

STUDY ON JOB SATISFACTION OF BANK EMPLOYEES IN PRIVATE SECTOR BANKS IN MADURAI DISTRICT

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Abstract : *The Private bank employees in work and personal life which also ensures the organizational efficiency and employees job satisfaction. It is one of the major parts for the employees' motivation in an organization. It may reflect the working conditions and employees' mind set to accept the prevailing conditions in the organization. The involvement in the job satisfaction make full use of a worker's potential, it ensures greater participation and involvement of workers, and it can make work more easy, knowledge improvement and increasing the efficiency. In this Article an effort has been through to analyze the employee's job satisfaction and the level of in private sector bank employees in Madurai district. This research attempts to associate and demographic variables of employees in both and private sector banks in Madurai district.*

Key words: *Private bank, employees, job satisfaction, organization.*

1. INTRODUCTION:

Bank is a budgetary establishment that gives saving money and other monetary administrations to their clients. It gives key keeping money administrations, for example, tolerating stores and giving advances. There are additionally non-keeping money foundations that give certain managing account administrations without meeting the lawful meaning of a bank. Banks are a subset of the monetary benefit industry. A keeping money framework likewise is alluded to as a framework which offers money administrations to clients, revealing the exchanges of their records and portfolios. For as far back as three decades, India's managing an account framework has a few exceptional accomplishments amazingly. The banks are the fundamental members of the money related framework in India. The managing an account part offers a few offices and chances to their clients. Every one of the banks defend the cash, assets, give advances, credit and instalment administrations, for example, financial records, cash requests and clerk's checks. The banks additionally offer speculation and protection items. As an assortment of models for collaboration and mix among money related enterprises have raised, a portion of the conventional qualifications between banks, insurance agencies and security firms have reduced. Regardless of these progressions, banks proceed to keep up and play out their essential part of tolerating stores and loaning reserves with these stores. Employment fulfilment is characterized as a general state of mind towards the activity, work related elements and life, when all is said in done. It is a record of the full of feeling reactions of representatives to the work setting, which is an element of a few vital factors particularly, the qualities of the activity and individual reactions to it. The achievement of any association relies upon the

Successful use and inspiration of its HR the treatment of HR is a sensitive issue, which incorporates mental, physiological, Environmental and social variables Job fulfilment is a vital piece of the authoritative atmosphere and it is a one of a kind factor in the business worker relationship. It is identified with the different parts of worker's conduct which has a critical bearing on any encouraging association. Occupation fulfilment is ideal and negative with which a worker sees his work.

2. REVIEW OF LITERATURE:

1 James Fredrick Volkevein and Ying Zoning their study had indicated that few states, campuses and personal characteristics exert direct effect on areas of overall job satisfaction. Rather, these organizational and personal variables exerted small but statistically significant effects and the administrative work climates. Their immediate work climates, in turn, had more powerful impacts on the various components of job satisfaction. 2 Raj Kamal and Debashish Sengupta in their article had observed that the banking sector had undergone a sea-charge over the years, which had put new pressures and reviews in front of the bank employees. 3 Meenakshi Gupta and Parul Sharma in their survey had indicated that majority of the sample employees; it is found that most of the sample employees had longer attachment with their work places. Salman Khalid and Muhammed Zuhair Inshad in their paper had examined five components of job satisfaction. They are work, pay, promotion, salary and recognitions. 4 Thamarai Kannan in their study had observed that the employee's job satisfaction is influenced not only by the factors related to the job but also by the various facilities provided by the company.

3. OBJECTIVES OF THE STUDY:

- ✓ To study the job satisfaction along with the employees of private sector bank in Madurai District.
- ✓ To analyze the personal level and job satisfaction and their dimensions.

4. RESEARCH METHODOLOGY:

The design of a suitable methodology and the selection of the proper analytical tools are important for a meaningful and useful analysis in any research undertaking. In this section an attempt has been made to describe the methodology. It includes the sample size, the collection of data, study method of analysis and the tools of analysis.

(I) Sample Size:

There are about 50 branches private sector banks respectively in Madurai district. For the purpose of study on private sector banks which account the highest volume of bank transactions in Madurai district. The private sector banks are Industrial Credit and Investment Corporation of India, TamilNadu Mercantile Bank, Karur Vysya Bank, and HDFC bank, Axis bank and Housing Development Finance Corporation bank. For primary data collection, a total number of 150 employees in private sector bank in were selected randomly.

5. ANALYSIS AND INTERPRETATION:

Table 1
Job Satisfaction Scores in Private Sector Bank Employees

S.NO	score	No. of Respondents	Private Sector Bank
1	Less than 50	10	(3.33)
2	50- 80	40	(23.33)
3	80- 120	70	(45.33)
4	120- 150	30	(12.69)
	Total	150	150

(Source: Primary data)

Interpretation: It is the Table -1 private sector banks had the job satisfaction score from 50 to 100. It is further made clear that only 70 per cent of the employees had the job satisfaction score above 70 per cent of the maximum score.

Table 2
Personal level and job related

S.NO	Personal Level of Job Satisfaction	Private Sector Bank
1	Low Level	41.45
2	Medium Level	100.00
3	High Level	9.45
	Total	150

(Source: Primary data)

Interpretation: It can be seen from Table -2 per cent had High level of job satisfaction and 9.45 per cent had higher level of job satisfaction and Medium Level per cent of job satisfaction and 100.00 per cent had higher level of job satisfaction and Level of job satisfaction 41.45 percentage.

6. CONCLUSION:

Job satisfaction is an important issue to be addressed to get better result in any organization. Different issues which are needed to be clarified for in job satisfaction. The Job attitude and morale are the related terms clarified in detail. Job satisfaction affects productivity, employee turnover, absenteeism, safety, stress, unionization and other issues there are different measures for job satisfaction. They are rating scales, job descriptive index. There are several explaining job satisfaction above the issues and explains the hypothetical background relating to job satisfaction for further analysis.

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