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A short note on challenges experienced by banking employees on relocations

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Abstract

Relocation, the rotation policy of the banks has various service regulations, every officer is liable for transfer to any Regional Office or Branch within the state, city, or any part of India. Employees cannot refuse to abide by transfer orders issued by the Bank, these transfers are done on an effort basis and the Bank reserves the right to reject the request, if any officer's business and administrative imperatives justify rejection, however, female officers have certain Exemptions. The Officer's performance is the evaluation of duties, responsibilities, and contributions to the Bank.

Keywords: Relocations, stress, packing, logistics, KAM

Introduction

Relocation is a moving phenomenon, dislocating from one place, relocating, and settling in another place. The act of relocation for work-related reasons is referred to as job relocation from an Individual point of view, and Employee Relocation on Transfer is the organization's point of view, however, this can entail moving to a different branch or office of an existing firm, accepting a fresh opportunity with employer in a different city, town or a country.

There are types of relocation, which are also called moves: Inbound (Imports), Outbound (Exports), Intra - country moves (Domestic Relocation), Third-country moves & Office relocations.

The following are some crucial aspects to consider while changing jobs. These are the reasons for relocation, research on new locations, job offers and negotiations, relocation assistance, financial considerations, family and lifestyle, legal and administrative tasks, and networking. People move for various reasons, including improved professional growth prospects, personal development, lifestyle, changes, concerns for their families, and requests from their employers. To investigate the new site in detail before making a decision. Taking into account elements such as the cost of living, housing possibilities, level of living, climate, regional culture, and logistics to commute from the residence to the office / Bank.

An employee's routine, including commuting routes, daily activities, and work-life balance, is frequently disrupted by transfers or moves. Employees may experience a brief drop in productivity when they become accustomed to their new surroundings after this disturbance. An officer, in the branch of a bank, who establishes a good relationship with his customers & colleagues, has to sacrifice the clientele to his successor is painful, and also to establish, acquire new customers & maintain a healthy relationship at the Relocated place is challenging, as settling itself consumes a good amount of time.

A fast-paced Lifestyle

Juggling with duties and obligations is a common aspect of modern life. People often move, which can cause quickness and lack of downtime. Social media sites can make people feel inadequate or compare themselves to others, leading to stress.

This might cause excessive expectations and self-doubt when viewing controlled and idealized depictions of other people's lives. In the Banking Industry performance plays a key role, and superiors always appreciate the best performers and reward them suitably, newly relocated officers undergo an inferiority complex and stress due to such Incentives. Besides, few get Motivated too.

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Stress and anxiety can be exacerbated by financial difficulties, debt, and the expectation of a specific lifestyle. Stress can be brought on by problems such as climate change and environmental degradation because we worry about how they will affect the planet's future and our way of life. Over the last 3 decades, the nature of work has changed rapidly. Irrespective of the profession, every person experiences stress. Occupational stress is a major cause of poor work performance, decreased productivity, and health problems. Finally, this leads to absenteeism, a lack of interest in doing jobs, and an increase in the number of accidents.

State Bank of India, conducts every year training session and counselling sessions for India Based Officers and India-based trainee officers, at their state bank staff training college in Greenlands, Begumpet, Hyderabad., being a vendor for Relocation's every year all the vendors receive the invitation to make their presentation on Dynamics of Household goods Relocations to all the officers, for Writer Relocations, SBI moves was a churn corporate account, during my tenure.

In the month of June, 2008, I revived the vendor empanelment through local State Bank staff training college and also from the International Banking office (SBI, IBO), Nariman Point, Mumbai, and the list received by me was 82 officers in number for International Postings. I was representing Writer Relocations, and did my presentation at their premises, along with me Crown relocations, Buhari Wala's, Balmer & Lawrie, too made their presentations to all the officers, 70% of the 82 Number of employees were relocated by Writer Relocations in the year of 2008, I was the Head - Relocations, in Writer Relocations, that year.

Key account Managers in Writer had done the accurate pre-move surveys and estimated the volume of the shipments, understood the priorities of the shippers, which made all the shipments to reach the destination, damage free.

A SBI Officer (Name not revealed), received his posting to Osaka, Japan, a typical Andorite, and his staple food is, was & will be Rice. All the HHG, was relocated, to Osaka, urgent shipments were packed and sent through Air, Rest of the household goods were sent through Sea transport in consolidation. These consolidations are done at Writer Relocations, Mumbai.

The officer who had a trouble on his diet in Osaka, gave me an international call from his branch, stating that he urgently requires 2 bags of Rice, else he will fall sick in Osaka, and getting adjusted to that food and climate was not only difficult but challenging to him and his family. I had to do the arrangements, through my sources to fulfil his request, however ban on Rice exports is lifted on 28 September 2024.

Conclusion

The above content is a clear example of Stress, food habits, performance, sacrifices of professional relationships, all the aspects of life not only suffer in Employee Relocations, under the same time, new environments, exposure to new people, places, situations, too is exciting. Employers, transfer their employees for a good reason by keeping in view the best efforts in practice for the welfare & Growth of employees. A coin has both the sides in all aspects, positive to be accepted and negative to be eliminated, for a new settling in a New Location. Stress is a routine aspect in today's world.

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