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## Various Dimensions of Sustainability Reporting in Indian Banking Sector

Dr. Sharma Sunita<sup>1</sup>, Rajnish<sup>2</sup>

<sup>1</sup>Associate Professor, Faculty of Management Studies, The M.S. University of Baroda, Vadodara, India, [sunita.sharma-mgmt@msubaroda.ac.in](mailto:sunita.sharma-mgmt@msubaroda.ac.in) (<mailto:sunita.sharma-mgmt@msubaroda.ac.in?cc=gbehal@indianjournals.com>)

<sup>2</sup>Research Scholar, Faculty of Management Studies, The M.S. University of Baroda, Vadodara, India, [rajnishindu@gmail.com](mailto:rajnishindu@gmail.com) (<mailto:rajnishindu@gmail.co?cc=gbehal@indianjournals.com>)

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### Abstract

Liberalization, privatization, globalisation and information highways have been responsible to do business at ease but they also created suspicion about long term sustainability of successful businesses. Though, the foundation of sustainability rests on compliance behaviour of any company, it has been observed that compliance behaviour with the latest mandates from regulators, cannot guarantee the future sustainability. Therefore, this study tries to emphasize on various aspects of sustainability reporting for the NIFTY-FIFTY companies especially the banking sector. The paper explores comparison between sustainability reporting guidelines of GRI, UNGC and BRR, Basel III disclosure made by sample banks, principle-wise information disseminated by banks, various financial ratios and financial data reported in annual reports. After due comparison of various reporting and information in public domain the paper concludes that adopting all the mandatory and non-mandatory reporting guidelines go in vain if the basic pillar of NPA is not strengthened in banking sector.

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### Keywords

Sustainability, Business Responsibility Reporting, Banking Sector, Mandatory Compliance.

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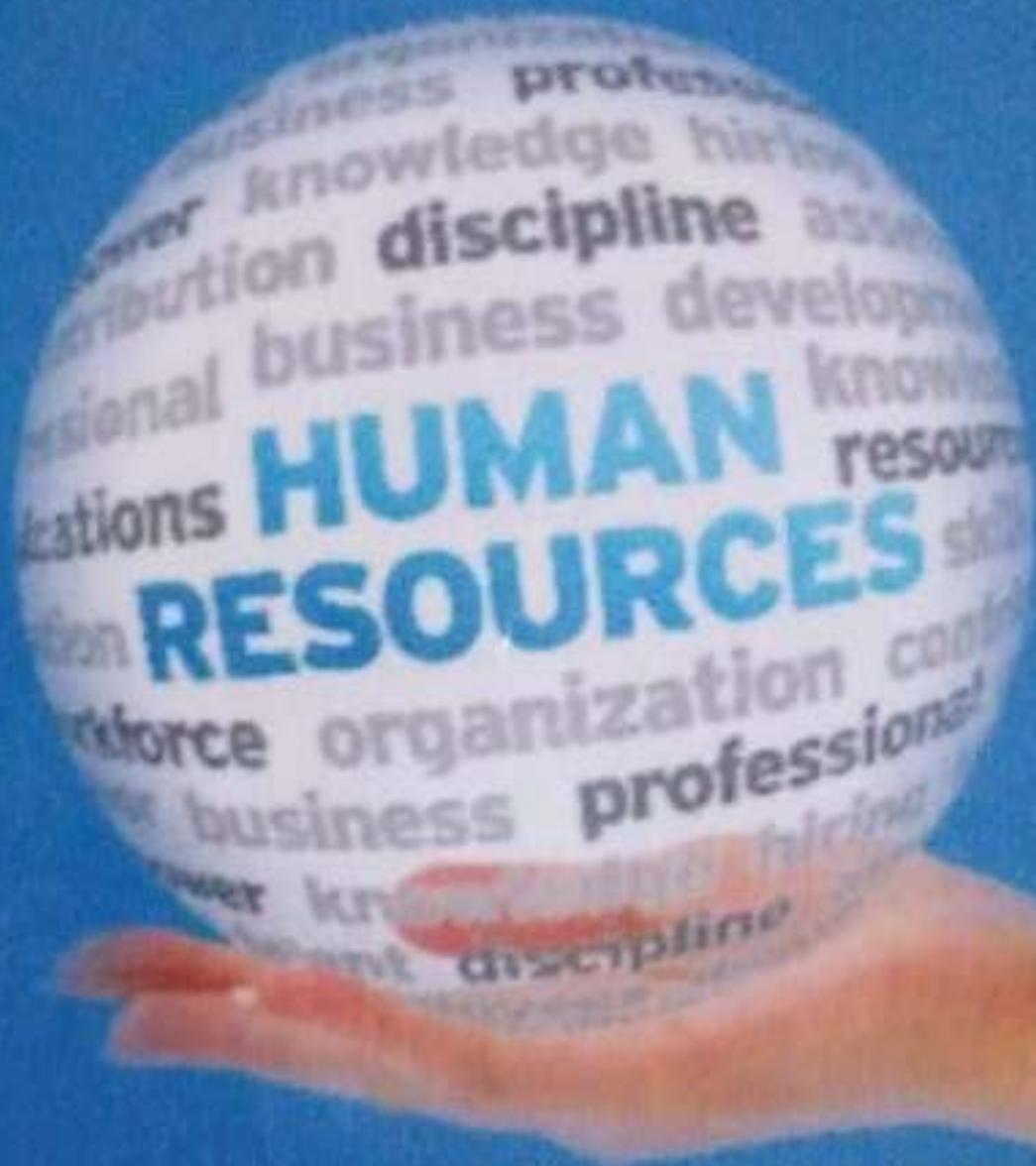
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# Human Resource Management

## *Leveraging Human Potentials*



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## Chapter 14

# Multigenerational Workforce: Challenges and Opportunities for Creating World Class Organisations through Human Resource Management

Rajnish, Sunita Upendra Sharma

Changing time is responsible to induct new generation in the work force. Globally, business organisations are operating with diversified workforce from various generations. Though they bring in variety of job and individual related attitudes, they throw challenges to human resource managers. However, Challenges faced by organisations due to multigenerational employees can become potential opportunities, if handled sensitively. Organisations have no option but to garner the side-effects of multigenerational work environment, if not handled sensitively. Appropriate understanding of generational similarities and differences, weakness and opportunities, motivators and demotivators of generational cohorts along with use of optimum exploitation of Information and Communication Technology (ICT) has become crucial in this Volatile, Uncertain, Complex and Ambiguous (VUCA) time. Human resource interventions in the light of generational characteristics and integration of technology at workplace have become essential for sustainability. Hence, this paper seeks to impinge into various characteristics of multigenerational workforce to mitigate the challenges thrown to organisations to make them world class.

To achieve world class characteristics, organisations need to follow principles of human resource management in letter and spirit. Hence, this study was taken up to explore those HR interventions to manage multigenerational cohorts that can make an organisation a world class in true sense.

### Objective of the study

Keeping in view the title and various literatures review the objectives of this paper are-

- To explore most favourable and unfavourable characteristics of multigenerational employees for a world class organisation.
- To find out changing nature of HRM functions to leverage human potential for their productive contribution.



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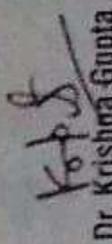
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