



## **Job satisfaction among employees – a study of J&K Banks in the state of Jammu and Kashmir**

**Ms. Tanzila Ashraf**

*Research Scholar, Department of Commerce,  
Sant Baba Bhag Singh University, Jalandhar.*

### **ABSTRACT**

*A satisfied, happy and hard working employee is the biggest asset of any organization, including banks. Banks are the backbone of our country and therefore their contribution to the nation should be to the fullest. Workforce of any bank is responsible to a large extent for its productivity and profitability. Efficient human resource management and maintaining higher job satisfaction level in banks determine not only the performance of the bank but also affect the growth and performance of the entire economy. The employees of the Bank are valuable assets to the organisation. So, for the success of banking it is very important to manage human resource effectively and to find whether its employees are satisfied or not only if they are satisfied, they will work with commitment and project a positive image of the organization. If they are highly satisfied they produce more and it is profitable for the organization. Job Satisfaction is an integral component of organisation climate and an important element in the management employee's relationship. Job satisfaction means individuals emotional reaction to job it. It is a positive emotional state that occurs when a person's job seem to fulfil important job values provided. When a person says that he has high job satisfaction, it means that he really likes his job, feels good about it and values his job dignity. It is in regard to one's feelings or state-of-mind regarding the nature of their work. It is often said that "A HAPPY EMPLOYEE IS A PRODUCTIVE EMPLOYEE". The main objective of this paper is to investigate the level of job satisfaction of J&K Bank employees in Kashmir identifying the satisfaction level of employees, various factors influencing satisfaction of employees and to study the relationship between personal factors of employees. Based on a survey, the paper attempts to gain insights into the satisfaction level from the perspective of the bank employees.*

**Keywords:** *Job Satisfaction, Bank Employees, Human Resource, Banks, Growth, Performance.*