

---

**LEVEL OF JOB SATISFACTION AMONG BANK EMPLOYEES IN PERIYAPATNA OF  
KARNATAKA**

Dr. Preetham. D\*

Megha B. M\*\*

\*Assistant Professor, Government First Grade College, K.R. Nagar, Mysore.

\*\*Government First Grade College, Krishnaraja Nagar, Mysore

---

**ABSTRACT**

*Job satisfaction refers to one's approaches towards one's job. If the employees expectations are fulfilled (or) the employees get higher than what he/she feels satisfied. The main objective of this research is to study the theoretical framework of job satisfaction in banking sector employees and to analyses the job satisfaction of bank employees in Periyapatna. In this article we taken the 100 responce as a simple size of bank employees and 5 hypothesis are taken in this research like age, gender, qualification, income and experience, among these hypothesis 3 hypothesis are accepted and remaining hypothesis are rejected.*

---

**Key words:** Job satisfaction, bank employees and organizational commitment.

**INTRODUCTION**

Job satisfaction alludes to one's emotions towards one's work . An employee having high level of job satisfaction is said to have positive frame of mind in the job. Employee comes to company with specific desires and when these desires come true as expected the employees he is satisfied by the job.

Job Satisfaction talks on the satisfaction level the workers have towards their employments and various aspects of the job. It likewise says about the degree to which individuals like (or) aversion their employments. It is pose variable and individuals have various recognitions about job satisfaction.

The employees job satisfaction has two dimensions:

1. Internal Factors like their personal demographic factors, income level and experience etc.

2. External Factors like company working environment, reimbursement and promotion

## **THEORETICAL FRAMEWORK FOR JOB SATISFACTION**

A significant part of man's life is spent in work which is a social reality and Social Expectation to which man appear to affirm. It is consistently of more noteworthy enthusiasm to know why men work and at which level and how he/she happy with the activity.

According to **Hoppock (1935)** defined “job satisfaction as any combination of psychological, psychological and environmental circumstances that cause a person truthfully to say I am satisfied with my job”.

According to **Vroom (1964)** in his definition on job satisfaction focuses on the role of the employee in the workplace. Thus he defines job satisfaction as effective orientations on the part of individuals towards work role which they are presently occupying.

## **FACTORS DETERMINING JOB SATISFACTION**

### **Compensation/salary**

Compensation is the core concept of job satisfaction. It is the monetary benefit for the employees given for their work in the company.

### **Working Condition**

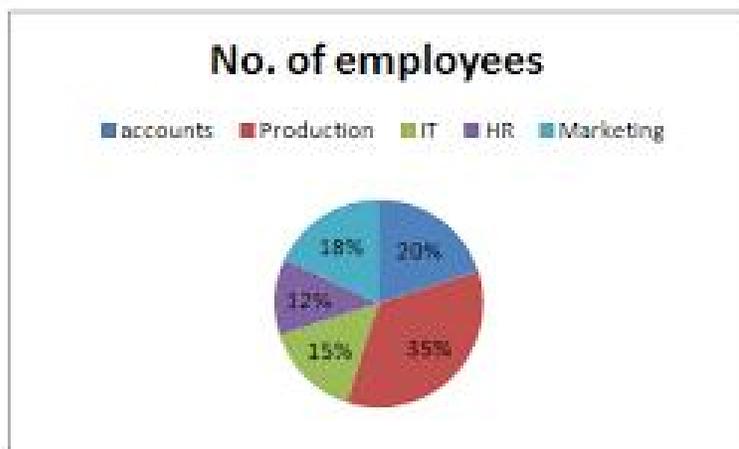
Infrastructural facilitates in the companies includes office space, equipment's, coolers, chairs air conditioning and tools etc. Good infrastructure facilitates in the helps to increases moral of employees in turn it helps to increases job stratification and productivity level of employees automatically increases.

### **Job security**

High level of job security in the job contains high level of job satisfaction The feel of job security is the vital factor in determining the job satisfaction level of employees.

### Employee promotions

Empowerment includes giving workers the self-sufficiency to settle on choices they approach their everyday exercises so strengthening upgrades the inspiration of representatives to experience their objectives preparing their exhibitions that fulfillment in regards to their activity.



### REVIEW OF LITERATURE

*Ramesh.et.al (2010)* in this research article author, fulfilled representatives have a positive assessment of their activity dependent on their perceptions and passionate encounters. In this investigation on endeavor has been made to relapse and relationship examination on occupation fulfillment and factors among people in general and private bank workers in Cuddalore locale, Tamil Nadu India.

*Neela (2017)* the present study examined the job satisfaction of workers in State Bank of India, Tiruchirappalli, district analysis, the positive connection between occupation fulfillment and sexual orientation. An association is a gathering of individuals who work together to accomplish shared objectives. The achievement and disappointment of any association relies on its HR. Association accepts that fulfilled representatives are all the more performing. From the representative's a piece of view, work fulfillment renders a few advantages, for example, decreased pressure, freshness of brain, and great association with collaborators and imaginative reasoning.

*Malpani .et.al,(2014)* have been suggested the levels of occupation satisfaction of SBI workers in Udaipur and Rajsamand locale and the elements adding to work fulfillment. At last the exploration reasoned that measurements and level of occupation fulfillment of bank representatives of udaipur and Rajsamand are not uniform and there is no single measurement.

### **STATEMENT OF PROBLEM**

On the basis of questionnaire the job satisfaction and effectiveness is like an a pillar for achieving the organizational goals. Highly satisfied employees with effect with high level of effectiveness but they are important factors which effects the satisfaction level of the employees. Currently in bank employees there are many factors which reduces the satisfaction level of the employees. Bad working conditions with high level of workload can effect the satisfaction level. In addition pay and compensation factors which not or confusing promotion policies in these banks has also impact at the satisfaction level of employees.

### **SCOPE OF THE STUDY**

This study concentrated on job satisfaction among bank employees in Periyapatna taluk in Mysore district. Sample of the study are selected systematically. The population of level of employees is selected is 100 employees. Totally 50 questionnaire and distributed and collected the required information regarding job satisfaction of employees towards the banking sector.

### **RESEARCH OBJECTIVES**

- To study the conceptual framework of job satisfaction in banking sector employees.
- To analyses the job satisfaction of bank employees in Periyapatna.

### **RESEARCH HYPOTHESIS**

**H<sub>1</sub>**. Age: There is significant difference in age with job satisfaction level.

**H<sub>2</sub>**. Gender: There is significant difference in gender with job satisfaction level.

**H<sub>3</sub>**. Qualification: There is significant difference in qualification with job satisfaction level.

**H<sub>4</sub>**. Income: There is significant difference in income with job satisfaction level.

**H<sub>5</sub>**. Experience: There is significant difference in experience with job satisfaction level.

## **RESEARCH METHODOLOGY**

### **Research Design**

In the present study empirical research has been applied to identify has been applied to employees. For this sample of 100 respondents are being selected on the basis of convenience sampling methods. The structure questionnaire has been constructed with considering important factors like working condition, job satisfaction, pay and compensation, fairness and promotion to measure the job satisfaction of bank employees.

### **Sampling**

#### **Population**

Population for the study includes total area of an a present study. In this study Periyapatna taluk of Karnataka has been considered as the population for the study. In Periyapatna the exact population of bank employees are considered as a respondents in the research. Descriptive research design was adopted in order to achieve the objectives of the study. This type of research design is more flexible to carry out of the research.

#### **Sampling**

In this study the convenience sampling method has been adopted in the present study for the sample size of 100 respondents while are selected on the basis of bank employees.

#### **Sampling size**

The present study were selected from the job satisfaction of State Bank of India from Periyapatna taluk, Mysore district. A total of 100 respondents were selected from the State Bank of India for this study.

#### **Research Questionnaire**

The structure of questionnaire contains 5 important dimensions with the 5 items which comprehensively support in analyzing the research objectives such as job satisfaction, working conditions, fairness, promotion and pay and compensation. 5 point likere scale has been used in the questionnaire for measuring the job satisfaction level of the job satisfaction among the bank

employees. The necessary data for analysis is collected through these questionnaire by distributing to the target respondents.

### Data collection

The empirical research has been adopted in the study so with the help of the structured questionnaire actual responds of the respondents is collected i.e. primary data. Secondary data like research articles from journals, magazines, newspaper and information from the particular websites has been referred for framing review of literature and conceptual framework for the study.

### RESULTS AND DISCUSSION

In these section results of demographical factors of job satisfaction is analyzed with the statistical tool ANOVA for analysis the difference between the demographical factors.

### TESTING OF HYPOTHESIS

The one way ANOVA is used for analyzing the difference between age with analysis of job satisfaction level.

$H_0$  = There is no significant difference in age with job satisfaction level.

$H_1$  = There is significant difference in age with job satisfaction level.

Table No 1: Results of ANOVA for different between age and job satisfaction level.

ANOVA					
AGE					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2766.600	4	691.650	9.017	.001

Within Groups	1311.000	55	23.836		
Total	4077.600	59			

\*P value is significant at <0.05

Source: SPSS Data analysis

The table 1 shows the results of ANOVA. According to the ANOVA results the research hypothesis is accepted by rejecting the null hypothesis of there is no significant difference between age and job satisfaction level has the p value is below 0.05 and stands at 0.01 and f value is at 9.017. The above analysis evidence the existence of significant difference between age groups in the job satisfaction level.

**H<sub>0</sub>** = There is no significant difference in gender with job satisfaction level.

**H<sub>1</sub>** = There is significant difference in gender with job satisfaction level.

Table No 2: Results of ANOVA for different between gender and job satisfaction level.

<b>ANOVA</b>					
<b>GENDER</b>					
	<b>Sum of Squares</b>	<b>Df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
Between Groups	21.600	1	21.600	.309	.581
Within Groups	4056.000	58	69.931		
Total	4077.600	59			

\*P value is significant at <0.05

Source: SPSS Data analysis

The table 2 shows the results of ANOVA. According to the ANOVA results the null hypothesis is accepted by rejecting the research hypothesis of there is no significant difference between age and job satisfaction level has the p value is below 0.05 and stands at 0.58 and f value is at 0.309. The above analysis evidence the existence of significant difference between age groups in the job satisfaction level.

$H_0$  = There is no significance in Education Qualification with job satisfaction level.

$H_1$  = There is significance in Education Qualification with job satisfaction level.

Table No: 3 Results of ANOVA for difference between qualification and job satisfaction level.

<b>ANOVA</b>					
<b>QUALIFICATION</b>					
	<b>Sum of Squares</b>	<b>Df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
Between Groups	2974.600	4	743.650	7.081	.000
Within Groups	1103.000	55	20.055		
Total	4077.600	59			

\*P value is significant at <0.05

Source: SPSS Data analysis

The table 3 shows the results of ANOVA. According to the ANOVA results the research hypothesis is accepted by rejecting the null hypothesis of there is no significant difference between age and job satisfaction level has the p value is below 0.05 and stands at 0.000 and f value is at

7.081. The above analysis evidence the existence of significant difference between age groups in the job satisfaction level.

$H_0$  = There is no significance in income with job satisfaction level.

$H_1$  = There is significance in income with job satisfaction level.

Table No: 4 Results of ANOVA for difference between income and job satisfaction level.

<b>ANOVA</b>					
<b>INCOME</b>					
	<b>Sum of Squares</b>	<b>Df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
Between Groups	3481.100	4	870.275	9.243	.004
Within Groups	596.500	55	10.845		
Total	4077.600	59			

\*P value is significant at <0.05

Source: SPSS Data analysis

The table 4 shows the results of ANOVA. According to the ANOVA results the research hypothesis is accepted by rejecting the null hypothesis of there is no significant difference between age and job satisfaction level has the p value is below 0.05 and stands at 0.04 and f value is at 9.243. The above analysis evidence the existence of significant difference between age groups in the job satisfaction level.

$H_0$  = There is no significance in experience with job satisfaction level.

$H_1$  = There is significance in experience with job satisfaction level.

Table No: 5 Results of ANOVA for different between experience and job satisfaction level

ANOVA					
Experience					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	195.600	4	48.900	.693	.600
Within Groups	3882.000	55	70.582		
Total	4077.600	59			

\*P value is significant at <0.05

Source: SPSS Data analysis

The table 5 shows the results of ANOVA. According to the ANOVA results the null hypothesis is accepted by rejecting the research hypothesis of there is no significant difference between age and job satisfaction level has the p value is below 0.05 and stands at 0.06 and f value is at 0.693. The above analysis evidence the existence of significant difference between age groups in the job satisfaction level.

#### **FINDINGS:**

- The variation exist among the different age groups in the job satisfaction level of bank employees is proved with the significance level of 0.58 (table 2)
- The significance value of 0.56 (Table 3) indicates the variation between the Gender and the job satisfaction level among the bank employees.
- The analysis significance value of above 0.05 suggest no variation between the null hypothesis.

**CONCLUSION:**

The investigation helped in uncovering the degree of fulfillment of workers with reference to the different elements given in the association. This investigation obviously demonstrates that representatives under association are pretty much happy with the activity. The association ought to think about circumstance on the compensation, relationship of workers and chiefs, complaint taking care of and give greater open door for the new representatives.

The investigation additionally thought to be some different issues lie to under by the administration I trust the administration would consider my proposals certainly it will improve his business exceptionally energetic workers are think about the incredible resource of the organization.

**REFERENCE:**

Ankita Sharma & Dr. Manish Khanna “ Job satisfaction among bank employees- A study on district hamirpur (H. P) published in International Journal of science, Environment. Vol-3, No.4, 2014- ISSN:2278-3687, p.p. 1582-1591. (Aug-2014).

D.Yoder, Personnel Management and Industrial Relations. Prentice Hall India Private Limited, New Delhi, 1972.

Dr. M.G. Varshney, Sangeetamalpani (Feb-2014) “Paper on job satisfaction of sbi employees” published in IOSR-JBM, E-ISSN: 2278-487X, p-ISSN:2319-7668. Vol-16, Issue 1. P.p. 44-52.

Golden, S. A. R. (2017). Recent Research in Social Sciences & Humanities. EduPedia Publications (P) Ltd.

Golden, S. A. R., & Regi, S. B. (2015). Satisfaction of Customers towards User Friendly Technological Services offered by Public and Private Sector banks at Palayamkottai, Tirunelveli District. International Journal of Research, 2(3), 775-787.

Golden, S. A. R., Regi, S. B., & Franco, C. E. (2014). A study on Impact of Information Technology (IT) in Modern Banking Sector. Golden Research Thoughts, 3(11), 1.

Human Resource and Personnel Management- K.Aswathappa.

Human Resource Management- Book of Dr. C.B.Gupta published by Sultan Chand& Sons.

Personnel Management and Industrial Relation- P.C. Tripathi.

Pigors, Paul, C.A. Myers and F.T. Malm, Management of Human Resources. McGraw Hill Book Company, New York, 1971.

Regi, S. B., & Golden, S. A. R. (2014). Attitude of Rural People Towards Technology Inclusion In Banking Services At Tirunelveli District. IGJAE–Indo Global Journal Of Applied Management Science, 2 (2).

Regi, S. B., & Golden, S. A. R. (2014). Customer Preference Towards Innovative Banking Practices Available In State Bank Of India At Palayamkottai. Sankhya International Journal Of Management And Technology, 3 (11 (A)), 31, 33.

Regi, S. B., & Golden, S. A. R. (2014). Customer Preference Towards E-Channels Provided By State Of Bank Of India.

Vrinda NN, Nisha ANN Jacob “The Impact on job satisfaction on job performance” published in International Journal in commerce, IT & social sciences, vol-2, Issue-2 (Feb-2015) ISSN:3394-5702. P.p. 27-37.