

A Study on Various Facets of Job and Overall, Job Satisfaction of Employees Working in Banks

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ABSTRACT

The study of employee perception job satisfaction among banking employees is important because there are various aspects of the job that are highly attractive and leads to satisfaction and aspects of the job that lead to dis satisfaction. Positive aspects include the opportunity to work in bank employees to accomplish common goals developing banking background and the ability to work with the co-workers. It is important to spot which factors contribute to job satisfaction also as people who may cause job dissatisfaction to assure that the manager ship is attractive to potent. The aim of the study on employee perception of job satisfaction to survey was conducted and data was analysis on the basic of responses by 133 respondents. The research is descriptive in nature. Statistical tools such as descriptive analysis, chi-square and ANOVA have been used to interpret data analysis.

Index Terms - Job Satisfaction, Bank Employees, Employee Perception, Dissatisfaction And Individual Emotional.

1. INTRODUCTION

Job satisfaction may be a subjective indicator that indicates how contented a private feel's while performing his/her duties. It is subjective in the sense that is cannot be defined by a single measurement alone. It is the amount of pleasure o r contentment associates with job. If you wish your job intensely, you'll experience high job satisfaction. If you like your job intensely, you will Job satisfaction is a individual's emotional reaction to the job itself. It is his attitude experienc e job satisfaction towards his job. The term job satisfaction has been conceptualized in some ways. Job satisfaction focuses on all the emotions that a private has about his/her job. Likely to resign than employees with less satisfaction. Hoppack defined job satisfaction as 'any combination of psychological, physiological and environmental circumstances that make an individual say satisfied with the work. The definition is vague in thus far as. This definition is still being debated. It captures the most popular view that job satisfaction is an evaluation and represents both belief and feelings. Satisfaction refers to the level of fulfilment of one's needs, wants and desire. Satisfaction depends basically upon what a private wants from the planet, and what he gets." Employee satisfaction may be a measure of how happy workers are with their job and dealing environment. It is sure that there could also be many factors affecting the organizational effectiveness and one among them is that the employee satisfaction. The term job satisfaction has been conceptualized in some ways. Job satisfaction focuses on all the emotions that a private has about his/her

job likely to resign than employees with less satisfaction. However the researcher has studied job satisfaction of employees in new private sector and choose public sector banks specifically within the banking sector of the most metropolitan city named Chennai. Banks are the backbone of our country and thus their contribution to the state should be to the fullest. The researcher has done an element analysis using principle component method to seek out the various factors that affect the work satisfaction of banking sectors employees.

II. LITERATURE REVIEW

Deepti Sinha(April 2013)[1] investigation of occupation fulfilment of the representatives of private area banks: the work fulfilment is generally a matter of an individual looking at his/her work and life assumptions with those being offered. it was subsequently tracked down that this increment came about, not from the new condition's but rather from the information on being noticed. This finding gave solid proof that individuals work for purposes other than pay. Banking area is one of the areas which aren't just the foundation of the entire financial framework yet in addition one of the greatest works suppliers. D.R Biju ROY August 2018 [2] in this investigation inspected for the components deciding representatives maintenance Workers are the foundation of an association. the maintenance of the workers is a significant device in keeping an association on target. The investigation has discovered that preparation has huge relationship with representative maintenance if there should arise an occurrence of Public area Banks contrasted with Private Area Banks. Simultaneously, when it is resolved for the two sorts of banks (Public just as Private Area Banks), it is discovered that preparation essentially affects representative maintenance. Islam et al., (2012)[3] concentrated on work fulfilment and assurance of business banks in Bangladesh and secured that spirit and position fulfilment assumed an imperative part in general execution of the representatives in the working environment. They likewise verified that economic wellbeing, strong associates and having a sense of safety about the work were the main three best explanations behind working in the banks. Yoganandan and Sathya (2015)[4] explored on work fulfilment in State Bank of India in Namakkal region. The exploration presumed that the vast majority of the male representatives working in SBI in Namakkal region were not happy with their compensation and it was recommended that the administration expected to expand the compensation and enrol more number of female representatives for the work. The investigation additionally tracked down that the representatives had great connection with their collaborators and high level administration. Sailaja and Naik (2016)[5] considered occupation fulfilment among workers of chose public and private area banks in Rayalaseema, Andhra Pradesh. It was discovered that compensation of representatives, execution framework, limited time methodologies, representatives' relationship with the board and other co-workers, preparing and improvement program, work weight and working hours were the components significant for upgrading position fulfilment of bank workers.

III. OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE: To study on perception of bank employees towards the private sector banks.

SECONDARY OBJECTIVE: To study the impact of different variables such as the occupation level, age, education, organizational climate and gender on the various factors effecting the overall job satisfaction. To examine the employee perception of private sectors banks to determine the influence of work conditions on employee job satisfactions in private sector banks.

IV. RESEARCH METHODOLOGY

Research design stands for the advance planning of the methods to be adapted for collecting the relevant data and techniques to be used in the analysis. Data collected through structured questionnaire Data collected through internet and journals, Survey method, Questionnaires will be circulated to the employees through Google form, convenient sampling, 133 employees, Study will be conducted in private sector banks in Chennai Data will be gathered from employees working at various position in banking sectors.

V. METHODS AND MATERIALS

Convenient sampling method is adopted to collect samples for questionnaire from respondents The following tests and statistical tools were used for the analysis of the data. Descriptive analysis method, Chi-square method , ANOVA.

VI. DATA ANALYSIS

6.1Percentage Analysis

Table 1. Demographic representation corresponding to the respondents

S. No.	Particulars	No. of Respondents	Percentage
1	Age		
	Below 25 years	91	68.4
	26- 35 years	31	23.3
	35- 46 years	6	4.5
	46 & Above	2	1.5
	Total	133	100.0
2	Effectiveness of Training and Development		
	Agree	61	45.8
	Disagree	17	12.8
	Neither Agree nor Disagree	19	14.3
	Strongly Agree	26	19.6
	Strongly Disagree	10	7.5
	Total	133	100.0
3	Salary and Incentives		
	Highly Satisfied	24	18.0
	Satisfied	49	35.7
	Neutral	41	30.0
	Dissatisfied	14	10.5
	Highly Dissatisfied	5	5.8
	Total	133	100

6.2 One Way ANOVA

Null Hypothesis:

Ho = There is no statistically significant relationship between age of the respondents and their opinion on the most suitable parameters to motivate the employee for better outcome (recognition).

Alternate Hypothesis:

H1 = there is a statistically significant relationship between age of the respondents and their opinion on the most suitable parameters to motivate the employee for better outcome (recognition)

Table-2. Showing the relationship between the age of the respondents and their opinion on the most suitable parameters to motivate the employee for better outcome (recognition)

ANOVA					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	32.524	9	3.614	1.381	.204
Within Groups	314.007	120	2.617		
Total	346.531	129			

This is the table that shows the output of the ANOVA analysis and we have a statistically significant difference between our group means. We can see that the significance level is 0.204, which is more than 0.005; therefore, there is a statistically significant relationship between age of the respondents and their opinion on the most suitable parameters to motivate the employee for better outcome (recognition).

6.3 Chi-Square Test

Null hypothesis (Ho):

There is no statistically significant association between age of the respondents and the amount of satisfaction with the possibility of promotion on the hierarchical level.

Alternate hypothesis (H1):

There is a statistically significant association between age of the respondents and the amount of satisfaction with the possibility of promotion on the hierarchical level.

Table-3. Showing the relationship between the age of the respondents and the amount of satisfaction with the possibility of promotion on the hierarchical level.

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	142.075	25	.000
Likelihood Ratio	41.621	25	.020
N of Valid Cases	133		

The results of the "Pearson Chi-Square" say that $\chi^2(25) = 142.075$, $p = 0.3$. This tells us that there is a statistically significant association between age of the respondents and the amount of satisfaction with the possibility of promotion on the hierarchical level.

VII. RESULTS AND DISCUSSION

This analysis of this study showing the a study on employees perception of job satisfaction in private sector banks (68.4%) of the respondents are below 25 years.(46%) of the respondents have agreed that the effectiveness of training and development (36 %)responded are satisfied with there salary and incentives on job satisfactions. satisfaction level of effectiveness of training and development program and work life balance . chi square and ANOVA test is used for this analysis. The first chi -square test denotes that there is a satisfaction signification association between age of respondent and effective of training and development program balance for work and personal life the second ANOVA test denote that therefore, there is a statistically significant relationship between age of the respondents and their opinion on the most suitable parameters to motivate the employee for better outcome (recognition).

VIII. Conclusion and Suggestion

Representative insight on Occupation fulfilment, its causal components and its impact upon authoritative wellbeing are all important for the different variables under examination for this task. Occupation fulfilment for an individual can be affected by various components that incorporate first the actual work, the compensation, the advancement strategy of the financial representatives, the perspectives of the collaborators, the physical and mental feelings of anxiety included, the working conditions, the premium and challenge levels. Higher occupation fulfilment has been connected with representatives who can practice independence and with the individuals who have a more elevated level of occupation contribution Ladies have been found to report altogether higher occupation Fulfilment than men albeit this sexual orientation hole seems, by all accounts, to be narrowing. The power of decision making may be delegated to some extent though with some conditions and reservations Bank should take care of employee's personality development. it should conduct requisite training and development programs of the employees. Bank should have effective career plans schemes as well as promotional schemes for the employees. Bank should conduct stress management workshops for the employees to reduce stress levels. Bank should give and opportunity to the employees to participate in management.

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