

**THE IMPACTS OF ORGANIZATIONAL CHANGE TOWARDS
EMPLOYEES PERFORMANCE IN PRIVATE BANKS: SPECIAL
REFERENCE TO BATTICALOA DISTRICT**

KANTHASAMY THUVARAKAN



FCM1873



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DEPARTMENT OF MANAGEMENT

FACULTY OF COMMERCE AND MANAGEMENT

EASTERN UNIVERSITY, SRI LANKA

ABSTRACT

The researcher studied factors that could impact organizational changes of a private banking employee performance in Batticaloa District. The factors included Communication, Leadership, Procedural justice, Employees development and Tolerance to change. The 163 usable questionnaires were collected from Batticaloa private banks employees. Multiple regression analysis and Pearson Correlation Coefficient were used for data analysis.

This paper was thus developed to investigate the organizational changes levels of Employee Performance in private banking. Data was collected from 14 private Banks in Batticaloa, Sri Lanka. The study examined the importance of overall dimensions and specific elements of Organizational Changes towards the measurement of Employee Performances.

organizational changes levels were measured. The highest percentage of employee of the whole sample belonged to high level of performance. The statistical result concluded That Employee Performance of Banking industry. The results show that there is a positive relationship between the variables of Organizational Changes toward Employee Performances. On the other hand, communication has the negative significant influence with Employees Performance. Next, the findings and suggested recommendation have been discussed. Lastly, the future study and conclusion have been done.

Keywords: Banking industry in batticaloa District, Communication, Leadership, Procedural Justice, Employees Development, Tolerance to Change, Employee Performance. *

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