

A Study on Job Satisfaction of Employees in the Banking Sector

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Abstract: This study explores the level of job satisfaction among employees in the banking sector. It identifies the key factors influencing satisfaction, such as work environment, compensation, career growth, and management practices. The objective is to understand how these factors impact employee motivation, retention, and performance.

Introduction: Job satisfaction is a critical element in the efficiency and productivity of the banking sector. Satisfied employees are more committed, customer-focused, and less likely to leave the organization. This study focuses on the determinants of job satisfaction in banks and aims to provide insights for improving employee well-being and institutional performance.

Objectives:

- To assess the current level of job satisfaction among banking employees.
- To identify the main factors influencing job satisfaction.
- To evaluate the impact of job satisfaction on employee performance and retention.

Scope of the Study: The study includes public and private sector banks. It considers employees from various departments and hierarchical levels. Key focus areas include work-life balance, salary structure, recognition, training opportunities, and leadership style.

Methodology: The study is based on a survey conducted among bank employees using a structured questionnaire. Quantitative data analysis techniques are used to interpret the findings.

Findings:

- A positive work environment and supportive management significantly contribute to job satisfaction.
- Career advancement opportunities and training programs enhance employee morale.
- Inadequate compensation and work pressure are common causes of dissatisfaction.

Recommendations:

- Enhance employee engagement through regular feedback and recognition.
- Offer clear career development paths and training initiatives.
- Improve work-life balance through flexible work policies.

Conclusion: Job satisfaction plays a pivotal role in the success of banks. Institutions that prioritize employee needs tend to achieve better performance and higher retention rates. Continuous improvement in HR policies can lead to a more motivated and productive workforce.

Keywords: Job Satisfaction, Banking Sector, Employee Motivation, Work Environment, Retention