

**EMPLOYEE ATTITUDES TOWARD TEAM
ORIENTATION: A COMPARATIVE STUDY BETWEEN
PUBLIC AND PRIVATE SECTOR BANKS IN
TRINCOMALEE DISTRICT**

ANUJA ANTONY



FCM1143



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**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT
EASTERN UNIVERSITY, SRILANKA**

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ABSTRACT

It has been generally observed that there is an empirical knowledge gap regarding team orientation (extent to which the employees of an organization have really directed towards teamwork or working) among the employees of the selected bank branches (Bank of Ceylon, People's Bank, Hatton National Bank PLC and Commercial Bank of Ceylon PLC) in this study area. In general, the selected banks have formal and informal practices regarding team working and also promoting team working practices and team culture among their employees to flourish team orientation. Therefore, in order to fill this empirical knowledge gap, this study constructed three research objectives such as to explore the team practices, level of team orientation of selected private and public sector banks and also to find out differences in the team orientation of selected public and private banks employees in terms of gender, age, education, grade and experiences.

In order to achieve the first objective of this study data were collected from the secondary sources, mainly from last three years annual reports and content analysis was applied. In this case unit of analysis was individual bank. Regarding second and third objective primary data were collected from 115 employees of selected bank branches and the structured questionnaire was administered to collect the data from the respondents. The collected data were analyzed by using univariate analysis (descriptive measures such as mean and standard deviation) and bivariate analysis (only cross-tabulation). In this case unit of analysis was individual employee of selected banks.

The research framework of study consists of six variables which are used to measure the level of team-orientation of bank employees such as team spirit, cross functional teamwork, commonality of purpose, agreement of organizational vision, leadership at branch level and communication. Purpose of the study, type of investigation, extent of researcher interference with the study, study setting and time horizon were descriptive, non-causal, minimal, non-contrived and cross-sectional respectively.

In connection with first objective, findings of the study revealed that various team practices were practiced by both private and public sector banks, but relatively private sector banks have more team practices (25) than public sector banks (16). In the private sector HNB has more team practices (15) than Commercial bank (10). At the same time People's bank and Bank of Ceylon have 9 and 7 team practices respectively.

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