

Job Satisfaction among Bank Employees With Reference To Coimbatore City

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Abstract- Job satisfaction refers to an individual's complex attitude towards his job. It is a pleasurable emotional state resulting from the appraisal of one's job as achieving as facilitating the achievement of one's job value. In this competitive world, success of any organization depends on its human resource. There is no exception in Banks industries. The study undertaken for the employees of the Banks are valuable assets to the organization. Efficient human resource management and maintaining higher job satisfaction level in Banks determine not only the performance of the Bank but also affect the growth and performance of the entire economy. So, for the success of banking it is very important to manage human resource effectively and to find whether its employees are satisfied or not only if they are satisfied, they will work with commitment and project a positive image of the organization. The result revealed that there is no relation between job satisfaction and age, job experience, sex, job security, job assignment and occupational category etc.

Keywords- Bank Employees, Job, Job Satisfaction, Private Bank

I. INTRODUCTION

Job satisfaction means individuals emotional reaction to job it. It is a positive emotional state that occurs when a person's job seem to fulfill important job values provided. Job satisfaction is often determined by how well outcomes meet or exceed expectations. Satisfaction in one's job means increased commitment in the fulfillment of formal requirements. There is greater willingness to invest personal energy and time in job performance. Job satisfaction refers to one's feeling towards one's job. It can only be inferred but not seen. In this competitive environment it is necessary to know the employees views toward their job and to measure the level of satisfaction with various aspects of job satisfaction. If they are highly satisfied they produce more and it is profitable for the organization. Job satisfaction is an integral component of organization climate and an important element in the management employee's relationship. Job satisfaction means individuals emotional reaction to job it. It is a positive

emotional state that occurs when a person's job seem to fulfill important job values provided.

II. STATEMENT OF THE PROBLEM

This study attempted to find out the relationship of work performance and job satisfaction among the bank employee in Coimbatore.

III. OBJECTIVES OF THE STUDY

- To analyze the relationship between socio economic variables and job satisfaction of employees.
- To identify the factors influencing the job satisfaction / dissatisfaction of employees working in the bank
- To measure the extent of Job Satisfaction among Employees of Public Sector and Private Sector Banks.

IV. RESEARCH METHODOLOGIES AND DESIGN

Research is a systematic method of finding solutions to problems. It is essentially an investigation, a recording and an analysis of evidence for the purpose of gaining knowledge.

Research Design

Research design is the conceptual structure within which research is conducted; it constitutes the blue print of the collection, measurement and analysis of the data.

Sampling Design and Method

The researcher selected the branches of three private banks and two public banks on the basis of random stratified technique. Random stratified sampling is the least expensive and least time consuming of all sampling techniques.

Sampling Size

Sample size of 80 employees was selected from three private banks and two public banks on Coimbatore city after considering time and cost.

Data Collection

Data was collected from both primary and secondary source. The primary data was conducted through structured questionnaire and some personal interview and the secondary data was collected from books, magazines, internet, and newspapers.

Statistical Tools Used For Interpretation and Analysis

The collected primary data from 80 respondents were analyzed using simple percentage method

IV. REVIEW OF LITERATURES

Suman Devi and Suneja (2013)¹ witnessed that significant difference exists between employees of public and private sector banks in various aspects of job satisfaction, pay and fringe benefits, supervision, training and development. But these differences are not significant in case of the aspects, in relation to co-workers, employee's empowerment, supervision, performance appraisal and nature of job.

Al -Jundy (2006)² The study concluded that there is a significant impact of incentives on employees satisfaction in these banks. The results also showed that there was a clear weakness of incentives programs. The study recommended not to separate between incentives system and employees job satisfaction, and to take into account the inclusion and diversity of incentives programs, and also recommended with the need to take into account incentives distribution justice based on objective criteria.

Shallu Sehgal (2012)³ her study of private and public sector banks employees in Shimla district of Himachal Pradesh indicated that socio-economic variable, such as, age, sex, and income were significantly correlated with job satisfaction of employees. The researcher reported that employees in old age group category were more satisfied than others.

V. FINDING

- Majority of the respondents 62.5 percentage are male.
- Majority of the respondents 35 percentage are age group of 25 -35 years
- Majority of respondent are 63.8 percentages secure to the good job.
- Majority of respondent are 60 percentages are maintained benefits compare to other banks.
- Majority of respondent are 50 percentages are over all position satisfied at bank.

- Majority of respondent 47.5 are percentages are satisfied with working environment.
- Majority of respondent are 47.5 percentages are satisfied with co –operation from all departments.
- Majority of respondent are 51.2 percentages are satisfied with training for current job.
- Majority of respondent are 41.2 percentages are adequate safety and healthy standard.
- Majority of respondent are 46.2 percentages are amount offered training for advancement.
- Majority of respondent 46.2 percentages are satisfied with salary and allowance job responsible.

VI. SUGGESTION

The kind of work given to an employee should be according to his/her abilities and knowledge and their efforts for doing a particular task must be valued by giving appreciations and rewards to the employees for their hard work so that their level of motivation increases. Enough freedom must be given to the employees to take important decisions. Workers participation in management should be increase.

VII. CONCLUSION

Job satisfaction is a very big concept as it includes various factors associated with job satisfaction of employees. Satisfaction varies from employee to employee. The overall satisfaction of bank employees is associated with different factors of job satisfaction which includes nature of job, working environment, salary and incentives linked job, promotional methods, performance appraisal, relationship with other employees and management, and grievance handling etc., While concluding, it could be said that with the change of satisfaction determinants, level of job satisfaction also varies. This study mainly investigated the relation between of job satisfaction with employee's performance and organizational commitment. Organizational commitment is likely to be strongly associated with employee retention. To ensure organizational commitment, companies must promote job satisfaction.

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