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EMPLOYEES JOB SATISFACTION: A COMPARATIVE ANALYSIS OF PUBLIC AND PRIVATE SECTOR BANKS IN HYDERABAD

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ABSTRACT

Job satisfaction is a degree of total satisfaction with a staff member's job, whether they enjoy the task or a particular component of the activity, for example. Job satisfaction may be approximated in mental (evaluative), filled with sensation (or passionate), behavioural parts, and the type of work. It is also accepted by scientists in the assessment of job satisfaction that changes in the amount of determining sentiments towards their jobs (filled with feeling task fulfilment). Or awareness of the work (full intellectual task fulfilment).

Job happiness is one of the significant components that has piqued the interest of business and scholars. Because of the increased competitiveness brought about by globalization, managers have placed a high value on work happiness. This might be because various studies have shown that activity pleasure is a significant element in hierarchical responsibility. Extremely satisfied employees will go above and above to ensure the adequacy and effectiveness of their company. Job satisfaction will result in far greater performance, and employees will become more dedicated to their organization.

KEYWORDS: public banks, private banks, job satisfaction

INTRODUCTION

Job satisfaction may be described as the range of positive attitudes or feelings that people have about their employment. When an employee expresses a high degree of job satisfaction, it demonstrates that he likes and appreciates his work. Job satisfaction is an important approach for motivating people to work more. The phrase "A HAPPY EMPLOYEE IS A PRODUCTIVE EMPLOYEE" is often used. The measurement of work satisfaction among bank employees reflects the degree of contentment of staff. To investigate the association between staff characteristics in close proximity and the variables affecting employee satisfaction. Workers' salaries, performance assessment systems, advertising techniques, staff members' interactions with management and coworkers, training and promotion programs, workload, and working hours are all safeguarded and vital to teller job satisfaction at Canara

Bank. Similarly to these factors, it is recognized that using quantitative measures for development may boost the basic happiness of staff members.

Job satisfaction is strongly related to a worker's dedication to their work and progress within the firm. It is critical for a company's development and success to preserve its workers' job satisfaction. Job satisfaction is a hotly debated and extensively investigated issue in domains such as organizational psychology, organizational worker behaviour, personnel management, and organizational management.

LITERATURE REVIEW:

Elton Mayo of Harvard Business School conducted studies (1924-1933) to determine the influence of different variables (most notably lightening up) on employee performance. Finally, these study experiments shown that certain changes in work environments rapidly increase success (dubbed the Hawthorne Effect). It was eventually discovered that this expansion occurred due to information on being viewed rather than brand-new circumstances. This study provided significant proof that individuals labour for reasons other than cash, allowing researchers to investigate numerous aspects of job satisfaction. The study of work total satisfaction was also significantly influenced by rational administration.

Principles of Scientific Management, a 1911 book by Frederick Winslow Taylor, contended that there was a single most optimal strategy for carrying out each random labor activity. This book contributed to a shift in mechanical development mindsets, causing a shift away from skilled labor and piecework and toward the more modern approach of sequential construction systems and time-based settlements. Because workers required to work at a faster pace, the underlying use of clinical management by endeavours significantly expanded performance. In any event, staff members were fatigued and unsatisfied, leaving scientists with fresh questions about work happiness to answer. Taylor's pay was established by W.L. Bryan, Walter Dill Scott, and Hugo Munsterberg.

Fisher and Hannah examined the relationship between 'emotional maladjustment' and work satisfaction in their scientific studies published in their book *The Dissatisfied Worker* (1931). Using what are now known as personality programs, Rexford Hersey (1932) Analysed the daily cycles of staff member results and linked those rhythms to daily changes in efficiency, physiological conditions, and off-work life celebrations. Hoppock (1935), intrigued by the widespread consequences of the depression, concentrated on the social rather than the organizational aspects of work discontent.

Objectives:

To study the viewed job satisfaction of employees in selected private and public sector banks (HDFC

& PNB)

The Hypothesis of the study:

H01: There is no significant difference in between the job complete satisfaction of employees in the Private and Public sector Banks (HDFC & PNB)

RESEARCH METHODOLOGY:

Data collection:

Primary data collected through organized questionnaires from a sample of the respondents through distribution and gathering of questionnaires. The fundamental sources of the data are employees of the banking sector working at various levels in Hyderabad. For Secondary data, Literature study (internet, hard copy and archival records) was used.

Study Population:

The current study explored antecedents of job satisfaction level in various banks of District Hyderabad, India: thus, the populace for this study is employees of banks in Hyderabad who are right now working in the select banks.

Sample Size:

200 respondents were selected out of them 75 belongs to HDFC banks and 125 belongs to PNB banks.

Sampling Technique

This research study intends to make reasoning about the Job fulfilment level in public and private sector banks in Hyderabad from the study sample (i.e.) to think about Job complete satisfaction level amongst workers in banks in Hyderabad.

Sample unit

Banks are situated throughout the nation in India. Hyderabad has actually been selected for the examination of Job satisfaction out in the general public and personal department.

Sampling Procedure

Delineated inspecting has been done in a two-manner process in which the populace is divided into parts (bank). After the size of proportion is distinguished as it tends to be found in the total sample size method how it is done.

Further, after a discussion with managers of those banks to help in the data gathering process in the particular banks to decide what, when to gather the information from the respondents. A rundown of respondents who are picked dependent on the inspecting procedure was given to administrators. The

researcher moreover structured a crosscheck framework whether the correct respondents fill the questionnaires.

RESULT AND DISCUSSION:

GENDER OF THE PARTICIPANTS:

It is really clear that out of the table participants examined for this research study, Majority (68%) of them were Males whereas about (32%) were discovered to be Females.

Value=.317, DF (Degree of freedom) is 1. Probability value =0.571 which is more than 0.05 level of considerable, hence it is substantial which suggests that in Public and Private sector banks their viewpoint is not comparable on Gender

Gender	Frequency	%age	Chi-sq.value	df	Asymp. Sig. (2-sided)
Female	64	32	.317	1	.571
Male	136	68			
Total	200	100%			

Table 1: Gender of the participants of the participants

TYPE OF ORGANIZATION:

It is really clear that out of the table participants examined for this research study, Majority (62.5%) of them were public sector banks whereas about (37.5%) were come from economic sector banks.

Bank type	Frequency	%age
Public (PNB)	125	62.5
Pvt (HDFC)	75	37.5
Total	200	100%

Table 2: Type of Organization

Ho1: There is no significant relationship between Job satisfaction of employees in Public and

Private sector Banks
Descriptive- Job Satisfaction
Descriptive

		N	Mean	Std. Deviation	Std. Error
JOB NSATISFACTION	Public PNB	125	36.0533	13.03316	.86888
	Pvt HDFC	75	32.1486	13.33825	1.00828
	Total	200	34.3450	13.29315	.66466

Table 10: Job satisfaction of employees in Public and Private sector Banks

From the above table 10, we can interpret that Job satisfaction is more in public sector banks with Mean Value 36.0533. Where compare to Private sector bank and the Mean value is 32.1486. Then the Job satisfaction variable explains the variation in the Job satisfaction is high in the public sector banks, compare to Private sector banks.

ANOVA – Job satisfaction
ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
Job Satisfaction	Between Groups	1500.893	1	1500.893	8.657	.003
	Within Groups	69005.497	198	173.381		
	Total	70506.390	199			

Table 3: Job Satisfaction evaluated by ANOVA

In the above table the significance value is less than 0.05, Hence There is no significance Mean difference in Public and private sector Banks in job satisfaction.

The null hypothesis H01 is not accepted, hence there is no significant difference between Job satisfaction in public and private sector banks.

CONCLUSION:

Job satisfaction is more in public sector banks with mean value 36.0533 when compared to Private

sector banks it is 32.1486. From both the banks the majority of the participants agreed to the questions it means the public sector banks are more satisfied in Job then Private sector banks.

The picked bank's dedication is most likely to be highly associated to get the very best out of the worker's work. Correct attention should be provided to improve their job satisfaction level with staff member retention.

Based on today research study bulk of workers in twain public and economic sector banks are worried about the job. The staff members have a concept about different elements of job complete satisfaction in the company other than for those elements which are kept private by the bank.

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