

## **Employees' Job Satisfaction On Human Resource Management Practice In Public Sector Banks Of Thiruvarur District, Tamilnadu**

*Dr. J. Aruna, Assistant Professor of Management (PG)  
Dr.SNS Rajalakshmi College of Arts and Science, Coimbatore.*

### **Abstract**

*The financial division in India is hence seeing colossal changes on account of political, social and monetary changes that are occurring locally and universally. The financial business in India has experienced an extreme change over the most recent two decades. Presently the banking has gotten excessively open and serious. The essential concentration and course has transformed from a degree of moderate business to a greatest conceivable breaking point. Indeed, even the progression of business development has transformed from Customer's entryway venture to brokers, presently from Banker's to clients' doorstep. At this setting, the investigation of human asset the executives practices and occupation fulfillment are very significant for defining sound polices for what's to come. Hence, the examination is lead by addressing the exploration inquiries as is there any connection between human asset the board practices and occupation fulfillment of the workers in the Indian financial division? Consequently, the present investigation expects to dissect the effect of human asset the board practices and occupation fulfillment in Indian financial segment in the examination territory through the activity fulfillment of representatives.*

**Key words:** *Banking industry, Human asset the executives and employment fulfillment*

### **1. Presentation and Problem Discussion**

The human asset the executives work has risen as one of the most significant territories of hierarchical practice. It has not been created in confinement but instead with regards to mechanical change and monetary improvement. The adjustments in the market situation have required the Indian business to search internally for the improvement of HR. On the off chance that the Indian associations are to create and keep up their serious edge, the potential estimation of the representatives should be expanded by upgrading and linkingskills and abilities on top of the contemporary prerequisites of the market. The human asset the executives is a capacity which is chiefly worried about individual's busy working and with their relationship inside the association. It is the asset which designs, allots and accommodates every single other asset in associations.

The greater part of the associations have sidelined the Human Resource Management work attributable to absence of colossal information about the significance engaged with the effective treatment of that work. Right now endeavor has been made to evaluate the view of workers of on the Human Resource Management arrangements and rehearses and the degree of

occupation fulfillment of representatives of the open segment banks working in Tiruvarur area of Tamil Nadu. Workers' observation and occupation fulfillment are basic factor for better help in open part banks as they incorporate the viability and inspiration. Thus the investigation has been started from the longing to study and measure the level of worker observation and occupation fulfillment in the open part banks in Tiruvarur area and investigate the different prospects to improve them to help the Banks just as representatives

## **2. Objectives of the Study**

The particular target of the examination is;

- 1) To survey the degree of occupation fulfillment among the representatives of the examination units.
- 2) To contemplate the connection between the financial factors and occupation fulfillment of workers in the examination territory.

## **3. Theory**

H01: Level of fulfillment of the representatives about viability of HR the executives rehearses has no noteworthy relationship with the financial factors, for example, age, sexual orientation, instruction, assignment, long stretches of understanding, or yearly salary of the workers.

## **4. Factors Selected for the Study**

The factors chose for examining the human asset the board rehearses are; Recruitment and Choice, Training and Development, Managing People, Performance Management, Appraisal and Reward, Advancement and Transfer, Compensation the board and government assistance measure, and Industrial Relations. To dissect the activity fulfillment, the factors, Work, Supervision, Pay, Promotion and Co-laborers were chosen for the examination.

## **5. Restriction of the Study**

1. The present examination has been done cautiously efficiently still it might experience the ill effects of the accompanying constraints:
2. The investigation all over gives off an impression of being constrained as it is completed in a solitary Indian industry, for example banking industry. Hence, its discoveries can't be summed up to other industry because of nature of workplace.
3. The investigation depends more on the assessment of the respondents which may change every once in a while and in addition the reactions are dependent upon variety relying on the circumstance and disposition of the respondents at the hour of the study.
4. The present examination on HR the board rehearses concentrates more on the result of occupation fulfillment of the representatives, different results, for example, hierarchical responsibility, clients' fulfillment and faithfulness isn't taken it to accounts, which are coordinated to future investigations.

## 6. Finding And Discussion

### 6.1 Satisfaction of Employees Relating To Their Work Content

Table 1: Chi Square Test for Level of Satisfaction on Work content Vs Socio Economic factors

Sl.No	Association between	Pearson Chi- Square	df	p value	Inference at 5% level of significance
1	Level of Satisfaction on Work content and Age	11.877	6	.065	Relationship is not significant
2	Level of Satisfaction on Work content and Gender	1.728	2	.421	Relationship is not significant
3	Level of Satisfaction on Work content and Education	4.507	4	.342	Relationship is not significant
4	Level of Satisfaction on Work content and Designation	1.608	4	.807	Relationship is not significant
5	Level of Satisfaction on Work content and Experience.	4.573	6	.600	Relationship is not significant
6	Level of Satisfaction on Work content and Annual income	7.286	6	.295	Relationship is not significant

Connection between the Socio Economic Variables, for example, age, sex, instruction, assignment, experience and yearly salary of the representatives and their Satisfaction identifying with their work have been investigated .Null Hypotheses H<sub>0</sub>: There is no critical connection between the degree of fulfillment identifying with work content and the financial factors were tried utilizing Chi Square tests and the outcomes are introduced beneath in Table.1. Since all the p esteems are higher than 0.05, Null theories identifying with all the financial factors are acknowledged and induced that the degree of fulfillment of representatives identifying with the work content has no huge relationship with any of the socio financial matters factors, viz., age, sexual orientation, instruction, assignment, experience or yearly pay.

### 6.2 Satisfaction Of Employees Relating To Supervision

Table 2: Chi Square Test for Level of Satisfaction on Supervision Vs Socio Economic factors

Sl.No	Association between	Pearson Chi-Square	df	p value	Inference at 5% level of significance
1	Level of Satisfaction on Work content and Age	2.843	6	.828	Relationship is not significant
2	Level of Satisfaction on Work content and Gender	.321	2	.852	Relationship is not significant
3	Level of Satisfaction on Work content and Education	1.650	4	.800	Relationship is not significant
4	Level of Satisfaction on Work content and Designation	2.027	4	..731	Relationship is not significant
5	Level of Satisfaction on Work content and Experience.	4.766	6	.574	Relationship is not significant
6	Level of Satisfaction on Work content and Annual income	1.442	6	.963	Relationship is not significant

Connection between the Socio Economic Variables, for example, age, sexual orientation, training, assignment, experience and yearly salary of the workers and their Satisfaction identifying with Supervision have been examined .Null Hypotheses H<sub>0</sub>: There is no critical connection between the degree of fulfillment identifying with Supervision and the financial factors were tried utilizing Chi Square tests and the outcomes are introduced beneath in Table. 2. Since all the p esteems are higher than 0.05, Null speculations identifying with all the financial factors are acknowledged and derived that the degree of fulfillment of representatives identifying with the supervision has no huge relationship with any of the socio financial aspects factors, viz., age, sexual orientation, instruction, assignment, experience or yearly salary.

### 6.3 Satisfaction Of Employees Relating To Pay

**Table 3: Chi Square Test for Level of Satisfaction on Pay Vs Socio Economic factors**

Sl.No	Association between	Pearson Chi-Square	df	p value	Inference at 5% level of significance
1	Level of Satisfaction on Work content and Age	10.338	9	.324	Relationship is not significant
2	Level of Satisfaction on Work content and Gender	.999	3	.801	Relationship is not significant
3	Level of Satisfaction on Work content and Education	.783	6	.250	Relationship is not significant
4	Level of Satisfaction on Work content and Designation	11.328	6	.079	Relationship is not significant
5	Level of Satisfaction on Work content and Experience.	13.415	9	.145	Relationship is not significant
6	Level of Satisfaction on Work content and Annual income	15.373	9	.081	Relationship is not significant

Connection between the Socio Economic Variables, for example, age, sexual orientation, instruction, assignment, experience and yearly salary of the representatives and their Satisfaction identifying with Pay have been analyzed. Null Hypotheses H<sub>0</sub>: There is no critical connection between the degree of fulfillment identifying with Pay and the financial factors were tried utilizing Chi Square tests and the outcomes are introduced beneath in Table.3. Since all the p esteems are higher than 0.05, Null theories identifying with all the financial factors are acknowledged and derived that the degree of fulfillment of workers identifying with Pay has no noteworthy relationship with any of the socio financial aspects factors, viz., age, sexual orientation, instruction, assignment, experience or yearly pay.

#### **6.4 Satisfaction Of Employees Relating To Promotion**

**Table 4: Chi Square Test for Level of Satisfaction on Promotion Vs Socio Economic factors**

Sl.No	Association between	Pearson Chi- Square	df	p value	Inference at 5% level of significance
1	Level of Satisfaction on Work content and Age	4.932	6	.553	Relationship is not significant
2	Level of Satisfaction on Work content and Gender	.060	2	.970	Relationship is not significant
3	Level of Satisfaction on Work content and Education	9.752	4	.045	Relationship is not significant
4	Level of Satisfaction on Work content and Designation	3.115	4	.539	Relationship is not significant
5	Level of Satisfaction on Work content and Experience.	1.736	6	.942	Relationship is not significant
6	Level of Satisfaction on Work content and Annual income	2.401	6	.879	Relationship is not significant

Connection between the Socio Economic Variables, for example, age, sexual orientation, training, assignment, experience and yearly salary of the representatives and their Satisfaction identifying with Distribution of Respondents by their degree of Job Satisfaction identifying with Promotion have been dissected. Null Hypotheses H<sub>0</sub>: There is no huge connection between the degree of fulfillment identifying with Distribution of Respondents by their degree of Job Satisfaction identifying with Promotion and the financial factors were tried utilizing Chi Square tests and the outcomes are introduced beneath in Table. 4. Training of the respondents has critical relationship with the degree of fulfillment on advancement. All other p esteems are higher than 0.05, Null speculations identifying with all the financial factors, aside from instruction, are acknowledged and induced that the degree of fulfillment of representatives identifying with Distribution of Respondents by their degree of Job Satisfaction identifying with Promotion has no huge relationship with the socio financial aspects factors, viz., age, sex, assignment, experience or yearly salary.

### 6.5 Satisfaction Of Employees Relating To Co – Workers

**Table 5: Chi Square Test for Level of Satisfaction on Co - laborers Vs Socio Economic factors**

Sl.No	Association between	Pearson Chi- Square	df	p value	Inference at 5% level of significance
1	Level of Satisfaction on Work content and Age	15.842	12	.199	Relationship is not significant
2	Level of Satisfaction on Work content and Gender	1.381	4	.848	Relationship is not significant
3	Level of Satisfaction on Work content and Education	5.916	8	.657	Relationship is not significant
4	Level of Satisfaction on Work content and Designation	8.266	8	.408	Relationship is not significant
5	Level of Satisfaction on Work content and Experience.	12.524	12	.405	Relationship is not significant
6	Level of Satisfaction on Work content and Annual income	12.352	12	.418	Relationship is not significant

Connection between the Socio Economic Variables, for example, age, sex, instruction, assignment, experience and yearly salary of the representatives and their Satisfaction identifying with colleagues have been broke down. Invalid Hypotheses H<sub>0</sub>: There is no noteworthy connection between the degree of fulfillment identifying with collaborators and the financial factors were tried utilizing Chi Square tests and the outcomes are introduced underneath in Table.5. All the p esteems are higher than 0.05, Null speculations identifying with all the financial factors, are acknowledged and derived that the degree of fulfillment of representatives identifying with associates has no noteworthy relationship with the socio financial aspects factors, viz., age, sexual orientation, Education, assignment, experience or yearly salary.

### 6.6 Overall Job Satisfaction Of Respondents

**Table 6: Chi Square Test for Level of Overall Satisfaction Vs Socio Economic factors**

Sl.No	Association between	Pearson Chi-Square	df	p value	Inference at 5% level of significance
1	Level of Satisfaction on Work content and Age	3.974	6	.680	Relationship is not significant
2	Level of Satisfaction on Work content and Gender	2.036	2	.361	Relationship is not significant
3	Level of Satisfaction on Work content and Education	3.876	4	.423	Relationship is not significant
4	Level of Satisfaction on Work content and Designation	2.208	4	.698	Relationship is not significant
5	Level of Satisfaction on Work content and Experience.	2.586	6	.859	Relationship is not significant
6	Level of Satisfaction on Work content and Annual income	4.057	6	.669	Relationship is not significant

Connections between the Socio Economic Variables, for example, age, sex, training, assignment, experience and yearly pay of the representatives and their general Satisfaction have been investigated. Invalid Hypotheses H<sub>0</sub>: There is no critical connection between the degree of by and large fulfillment and the financial factors were tried utilizing Chi Square tests and the outcomes are introduced underneath in Table.6. All the p esteems are higher than 0.05, Null theories identifying with all the financial factors, are acknowledged and gathered that the degree of by and large Satisfaction has no huge relationship with the socio financial matters factors, viz., age, sex, Education, assignment, experience or yearly salary.

## 7. Conclusion

HR Practices prompts the better impression of representatives and henceforth his Job fulfillment. A decidedly seen representative will contribute more with excitement and commitment. HR Management in Public segment banks is substantially more significant than any in other assembling association as they serve the normal open where greater inclusion and administration brain of workers are required. Execution of the fulfilled workers of the open division banks drives them towards gainfulness and better business results. This examination has drawn out the degree of occupation fulfillment of representatives on five measurements, for



example, Work, Supervision, Pay, Promotion and Co-laborers mentality were surveyed through this investigation. Level of by and large fulfillment was surveyed utilizing five levels viz., low level, low level, moderate level, exceptionally fulfilled, profoundly fulfilled and so on. Extent of respondents communicated moderate or low fulfillment is high. The discoveries of the investigation will be helpful for the open division banks in getting down to business their future approaches identifying with Human Resources Management.

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