (BSP)	Transformational Leadership (BSP)
Session-2 (10:30 to 11:45)	Employee Wellbeing: An Overview (BSP)	Organisational Justice (BSP)	<i>Exercise:</i> Assessing and Enhancing Transformational Leadership of Managers in Banking Organisations (BSP)
Session-3 (12:00 to 13:15)	<i>Exercise:</i> Assessing and Enhancing Employee Wellbeing in Banking Organisations (BSP)	<i>Exercise:</i> Assessing and Enhancing Organisational Justice in Banking Organisations (BSP)	Workplace Spirituality (BSP)
Session-4 (14:15 to 15:30)	Some Traditional Approaches to Enhancing Employee Performance and Wellbeing (BSP)	Organisational Support (BSP)	<i>Exercise:</i> Assessing and Enhancing Workplace Spirituality in Banking Organisations (BSP)
Session-5 (15:45 to 17:00)	A New Form of Employee Performance: Employees' Organisational Citizenship Behaviour (BSP)	<i>Exercise on</i> Assessing and Enhancing Organisational Support in Banking Organisations (BSP)	1. Integration of Programme Inputs 2. Participants' Action Plan Preparation for Enhancing Performance and Wellbeing of Employees in their Banking Organisation (BSP)

BSP: Prof. Badrinarayan Shankar Pawar (PhD, Oklahoma State University)

Note: The actual time assigned to each topic may be revised based on the actual learning process during the programme. All sessions in the programme will be conducted by Prof. Badrinarayan Shankar Pawar

Programme Fee (per participant)

US \$ 1200 for foreign participant

(See fee structure on home page of the website for incentive)

	Fee	ST	SBAC	KKC	Fee+ST+ SBAC+KKC	TDS
Mem. Banks	: 22000	3080	110	110	25300	2200
Non-Mem. Banks	: 26000	3640	130	130	29900	2600

The fee includes the cost of tuition, board and lodging facilities, teaching material, etc. (Service Tax (ST) @ 14%, Swachh Bharat Abhiyan Cess (SBAC) @ 0.5%, Krishi Kalyan Cess (KKC) @ 0.5% and TDS @ 10%. Kindly send the TDS Certificate on priority to NIBM).

Mode of Payment for Indian Participants

- The fee may preferably be transferred by RTGS/NEFT/ECS to our A/c No. 20002400021 with Bank of Maharashtra, NIBM Branch, Pune (IFSC Code MAHB0001124). NIBM PAN No. AAATN0040P and ST No. AAATN0040PST001.
- National Institute of Bank Management
NIBM Post Office, Kondhwe Khurd, Pune 411 048, INDIA.

Mode of Payment for Foreign Participants

Mode of Remittance: SWIFT*

1. Name & Address of our Bankers : **Oriental Bank of Commerce**
C-2, Shop No. 4-5, Bramha Estate
Kondhwe Khurd, Pune 411 048
Maharashtra, India
2. Name of the Account : **National Institute of Bank Management**
3. NIBM's Bank Account No. : **Current A/C 11281131004402**
with Oriental Bank of Commerce
4. Bank's Swift Code : **ORBCINBBFCP**
5. Oriental Bank of Commerce A/c No. : **36152559**
with Correspondent Bank
6. Preferred currency : **USD**
7. Correspondent Bank : **CITIBANK N.A.**
8. Swift code for Citi Bank : **CITIUS33**

*** The Foreign Bank Charges/ SWIFT charges/Commission is to be borne by the remitter. The fees mentioned in the invoice/brochure is to be paid to NIBM, net of all bank charges.**

***Payments will be accepted only through electronic mode. Cheques/DDs/Pay Orders will not be accepted.**

- **For all electronic remittances, kindly send a confirmatory e-mail at: accounts@nibmindia.org giving details of the remitter and participant, name and dates of programme, etc.**

Please see programme fee structure on home page of the NIBM website for early bird incentive, incentives for SAARC and other developing countries, mode of remittance, Pune City route map and local conveyance.

About the Programme Coordinator

All sessions in this programme will be single-handedly taught by the programme coordinator, Dr Badrinarayan Pawar (Professor/IIBF Chair Professor at NIBM, Pune). Dr Pawar received PhD from Oklahoma State University in 1996 (with the highest possible cumulative GPA of 4 out of 4). He received the membership of Phi Kappa Phi in recognition of his academic performance in the PhD programme. He has about two decades of teaching (including about a decade of teaching in IIMs in India) and research experience. His research has been published in international journals and he is an author of one book and a co-author of one book. For his single-authored workplace spirituality research articles, the number of citations received exceeds 200 and for his entire published single-authored and co-authored works, the number of citations received totals to over 900 as reported in January 2016 at <http://scholar.google.co.in/>.

Nominations and Enquiries

Please address your enquiries and nominations to:

Dr Badrinarayan Pawar

(PhD, Oklahoma State University),

Professor/IIBF Chair Professor

Programme Coordinator

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E-mail : pawar@nibmindia.org

Web : www.nibmindia.org

Last Date for Receiving Nominations:

January 27, 2017

Last Date for Availing Early Bird Incentive:

January 21, 2017

(See Fee Structure on home page of the NIBM website)