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## **JOB SATISFACTION OF SBI EMPLOYEES**

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### **ABSTRACT**

Job satisfaction is delivered from inter related factors. We spent maximum time of our working or involving in any economic activity which is the main source of surviving our life. Job satisfaction is a psychological concept and it is mostly depend upon the internal feeling of employees. There are a lot of independent variable on which job satisfaction is depending like nature of work, pay, job security, promotional, opportunities etc.

The main purpose of the study is to identify the levels of job satisfaction of SBI Employees.

Key words – Employees, Satisfaction, Opportunities, Security.

### **INTRODUCTION**

Job Satisfaction thus is a set of favourable or unfavourable feelings and emotions with which employees view their work. A person with high level of job satisfaction holds positive feelings about the job, while a person who is dissatisfied with his/ her job holds negative feelings about the job. Job satisfaction is an important concern for both the employee as well as the employer as it has an impact on many organizational behaviors. The employees satisfaction is conducted to provide the information needed to improve various factors like productivity loyalty and job satisfaction. With the employee's views, organizations can identify the root causes and create improvements.

### **RESEARCH OBJECT**

- 1- To find out the satisfaction level of Sbi bank employees.
- 2- To identify the factors which improve the satisfaction level of employees.

### **RESEARCH METHODOLOGY**

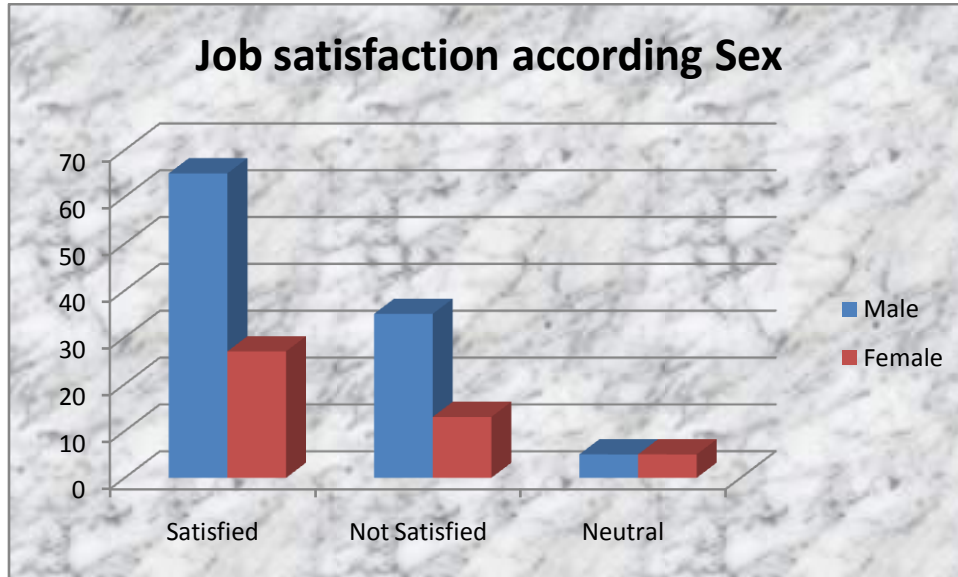
This study relied on a sample of randomly selected Employees throughout the Jabalpur District. We sampled 150 employees randomly. Out of the 150 questionnaire sent out, all 150 were received, representing 100%. The survey instruments included open ended and closed ended questionnaires. We also followed up with personal interviews with employees. The findings are presented by the use of descriptive statistics. This study is based on primary data.

**ANALYSIS OF RESULTS –**

**Table 1**  
**Job satisfaction according Sex**

Satisfaction Level	Male	Female	Total
Satisfied	65	27	92
Not Satisfied	35	13	48
Neutral	5	5	10
Total	105	45	150

Source – Based on primary data

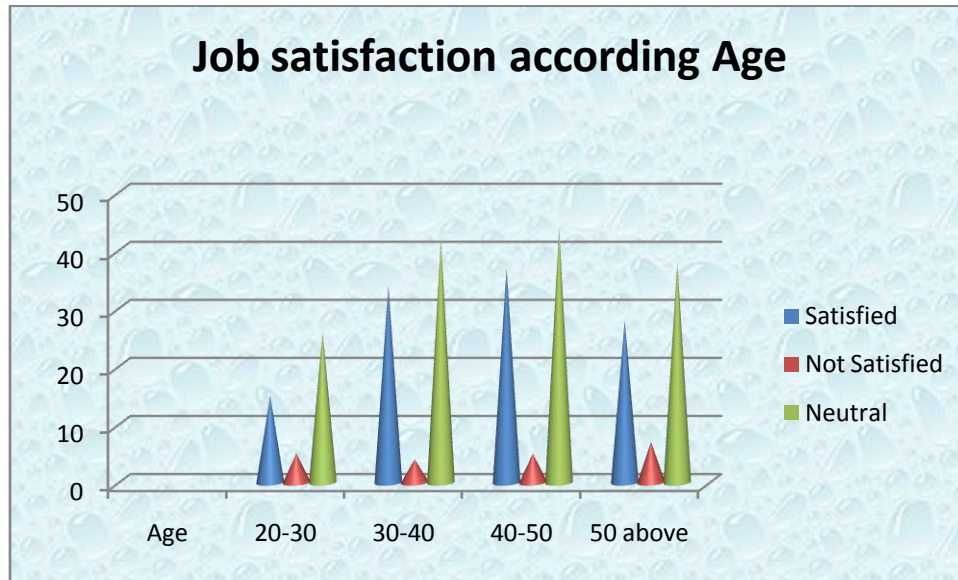


Based on table 1

**Table 2**  
**Job satisfaction according Age**

Satisfaction Level \ Age	Satisfied	Not Satisfied	Neutral
20-30	15	5	26
30-40	34	4	42
40-50	37	5	44
50 above	28	7	38
Total	84	21	150

Source – Based on primary data



Based on table 2

**Table 3**  
**Job satisfaction according Experience**

Satisfaction Level Experience	Satisfied	Not Satisfied	Neutral	Total
1-5year	18	2	1	21
6-10year	10	4	5	19
11-15 year	25	2	3	30
16-20 year	38	3	4	45
Above 20	30	3	2	35
Total	121	14	15	150

Source – Based on primary data

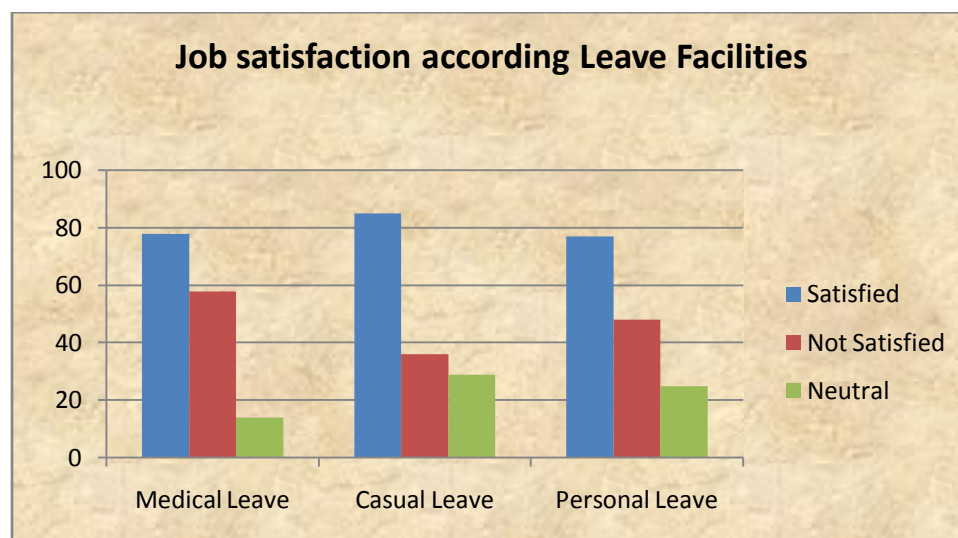


Based on table 3

**Table 4**  
**Job satisfaction according Leave Facilities**

Satisfaction Level Leave	Satisfied	Not Satisfied	Neutral	Total
Medical Leave	78	58	14	150
Casual Leave	85	36	29	150
Personal Leave	77	48	25	150
<b>Total</b>	<b>240</b>	<b>142</b>	<b>68</b>	<b>450</b>

Source – Based on primary data



Based on table 4



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### **Improve the Satisfaction level of Employees**

1. Training and other improvement programs
2. Fair compensation and Benefits
3. Opportunity for promotion and career development
4. Honest feedback
5. Safe working conditions.

### **CONCLUSION**

Employees job satisfaction is believed to reflect an individual affective and cognitive assessment of his or her working condition and job attributes. Job satisfaction can improve service quality and increase employee satisfaction. Job Satisfaction according to Sex table 1 shows that total 92 employees satisfied, 48 were not satisfied, 10 were Neutral. Job Satisfaction according to Age table 2 shows that between 20-30 age 28 were satisfied, 30-40 7 were not satisfied, 15 were Neutral. Job Satisfaction according to Experience table 3 shows that between 1-5yr.18 were satisfied, 2 were not satisfied, 1 were Neutral. 6-10 yr. 10 were satisfied, 4 were not satisfied, 5 were Neutral. 11-15 yr. 25 were satisfied, 2 were not satisfied, 3 were Neutral. 16-20 yr. 38 were satisfied, 3 were not satisfied, 4 were Neutral. Above 20 yr.30 were satisfied, 3 were not satisfied, 2 were Neutral. Job satisfaction according to leave facilities table 4 shows that 240 were satisfied, 142 were not satisfied, 68 were Neutral.

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