

Job Satisfaction Among Bank Employees International

The paper attempts to establish the relationship that exists between the personal variables such as educational qualifications, age, gender, marital status, salary, experience, post held and residential background and job satisfaction among bank employees in some selected branches of State Bank of India in Shimla district of Himachal Pradesh. It also sets out to ascertain those personal factors which affect job satisfaction among employees in these banks. The study was conducted on 202 public sector bank employees in Shimla. The study used both descriptive and inferential statistics such as frequency, mean and standard deviation, including Pearson product moment correlation coefficient and multiple regression to analyze the data. The results indicate that there is a significant positive relationship between gender, fringe benefits and working conditions; and with job content, supervision, salary, opportunities for advancement, contingent awards, promotion and autonomy, it shows a significant relationship. Based on the findings, the study suggests that public sector banks should give much emphasis to working conditions and autonomy for better job satisfaction among their employees. Further, a comparative study was recommended on private and public bank employees to understand their perceptions in relation to their job satisfaction.

This book presents the latest on the theoretical approach of the contemporary issues evolved in strategic marketing and the integration of theory and practice. It seeks to make advancements in the discipline by promoting strategic research and innovative activities in marketing. The book highlights the use of data analytics, intelligence and knowledge-based systems in this area. In the era of knowledge-based economy, marketing has a lot to gain from collecting and analyzing data associated with customers, business processes, market economics or even data related to social activities. The contributed chapters are concerned with using modern qualitative and quantitative techniques based on information technology used to manage and analyze business data, to discover hidden knowledge and to introduce intelligence into marketing processes. This allows for a focus on innovative applications in all aspects of marketing, of computerized technologies related to data analytics, predictive analytics and modeling, business intelligence and knowledge engineering, in order to demonstrate new ways of uncovering hidden knowledge and supporting marketing decisions with evidence-based intelligent tools. Among the topics covered include innovative tourism marketing strategies, marketing communications in small and medium-sized enterprises (SMEs), the use of business modeling, as well as reflecting on the marketing trends and outlook for all transportation industry segments. The papers in this proceedings has been written by scientists, researchers, practitioners and students that demonstrate a special orientation in strategic marketing, all of whom aspire to be ahead of the curve based on the pillars of innovation. This proceedings volume compiles their contributions to the field, highlighting the exchange of insights on strategic issues in the science of innovation marketing. This book takes a fresh look at the issue of job quality, analyzing employer behavior and the agenda for policy intervention. Between 1997 and 2002, more than twelve million new jobs were created in the European Union and labour market participation increased by more than eight million. While a good deal of these new jobs have been created in high-tech and/or knowledge-intensive sectors providing workers with decent pay, job security, training and career development prospects, a significant share of jobs, particularly in labor-intensive service sector industries fail to do so. This volume provides new perspectives on this highly debated and policy relevant issue.

An Analytical Study On Occupational Stress Among Bank Employees In Kerala

In Business Universal Development Bank LTD., Nepal

Job Tenure as Correlate of Jobs Satisfaction Among Selected Bank Employees in Mafikeng

Psychological Empowerment and Job Satisfaction in the Banking Sector

OCCUPATIONAL STRESS, JOB PERFORMANCE AND JOB SATISFACTION

Responsible Tourism & Human Accountability for Sustainable Business

In the competitive banking industry, the success of the organization totally depends on the workforce. The level of job satisfaction of the employee implies the image of the organization and it leads to the accomplishment of the goals of the organization and may vary with the banking sector; public versus private. The main purpose of this study is to compare the job

satisfaction level of bankers and analyze significant influencing factors on job satisfaction in accordance with the sector. The data were collected through a questionnaire, from 150 employees in Badulla district, Sri Lanka. The chi-squared test and ordinal logistic regression model was used to identify the significant determinants. According to the regression analysis, there were positive significant effects from empowerment, job security, recognition and appreciation, relationship with the staff and work-life balance on public bank employee's job satisfaction. The most significant causative factor was the empowerment of employee and when there was an advance in empowerment; a person is 4.116 times more likely to be satisfied. However, in the private sector other than the work-life balance, all other significant causes were varied. The ability to utilize skills, the possibility of growth, salary, work-life balance and working environment were positively affected on job satisfaction. In the private sector, dominant significant impact factor was work-life balance and employee was 6.619 times more likely to be in satisfying level when there is an increase in the work-life balance. It implies that the impact factors on job satisfaction in the banking industry vary with the sector.

Job satisfaction and organizational commitment has become a significant issue for any organizations. The aim of the study was to measure the level of job satisfaction, organizational commitment and turnover intention based on the banking sector of Bangladesh. The study was based on some selected banks of the country. For collecting data, purposive sampling method was used. For analyzing data, multivariate analysis techniques like factor analysis and Smart PLS were used. Descriptive statistics were used for explaining data sources and the demographic characteristics of the respondents. Composite reliability (CR) values ranged from 0.838 to 0.914 which exceeded the recommended value of 0.70 and all Cronbach's alpha values are above 0.60 cutoff values. The R square values show that Organizational Commitment and Job Satisfaction moderately explain 42.4 % and 54.5 % of the variance in workers' turnover intention respectively. By using factor analysis, this study found that satisfactory promotional system, fair rewarding system, satisfactory payment level, experience and training based salary, support in personal emergency from the organization, planning to change the organization, workplace flexibility in performing tasks were most influential factors that have influence on job satisfaction, organizational commitment, and turnover intention of Bank employees in Bangladesh. This study suggests that if workers are paid satisfactorily, where salary is experience and training based, and there is a support in personal emergency, then these variables will lead bank employees to a higher level of committed team and improved turnover rate simultaneously.

Using a correlational research design, this quantitative research study examined the relationship between job motivation and job satisfaction on job performance in bank employees. The results of this study suggest that by applying managerial strategies to increase job motivation and job satisfaction, job performance can be potentially improved in bank employees. Future research is needed to re-test whether such correlations can be found in other types of business in the interest of finding industry specific variance.

A STUDY OF VARIOUS FACTORS ASSOCIATED WITH JOB SATISFACTION AMONG LIBRARIANS

Human Resources and Personnel Management

A Study on Selected Banks of Bangladesh

The Moderating Effects of Gender, Tenure, Education, and Marital Status

Sustainable Organic Agriculture for Developing Agribusiness Sector

Empirical Insights from Kolkata, India

It is well documented that pay is a significant motivator of performance (Rynes et al., 2004). Notwithstanding that, there is considerable debate over the notion that higher pay leads to higher satisfaction. In common parlance, pay-level satisfaction refers to an individual's direct wage and salary compensation and is regarded as one of the most important job attributes for an individual. However, pay satisfaction is a blend of both the monetary and the non-monetary components, since pay, although by itself is a necessity, is not a sufficient condition for job engagement. Accordingly, the paper examines the dimensions and determinants of pay satisfaction among bank employees. The paper also seeks to provide a brief insight into the various ethical issues associated with administering pay in private banks, in addition to fathoming how this delicate topic can be administered in practice. This study examines the impact of pay satisfaction on the performance of teachers from select colleges in the city of Kolkata, India. The study is unique, given that very few studies have been conducted in this domain, especially in the Indian milieu, owing to its rather sensitive disposition and subjective understanding. Further, pay is deemed as a major determinant of job satisfaction, thus making the study both relevant and purposeful. The study shall help managers as well as academicians in understanding the nuances of pay as a critical component in the

development of overall job satisfaction and employee performance.

This monograph is a modest attempt to understand the hard realities regarding employees' perception and the success of merger & Acquisition. The major objectives of the study are to study the general awareness level of the employees about the merger, to identify the factors, which are responsible for changes in attitude of employees after merger, to assess the employee satisfaction level (pre and post merger) and to study employees' perception towards work culture after merger. This study added value to the body of existing literature on bank M&As by examining the level of job satisfaction among bank employees who have experienced the M&A. The study clearly communicates that the banks pursuing M&As as growth strategy must consider the Human Resources or more precisely employees as a main factor for the success of the M&A process. In absence of proper attention it may lead to unwanted consequences like the high rate of attrition, poor morale, and negative attitudes that can affect the customer service, and decrease in efficiency and productivity.

Master's Thesis from the year 2016 in the subject Business economics - Business Management, Corporate Governance, grade: 67, , language: English, abstract: The research study has been intended to examine the relationship between employees' job satisfaction and their on job performance and its impact on retention, turnover and execution evaluation framework at the Business Universal Development Bank Ltd. in Kathmandu, Nepal. Because of new regulations being recommended by NRB (Central Bank) for expanding four times capital of the banks and financial institutions (BFIs) to make their capital base stronger, BUD Bank has been confronting difficulties of (i) expanding four times its paid capital and (ii) channelizing the credits all the more proficiently and effectively. In the request to adapt to these circumstances, the employees need to expect the basic role by taking a couple of profitable and capable drives. For this, the management needs to review the employees' present job satisfaction, and its impact on their performance, retention, and turnover for taking appropriate measures for further change on upgrading their execution to extend profitability. It has been endeavoured to audit different articles/ international journals displayed by various specialists/researchers/scholars on the points i.e. job satisfaction, and its impacts on job performance, retention, turnover, and performance evaluation. It is found that JS has the significant relationship with JP, retention, turnover, and performance evaluation. As indicated by authors Locke (1976); Olusola, Funmilola and Sola (2013); and Velnampy and Sivesan (2012), there are six to ten variables of job satisfaction and these have positive impacts on job performance, retention, turnover, and execution assessment. In any case, there are considered six variables (work assigned, salary, promotion, supervision, colleagues, and working environment) of job satisfaction proposed by Locke (1976) for this study. These variables are regular to all types of organisations. Olusola, Funmilola and Sola (2013) find in their study that these six variables of JS have significant positive effect on JP demonstrating the entirely great relationship between JS and JP.

Relationship Between Job Satisfaction, Organizational Commitment and Turnover Intention Among Bank Employees

Factors Contributing to Employee Satisfaction in the New Zealand Banking Industry

The Impact of Personal Variables on Job Satisfaction

A Study on Bank Employees Bhubaneswar, Odisha

The Impact of New Technology on the Job Satisfaction of Bank Employees

This book, which is part of the Institute of Educational Leadership (IEL), University of Malaya book publication series, is written to help students better understand their research in Transformational and Distributed Leadership. The first objective is to provide access and visibility on past Transformational and Distributed Leadership Dissertations and Thesis at IEL to the public and other Higher Education Institutions, local and international. The second objective is to provide quick facts and information to postgraduate students in their quest for past dissertations and thesis. Thus, this will save time spent searching for each dissertation and thesis separately. The structure of the book is based on the students' interest and need. The original full text of these dissertations and thesis can be accessed through the QR code provided at the end of each chapter. Future postgraduate students interested in Transformational and Distributed Leadership will also find this book useful. The book highlights what sort of research was done before, what kind of research is expected on Transformational and Distributed Leadership and finally how can they write a research proposal with a clear goal in mind. "The banking industry of New Zealand is working on the improvement of customer satisfaction to increase the retention of customers. One of the key factors in customer retention is their satisfaction with the services provided by banking staff. Exploring the factors' effect on job satisfaction of the workforce and finding solutions for proper management of them is a worthy research area, which will contribute to achieving bank goals and objectives and to meeting their obligations to New Zealand society. Although many researchers have focussed their attention on this matter in other context, there is a lack of research regarding job satisfaction in the New Zealand banking industry. Therefore, primary motive of this study is to identify factors which are influencing bank employee satisfaction in New Zealand. This research uses secondary qualitative data collected from the New Zealand website of Glassdoor Inc. to explore factors affecting employee satisfaction. Using secondary data has its own advantages whereas, it is less expensive and less time consuming. This online platform displays salary information and reviews of companies, posted anonymously by staff who work or have worked for a company. The reviews which have been collected from banking employees working in the New Zealand banking sector. The data were analysed using qualitative content analysis. This analysis was facilitated by the content analysis software, Leximancer. The findings helped to identify the factors which contribute to the satisfaction of employees in the New Zealand banking industry. The study found that factors such as the compensations, training, leadership style and stress relief strategies may help the New Zealand banking sector to improve employee job satisfaction. Motivated and satisfied staff

contribute to the overall quality of the services provided by banks. Improvements in employee satisfaction are expected to alleviate employee stress and counter their intention to leave their organisation. The findings of this study may help banking sector management, leadership for implement to enhance their employees job satisfaction level." -- Abstract.

The aim of this study was to examine the relationship between three job job attitudes namely job satisfaction, job involvement and organisational commitment and job performance of retail bank employees employed by four banks in the Western Cape.

The Relationship Between Role Stress, Working Condition and Job Satisfaction Among Bank Employees in Kota Kinabalu, Sabah

The Impacts of Job Motivation and Job Satisfaction on Job Performance Among Employees of Retail Banking Sector in Vietnam

Strategic Innovative Marketing

Job Satisfaction of Bank Employees in Bangladesh

1990s and Beyond

A Study of Job Satisfaction Among Bank Employees

Study of the commercial banks in Patna.

After being an official member of WTO in 2007, Vietnamese government accepted privatization of banking sector and open the "door" to foreign direct investment organizations to have more opportunities to operate in Vietnam. However, the job performance of employees still has the problems that affect directly to the customer services quality. In this research, the quantitative study examined the relationship among selected variables in order to determine the effects of job motivation and job satisfaction on job performance among retail banks' employees in Vietnam. A convenience sample of 350 bank employees participated in the study. The findings showed a positive correlation between job motivation and job performance in bank employees ($r = .43$, p-Value

Developing sustainable organic agriculture and resilient agribusiness sector is fundamental, keeping in mind the value of the opportunity presented by the growing demand for healthy and safe food globally, with the expectation for the global population to reach 9.8 billion by 2050, and 11 billion by 2100. Lately, the main threats in Europe, and worldwide, are the increasingly dynamic climate change and economic factors related to currency fluctuations. While the current environmental policy provides several mechanisms to support agribusinesses in mitigating organic food for daily increasing human population and stability of the currency, it does not contemplate the relative readiness of individuals and businesses to act correctly. Organic farming is the practice that relies more on using sustainable methods to cultivate crops and produce food animals, avoiding chemicals and dietary synthetic drug inputs that do not belong to the natural ecosystem. Organic agriculture can also contribute to meaningful socioeconomic, ecologically sustainable development, and significantly in the development of the agribusiness sector, especially in developing countries.

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A Study on the Relationship between Employee's Job Satisfaction and their on Job Performance

A Study on Job Satisfaction, Motivation and Organizational Citizenship Behavior

Factor Variation on Job Satisfaction of Banking Employees

A Case Study of Affin Bank Berhad

Transformational and Distributed Leadership : Research and Evidence

Job tenure -- Job satisfaction -- Banks.

In the changing banking-climate, mostly managing an individual employee has become more difficult than ever before. A balanced life is one where we spread our energy and efforts between key areas of importance. Work life balance (WLB), a well-researched area, has been getting renewed research interest, as the dimensions change. Organizations gain high productivity when their workers are satisfied with organizational policies and practices. Organizational commitment is comprised of three dimension affective, continuance, and normative commitment. Affective commitment is influenced by the extent to which the individual's needs and expectations about the organization are matched by their actual experience (Storey, 1995). This paper explored the impact of work life balance on job satisfaction and organizational commitment among the employees of public sector banks of Bhubaneswar, Odisha. An empirical survey of a sample of 100 employees provided the basis for analysis. Data, collected through a structured, pre-tested questionnaire, and analyzed through SPSS.

A Study of Job Satisfaction Among Bank Employees

Independent Study Determinants of Job Satisfaction Among Employees : A Case Study of International Trade Department, The Siam Commercial Bank Public Company Limited

A Case Study

Job Motivation, Satisfaction, and Performance Among Bank Employees

Determinants of Job Satisfaction Among Commercial Bank's Employee

A Comparative Study on Public and Private Banks

4th IC-SIM, Mykonos, Greece 2015

"The purpose of this study was to examine the attitudes of local bank employees toward the satisfaction they have with various aspects of their job"--from introduction.

Is it true that satisfied employees demonstrate a higher level of service performance? What can raise employees' job satisfaction and what aspects of job are valuable for staff? In contemporary competitive environment these questions are of current interest of researchers and businesses. This book incorporates theoretical background covering this issue and presents a research conducted in a Russian Bank. Due to their constant contact with customers, front-line employees have been selected for survey. Firstly, employees' job satisfaction was studied with focus to intrinsic and extrinsic factors that affect the general job satisfaction. Secondly, service performance was measured by combination of self-assessed method and the

company's reports. And, finally, the relationship between job satisfaction and performance was explored. The book can have value for students, researchers and business people. This study attempts to evaluate job satisfaction of bank employees in Bangladesh. It focuses on the relative importance of job satisfaction factors and their impacts on the overall job satisfaction of employees. In this study the targeted population is employees of Bank. The Banks include private and public Bank. The data was collected and administered by means of a structured questionnaire. The study showed that organizational factors such as work conditions, pay, fairness, and promotion significantly influenced employee job satisfaction in Bank. However, individual factors such as age and gender did not significantly influence employee job satisfaction in Banks. The overall job satisfaction of the bank officers is at the positive level appeal to their customers. In such situation, job satisfaction of bank officers becomes an important issue that has to be taken care of in order to achieve ultimate goals of the banking sector in Bangladesh.

Job Satisfaction of Bank Employees

The Impact of Pay Satisfaction on the Performance of College Teachers

A Study of Bank Employees

Job Satisfaction Among Employees at a Southeastern Bank

Labour Market and Institution in India

A Study on the Status of women employees in Central Government Organisations

Globalization has proliferated business with numerous challenges and opportunities, and simultaneously at other end the growth in economy, population, income and standard of living has redefined the scope of business and thus the business houses approaches. A highly competitive environment, knowledgeable consumers and quicker pace of technology are keeping business enterprises to be on their toes. Today marketing and its concepts have become key for survival of any business entity. The unique cultural characteristics, tradition and dynamics of consumer, demand an innovative marketing strategy to achieve success. Effective Marketing has become an increasingly vital ingredient for business success and it profoundly affects our day-to-day life. Today, the role of a business houses has changed from merely selling products and services to transforming lives and nurturing lifestyles. The Indian business is changing and so do the marketing strategies. These changing scenarios in the context of globalization will bestow ample issues, prospects and challenges which need to be explored. The practitioners, academicians and researchers need to meticulously review these aspects and acquaint them with knowledge to sustain in such scenarios. Thus, these changing scenarios emphasize the need of a broad-based research in the field of marketing also reflecting in marketing education. This book is an attempt in that direction. We sincerely hope that this book will provide insights into the subject to faculty members, researchers and students from the management institutes, consultants, practicing managers from industry and government officers.

Job satisfaction -- Workplace trust -- Work engagement -- Indirect effect -- Banking sector -- Werkstevredenheid -- Werksplekvertrouwe -- Werksbetrokkenheid -- Indirekte effek -- Banksektor.

The Purpose Of This Study Is To Examine Change Of Institution In Labour Market After Economic Reforms. A Dynamic Element Was Introduced In The Economy With Reforms In An Effort To Achieve More Flexibility In The System. It Analyse The Organized Sector, The Unorganized Sector, The Financial Sector, Decling Sector And Subcontracting Sector.

Job Quality and Employer Behaviour

An Examination of Bank Employees' Job Satisfaction After a Merger and Acquisition

Employee Satisfaction and Service Performance in Banking Sector

a basis for a proposed enhancement program

A Study of Public Sector Bank Employees in India

The Relationship Between Job Attitudes and Job Performance Among Retail Bank Employees in the Western Cape

Banking in Pakistan is a tough and hectic job now a day due to a number of reasons. Therefore, it may have become difficult for managers to retain bank employees and create job satisfaction as well as motivation between them thus enabling them to perform extra-role behaviors. In this regard, a conceptual model was developed using existing literature with an aim to study the associations among motivation, job satisfaction and the five factors of OCB through a cross sectional study by using deductive research approach. Stratified Multistage Cluster Sampling was used to collect data from 236 bank employees of District Gujrat, Pakistan through questionnaire survey. The aforesaid data was analyzed using Structure Equation Modelling (SEM). Initially, results of Confirmatory Factor Analysis (CFA) established all the factors of the conceptual model for SEM except Sportsmanship. Afterwards, SEM was applied to test the conceptual model (excluding sportsmanship). The results indicated that motivation had a positive significant relationship not only with Job Satisfaction but also with all confirmed factors of OCB except courtesy. Similarly, job satisfaction had a positive significant relationship with all confirmed factors of OCB except civic virtue. The results of this study may be carefully generalized to the banking sector keeping all other factors constant, e.g. culture. Additionally, it was observed that there is a lot more to be explored about OCB therefore the present study provides new directions for the future researchers for including more independent variables (i.e. Job Attitudes, leadership styles, Intrinsic & Extrinsic Motivation etc.) on different types of populations.

This book explores how psychological empowerment can influence and enhance job satisfaction. The authors argue that in today's working climate the wellbeing and involvement of employees is of utmost importance to any company's overall success and that management techniques like empowerment are the most effective means of achieving this goal. Based on an empirical study examining job satisfaction amongst employees of several private sector, public sector and new generation banks in Kerala, India as well as extensive literature review, this book discusses the role psychological empowerment plays in enhancing job satisfaction both locally and internationally. It goes on to analyze four dimensions of psychological empowerment and the role of job satisfaction in the relationship between psychological empowerment and job related stress. This book will be of great interest to scholars in management and psychology

and is essential reading for industrialists and managers wanting to apply empowerment strategies in their own workplace.

This is a descriptive-correlational study which aims to identify the relationship existing between organizational commitment and job satisfaction. This Study seeks to determine the following: the demographic profile of full time employees working in selected rural banks, their level of organizational commitment and job satisfaction and the significant relationship between organizational commitment and job satisfaction in terms of their demographic profile. The researcher employed purposive sampling method for the study. Participants were 107 full time employees of selected rural banks situated in the area of Lipa City, Batangas. Selected rural banks include four main offices operating in the said area and who are members of Federation of Batangas Rural Bankers Association. The Research instruments including TCM concepts utilized in this study.

Employees' Perception about Merger in Banking Industry

Work Life Balance, Job Satisfaction and Organizational Commitment

The Role of Trust in Job Satisfaction and Work Engagement Among Bank Employees

Organizational commitment and job satisfaction among selected rural bank employees

The Relationship Between Job Satisfaction and Life Satisfaction Among Panamanian Bank Employees

New Technology and Banks