



## An Empirical Evaluation of Job Satisfaction in Private Sector and Public Sector Bank Employees

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**ABSTRACT:** Job satisfaction cannot be defined by a single measurement alone. In fact, there is substantial evidence to support a relationship between satisfaction and performance of a job. For such a relationship there has been tremendous interest among managers and economists as it helps in increasing the quality as well as quantity of the production. However, some argue contrarily, that rather it is the performance that leads to satisfaction. Whatever be the direction of relationship, one thing is clear that productivity and satisfaction have some mutual relationship and each of them affects the other. This paper examines as to when generalizations are to be made it becomes imperative to see which of the factor differentiates the job satisfaction level of private from the public sector employees and if the satisfaction levels of any of the two sectors are different from the other then what are the implications of that on the performance, growth and effectiveness in the long run. The paper empirically measures employee satisfaction in key areas, organizations can gain the information needed to improve their satisfaction, motivation, retention and productivity.

**Keywords:** Organization Characteristics, Job Responsibilities, Co-worker and Supervisor Support, Teamwork and Communication, Job Demands and Decision Authority, Compensation and Benefits, Job Security

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