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CONTRIBUTIONS OF RESILIENT EMPLOYEES IN BUILDING SUSTAINABLE HIGH PERFORMANCE IN ORGANIZATIONS

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ABSTRACT

Organizational Resilience is the firm's ability to effectively absorb drastic changes in business environment, develop situation-specific responses and ultimately engage in transformative activities to capitalize on disruptive surprises that potentially threaten organization's survival. Building sustainable high performance in organizations require a resilient workforce competent to manage challenges through a compelling vision, dynamic leadership, and well-designed business strategy in an increasingly volatile, complex, and uncertain business world. Performing Employees with the Right Knowledge, Skill-set, Attitude and Behavior are the source of competitive advantage on whom organizations should invest to achieve the objective of increased organizational productivity. This Paper examines the different Human Resource Management Strategies to develop resilience in employees and makes an assessment of the contributions of resilient employees in building sustainable high performance in organizations. An exploratory and descriptive study was conducted with the help of secondary data analysis on relevant Literature about organizational resilience and Human Resource Management practices. The study reveals that Human Resource skills adjustment, building strong workplace culture, Organizational Development Interventions, implementing High-Performance Work Systems and organizational leadership are the human resource management strategies to develop resilience in employees. Increased employee productivity, employee engagement, strong organizational culture, workforce diversity management, creation of innovative and problem-solving teams and globalization of business are the contributions of resilient employees in building sustainable high performance in organizations. The study suggests that a sustainable practice that create and optimally utilize the knowledge, skills and capacities of employees facilitates the development of a resilient organization.

ADDRESSING CLIMATE RISKS IN BANGLADESH'S FINANCIAL SYSTEM: EVALUATING THE GREEN FINANCING INITIATIVES OF BANGLADESH BANK

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ABSTRACT

This paper examines the green financing initiatives undertaken by Bangladesh Bank, the central bank and financial regulator of Bangladesh. Bangladesh is highly vulnerable to climate change due to its geographical location and population density. The paper highlights the need to address climate risks in the financial sector and emphasizes the potential long-term impacts of climate change on the economy. The study explores the various green financing initiatives implemented by Bangladesh Bank, starting from the issuance of Environmental Risk Management guidelines in 2011 to the establishment of the Sustainable Finance Policy in 2020. These initiatives aim to promote sustainable financing practices, incentivize investments in climate-resilient projects, and support the transition to a low-carbon economy. Limited access to finance, particularly for smaller projects and rural areas, remains a challenge. The study also reviews empirical studies from developed countries on the effectiveness of green financing in addressing climate change. The findings indicate mixed results, with some studies showing a reduction in carbon emissions and shifts in lending practices towards low-carbon industries, while others suggest limited impact on emissions reduction. Based on the analysis, the paper provides recommendations for strengthening green financing initiatives in Bangladesh.

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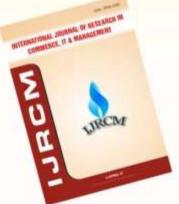
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