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## The association between organisational culture and human resource development policy in the Nigerian banking industry

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### Keywords

Business sustainability, consensual values, entrepreneurial orientations, individual and team learning.

### Abstract

*This study contributes to an understanding of cultural dimensions in organisations within the context of communicating organisational culture through human resource policy. Given that consensual and entrepreneurial culture has the potential to shape employees' attitudes and work behaviours towards the attainment of business efficiency and sustainability. This study examines the association between organisational culture and Human Resource (HR) development policy. This study adopted a quantitative approach, utilising a structured questionnaire (n=305). A combination of convenience sampling and simple random sampling techniques was used to select respondents among the participating commercial banks in Nigeria. Two Hypotheses were formulated and tested using inferential statistics. The IBM Statistical Package for the Social Science (SPSS) version 22 was valuable in running bivariate correlations among the variables and multiple regression. Statistical reliability and validity of the measuring instrument was examined using the same software. The findings revealed that there is a significant relationship between organisational culture and HR development policy. It was found that consensual culture as a dimension of organisational culture in the Nigerian banking industry has the greatest influence on HR development policy, and consequently the entrepreneurial orientations within the industry. The current study concludes that there is a strong positive relationship between organisational culture and HR development policy as an antecedent of HR outcomes in the Nigerian banking sector. This paper recommends that consensual and entrepreneurial cultures are crucial for business sustainability in the banking industry, as well as the knowledge-based global economy.*

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