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THE IMPACT OF BEHAVIORAL CONSEQUENCES ON E-BANKING IN PAKISTAN: A BUSINESS PERSPECTIVE STUDY

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The Impact of Behavioral Consequences on E- Banking in Pakistan. A Business Perspective Study

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Abstract- This study is conducted to see whether behavioral practices can play an imperative role in the modern life. The aim of this paper is to provide advanced level networking where people can connect with own bank without waiting. Now day's organizations are playing an important role in customer dealing and providing advance facilities. The organizational culture has played a leading role in business progress in private/public banking organizations in the twenty-first century. The organizational culture can improve and promote the employee performance. This research is designed to inspect the effects of positive mouth word, repurchase intentions, propensity to complain, switching barriers, price sensitivity, and customer satisfaction with E-Banking variables such as Perceived usefulness in Pakistan. Result of study shows that the effect of these factors influences the behavior of customers and employees in banking sector. Many other factors contribute in behavioral with e-banking but the study including Perceived usefulness. The six behavioral consequences variable jointly measures the output by using technology. The conclusion focuses on the growing technology in banks of Pakistan which produces easiness for the public.

a) Research Questions

RQ 1: What are the impacts of behavioral consequences on the electronic banking?

RQ 2: What is the new framework for E-Banking and output of the electronic banking in Pakistan?

RQ 3: How we can understand the behavior of banking employees?

b) Research Methodology

Data is collected from the customers and bank employees in Rawalpindi and Islamabad. The survey is completed by 110 employees, 95% response was observed. Results are made using Correlation, regression and ANOVA with the available data.

Findings: Results of the study indicated that behavioral Consequences and E- banking can receive commitment and performance, with the cooperation of workers and environment provided by the organizations.

Research limitations/implications: The survey was conducted in the randomly selected private banks of Rawalpindi and Islamabad.

Significance of the study: This paper shows the banks and their electronic effects on the customers and

managerial structure. This study is helpful for all banks of Pakistan to manage the electronic system. Organizations can arrange training programs to modify electronic system of banks for the empowerment of getting positive results.

Keywords: behavioral consequences, E-banking, PU.

I. INTRODUCTION

This is the behavioral study of banks that can provide good environment, time saving, good behavior, burden less and more informative for all the customers and employees. The purpose of this study is to provide electronic and quick facilities in the big city like Islamabad and Rawalpindi. Some behavioral factors that completely influence the E-banking system such as perceived usefulness. These variables measure the output by using these techniques. This study measures the behavior, living standard of people and educational background. It can be improved by organizational culture and improving those variables that can satisfy this societal environment. The substances redirect the numerous dimensions of behavioral results recognized in this study, Customer loyalty, comprising repurchase purposes and word-of-mouth intentions (Brady & J. Joseph Cronin, Jr, 2001). The impact of readers' motives on their behavioral variations to other consumers online remarks, we first tested a full structural frame work containing path vectors from each of the five motive factors to both consequences variables (Thurau & Walsh, 2003-2004). Prescribed relations are those where the manners between persons is mostly based upon the roles of individuals engage in the meeting (Gremier, Gwinner, & Brown, 2001).

In a study of national culture as a descriptive variable in the buying behavior of industrial services, it is important to account for other descriptions (Bruce Money, Gilly, & Graham, 1988). Trustworthy customer's hearth bonds with the corporation and perform inversely from non-loyal clients. Faithfulness of customers influences behavioral outcomes and eventually, the income of a company (Srinivasana, Anderson, & Ponnabolub, 2002). The observation of consistency and guarantee are very important facets that affect favorable faithfulness aspects such as re-purchase intentions, communicating positive word of mouth and loyalty

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under enlarged pricing. (Swaid & Wigand, 2009). Customer satisfaction has been linked to brand loyalty, repeat sales, and positive word of mouth behaviors (Bolkan, 2007). Negative word-of-mouth" means telling others about one's frustration. For example grievances about the library and/or the service to friends or relatives (Oh, 2003).

High perception of service quality generates a satisfying feeling which in turn effects repurchase intentions. Similarly, high perception of service value leads to larger satisfaction, and in turn, affects repurchase intentions (Peterson, 2000). Satisfaction is set up with the most significant construct and attracting customers directly, which enter the dimensions such as word-of-mouth, customer goals and price increase tolerance (He & Song, 2007). In addition, alleged value may be a superior predictor of repurchase intents than either satisfaction (Chen & Tsai, 2007). Supposed value, Service quality and satisfaction all seem to have good forecast of repurchase intentions while the association between them still remains uncertain (Chen C. F., 2008). Behavior was measured with three items which were industrialized based on proposition that such service results as repurchase intentions, word of mouth, and price premiums are the likely outcome of a service encounter (MichBradya & Robertson, 2001). Price sensitivity is a critical market subdivision variable, and services involve heightened contact between members of buying and selling organizations, in which price observations frequently differ significantly across market segments (Bolton & Matthew B. Myers, 2003). Opposing complaints with non-complainers on outlook toward argumentative, tendency to complain and key behavior distinctiveness homological seem" marketing and psychology (Rizwan, et al., 2004). Factors of complaints in the banks in Goa have been researched by Hedge, who found that the customers' proclivity to complain depends on the situational characteristics in banks, rather than customer demographics. Given these findings, the present research is an attempt to uncover the factors that would affect the branch managers' inclination to redress the complaints with efficiency (Desail, 2004).

When customer's satisfaction is high, as is frequently true in services, there is additional learning, namely service-provider learning, obligatory to enable customer fulfillment (Jonesa, Mothersbaugh & Beatty, 2002). During post purchases phases, marketing activities should be designed to increase customer satisfaction, involvement, and service usage, in that way reducing the likelihood of customer switching (Yilmaz & Hunt, 2001). Ultimate goal for organizations is to develop performance in the market place; it is often measured in terms of productivity, profits. For service companies, one of the solutions to making profits is fulfilling one's customers (Nishii, Lepak, & Schneider, 2008). The direction of causality between approval and

service excellence. Unanswered issue in the research of quality is whether customer contentment leads to service quality (Lee, Lee, & Yoo, 2000). Customer trust and pleasure have a wonderful impact on customer preservation and customer loyalty, and the result of that is that you keep customers around longer, and you also get a superior share of their folder (Cooil, Keiningham, Aksoy, & Hsu, 2007).

With friendliness to businesses that are facing customer discontent, they could create switching blockade to avoid dissatisfied customers from switching to another bank (Rober, 2012). There are three types of switching barriers: strong interpersonal associations (the strength of the personal bonds that may develop between the employees of a supplier and the customer), high switching costs (the customers perception of the time, money and effort associated with changing supplier) and attractiveness of alternatives, which refers to whether viable alternatives exist in the market (Qian, Peiji, & Quanfu, 2011).

Competition is, just a move away in the Internet market, and other anti switching barriers have been covered by online firms (Yang & Peterson, 2004). Product switching is linked with both firm and firm product qualities and that product adding and dipping and persuades large changes in firm scope. The behavior we monitor is reliable with a natural simplification of existing theories of industry dynamics that includes endogenous product selection within firms (Bernard, Redding, & Schott, 2010). Switching barriers and the aggressive industrial situations in the contrast between industries also exposed changes in behavior in an industrial monopoly in which switching to alternative outside service providers was not an option (Roos, Edvardsson, & Gustafsson, 2004).

II. LITERATURE REVIEW

The study emphasis on individual observations, future research might also take into mind the existence of multiple comments and their possible behavioral significances (Walsh & Thureau, 2004). Banking makes it possible for PC knowledgeable customers who hold a PC with an advance system of bank from their homes. With the use of individual machines, they can get up to date balance information on deposit and loan balance sheet, funds transfer between accounts and intersect with the bank by e-mail (Mols, 1998). Even if the study explored the relation value of e-service quality on customer loyalty, the loyalty variable was a uni-dimensional build that focused only on auspicious behavioral consequences, as comes first to mind, doing more business, preparedness to proposed and heartening to do business with the provider (Swaid & Wigand, 2009). We define as a supported relationship between the measured concealed construct and its behavioral consequences. Thus, self-generated validity effects increase the prospect that consumers will follow

their purposes (Chandon, Morwitz, & Reinartz, 2005). The quick change in both dealings may be ascribed to the public responsiveness of the importance of using e-banking and the disadvantages of conventional banking system. It can also be accredited to better safety services provided by cards industries or dealers (Nyangosi, Nyang'au, & Magusa, 2007).

The e-banking is altering the financial industry and banking in provisions of the Nature of essential products /services and the way these are collected, projected, transported and inspired. It is an invaluable and prevailing tool driving development, supporting growth, promoting revolution and improving competitiveness (Auta, 2010). Researchers have found that application of e-banking has been more successful in other parts of the world than in Africa (Narteh, 2012). The E-banking favors banks to build speed, reduce processing periods and improve the elasticity of business dealings and reduce costs connected with having employees give our customers physically (K, O, & A, 2010). E-banking is a kind of banking that includes electronic form of money communication. Banking services are fully computerized such that transactions are concluded in a second. He further states that, e-banking involves the use of computer network in providing cash and transfer of funds (I, 2011). The secure E-Banking is equalizing by the security challenges linked with the disintermediation of data access (Shittu, 2010). "Any use of material and communication technology and electronic means by a bank to mien transactions and have communication with the stakeholders". Electronic banking provides ease and facilities to their customer. Electronic banking provides accessibility to their customer to use bank website for all kind of transactions in protected environment. Customers can interact with bank website hours a day and seven days a week (Oye, Shakil, & Iahad, 2006). Besides automation, measures such as diversification of portfolios like e-banking and immense Voluntary Retirement Schemes looked to orient the banks towards facing the challenges, posed by the competitive consequence (Hegde Desai, 2004). Specially, from the viewpoint of customers, being customer oriented improves the remarks of the quality of an organization's overall market approaches, that increases customer loyalty, repurchase, and the inclination to offer positive word-of-mouth approvals (Cronin & Brady, 2001).

We postulate and empirically test the proposition that interpersonal bonds, or interaction between employees and customers, can expressively influence positive word-of-mouth communication (Gwinner, Gremler, & Brown, 2001). One of the behavioral outputs expected to result from e-loyalty is positive word of mouth the extent to which personality says positive things about the e-retailer to others (Srinivasan, Anderson, & Ponnnavolu, 2002). Positive word of mouth not only helps to call new customers but

also supports in the creation of positive image about the firm afraid (Kau & Loh, 2006). Encounter satisfaction has been connected with outcomes such as customer loyalty, purposes to return, and positive word-of-mouth intentions (Grandey, Fisk, Mattila, Jansen, & Sideman, 2005). The insight of consistency and guarantee are the very important factors that affect favorable reliability facets such as re-purchase intentions, communicating positive word-of-mouth and loyalty under increased pricing (Swaid & Wigand, 2009). Customer satisfaction is a major element of customer preservation, positive word-of-mouth, improved profits, and lower marketing outlays (Yoshida & James, 2010). Most of the clients are persuaded to let off customer service disasters, exhibit lessening the sympathy to price, and disseminate positive word of mouth about the business to others (Yang & Peterson, 2004). Although some studies have resolved that satisfaction is a necessary but not sufficient ailment for positive word-of-mouth, it is arranged that positive reaction is always driven by satisfaction (Saha & Theingi, 2009).

Repurchase intentions could be inclined by "structural factors such as switching costs, availability of alternatives or promised agreements (Kau & Loh, 2006). The awareness of reliability and declaration are the most important factors that affect auspicious loyalty aspects such as re-purchase intentions, communicating positive word-of-mouth and loyalty under amplified pricing (Wigand & Swaid, 2009). The use of attribution theory in consumer behavior has been found useful in clarifying issues such as consumer satisfaction/dissatisfaction; objection behavior, word-of-mouth behavior, reparation seeking, and future repurchase intentions (Donoghue & de Klerk, 2006). Higher levels of customer usage are associated with lower occurrences of disconfirmation, somewhat higher levels of satisfaction, and higher repurchase intentions (Hunt & Yilmaz, 2001). Consumer observations of trust, price equality and repurchase objectives were more favorable to the firm when the firm used a purchase timing method rather than a buyer documentation policy (Bolton & Saxena Iyer, 2009). High perception of service quality triggers a satisfying feeling which in turn influences repurchase intentions (Peterson, 2000). Studies in the marketing field have found a strong positive connotation between customer satisfactions and repurchase intentions in the environment of both consumer goods and services (Song & He, 2008).

Reliability of the seller signals guarantee and reduces customers' price sensitivity (Wigand & Swaid, 2009). Buyers' price sensitivity for service agreements depends on service type, service quality and level of service support (Bolton & Iyer, 2009). Price sensitivity is a serious market segmentation variable and services involve discriminating contact between members of buying and selling organizations, in which price observations often differ significantly across market segments (Bolton & Myers, 2003). Operational zed

customer observances to consist of repurchase objective, positive and negative word of mouth, and price compassion (Ranaweera & Neely, 2003).

Findings have been honestly reliable with respect to age, income, education and profession as possible determinants of consumer's feeling to complain (Klerk & Donoghue, 2006). Seller may increase the proclivity to complain through inspiring the complaint to be expressed and resounding the consumer that the objection will be taken care of (Isabelle & Bernard, 1999).

Customer satisfaction and behavioral intention over and above their mediated effect through the concept of customer value (Sajeev Varki & Colgate, 2001). Purchase intention is a very important inspection for marketers. Purchase intentions are directly influenced by customer satisfaction (Maxham, 2001). Individual technologies improve customer satisfaction that will guide to customer loyalty (Swaid & Wigand, 2009). Satisfaction with recovery and overall firm satisfaction. Satisfaction with salvage as customer satisfaction with a particular transaction involving a failure and recovery (Netemeyer & Maxham, 2002). A particular attitude for measuring satisfaction is proposed and numerous propositions are on warded concerning systematic differences in customer pleasure crossways individuals and product groups (Johnson & Fornell, 1991). The search of backgrounds of customer retention to both industries and national

borders. Asubonteng, McLeay, and customer satisfaction and socio demographic characteristics of customers (Athanasopoulos, 2000). Service excellence and customer satisfaction could be inspecting from both a transaction specific as well as a global viewpoint (Lee, Yoo, & Lee, 2000).

Competition is, of course, just a click away in the Internet market and various anti switching barricades have been incorporated by online firms (Yang & Peterson, 2004). Both from a theoretical and a managerial viewpoint it is of interest to explore how switching barriers affect satisfaction, repurchase intentions and attitudinal loyalty (Julander & Soderlund, 2003). Some used the concept to show that customers do not switch due to a lack of attractive alternatives, high switching cost or other switching barriers (Valenzuela, 2012). Reliable with these arguments, many studies found switching barriers that can support the customer loyalty in telecommunication industry (Quanfu, Qian, & Peiji, 2011). Online consumers are relatively well educated and have been using computers for years; they may be able to handle many of the marketing bothers involving the issues related to switching barriers (Yang & Peterson, 2004). In such conditions of high struggle, the situational make active and also caused total switching when perceived switching barriers were high and the price focus was heavy in an insurance company (Edvardsson, Roos, & Gustafsson, 2004).

a) Schematic Diagram

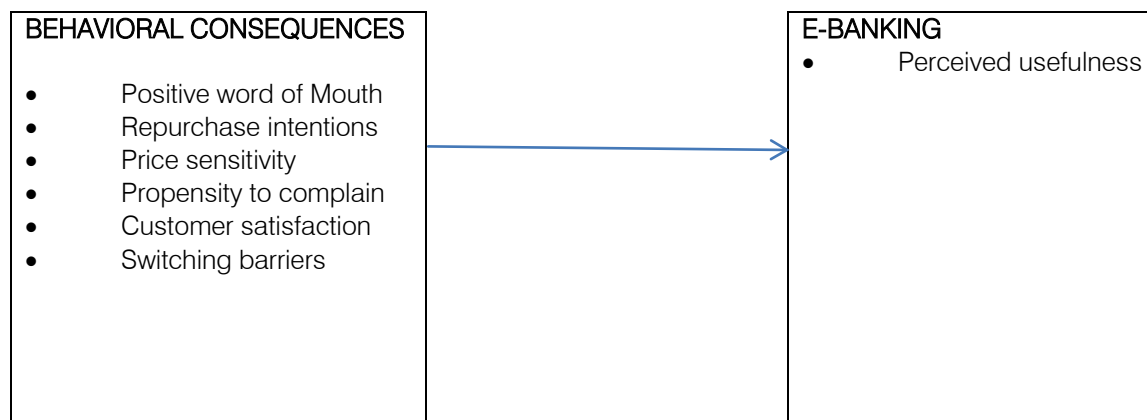


Figure 1

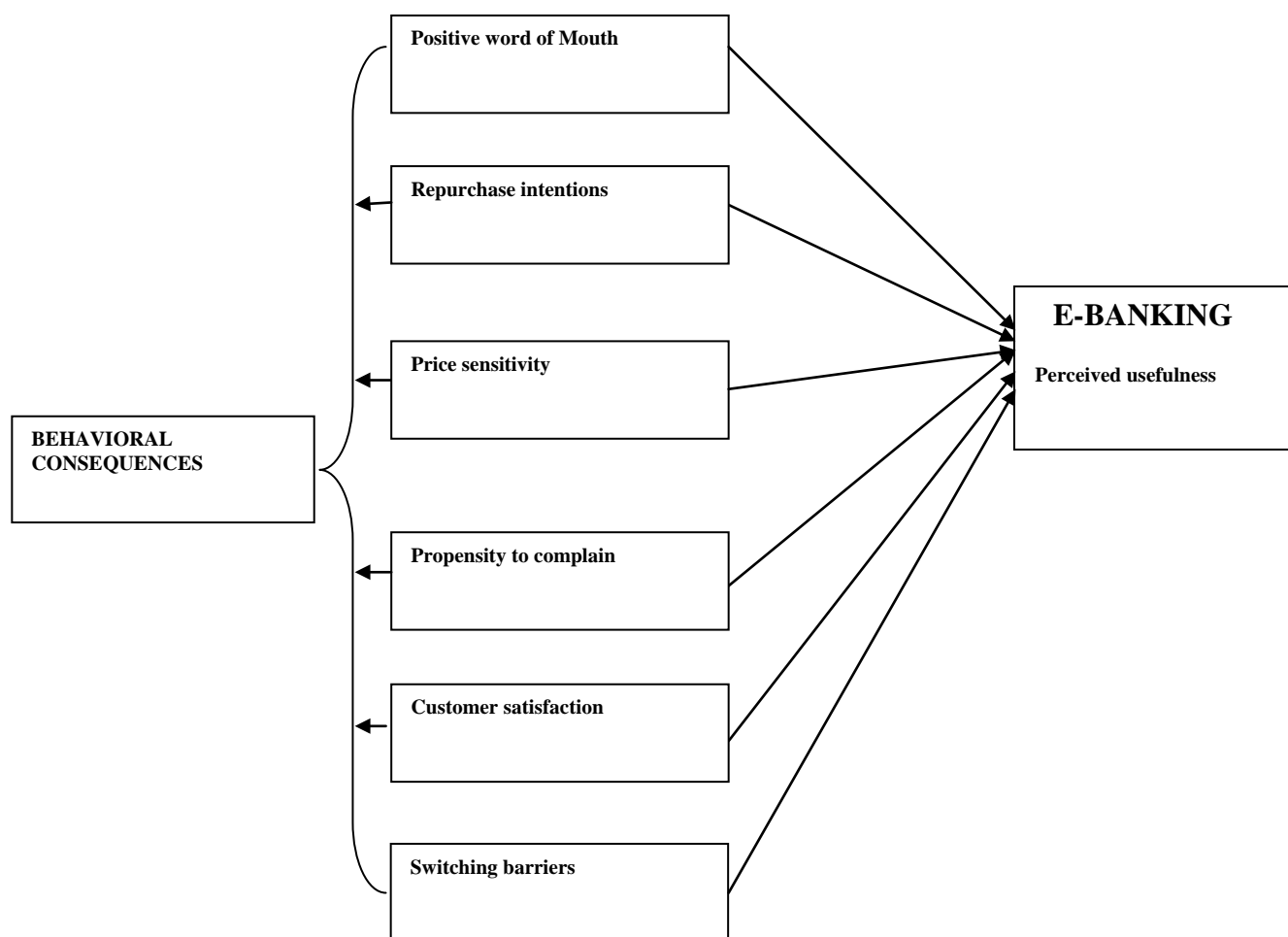


Figure 2 : Conceptual model

b) Hypothesis

H1: Positive word of Mouth shows an imperative relationship with E-Banking.

H2: There is a positive relationship between Repurchase intentions and E-Banking.

H3: There is a +ve relationship between price sensitivity and E-Banking.

H4: There is an association between propensity to complain and E-Banking.

H5: The relationship between customer satisfaction and E-Banking is positive.

H6: There is a positive relationship between switching Barriers and E-Banking.

c) Methodology

The methodology of this paper is based on the different variables. The variables use the model as previous study of fama and schewert (1977). The regression equation is used in it.

$$Y = C + \beta X_1 + \beta X_2 + \beta X_3 + \dots + \beta X_n + \mu$$

$$Y_{it} = \alpha_{it} + \text{Positive word of Mouth}_{it} \beta_1 + \text{Repurchase intentions}_{it} \beta_2 + \text{Price sensitivity}_{it} \beta_3 + \text{Propensity to}$$

$$\text{complain}_{it} \beta_4 + \text{Customer satisfaction}_{it} \beta_5 + \text{Switching barriers}_{it} \beta_6 + \mu_{it}$$

Where it are the consequences of banks with time period of t , α_{it} is the intercept (constant). β is the change in dependent variables with respect to change in independent variable. Where $\beta_1, \beta_2, \beta_3, \beta_4, \beta_5$ are the variables changes w.r.t time. Where μ_{it} is the random error with the change of time.

The behavioral Consequences on E- banking show the relationship among the variables.

$$Y_{\text{Perceived usefulness}} = f(\text{Positive word of Mouth, Repurchase intentions, Price sensitivity, Propensity to complain, Customer satisfaction, Switching barriers}).$$

d) Sampling size

It is difficult to explore the impact of six Vs, i.e. Positive word of Mouth, Repurchase intentions, Price sensitivity, Propensity to complain, Customer satisfaction, switching barriers on E- Banking. Total employees surveyed are $n=130$ but the responses were 110.

e) *Sampling procedure*

We administered our questionnaires to make the sample size more suitable to understand the effectiveness of customers and bankers. Rawalpindi and Islamabad is selected sample area in our research. In

this paper, we used a simple random sampling technique.

f) *General Profile of the Sample*

Sample was divided into four groups, age, Experience, Gender and Education (n=110).

Table 1 : Gender

		Frequency	%age	Valid%	Cumulative%
Valid	Male	67	60.9	60.9	60.9
	Female	43	39.1	39.1	100.0
	Total	110	100.0	100.0	

Table 1.2 : Age

		Frequency	%age	Valid%	Cumulative%
Valid	20-25	22	20.0	20.0	20.0
	25-30	50	45.5	45.5	65.5
	30-35	35	31.8	31.8	97.3
	35-40	3	2.7	2.7	100.0
	Total	110	100.0	100.0	

Table 1.3 : Education

		Frequency	%age	Valid%	Cumulative %
Valid	B.A	33	30.0	30.0	30.0
	M.A	75	68.2	68.2	98.2
	MS	2	1.8	1.8	100.0
	Total	110	100.0	100.0	

Table 1.4 : Experience

		Frequency	%age	Valid%	Cumulative%
Valid	1-5	35	31.8	31.8	31.8
	5-10	63	57.3	57.3	89.1
	10-15	7	6.4	6.4	95.5
	15-20	5	4.5	4.5	100.0
	Total	110	100.0	100.0	

The variables are tested with Correlation Regression and ANOVA by using SPSS Version 20.0

Table 2 : Reliability Analysis

Coefficients	Cronbach's α
PWM	0.748
RI	0.746
PS	0.753
PC	0.681
CS	0.775
SB	0.773
N of 6 Items	0.746

Descriptive Statistics: Measuring Mean and Standard deviation

Table 3 : Descriptive Statistics

	Mean	Std. Deviation	N
PU	4.4436	.29724	110
PW	4.2908	.34121	110
M			
RI	4.2818	.34737	110
PS	4.2984	.34245	110
PC	4.3136	.51961	110
CS	4.3075	.32963	110
SB	4.3257	.32117	110

g) Correlation

All the outcomes of Pearson correlation matrix are exposed in table 4 .Leadership Barriers are positively correlated with all the variables.

Table 4 : Correlations

		PU	PWM	RI	PS	PC	CS	SB
Pearson Correlation	PU	1.000	.603	.602	.610	.600	.636	.631
	PWM	.603	1.000	.988	.973	.662	.960	.918
	RI	.602	.988	1.000	.979	.675	.959	.910
	PS	.610	.973	.979	1.000	.634	.979	.927
	PC	.600	.662	.675	.634	1.000	.642	.624
	CS	.636	.960	.959	.979	.642	1.000	.973
	SB	.631	.918	.910	.927	.624	.973	1.000
Sig. (1-tailed)	PU	.	.000	.000	.000	.000	.000	.000
	PWM	.000	.	.000	.000	.000	.000	.000
	RI	.000	.000	.	.000	.000	.000	.000
	PS	.000	.000	.000	.	.000	.000	.000
	PC	.000	.000	.000	.000	.	.000	.000
	CS	.000	.000	.000	.000	.000	.	.000
	SB	.000	.000	.000	.000	.000	.000	.
N	PU	110	110	110	110	110	110	110
	PWM	110	110	110	110	110	110	110
	RI	110	110	110	110	110	110	110
	PS	110	110	110	110	110	110	110
	PC	110	110	110	110	110	110	110
	CS	110	110	110	110	110	110	110
	SB	110	110	110	110	110	110	110

h) Multiple Regression Analysis

Table 5

sModel	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.691 ^a	.477	.446	.22117	.477	15.648	6	103	.000

Table 6 : ANOVA^a

Model		SS	df	MS	F	Sig.
1	Regression	4.592	6	.765	15.648	.000 ^b
	Residual	5.038	103	.049		
	Total	9.631	109			

a. Dependent Variable: PU
b. Predictors: (Constant), SB, PC, RI, PS, PWM, CS

i) *Coefficients*

This can be expected whether if there is a small change in (X1) then there may be a large change in Y'.

These are the regression coefficient which shows the unstandardized and standardized beta.

Table 7

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.939	.287		6.746	.000
	PWM	-.006	.419	-.006	-.013	.989
	RI	-.309	.472	-.361	-.655	.514
	PS	.077	.474	.089	.162	.871
	PC	.207	.057	.362	3.653	.000
	CS	.492	.604	.546	.815	.417
	SB	.117	.341	.127	.344	.732

$$Y_{pu} = 1.939 - 0.006X1 - 0.309X2 + 0.077X3 - 0.207X4 + 0.492X5 + 0.117X6$$

III. RESULTS AND DISCUSSION

This study consists of four demographics variables age, experience, education and gender. The total sample size of the study is 110. The frequency, validity of the data and commulative frequency is good. This is behavioral study shows interest of number of women and men. The comments were very strong and interrelated with this study. Table1 shows the percentage of gender; Table 1.2 demonstrates Age with percentage, Table1.3 describes Education and Table 1.4 shows the Experience with percentage. Table 2 shows Cronbach's alpha reliability coefficients of one independent variable i.e. E-Banking (Perceived Usefulness) and six independent variables were obtained which are as follow:-

- Positive word of Mouth
- Repurchase intentions
- Price sensitivity
- Propensity to complain
- Customer satisfaction
- Switching barriers

Reliability test of all the variables shows the rate of Cronbach's Alpha used for maximum variables is 0.773, considered to be excellent for internal reliability of

data. According to Gliem (2003) Range of Cronbach's alpha is between 0 and 1. In reliability test .70 is acceptable value of alpha but .8 is expected to be a required target which shows a good consistency of internal scale of the items (Gliem, 2003). Table1 shows the percentage of gender; Table 1.2 demonstrates Age with percentage, Table1.3 describes Education, most of the people were graduate and their comments were mature about Electronic-Banking in Pakistan and Table 1.4 shows the Experience, maximum people having experience of 1-10 years experience with percentage. In descriptive statistics means and standard deviations were inspected for dependent and independent variables. The consequences are shown in Table3. On a 5-point scale, the Mean of PU is 4.4436, PWM is 4.2908, RI is 4.2818, PS is 4.2984, PC is 4.3136, CS is 4.3075 and SB is 4.3257. So, this research shows that data is more reliable and near to 4 in the scale i.e. agreed by respondents in an average. Standard deviation is below 1.0. So it shows strong impact on E-Banking. N=120. The chart 5 lists four autonomous variables which are put in the regression model and R (.994) is the positive correlation of five I.V with the D.V, inter correlations amongst these six sovereign variables are considered. The model summary of table 5, R Square is (.477), that is explained R², actual the square of the Adjusted R Square (.446). Table 6 shows the results of ANOVA.

Through ANOVA table we concluded that our model is goodness of fit because the significant value is .049, if the sig rate is < the level of consequence (0.05) it shows, model is goodness of fit. It also shows that at least one of the coefficients is not zero.

IV. EXPLANATORY STATISTICS QUANTIFYING

Mean and Standard deviation Variables represent average values that satisfy our study. It is also expressive statistics such as mean and standard deviation was examined for the time scaled dependent and independent variables (given in the table). Therefore, this research clears that data are more dependable and reliable and arranged by respondents in an average. S.D is near to 1.0.

So it shows sturdy impact on E-Banking. Last column shows the population $N = 110$. Presents the variable values and their impact with respect to their minimum and maximum values. It also finds the middle value and risk that may be beneficial for this study. Table 4 shows the Pearson correlation mild is attained for the five intervals scaled variables. From the results, we find out that The behavioral consequences on E-Banking is positively correlated. The relationship 'r' lies between -1 to +1.

V. CONCLUSION

The behavioral consequences of the customers and employees working in banks show a direct causal relationship with the e-banks. This can be taken as a significant finding in the banking organizations, especially in the Pakistani context. It can be considered that behavioral elements are very important for the organization which ultimately reduce their problems and increase interaction among customers and banks technology. This study produced very good results which were obtained from the SPSS statistical analysis software; theoretically, behavior influences the organizations' and their environment. Attitude, technologies and behavioral practices must be reviewed time to time for getting the better results.

a) Limitations

- This study was conducted in twin cities of Pakistan (Rawalpindi/Islamabad) due to time and budget restraints.
- Covering only banks.
- The sample size may be on the lower side, it is possible that if there is large sample size, results would be clearer and specified.

b) Future Work

This research is limited to Pakistan only; leaders working in Pakistani environment can make their organization well by using international methods. We can make our study more efficient if we judge and contrast with other environmental factors.

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