

# Impact of Employee Commitment towards Organization over the Financial Health: A Study on Banking Sectors

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## **Abstract:**

*With an emphasis on the banking industry, this study looks at how employee dedication affects the financial stability of firms. Although employee dedication is known to play a significant role in organizational performance, researchers have yet to determine whether or not it has a direct association with financial consequences. This research examines the impact of emotional, normative, and continuous employee commitment on organizational profitability, cost-efficiency, and financial stability by evaluating data from many banking institutions. To determine how employee commitment levels relate to critical financial metrics like revenue growth, operational efficiency, and market competitiveness, the study combines qualitative and quantitative approaches. The results imply that a company's financial health is positively affected by staff commitment levels, which in turn leads to better customer service, more productivity, and a more resilient business. Furthermore, the research emphasizes that leadership, workplace culture, and employee engagement programs all play a part in creating a dedicated team. Lastly, this paper suggests ways in which banking organizations can improve their financial performance and long-term viability by using employee dedication as a strategic advantage.*

**Keywords:** Financial Performance, Performance appraisal, EEO, Compensation management, Employee retention.

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