

Organizational Development and its influence on banks

Abstract

This research focuses on the functions of organizing and its development in banks measured by organizational development (OD)¹ which is an important access to understanding the domains of comprehensive administrative development and advancement. This study includes two parts: theoretical and practical.

In the beginning of the first chapter of the theoretical part, I will explain the concepts of organizing and organizational development, and the many opinions and different approaches that scientists depended on when defining these two concepts.

There is a need for organizational development due to the existence of some organizational backwardness cases in organizations. This demands assigning the causes and aspects of organizational backwardness in addition to assigning some possible ways of dealing with its causes and treating them.

In order to explain the organizational development concept, I will study the available

OD: organizational Development ¹

means and strategies of management for the sake of using them in this domain. (I will also discuss the aims which organizational development seeks to achieve).

In the second chapter of the theoretical part, I will concentrate on the organizational development needs, and the possible ways in which we can use them to apply OD to focus on the importance of developing the organizational structure.

In the third chapter of the theoretical part, I will study the mechanism of how to apply the organizational development in banks in as well as how to measure the level of bank productivity and how to evaluate it. Then I will specify the administrative sections that have to perform the OD's task.

In the practical part, I will apply the ideas of my theoretical research on the commercial bank of Syria (CBS) by studying its organizational structure, its regulations, procedures and the organizational administrative skills of its officials. The fieldwork will be performed by means of real visits to the central management of the CBS and to some of its branches. Also, I will distribute questionnaires to bank officials, and conducting personal interviews with some section managers of bank.

In conclusion, I will present the results of my research and some suggestions. This research

includes a list of Arabic and English references as well as the abstract in English.

obeikandali.com