MANAGEMENT DEVELOPMENT FOR ORGANIZATIONAL CHANGE IN SELECTED COMMERCIAL BANKS OF NEPAL

A THESIS

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DECLARATION

Date: August 25, 2013

This study entitled: **Management Development for Organizational Change in Selected Commercial Banks of Nepal** was completed by me under the supervision of Prof. Dr. Santosh Raj Poudyal, Faculty of Management, Tribhuvan University. This constitutes my own research work. Acknowledgement at the relevant places has been given where I have used the language, ideas, and expressions of writing of others. This work is original and has not been presented either whole or in part, at any universities or elsewhere for the award of any degree.

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RECOMMENDATION

I certify that the dissertation entitled: **Management Development for Organizational Change in Selected Commercial Banks of Nepal** submitted by Dhruba Raj Pokharel to the Faculty of Management Tribhuvan University for the award of degree of Doctor of Philosophy (Ph. D.) was completed under my supervision and guidance. This dissertation is the candidate's original research work. I have carefully read it, and I am fully satisfied with the language and the substance of this work.

To the best of my knowledge, the candidate has also fulfilled all other requirements of Ph. D. programme of the Faculty of Management, Tribhuvan University.

I, therefore, recommend this thesis be considered and approved for the award of the Ph. D. degree.

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VIVA-VOCE SHEET

We have conducted the viva-voce examination of the thesis

Submitted by

Dhruba Raj Pokharel

entitled

"Management Development for Organizational Change in Selected Commercial Banks of Nepal"

and found the same to be original work of student and written according to the prescribed format. We recommend the thesis to be accepted as the fulfillment of the requirements for the degree of Doctor of Philosophy (Ph. D.) in Management.

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TABLE OF CONTENTS

I.	Declaration	i
II.	Recommendation	ii
III.	Viva-Voce	iii
IV.	Acknowledgement	iv
V.	Table of Contents	vi
VI.	List of Tables	xvi
VII.	List of Figures	xxiv
VIII.	Abbreviations	xxv

CHAPTER-I: INTRODUCTION **1-19**

1.1	The background	1
1.2	Organizational Change	3
1.3	Manager and Organizational Change	7
1.4	Management Development and Organizational Change	8
1.5	Statement of the Problem	11
1.6	Objectives of the Study	13
1.7	Research Questions	14
1.8	Framework of the Research	14
1.9	Significance of the Study	16
1.10	Limitations of the Study	18
1.11	Organization of the Study	19

CHAPTER-II: REVIEW OF LITERATURE **20-47**

2.1	Overview of Organizational Development and Change	20
2.2	Context of Organizational Change	24
2.3	Content of Organizational Change	27
2.4	Process of Organizational Change	28
2.5	Outcomes of Organizational Change	30
2.6	Affective Reaction to Organizational Change	31
2.7	Behavioral Reaction to Organizational Change	33

2.8 Theories of Organizational Change 34
2.9 Management Development: An Overview 36
2.10 Management Learning 39
2.11 Typology of Management Development 42
2.12 Rationale of Management Development 43
2.13 System Approach to Management Development: A Process View 43
2.14 Need Identification for Management Development 44
2.15 Subject Matter of Management development 45
2.16 Management Development Methods 46
2.17 Evaluation of Management Development Programme 46
2.18 Management Development, Systems Thinking, and Organizational Learning 47

CHAPTER-III: RESEARCH METHODOLOGY 48-64

3.1 Formation of Research Topic 48
3.2 Appropriateness of Research Objectives 49
3.3 Evaluation of the Research Problem 50
3.4 The Research Design 51
3.5 The Nature of Questionnaire 51
3.6 Development of Measurement and Scale 52
3.7 Population and Sample 53
3.8 The Data Collection Procedures 53
3.9 Pilot Test of the Questionnaire 54
3.10 Administration of Questionnaire 55
3.11 Distribution and Collection of the Questionnaire 56
3.12 Data Analysis and Statistical Tools Applied 56
3.13 Validity and Reliability Tests 56
3.14 Demographic Information of Respondents 57
3.14.1 Responding Organizations and Respondents 57
3.14.2 Ownership Pattern and Managerial Level of Respondents 58
3. 14.3 Ownership Pattern and Gender of the Respondents 59
3.14.4 Ownership Pattern and Work Experience of Respondents 60
3.14.5 Ownership Pattern and Educational Qualification of the Respondents 60

3.14.6 Gender and Managerial Level of Respondents 61
3.14.7 Gender and Educational Qualification of Respondents 62
3.14.8 Gender and Work Experience of Respondents 62
3.14.9 Managerial Level and Work Experience of Respondents 63
3.14.10 Managerial Level and Educational Qualification of Respondents 63
3.14.11 Educational Qualification and Work Experience of Respondents 64

CHAPTER-IV: ORGANIZATION AND ADMINISTRATION OF MANAGEMENT DEVELOPMENT 65-99

4.1 Training Department and Centre 65
4.2 Priority for Management Development: Ownership, Gender, and Managerial Level Perspectives 66
4.3 Objectives of Management Development 67
4.3.1 Objectives of Management Development: Ownership Perspective 68
4.3.2 Objectives of Management Development: Gender Perspective 70
4.3.3 Objectives of Management Development: Managerial Level Perspective 71
4.3.4 Correlation of Objectives of Management Development 73
4.3.5 Chi-Square Test for Objectives of Management Development 74
4.4 Participation and Objectives of Management Development 75
4.5 Management Development Policy and Calendar 77
4.6 Planning for Management Development 78
4.7 Procedures for Preparing Management Development Budget 79
4.8 Responsibility for Management Development Needs Identification 81
4.9 Methods of Management Development Needs Identification 82
4.10 Satisfaction with Resources Used in Management Development 84
4.10.1 Satisfaction with Resources used in Management Development: Ownership Perspective 85
4.10.2 Satisfaction with Resources used in Management Development: Gender Perspective 87
4.10.3 Satisfaction with Resources used in Management Development: Managerial Level Perspective 89

4.10.4 Correlation of Satisfaction with Resources used in Management Development 90
4.10.5 Chi-Square Test for Satisfaction with Resources used in Management Development 92
4.11 Responsibility for Management Development 92
4.11.1 Responsibility for Management Development: Ownership Perspective 93
4.11.2 Responsibility for Management Development: Gender Perspective 95
4.11.3 Responsibility for Management Development: Managerial Level Perspective 97
4.11.4 Correlation of Responsibility for Management Development 98
4.11.5 Chi-Square Test for Responsibility for Management Development 99

CHAPTER-V: PARTICIPATION AND IMPLEMENTATION OF MANAGEMENT DEVELOPMENT 100-133

5.1 Managerial Motives for Participation in Management Development 100
5.1.1 Managerial Motives for Participation in Management Development: Ownership Perspective 101
5.1.2 Managerial Motives for Participation in Management Development: Gender Perspective 103
5.1.3 Managerial Motives for Participation in Management Development: Managerial Level Perspective 105
5.1.4 Correlation of Managerial Motives for Participation in Management Development 106
5.1.5 Chi-Square Test for Managerial Motives for Participation in Management Development 107
5.2 Relevancy of Management Training for Manager's Functional Needs and Interests 108
5.2.1 Relevancy of Management Training for Manger's Functional Needs and Interests: Ownership, Gender, and Managerial Level Perspectives 110
5.3 Basis for Selection of the Participant Managers in Management Development 111
5.4 Nomination of Participant Manager for Management Development 113
5.5 Managerial Satisfaction with Selection of Participant Managers for Management Development 115

5.5.1 Managerial Satisfaction with Selection of Participant Manager for Management Development: Ownership, Gender, and Managerial Level Perspectives 116
5.6 Achievement of Management Development Objectives from Participation in Management Development 117
5.6.1 Achievement of Management Development Objectives from Participation in Management Development: Ownership, Gender, and Managerial Level Perspectives 119
5.7 Facilitators for Management Development 120
5.8 Effectiveness of Management Development Methods 122
5.8.1 Effectiveness of Management Development Methods: Ownership Perspective 124
5.8.2 Effectiveness of Management Development Methods: Gender and Managerial Level Perspectives 127
5.8.3 Correlation of Effectiveness of Management Development Methods 130
5.8.4 Chi-Square Test for Effectiveness of Management Development Methods 132

CHAPTER-VI: BEHAVIROUAL ACHIEVEMENT FROM MANAGEMENT DEVELOPMENT 134-193

6.1 Improvement in Commitment and Job Satisfaction 134
6.1.1 Improvement in Commitment and Job Satisfaction: Ownership Perspective 136
6.1.2 Improvement in Commitment and Job Satisfaction: Gender Perspective 138
6.1.3 Improvement in Commitment and Job Satisfaction: Managerial Level Perspective 139
6.1.4 Correlation of Improvement in Commitment and Job Satisfaction 141
6.1.5 Chi-Square Test for Improvement in Commitment and Job Satisfaction 142
6.2 Improvement in Teamwork and Alliance 143
6.2.1 Improvement in Teamwork and Alliance: Ownership Perspective 144
6.2.2 Improvement in Teamwork and Alliance: Gender Perspective 146
6.2.3 Improvement in Teamwork and Alliance: Managerial Level Perspective 148
6.2.4 Correlation of Improvement in Teamwork and Alliance 149

6.2.5 Chi-Square Test for Improvement in Teamwork and Alliance 150
6.3 Improvement in Readiness for Change 150
6.3.1 Improvement in Readiness for Change: Ownership Perspective 153
6.3.2 Improvement in Readiness for Change: Gender Perspective 155
6.3.3 Improvement in Readiness for Change: Managerial Level Perspective 156
6.3.4 Correlation of Improvement in Readiness for Change 157
6.3.5 Chi-Square Test for Improvement in Readiness for Change 158
6.4 Improvement in Leadership Abilities 159
6.4.1 Improvement in Leadership Abilities: Ownership Perspective 161
6.4.2 Improvement in Leadership Abilities: Gender Perspective 162
6.4.3 Improvement in Leadership Abilities: Managerial Level Perspective 164
6.4.4 Correlation of Improvement in Leadership Abilities 165
6.4.5 Chi-Square Test for Improvement in Leadership Abilities 166
6.5 Improvement in Decision Making and Problem Solving 167
6.5.1 Improvement in Decision Making and Problem Solving: Ownership Perspective 170
6.5.2 Improvement in Decision Making and Problem Solving: Gender Perspective 172
6.5.3 Improvement in Decision Making and Problem Solving: Managerial Level Perspective 173
6.5.4 Correlation of Improvement in Decision Making and Problem Solving 174
6.5.5 Chi-Square Test for Improvement in Decision Making and Problem Solving 175
6.6 Improvement in Communication Skills 176
6.6.1 Improvement in Communication Skills: Ownership Perspective 178
6.6.2 Improvement in Communication Skills: Gender Perspective 180
6.6.3 Improvement in Communication Skills: Managerial Level Perspective 182
6.6.4 Correlation of Improvement in Communication Skills 183
6.6.5 Chi-Square Test for Improvement in Communication Skills 184
6.7 Improvement in Conflict Resolution Skills 185
6.7.1 Improvement in Conflict Resolution Skills: Ownership Perspective 187
6.7.2 Improvement in Conflict Resolution Skills: Gender Perspective 189

6.7.3 Improvement in Conflict Resolution Skills: Managerial Level Perspective 190
6.7.4 Correlation of Improvement in Conflict Resolution Skills 192
6.7.5 Chi-Square Test for Improvement in Conflict Resolution Skills 193

CHAPTER-VII: EVALUATION AND IMPROVEMENT IN MANAGEMENT DEVELOPMENT 194-237

7.1 Evaluation Procedures of Management Development 194
7.2 Timing for Evaluation of Management Development Effectiveness 196
7.3 Satisfaction with the Evaluation Procedures of Management Development Effectiveness 197
7.3.1 Satisfaction with the Evaluation Procedures of Management Development Effectiveness: Ownership, Gender, and Managerial Level Perspectives 198
7.4 Need of Change in Management Development Programme 199
7.5 Expected Changes in Various Aspects of Management Development Practices 200
7.5.1 Expected Changes in Various Aspects of Management Development Practices: Ownership Perspective 201
7.5.2 Expected Changes in Various Aspects of Management Development Practices: Gender Perspective 203
7.5.3 Expected Changes in Various Aspects of Management Development Practices: Managerial Level Perspective 205
7.5.4 Correlation of Expected Changes in Various Aspects of Management Development Practices 206
7.5.5 Chi-Square Test for Expected Changes in Various Aspects of Management Development Practices 208
7.6 Responsible Factors for Less Effective Management Development 208
7.6.1 Responsible Factors for Less Effective Management Development: Ownership Perspective 210
7.6.2 Responsible Factors for Less Effective Management Development: Gender Perspective 212

7.6.3 Responsible Factors for Less Effective Management Development: Managerial Level Perspective 214
7.6.4 Correlation of Responsible Factors for Less Effective Management Development. 216
7.6.5 Chi-Square Test for Responsible Factors for Less Effective Management Development 217
7.7 Factors Influencing Management Development Policy 218
7.7.1 Factors Influencing Management Development Policy: Ownership Perspective 220
7.7.2 Factors Influencing Management Development Policy: Gender Perspective 222
7.7.3 Factors Influencing Management Development Policy: Managerial Level Perspective 223
7.7.4 Correlation of Factors Influencing Management Development Policy 225
7.7.5 Chi-Square Test for Factors Influencing Management Development Policy 227
7.8 Reengineering the Management Development Practices 228
7.8.1 Reengineering the Management Development Practices: Ownership Perspective 229
7.8.2 Reengineering the Management Development Practices: Gender Perspective 231
7.8.3 Reengineering the Management Development Practices: Managerial Level Perspective 233
7.8.4 Correlation of Reengineering the Management Development Practices 234
7.8.5 Chi-Square Test for Reengineering the Management Development Practice 236

CHAPTER-VIII: ORGANIZATIONAL CHANGE 238-284

8.1 Forces for Change 238
8.1.1 Forces for Change: Ownership Perspective 239
8.1.2 Forces for Change: Gender Perspective 241
8.1.3 Forces for Change: Managerial Level Perspective 242
8.1.4 Correlation of Forces for Change 244

8.1.5 Chi-Square Test for Forces for Change 245
8.2 Motives for Change 246
8.2.1 Motives for Change: Ownership perspective 247
8.2.2 Motives for Change: Gender Perspective 249
8.2.3 Motive for Change: Managerial Level Perspective 250
8.2.4 Correlation of Motives for Change 252
8.2.5 Chi-Square Test for Motives for Change 254
8.3 Managerial Attributes to Carryout Change 255
8.3.1 Managerial Attributes to Carryout Change: Ownership Perspective 256
8.3.2 Managerial Attributes to Carryout Change: Gender Perspective 258
8.3.3 Managerial Attributes to Carryout Change: Managerial Level Perspective 260
8.3.4 Correlation of Managerial Attributives to Carryout Change 261
8.3.5 Chi-Square Test for Managerial Attributes to Carryout Change 263
8.4 Managerial Perception about the Change 263
8.4.1 Managerial Perception about the Change: Ownership Perspective 265
8.4.2 Managerial Perception about the Change: Gender Perspective 268
8.4.3 Managerial Perception about the Change: Managerial Level Perspective 269
8.4.4 Correlation of Managerial Perception about the Change 271
8.4.5 Chi-Square Test for Managerial Perception about the Change 273
8.5 Pace of Change 275
8.6 Managerial Roles for Change Management 275
8.7 Improvement in Organizational Change Capacity 276
8.7.1 Improvement in Organizational Change Capacity: Ownership Perspective 277
8.7.2 Improvement in Organizational Change Capacity: Gender Perspective 279
8.7.3 Improvement in Organizational Change Capacity: Managerial Level Perspective 281
8.7.4 Correlation of Improvement in Organizational Change Capacity 282
8.7.5 Chi-Square Test of Improvement in Organizational Change Capacity 284

CHAPTER-IX: SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS **285-300**

9.1 Summary 285

9.2 Conclusions 292

9.3 Recommendations for Improvement in Management Development Practices 297

9.4 Recommendations for Future study 300

Bibliography **301-319**

Appendices

Appendix-I: Research Questionnaire

Appendix-II: List of Participating Organizations in Research

LIST OF TABLES

Table	Headings	Page
3.1	Relevancy of the Research Topic	48
3.2	Appropriateness of Research Objectives	49
3.3	Evaluation of the Research Problem	50
3.4	Population and Sample	53
3.5	Distribution and Collection of the Questionnaire for Pilot Testing	55
3.6	Distribution and Collection of the Questionnaire	56
3.7	Reliability Test Statistic	57
3.8	Responding Organizations and Respondents	58
3.9	Ownership Pattern and Managerial Level of Respondents	59
3.10	Ownership Pattern and Gender of Respondents	59
3.11	Ownership Pattern and Work Experience of Respondents	60
3.12	Ownership Pattern and Educational Qualification of Respondents	61
3.13	Gender and Managerial Level of Respondents	61
3.14	Gender and Educational Qualification of Respondents	62
3.15	Gender and Work Experience of Respondents	62
3.16	Managerial Level and Work Experience of Respondents	63
3.17	Managerial Level and Educational Qualification of Respondents	64
3.18	Educational Qualification and Work Experience of Respondents	64
4.1	Training Department and Centre	65
4.2	Priority for Management Development: Ownership, Gender, and Managerial Level Perspective	66
4.3	Objectives of Management Development	68
4.3.1	Objectives of Management Development: Ownership Perspective	69
4.3.2	Objectives of Management Development: Gender Perspective	70
4.3.3	Objectives of Management Development: Managerial Level Perspective	72
4.3.4	Correlation of Objectives of Management Development	73
4.3.5	Chi-Square Test for Objectives of Management Development	74
4.4	Participation and Objectives of Management Development	75
4.5	Management Development Policy and Calendar	78
4.6	Planning for Management Development	79
4.7	Procedures for Preparing Management Development Budget	80

4.8 Responsibility for Management Development Needs Identification 81
4.9 Methods of Management Development Needs Identification 83
4.10 Satisfaction with Resources Used in Management Development 85
4.10.1 Satisfaction with Resources used in Management Development: Ownership Perspective 86
4.10.2 Satisfaction with Resources used in Management Development: Gender Perspective 88
4.10.3 Satisfaction with Resources used in Management Development: Managerial Level Perspective 89
4.10.4 Correlation of Satisfaction with Resources used in Management Development 91
4.10.5 Chi-Square Test for Satisfaction with Resources used in Management Development 92
4.11 Responsibility for Management Development 93
4.11.1 Responsibility for Management Development: Ownership Perspective 94
4.11.2 Responsibility for Management Development: Gender Perspective 96
4.11.3 Responsibility for Management Development: Managerial Level Perspective 97
4.11.4 Correlation of Responsibility for Management Development 98
4.11.5 Chi-Square Test for Responsible for Management Development 99
5.1 Managerial Motives for Participation in Management Development 101
5.1.1 Managerial Motives for Participation in Management Development: Ownership Perspective 102
5.1.2 Managerial Motives for Participation in Management Development: Gender Perspective 104
5.1.3 Managerial Motives for Participation in Management Development: Managerial Level Perspective 105
5.1.4 Correlation of Managerial Motives for Participation in Management Development 107
5.1.5 Chi-Square Test for Managerial Motives for Participation in Management Development 108
5.2 Relevancy of Management Training for Manager's Functional Needs and Interests 109
5.2.1 Relevancy of Management Training for Manger's Functional Needs and Interests: Ownership, Gender, and Managerial Level Perspectives 110

5.3	Basis for Selection of the Participant Managers in Management Development	111
5.4	Nomination of Participant Manager for Management Development	114
5.5	Managerial Satisfaction with Selection of Participant Managers for Management Development	115
5.5.1	Managerial Satisfaction with Selection of Participant Manager for Management Development: Ownership, Gender, and Managerial Level Perspectives	117
5.6	Achievement of Management Development Objectives from Participation in Management Development	118
5.6.1	Achievement of Management Development Objectives from Participation in Management Development: Ownership, Gender, and Managerial Level Perspectives	119
5.7	Facilitators for Management Development	121
5.8	Effectiveness of Management Development Methods	123
5.8.1	Effectiveness of Management Development Methods: Ownership Perspective	125
5.8.2	Effectiveness of Management Development Methods: Gender and Managerial Level Perspectives	127
5.8.3	Correlation of Effectiveness of Management Development Methods	131
5.8.4	Chi-Square Test for Effectiveness of Management Development Methods	132
6.1	Improvement in Commitment and Job Satisfaction	135
6.1.1	Improvement in Commitment and Job Satisfaction: Ownership Perspective	136
6.1.2	Improvement in Commitment and Job Satisfaction: Gender Perspective	138
6.1.3	Improvement in Commitment and Job Satisfaction: Managerial Level Perspective	140
6.1.4	Correlation of Improvement in Commitment and Job Satisfaction	141
6.1.5	Chi-Square Test for Improvement in Commitment and Job Satisfaction	142
6.2	Improvement in Teamwork and Alliance	144
6.2.1	Improvement in Teamwork and Alliance: Ownership Perspective	145
6.2.2	Improvement in Teamwork and Alliance: Gender Perspective	147
6.2.3	Improvement in Teamwork and Alliance: Managerial Level Perspective	148
6.2.4	Correlation of Improvement in Teamwork and Alliance	149
6.2.5	Chi-Square Test for Improvement in Teamwork and Alliance	150
6.3	Improvement in Readiness for Change	152
6.3.1	Improvement in Readiness for Change: Ownership Perspective	153

6.3.2 Improvement in Readiness for Change: Gender Perspective 155
6.3.3 Improvement in Readiness for Change: Managerial Level Perspective 156
6.3.4 Correlation of Improvement in Readiness for Change 158
6.3.5 Chi-Square Test for Improvement in Readiness for Change 159
6.4 Improvement in Leadership Abilities 160
6.4.1 Improvement in Leadership Abilities: Ownership Perspective 161
6.4.2 Improvement in Leadership Abilities: Gender Perspective 163
6.4.3 Improvement in Leadership Abilities: Managerial Level Perspective 164
6.4.4 Correlation of Improvement in Leadership Abilities 166
6.4.5 Chi-Square Test for Improvement in Leadership Abilities 167
6.5 Improvement in Decision Making and Problem Solving 169
6.5.1 Improvement in Decision Making and Problem Solving: Ownership Perspective 170
6.5.2 Improvement in Decision Making and Problem Solving: Gender Perspective 172
6.5.3 Improvement in Decision Making and Problem Solving: Managerial Level Perspective 173
6.5.4 Correlation of Improvement in Decision Making and Problem Solving 175
6.5.5 Chi-Square Test for Improvement in Decision Making and Problem Solving 176
6.6 Improvement in Communication Skills 178
6.6.1 Improvement in Communication Skills: Ownership Perspective 179
6.6.2 Improvement in Communication Skills: Gender Perspective 181
6.6.3 Improvement in Communication Skills: Managerial Level Perspective 182
6.6.4 Correlation of Improvement in Communication Skills 184
6.6.5 Chi-Square Test for Improvement in Communication Skills 185
6.7 Improvement in Conflict Resolution Skills 187
6.7.1 Improvement in Conflict Resolution Skills: Ownership Perspective 188
6.7.2 Improvement in Conflict Resolution Skills: Gender Perspective 189
6.7.3 Improvement in Conflict Resolution Skills: Managerial Level Perspective 191
6.7.4 Correlation of Improvement in Conflict Resolution Skills 192
6.7.5 Chi-Square Test for Improvement in Conflict Resolution Skills 193
7.1 Evaluation Procedures of Management Development 195
7.2 Timing for Evaluation of Management Development Effectiveness 196
7.3 Satisfaction with the Evaluation Procedures of Management Development Effectiveness 197

7.3.1 Satisfaction with the Evaluation Procedures of Management Development Effectiveness: Ownership, Gender, and Managerial Level Perspective 198
7.4 Need of Change in Management Development Programme 199
7.5 Expected Changes in Various Aspects of Management Development Practices 201
7.5.1 Expected Changes in Various Aspects of Management Development Practices: Ownership Perspective 202
7.5.2 Expected Changes in Various Aspects of Management Development Practices: Gender Perspective 204
7.5.3 Expected Changes in Various Aspects of Management Development Practices: Managerial Level Perspective 205
7.5.4 Correlation of Expected Changes in Various Aspects of Management Development Practices 207
7.5.5 Chi-Square Test for Expected Changes in Various Aspects of Management Development Practices 208
7.6 Responsible Factors for Less Effective Management Development 209
7.6.1 Responsible Factors for Less Effective Management Development: Ownership Perspective 210
7.6.2 Responsible Factors for Less Effective Management Development: Gender Perspective 213
7.6.3 Responsible Factors for Less Effective Management Development: Managerial Level Perspective 214
7.6.4 Correlation of Responsible Factors for Less Effective Management Development. 216
7.6.5 Chi-Square Test for Responsible Factors for Less Effective Management Development 217
7.7 Factors Influencing Management Development Policy 219
7.7.1 Factors Influencing Management Development Policy: Ownership Perspective 220
7.7.2 Factors Influencing Management Development Policy: Gender Perspective 222
7.7.3 Factors Influencing Management Development Policy: Managerial Level Perspective 224
7.7.4 Correlation of Factors Influencing Management Development Policy 226
7.7.5 Chi-Square Test for Factors Influencing Management Development Policy 227
7.8 Reengineering the Management Development Practices 229

7.8.1 Reengineering the Management Development Practices: Ownership Perspective 230
7.8.2 Reengineering the Management Development Practices: Gender Perspective 232
7.8.3 Reengineering the Management Development Practices: Managerial Level Perspective 233
7.8.4 Correlation of Reengineering the Management Development Practices 235
7.8.5 Chi-Square Test for Reengineering the Management Development Practices 236
8.1 Forces for Change 238
8.1.1 Forces for Change: Ownership Perspective 239
8.1.2 Forces for Change: Gender Perspective 241
8.1.3 Forces for Change: Managerial Level Perspective 243
8.1.4 Correlation of Forces for Change 244
8.1.5 Chi-Square Test for Forces for Change 245
8.2 Motives for Change 246
8.2.1 Motives for Change: Ownership Perspective 247
8.2.2 Motives for Change: Gender Perspective 249
8.2.3 Motive for Change: Managerial Level Perspective 251
8.2.4 Correlation of Motives for Change 253
8.2.5 Chi-Square Test for Motives for Change 254
8.3 Managerial Attributes to Carryout Change 255
8.3.1 Managerial Attributes to Carryout Change: Ownership Perspective 256
8.3.2 Managerial Attributes to Carryout Change: Gender Perspective 258
8.3.3 Managerial Attributes to Carryout Change: Managerial Level Perspective 260
8.3.4 Correlation of Managerial Attributives to Carryout Change 262
8.3.5 The Chi-Square Test for Managerial Attributes to Carryout Change 263
8.4 Managerial Perception about the Change 265
8.4.1 Managerial Perception about the Change: Ownership Perspective 266
8.4.2 Managerial Perception about the Change: Gender Perspective 268
8.4.3 Managerial Perception about the Change: Managerial Level Perspective 270
8.4.4 Correlation of Managerial Perception about the Change 272
8.4.5 Chi-Square Test for Managerial Perception about the Change 274
8.5 Pace of Change 275
8.6 Managerial Roles for Change Management 276

8.7 Improvement in Organizational Change Capacity 277
8.7.1 Improvement in Organizational Change Capacity: Ownership Perspective 278
8.7.2 Improvement in Organizational Change Capacity: Gender Perspective 280
8.7.3 Improvement in Organizational Change Capacity: Managerial Level Perspective 281
8.7.4 Correlation of Improvement in Organizational Change Capacity 283
8.7.5 Chi-Square Test for Improvement in Organizational Change Capacity 284

LIST OF FIGURES

Figure	Headings	Page
1.1	Framework of the Research	15
1.1a	Frame Work for Research	16
2.1	Management Development: A Process View	44

ABBREVIATIONS

ADBL	:	Agricultural Development Bank Limited
BoK	:	Bank of Kathmandu
CEOs	:	Chief Executive Officers
CV	:	Coefficient of Variation
Govt. & Semi Govt. Bank	:	Government and Semi-Government Bank
HBL	:	Himalayan Bank Limited
HRD	:	Human Resource Development
HRDHs	:	Human Resource Department Heads
MD	:	Management Development
MPBL	:	Machhapuchhre Bank Limited
N	:	Number
NABL	:	Nabil Bank Limited
NBBL	:	Nepal Bangladesh Bank Limited
NBL	:	Nepal Bank Limited
NCCBL	:	Nepal Credit and Commerce Bank Limited
OC	:	Organizational Change
OD	:	Organizational Development
OT	:	Organizational Transformation
QC	:	Quality Circle
QWL	:	Quanlity of Work Life
RBBL	:	Rastriya Banijya Bank Limited
SCMs	:	Strategic and Corporate Managers
SD	:	Standard Deviation