

IMPACT OF EMPLOYEE EMPOWERMENT, TEAMWORK, AND TRAINING ON JOB SATISFACTION IN PAKISTANI BANKING SECTOR

**BY
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A thesis presented to the Department of Management Sciences, Bahria University Karachi Campus, in partial fulfillment of the requirements of the MBA degree






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2nd Half-semester Progress Report & Thesis Approval

Supervisor-Student Meeting Record

	Date	Place of Meeting	Topic Discussed	Signature of Student
	21 st Dec '16	Faculty Lounge	SPSS tests	
	26 th Dec '16	Faculty lounge	Run the data through tests	
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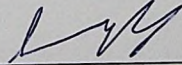
APPROVAL FOR EXAMINATION

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First of all I am thankful to Almighty Allah for giving me strengths and endowing me with the privilege of completing my thesis on the topic "Examining the Effects of Employee Empowerment, Teamwork, and Employee Training on Job Satisfaction".

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Abstract

Purpose of study:

The research study was aimed at identifying the factors that are responsible for employee job satisfaction. Major Aim of this study was to evaluate the Effects of Employee Empowerment, Teamwork, and Employee Training on Job Satisfaction of bank employees in each and every department of head office of top 5 banks of Pakistan according to the rating of 2016, the list include following banks,

- National Bank of Pakistan
- Habib bank limited
- United bank limited
- MCB bank limited
- Faysal bank

Methodology:

In this research, hypotheses were developed with the help of dependent and independent variables identified in the literature. The research is based on primary quantitative data which was collected from a selected sample of respondents with the help of a research instrument, questionnaire. The data was analyzed with the help of statistical tools, using software SPSS, version 22. The study involved use of questionnaires filled by more than 300 respondents. The population was banking industry of Pakistan. The respondent individuals belonged to different age groups, designations, and work experience, educational and social background.

Findings:

The findings of the research suggest that, there is a direct and positive relationship among the highlighted factor of Employee empowerment and team work. At banks more empowerment should be given at the end of employees to increase job satisfaction, and more team building activities should be used by managers to make team work strong as it will contribute positively in the job satisfaction of the employees at bank.

Implications:

The study is considered quite useful for the management of Banks. Managers of banks may increase job satisfaction of the employees, from the finding of this study. Future scholars and academia may also take lead from the results of this study and undertake similar research on organizations of other industries as well.

Key words:

Job satisfaction, Employee empowerment, Training, Teamwork, Organization norms, Organizationculture, Banking industry.

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