

Employee Perception about Jobs and Organisations' Orientations in the Context of Change

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Abstract

Change is evident in organisations today. In the dynamic business environment, Indian banking organisations are undergoing transformation. Eminent banking professionals from leading banks in India have also acknowledged the changing paradigm in the Indian banking sector and major shifts in its philosophies and practices. In this context, the paper explores employee perception about changing job practices or activities in high-performing banking organisations and the perceived organisation's orientation. For this study, data was collected using a questionnaire exploring employees' perception about the extent of change with respect to job activities and organisational orientation, in public and private banks. Further, the results are derived from calculation of the mean and t-test that helped to identify the difference in the perception of employees belonging to the public and private sector regarding the extent of changes in jobs and the organisation's orientation. Also, implications are drawn and discussed.

Keywords: Change, changing employee perception, changing jobs, organisation orientation, high-performing organisations

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