

Programme on Enhancing Bank Employees' Performance and Wellbeing Through Leadership, Justice, Support, and Spirituality

November 7 – 9, 2016

Transformational Leadership



Organisational Justice



Bank Employee



Performance & Wellbeing



Organisational Support



Workplace Spirituality

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 Through Leadership, Justice, Support, and Spirituality

An organisation is healthy when both employee performance and wellbeing are high. High levels of employee performance and wellbeing, however, cannot always be expected to naturally occur in an organisation. Senior level management, thus, needs to know what features it can build into the organisation so that the organisation can potentially generate high performance from employees and provide wellbeing to employees.

A doctor needs to know what is human health and also needs to know, based on the existing scientific evidence, what vitamins can boost an individual's health. Similarly, the senior level management needs to know what employee performance and employee wellbeing is and also needs to know, based on the existing scientific evidence, what features need to be installed in an organisation to boost employee performance and wellbeing and enhance organisational health. For this, the top management needs to know what scientific research on organisations has found about the organisational features promoting employee performance and wellbeing. This programme will help managers in knowing this.

Drawing on the existing relevant research, this programme will provide an overview of organisational health, employee performance, and employee wellbeing. It will also provide inputs on four features of an organisation that can enhance employee performance and wellbeing. These four features are organisational justice, organisational support, transformational leadership, and workplace spirituality. The programme inputs will cover what these features are, how and why they can enhance employee performance and wellbeing, what is the available scientific evidence on their efficacy for enhancing employee performance and wellbeing, how to assess their current level in an organisation, and how to enhance their level in an organisation.

Likely Benefits of the Programme for Senior Level Bank Managers

Based on the programme inputs, senior level bank managers are likely to:

- (a) Have clarity on organisational health in terms of employee performance and wellbeing.
- (b) Know some of the actions that can promote organisational health in their banking units.
- (c) Be able to design an action plan to enhance the performance and wellbeing of employees in their entire banking organisations or banking organisation units such as a branch, zone, or region, which is likely to enhance the health/effectiveness of their banking organisations.

Objectives

The programme objectives are:

- (a) To facilitate development of an overview of organisational health in terms of employee performance and wellbeing.
- (b) To facilitate development of a comprehensive understanding of employee performance and employee wellbeing.
- (c) To help senior level bank managers explore ways of enhancing transformational leadership of themselves and of other managers in their banking organisations.
- (d) To help senior level bank managers to explore ways of creating conditions of organisational justice, organisational support, and workplace spirituality in their banking organisations.
- (e) To facilitate senior level bank managers' development of an action plan for enhancing performance and wellbeing of the employees in their banking organisation.

Programme Content

- Organisational Health.
- Employee Performance and Employee Wellbeing.
- Transformational Leadership.
- Organisational Justice.
- Organisational Support.
- Workplace Spirituality.
- Action Plan for Enhancing Performance and Wellbeing of Employees in the Banking Organisation.

Pedagogy

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

Target Audience

Middle and Senior Level Managers from Banks

Programme Coordinator

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

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	November 7	November 8	November 9
Session-1 (09:00 to 10:15)	1. Inauguration and Programme Overview 2. Overview of a Healthy Organisation	A New Form of Employee Performance: Employees' Organisational Citizenship Behaviour	Exercise on Assessing and Enhancing Organisational Support in Banking Organisations
Session-2 (10:30 to 11:45)	Employee Performance for Organisational Health: An Overview	<i>Exercise:</i> Assessing and Enhancing Employees' Organisational Citizenship Behaviour in Banking Organisations	Transformational Leadership for Employee Performance and Wellbeing
Session-3 (12:00 to 13:15)	Employee Well-Being for Organisational Health: An Overview	Organisational Justice for Employee Performance and Wellbeing	<i>Exercise:</i> Assessing and Enhancing Transformational Leadership of Oneself and Other Managers in Banking Organisations
Session-4 (14:15 to 15:30)	<i>Exercise:</i> Assessing and Enhancing Employee Wellbeing in Banking Organisations	<i>Exercise:</i> Assessing and Enhancing Organisational Justice in Banking Organisations	Workplace Spirituality for Employee Performance and Wellbeing
Session-5 (15:45 to 17:00)	Some Traditional Approaches to Enhancing Employee Performance and Wellbeing	Organisational Support for Employee Performance and Wellbeing	1. Integration of Programme Inputs 2. Action Plan Preparation for Enhancing Performance and Wellbeing of all Employees in an Entire Banking Organisation

Note: All sessions in this programme will be conducted by Prof. Badrinarayan Shankar Pawar (PhD, Oklahoma State University). The actual time assigned to each topic may be revised based on the actual learning process during the programme.

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. Badrinarayan Pawar received PhD from Oklahoma State University in 1996 (with the highest possible cumulative GPA of 4 out of 4). 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 coauthor 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

National Institute of Bank Management

NIBM Post Office, Kondhwe Khurd

Pune 411 048, India

Tel : 0091-20-26716000 (EPABX)

26716286 (Direct)

Fax : 0091-20-26834478

E-mail : pawar@nibmindia.org

Web : www.nibmindia.org

Last Date for Receiving Nominations:

October 28, 2016

Last Date for Availing Early Bird Incentive:

October 22, 2016

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

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.
with Oriental Bank of Commerce : Current A/C 11281131004402
4. Bank's Swift Code : ORBCINBBFCP
5. Oriental Bank of Commerce A/c No.
with Correspondent Bank : 36152559
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.