



Factors Affecting Employee Job Satisfaction of Banking Sector

**A thesis
Presented to
the faculty of
Management Sciences
Bahria Institute of Management & Computer Sciences, Karachi**

**In Partial Fulfillment
of the Requirements for the
Degree Master in Business Administration**

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Factors affecting employee job satisfaction of banking Sector
_____ in the management science department as part of fulfillment of the MBA
degree requirement.

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Table of Contents

TABLE OF CONTENTS	2
ABSTRACT	5
CHAPTER 1	7
BACKGROUND & STATEMENT OF PROBLEM.....	7
1. INTRODUCTION.....	8
1.1. BACKGROUND OF THE STUDY.....	8
1.2. PROBLEM STATEMENT.....	9
1.3. AIM & OBJECTIVE OF THE STUDY	9
1.4. RESEARCH QUESTIONS	10
1.5. SIGNIFICANCE OF THE STUDY	10
1.6. SCOP OF THE STUDY	10
1.7. LIMITATON OF THE STUDY	10
1.8. JUSTIFICATION OF THE STUDY	11
1.9. ASSUMPTIONS.....	11
CHAPTER 2	12
LITERATURE REVIEW & STUDIES	12
2. LITERATURE REVIEW	13
CHAPTER 3	15
RESEARCH METHODOLOY & PRECEDURE	15
3. RESEARCH METHODOLOY.....	16
3.1. RESEARCH DESIGN.....	16
3.2. PROCEDURE.....	16
3.2.1. STAGE 1.....	16
3.2.2. STAGE 2.....	16
3.2.3. STAGE 3.....	16

3.3. POPULATION	17
3.4. SAMPLE AND SAMPLING METHOD.....	17
3.5. MEASUREMENT.....	17
3.6. VARIABLES	17
The variables were measured after conducting survey and analysis. Following are the list of depended and independent variables:	
3.6.1. DEPENDED VARIABLE	17
3.6.2. INDEPENDENT VARIABLES	17
3.7. TIME FRAME.....	18
3.8. CONCEPTUAL FRAMEWORK.....	18
CHAPTER 4	19
PRESENTATION ANALYSIS &.....	19
FINDINGS.....	19
4. ANALYSIS & DISCUSSION	20
4.1. INTERVIEW ANALYSIS.....	20
4.2. ANALYSIS OF QUESTIONNAIRE	21
CHAPTER 5	29
CONCLUSION &.....	29
RECOMMENDATION	29
5. CONCLUSION & RECOMMENDATION	30
REFERENCES	31

ABSTRACT

The banking sector plays a very important and vital role in the economic development of a country. This study attempts to determine and evaluate the factors of job satisfaction of employees in different financial institution like banks. The main focus of this research is to determine the key factors that relative important of job satisfaction and their impact on the employee's performance. This research study also investigates the other issue that directly or indirectly impacts the employee's job satisfaction as well as on their performance. The findings reveal that, many factors contributing the job satisfaction, if the employees get better and competitive salary, excellent compensation or fringe benefits, good relationship with peers, equal work load, normal working hours, lowest level of supervision, un-biasness during appraisals, promotion and reward system, job security and some other factors directly impact the employees job satisfaction. This research study highlights the issues and problems and shows the level of job satisfaction. In order to get better results to achieve the organization goals or objectives, then it's very important to satisfy their employees. Satisfaction is a dynamic phenomenon and human nature and behavior. After analyzing detailed interviews and questionnaire, researcher investigates the factors that directly impact the job satisfaction. Salary, compensation, autonomy, good relationship with co-workers, reward system, promotion and upward striving, job security, fairness and working conditions these are key factors that was determine during the research. Organization needs to improve their policies and procedures if they want to get more and more results. Employees need to do work more efficiently if the organization provides them good and healthy environment in their work place. There is directly relationship between the mentioned above factors and job satisfactions. Organization needs to be conduct motivational training or workshops to build the employees morale or confidence. If the employees demotivated then the organization have to suffer in two ways. Firstly they have to suffer in order to achieve their goals and objectives and secondly, they have to face higher employee turnover. Now a day's organizations continuously working in this area and they want to overcome this issue efficiently.