

IMPACT OF MERGER ON ORGANIZATIONAL COMMITMENT OF EMPLOYEES WORKING IN BANKING INDUSTRY OF PAKISTAN

By

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Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	20-Oct-2015	S16 Mazher Rizvi Room	Title, problem statement and research	<u>Fahim</u>
6	5-Nov-2015	S16 mazher room	Questionnaire and hypothesis	<u>Fahim</u>
7	20-Nov-2015	S16 mazher room	Results of the study and critical debate.	<u>Fahim</u>

APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 11% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

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Table of Contents

	Page
Supervisor's Approval Statement.....	i
Declaration	ii
Acknowledgment	iii
Table of Contents	iv
List of Tables and Appendices	vii
List of Figures	viii
List of Abbreviations	ix
Abstract	x
First page of the plagiarism test report.....	xi
Chapter One: Introduction.....	1
1.1 Background of the study	1
1.2 Problem statement.....	2
1.3 Aim of the study.....	3
1.4 Research question.....	3
1.5 significance of the study.....	3
1.6 Scope and Limitations of the study	3
1.7 Limitation of study.....	3
1.8 Future Implication.....	4
1.9 Ethical Considerations	4
1.10 Define the Concepts of the study.....	4
1.11 Introduction of the Sector and organization.....	5
1.12 Outline of the thesis.....	6
Chapter Two: Literature Review	7
2.1 Defining Merger.....	7
2.2 success and failure rates of merger.....	7
2.3 Studies conducting on merger from different perspectives.....	8
2.4 Human factor is ignored in Mergers.....	8
2.5 Defining Organizational commitment.....	9
2.6 Relationship between merger and organizational commitment.....	10

2.7	Impacts of Merger on Organizational Commitment.....	11
2.7.1	Job insecurity.....	11
2.7.2	Job redesign.....	12
2.7.3	Increased stress.....	12
2.7.4	Decreased trust.....	12
2.8	Theoretical Framework	13
2.9	Hypothesis of the study	13

Chapter Three: Research Methodology.....15

3.1	Research type.....	15
3.2	Variables of the study.....	15
3.3	Target population.....	15
3.4	Sample size.....	15
3.5	Sampling technique.....	16
3.6	Method of data collection.....	16
3.6.1	Secondary data.....	16
3.6.2	Primary data.....	16
3.7	Measuring Instruments	16
3.8	Reliability Analysis	17
3.9	Treatment of data.....	17

Chapter Four: Results and Interpretations18

4.1	Cronbach coefficient alphas.....	18
4.2	Frequency distribution of demographic variables.....	18
4.3	Descriptive statistics.....	19
4.4	Hypothesis Testing.....	23
4.4.1	Correlations Analysis.....	23
4.4.2	Regression analysis.....	26

Chapter Five: Discussion	27
5.1 Discussion.....	27
 Chapter Six: Conclusion & Recommendations.....	30
6.1 Conclusion.....	30
6.2 Recommendations.....	30
6.2.1 Provide Training Opportunities.....	30
6.2.2 Enrich the Jobs of employees.....	30
6.2.3 Gain trust of employees.....	31
6.2.4 Improve internal communication.....	31
6.2.5 Provide clear Job Description.....	31
6.2.6 Provide pay for performance.....	31
6.2.7 Involve human resource team in merger.....	31
 Bibliography	32
Appendix A.....	37

ABSTRACT

Purpose:

Merger transactions are extending throughout the world for accomplishing business growth and enhancing efficiency and effectiveness of the firm. Many merger deals also took place in banking industry of Pakistan. While going through merger activity management overlook human factor and give their full attention to financial aspect and synergies. This research is conducted to check the impact of mergers on organizational commitment of employees working in banks and also examine whether there is a significant relationship between the impacts of merger and organizational commitment.

Methodology/Sample:

Impacts of merger on commitments and relationship between variables were assessed by using correlation and regression techniques. Self constructed questionnaire was used to collect data from respondents. Sample of this research consists of 60 employees from three banks of Karachi namely Faysal Bank Limited, Summit Bank Limited and Islami bank limited.

Findings

On the basis of findings, it is concluded that impact of merger significantly and negatively effect organizational commitment of employees.

Practical implication

When merger is made, management should not only focus on the synergies and financial aspect but also pay attention to human factors and organizational commitment that can lead to the success. The results of this study will provide organizations which are planning to go for merger with better insights into some practices that could elevate organizational commitment of the employees.

Keywords

Merger. Job Insecurity. Job Redesign. Stress. Trust .Organizational Commitment. Banks.