Transformation of labor process and digital value chain restructuring in banking sector have huge impact on economy in Turkey. Adaptation of Turkey to these changes has strengthened its technological infrastructure and focused on transformations in workforce process. So, the Turkish banking sector has adopted various strategies to deal with digitalization and technological transformation.

A part of the digital value chain restructuring, Banks in Turkey adopted digitalization strategies for improving customer satisfaction and operational efficienty. Banks have increased their capacity to provide personalized services with developing mobile applications, online banking platforms and other digital tools. The usage of mobile applications allow customer to fast banking operations and user friendly operations. Customers can instantly monitor their financial situations, easily make bill payments and access investment opportunities through online banking platforms. That provide user to more freedom and control. Furthermore, Banks have strengthened the competitive advantage by understanding and anticipating customer needs with technologies such as data analytics and artificial intelligence. For example, habits of user’s about spending, user’s preferences and needs can understand with data analytics, and arificial intelligence applications. This information bank’s collected can make customer-specific financial recommendations.

The profile of people working in banks has changed fundamentally with transformation in labor process. Technological advances such as automation, artificial intelligence and robotic process automation have enabled the automation of routine processes. This situation required bank employees to adapt to the digitalization process. Also, bank employees started to focus on more strategic and analytical tasks. Also, labor transformations not just affect the employees. It is also affect the business culture and structure within the bank. Banks should adopt a culture that can integrate with digitalized business processes, make quick decisions and be open to innovation. This process requires adaptation at the institutional and top level.

Turkey's adaptation strategies have been shaped in various dimensions to keep up with these changes. Companies strengthen their digitalization strategies and aim to create a culture compatible with these strategies and by encouraging collaboration and information sharing throughout the sector, it is aimed to disseminate best practices and increase the total competitive advantage in the sector. Internal transformation strategies of banks usually aim improvement of work process efficienty, competitve advantage and improvement of customer experience. In this context, companies are strengthening their digital capabilities in order to adapt digital technologies, increase automation and invest in areas such as data analytics. Also, as it mentioned above the banking sector has created collaboration platforms in order to cope with the difficulties encountered in the digitalization process, encourage innovation and disseminate good practices in the sector. These platforms aim to bring collective intelligence to the industry by increasing the flow of information between financial institutions.

Within the scope of Turkey's adaptation strategies, training programs for employees has a important role throughout the digitalization process. Banks, to improve the digital skills of its employees and adapt to new Technologies organizes various trainings and certified programs. This is an important factor for employees in the banking sector to effectively take part in the digitalization process.

However, In addition to these strategies in the digitalization process, it is of great importance to manage risks good and effectively. Data security, customer privacy, risks are issues that increase in importance with digital transformation. Turkish banking sector, It increases security measures against cyber attacks, uses strong encryption methods to protect customers' data, and constantly updates its risk management plans to ensure continuity.

Risk management strategies, against uncertainties in the sector has a important role in adopting an approach that works to minimize the possibility of crisis and seeing the risks brought by the fast-changing digital environment. Therefore, the Turkish banking sector constantly evaluates internal and external risk factors and updates its strategies as a result of these evaluations.

While the Turkish banking sector deals with digitalization and transformations in workforce processes, it has also taken important steps in adaptation strategies and effective risk management. In order to successfully adapt to these changes in the sector, the technological infrastructure must be strengthened. It is of great importance to strengthen the technological infrastructure in order to successfully adapt to these changes in the industry, along with the development of employees' digital skills and the adoption of effective risk management strategies. Turkey's efforts in this regard can be a solid work for the future digital evolution of the banking sector.