



Notice for the PhD Viva Voce Examination

Mr Surjit Singha (Registration Number: 1510070), PhD scholar at the School of Commerce, Finance and Accountancy, CHRIST (Deemed to be University), Bangalore will defend his PhD thesis at the public viva-voce examination on Wednesday, 26 April, 2023 at 10.30 am in the Syndicate Room (Room No. 802), Ground Floor, Auditorium Block, CHRIST (Deemed to be University), Bengaluru - 560029.

Title of the Thesis : **The Impact of Workforce Diversity on Organizational Climate in the Banking Industry**

Discipline : **Commerce**

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The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Place: Bengaluru
Date: 19 April 2023

Registrar

ABSTRACT

Liberalization, privatization, and globalization have paved the way to open the economy and integrate new philosophies and ideologies into the organization. The banking organization and other MNCs had opted for the ethos of enhancing the diversity of working professionals with the adoption of LPG. The study's outcome states that a better organizational climate is highly correlated with the employees' attitude towards organizational diversity. "There is a significant relationship between workforce diversity and organizational climate in the banking industry". "Workforce diversity significantly influences the variation in the Organizational Climate". "Employee's belief, attitude, perception, and culture differs significantly based on demographic profile, job profile, and organizational profile on workforce diversity in the banking industry". The gender of the reporting authority and the classification of the bank offer the difference in employees' beliefs about gender diversity and culture.

The study found that gender, gender of reporting authority, classification of the bank, monthly salary, and employee work experience show the difference in employees' perception towards workforce diversity. "Employee's organizational climate differs significantly based on a demographic variable, job profile, and organizational profile on workforce diversity in the banking industry. The study found a positive correlation between the variable and the independent variables are the constant and strong predictors of the dependent variable. The results show that employees with same-gender reporting authority have a positive attitude towards workforce diversity and experience a positive organizational diversity climate. The public bank employees have a positive attitude towards workforce diversity and experience a positive organizational diversity climate. Six hypotheses were tested, and a model for the banking industry in Bangalore was developed based on the results of these hypotheses testing. Theoretical models support all hypotheses. Fit indices show that all CB-CFA and CB-SEM models are a good fit.

Keywords: *Workforce Diversity, Employee culture, Beliefs, Attitudes, perceptions, Organizational Climate, Banking Industry*

Publications:

1. **Singha, S** & Sivarethinamohan, R (2022). Formation of positive organizational climate: Integration of Ubuntu diversity management in banks. *Journal of International Women's Studies*, 24 (4), Article 10. <https://vc.bridgew.edu/jiws/vol24/iss4/10>
2. **Singha, S** & Sivarethinamohan, R (2022). Social inclusion, equality, leadership, and diversity to attain Sustainable Development Goal 5 in the Indian banking industry. *Journal of International Women's Studies*, 23(5), Article 9. <https://vc.bridgew.edu/jiws/vol23/iss5/9>
3. **Singha, S** & Sivarethinamohan, R (2021). The role of women in the formation of organizational climates in various workspaces in Bengaluru, India. *Journal of International Women's Studies*, 22 (6), Article 13. <https://vc.bridgew.edu/jiws/vol22/iss6/13>