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**JOB SATISFACTION AMONG BANK EMPLOYEES IN PUBLIC AND PRIVATE  
SECTOR BANKS IN MADURAI DISTRICT, TAMILNADU, INDIA**

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**ABSTRACT**

Relationship management is the buzzword in business especially after globalization. Unfortunately equal concern for people has not been felt for the employees of the organization as has been raised with the customers. The satisfaction of employees contributes significantly to the growth of the customer's satisfaction through better service quality and higher efficiency. Researches on job satisfaction are too many but the influencing factors of job satisfaction have been unexplored in India. The present paper intends to study the influencing factors of job satisfaction and also identify the discriminatory factors among the public and private sector banks regarding job satisfaction. Samples of 120 bank employees are selected from two groups of banks, from the middle level management to whom questionnaires were administered. The response rate is 86.67 per cent. The result reveals that the important influencing factors of job satisfaction are working environment, recognition, income, leadership and achievement. The significantly influencing job factors on the overall job satisfaction among the employees are recognition and achievement. The significant differences among the employees in the two sector banks are identified in the level of job satisfaction especially in working environment, recognition and achievement. The discriminatory job factors between the two groups of employees are also the same. The private sector employees are more satisfied with the recognition and achievement as compared to their counterparts.