

FACTORS AFFECTING JOB SATISFACTION OF HUMAN RESOURCE PROFESSIONALS IN BANKING SECTOR

By

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Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
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6	2/12/15	cubicle	chapter # 4, 5, 6 Results, Findings, Conclusion & Reccom	Sadia
7	15/12/15	Cubicle	Final Review Plagiarism Report.	Sadia

APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 18% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

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ABSTRACT

Purpose:

The purpose of this research is to assess the satisfaction level of HR professionals in banking industry and to identify the factors which influence the job satisfaction level of HR professionals. Dependent Variable is job satisfaction and independent variables are colleague relationships, work conditions, supervision, practices, and job security.

Methodology/sample:

In order to achieve the main objectives, quantitative methodological approach has been adopted. Thus, combination of qualitative and quantitative data has facilitated researchers in achieving different objectives of the study such as to conduct a theoretical research related to the HR professionals job satisfaction level in the Karachi; conducting an analysis of the factors that have an influence over the job satisfaction of HR professionals within the Karachi. Data was collected through questionnaire and this questionnaire was distributed among 350 people. It means the sample size was 350. Convenience sampling technique was used in this procedure. Two analysis, Correlation and regression, were used to analyze and interpret data. Regression analysis showed that colleague relationships, work environment, supervision, practices, and job security affects positively on the job satisfaction level of employees. There exists a positive relation overall and boost job satisfaction, which would in turn enhance the productivity of the organization

Findings:

The findings of the results indicate that there are some factors which affect the job satisfaction level of HR professionals.

Practical Implications:

The job satisfaction level of HR employees can be increased through providing them some motivation factors.

Keywords:

HR professionals, job satisfaction.

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