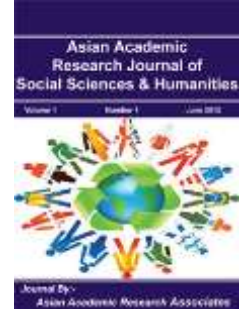




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**A COMPARATIVE STUDY OF JOB SATISFACTION OF WOMEN EMPLOYEES
WORKING IN THE BANKING SECTOR**

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ABSTRACT

In the emerging exemplar of globalizations it is indispensable for every organization to study the job satisfaction of employees, which form the pillars of success of any enterprise. Job satisfaction is one of the most researched job attitudes over the past fifty years (Rayton, 2006). This resulted in job satisfaction being the primary concept in most work behavior and motivation theories (Smucker, 2004). “Job satisfaction is a general attitude which is the result of many specific attitudes in these areas. The gradual preeminence of women in the power hierarchy, overcoming workplace discrimination in the corporate sector displays not the change in the outlook and the perception of the management, but the strenuous efforts made by dynamic women in that direction. In Indian society, women’s role traditionally has been of child bearing and home making while men performed the activities concerned with relations of the group to external situations including goal achievement. Now the whole pattern of male–female roles are undergoing a considerable change. Women employees have gradually started to dominate the work force recently especially in banks. This necessitates the need to study the factors that have a bearing on their job satisfaction. The research paper studies the nine factors influencing job satisfaction of women employed in banks. A sample of 269 women employees working for 6 prestigious banks in Dakshina Kannada district of Karnataka was used for the study. The paper compares the level of satisfaction of women employees working for private and public bank. The research indicates the difference that exists between the two banking sectors through use of ANOVA, chi square test and regression analysis.

KEYWORDS: *Women employees, banks, job satisfaction.*