

“To Study the Relationship between Organisational Strategies and Organisational Citizenship Behaviour for Pharmaceutical Industries in Pune District”.

Indrayani Indrajeet Yadav (Research Student)

Dr. Sudarshan Arjun Giramkar (Research Guide)

HSBPVT'S, Faculty of Management, Kashti, Ahmednagar

Abstract

The study is an attempt to explore the relationship among organisational strategies, Organisational Citizenship Behaviour for the environment, and environmental performance at the workplace in the pharmaceutical industry. The present work tries to explore the direct and indirect relationship between organisational strategies and Organisational Citizenship Behaviour. It's a unique attempt made by the researcher to investigate the relationship and practises that may have an impact on the environmental performance of an organisation in an Indian context. A survey was conducted with the help of reliable and validated questionnaires from 500 respondents across 165 different pharmaceutical organisations in the Pune District. The findings of the study suggest that strategic management impacts environmental performance in both ways, i.e., directly and indirectly via Organisational Citizenship Behaviour.

The aim of this study is to find the relationship between organisational commitment and Organisational Citizenship Behaviour in pharmaceutical organisations. The objective of the study is to analyse organisational commitment and Organisational Citizenship Behaviour and their relationship. The findings of the study are based on the collected data from primary and secondary sources. Secondary sources of data were collected with the help of Emerald Insight, ITFB, and Google Search.

Keywords: Strategic human resource management, organizational citizenship behaviour, environment, sustainable development, green HRM, organisational behaviour, environmental performance, mediation analysis, direct indirect effect

Organisational Citizenship Behaviour and organisational commitment in brief

Organisational Citizenship Behaviour is a discretionary behaviour that is helpful in increasing the effectiveness of the organisation. The scope of the present study includes three major dimensions of organisational commitment, i.e., affective, calculative, and normative, and five dimensions of Organisational Citizenship Behaviour, i.e., altruism, conscientiousness, courtesy, sportsmanship, and civic virtue. Organisational commitment is the bond employees experience with their



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Transaction Details	
Reference ID: 599058346	
Transaction Reference Name: Dr. Girmakar	Frequency Type: One Time
Transaction Date: 25/10/2023	Validity indicator: Next Valid Date
Transaction Currency: INR	Manual Release Required: No
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Total Charge Amount: INR 0.00	Total Amount: INR 2,000.00
Total Number of Entries: 1	Transaction Status: Success
Transaction Split Into:	Click to get split transactions

Transaction History				
Action by	Action Date/Time	Action	Action Remarks	Channel Id
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AT AND POST KASHTI

TAL SRIGONDA DIST AHMEDNAGAR

City KASHTI

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Union Bank of India

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Customer Id 211721270

Account No 322702010011597

Account Currency INR

Account Type Saving Account

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IFSC Code UBIN0532274

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“E-ACCOUNTING: THE NEED OF EDUCATIONAL INSTITUTES”**Dr. Sudarshan Arjun Giramkar****Dr. Tanaji Dinkar Dabade****Dr. Rupali Babanrao Pachpute****HSBPVT's, Parikrama Institute of Management, Kashti, Shrigonda, Ahmednagar.****ABSTRACT-**

Accounting is single of the key functions of each organization; it is also termed as the copy image of the commercial activities. With the adoption of various financial polices no of transactions are increasing for every business as well as modern educational institutes. It is experimental from the numerous studies in India that still several Educational organizations are following the old-style practices of the accounting. The traditional accounting is very time overwhelming method of accounting and for the outcome there is need to waiting for the completion of the year or accounting; so the traditional accounting is an examination process. Compare to contemporary accounting practices we can acquire results on one click to computers and it consuming the best advantage for the tax purpose also, we can get the Educational institutes monetary position as per any require area. In modern days there are many financial software's are accessible in the market which can make the accounting easy one for users.

KEY WORDS- Traditional accounting, modern accounting, E-marketing, E-shopping, E-banking, E-taxing, financial software, etc.

INTRODUCTION-

Accounting plays an acute role in the achievement or failure of contemporary educational organizations. Accounting structures are responsible for recording, analyzing, monitoring and estimating the financial situation of all business or social organization, preparation of papers is necessary for the purpose of tax, providing material support to various other organizational functional areas, and so on. Today some of educational institutions are following the traditional accounting method. Preceding to the advent of personal computers, educational Institutes were limited to physical methods for keeping track of financial documents.




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Organization Institute Name: **Parikarma Institute of Management**

Qualification: **MBA, Ph.D.**

Experience Teaching Industrial: **32 years**

Mailing Address: **A/205, Kshiti, Sahakar Nagar NO.2
Pune - 411009**

Mobile No.: **8805180007**

E-mail id: **dadaji2006@yahoo.co.in**


Details of Registration fees:

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Bank: **ICICI Bank** Dated: **16th Nov. 2019**

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Name of Participant: Prof. Suhas Babasaheb Pakhore
Designation: ASST. Prof.
Organization/Institute Name: HSBPVT's, Parikrama Inst. of Management
Qualification: MBA
Experience Teaching Industrial: 11.5 Yr.
Mailing Address: A/P- Dehore, Tal- Nagar, Dist - A Nagar

Mobile No: 8380003632
E-mail id: Supa1983@rediffmail.com

Details of Registration fees:

Amount: 2000/- ch No 047322

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Name of Participant **DR. SUDARSHAN ARJUN GIRAMKAR**

Designation **Associate Professor.**

Organization/Institute Name **HSBANT'S, Parikrama Inst. of Management**

Qualification **MBA, Ph.D**

Experience Teaching Industrial **11.5 yrs.**

Mailing Address **ALP- Dewgaon Raye, Tal-Daund,
Dist - Pune.**

Mobile No: **982276 2228**

E-mail id **sudarshangiramkar11@gmail.com**

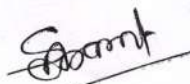
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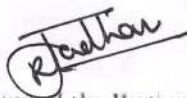
18-30 Nov 2019

Name of Participant Prof. Pramod Shivaji Jadhav
Designation Asst. Prof.
Organization/Institute Name HSBPVT's, Parikrama Inst. of Mgmt.
Qualification MBA (Marketing, HRM)
Experience Teaching Industrial 8 years.
Mailing Address A/P - Sawantwadi, (Undawadi K.P.)
Ta - Baramati, Dist - Pune. - 413102
Mobile No. 7588622320
E-mail id professorpramodjadhav@gmail.com


Details of Registration fees:

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State Maharashtra

Country INDIA

Zip 414701

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E-mail DIRECTORPIOM@PARIKRAMA.EDU.IN

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Statement Period From -27/01/2021 To 27/01/2021

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