

Job Satisfaction of Bank Employees In Coimbatore City

Dr.P.pavitra¹, Sowndharya.M²

^{1,2}Dept of B.Com

^{1,2}Sri Krishna Adithya College of Arts and Science ,Coimbatore

Abstract- *The project aims to analysis the satisfaction of jobs done by women employees particularly in Coimbatore city. It includes the problem faced by women employees the grievances, work load, location salary ,incentives, encouragement on the firm extra . we do analysis it through sample questioner and polls, It include the overall work problems and benefits faced by the Women employees.*

I. INTRODUCTION

Job satisfaction an individual's attitude toward his or her job undoubtedly is one of the most studied variables in the field of organizational behaviour when employee's attitude towards job is positive this is said to be job satisfaction. Job satisfaction is the amount of pleasure or contentment associated with a job. If you like job intensely, you will experience high job satisfaction. If you dislike your job intensely, you will experience job dissatisfaction. Specific employee attitude relating to job satisfaction are of major interest to the field of organizational behaviour and the practice of human resource management, where as the discussion of attitudes so far has direct implication, the discussion of job satisfaction focuses on employee's attitudes towards their job. Job satisfaction is more of an attitude an internal state, If refers to the degree to which a job satisfies the needs and expectation of the job holders. Job satisfaction an individual's attitude toward his or her job undoubtedly is one of the most studied variables in the field of organizational behaviours when employee's attitude towards job is positive this is said to be job satisfaction.

OBJECTIVES OF THE STUDY:

- To the study the demographic characteristics of women employees
- To analysis the factors influencing job satisfaction of women employees

STATEMENT OF THE PROBLEM:

One first needs to understand about work life imbalance, as with the understanding of the origin, causes and effects of this imbalance, the balancing act becomes easier.

Today the deadlines are getting tighter and an individual's job is not only to match that deadline but also to give quality output. Due to this work pressure it becomes exceedingly difficult to maintain a family life.

II. REVIEW OF LITERATURE

1 **Shalini and Bhawna 2012** reported in their study, Nature of work life is being utilized by the associations as a key apparatus to pull in and hold the representatives and all the more essentially to help them to keep up work life parity with equivalent consideration on execution and duty at work.

2 **KrishnaReddy ,Vranda M.N., and Siddaramu (2013)**in their article "Special Exploitation Zones" pointed out that "Young techies , though well paid, Are not able to catch up with their demanding deadlines leading to low self-esteem. Many of them lose out on relationships because they have no time to spend with their partners."The work stress causes marital disputes where both belong to IT field working long hours.

III. RESEARCH METHODOLOGY

Sources of data:

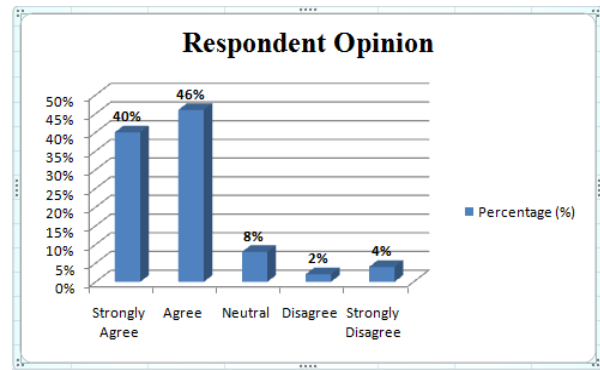
Primary data collection: Primary data are those, which are collected afresh and for the first time and thus happen to be original in character, questions and interviews methods were accede to collect primary data by visiting the factory premises and various departments in it. It was collected from the employees working in the factory.

Secondary data collection: It is collected from the internal records of the company such as library records, trade journals, various manuals of the company, various training programs previously conducted and it's responds etc; It is also conducted from the officials of the pursued department in the factory.

IV. ANALYSIS AND INTERPRETATION

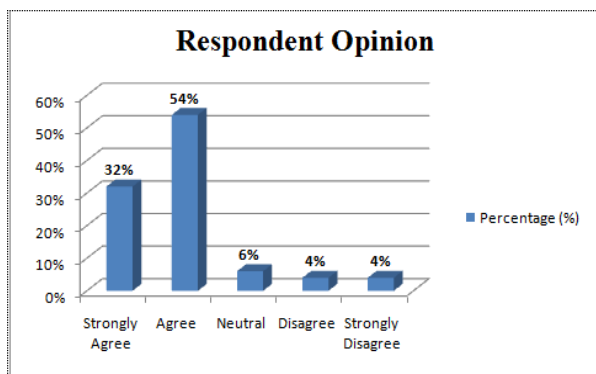
1. Company have many opportunities for advancement

Opinion	No. of Respondents	Percentage (%)
Strongly Agree	45	32
Agree	75	54
Neutral	8	6
Disagree	5	4
Strongly Disagree	5	4
Total	140	100



Interpretation

The above table shows that (54%) of employees are agree that Company have many opportunities for advancement (32%) employees strongly agree, (6%)employees are neutral, and (4%) employees are disagree and strongly disagree the statement.



2. Comfortable life at the work place.

Opinion	No. of Respondents	Percentage (%)
Strongly Agree	56	40
Agree	64	46
Neutral	11	8
Disagree	3	2
Strongly Disagree	5	4
Total	140	100

Interpretation:

The above table shows that (46%) of employees are agree that Comfortable life at the work place (40%) employees strongly agree, (8%) employees are neutral, and (6%) employees are disagree and strongly disagree the statement.

V. FINDINGS

1. Majority of respondents agrees that company have many opportunities for advancement (75)
2. Majority of respondents says that they have comfortable at work place (64)
3. Majority of respondents have own method making (56)
4. Majority of respondents says that company provides adequate facilities to its employees (67)
5. Majority of respondents says promotion must be awarded as per seniority (70).
6. Majority of women respondents agrees that policy framed is encouraged (70)
7. Majority of respondents strongly agrees that implementation of career advancement scheme (59).

VI. SUGGESTIONS

- It is suggested that the level of job satisfaction of women employees in Coimbatore city.
- To improve the monetary and non-monitory benefits to the women employees.
- Promotion should be given according to their experience besides designation.
- The working hours should be reduced by providing extra privileges and voluntary retirement schemes for women employees.

VII. CONCLUSION

The purpose of the study was to investigate the relationship between work environment and job satisfaction of women employees. Review of literature provided a strong evidence of the relationship between the study variables. Analysis and interpretation of the data have empirically demonstrated that workload stress, stress overtime, fatigue, boredom are some factors to increase job dissatisfaction. On the other hand good working condition, refreshment & recreation facility, health & safety facility, fun at workplace

increase the degree of job satisfaction. The important aspect of every organization is, Stress. Stress has become the most common cause of employees in all the industries. Stress can make an individual productive and constructive when it is identified and well managed.