



# **IMPACT OF PAY, PROMOTION AND RECOGNITION ON JOB SATISFACTION**

**(A Small Study on Banking Sector Employees of Karachi)**

A Thesis submitted to Department of Management Sciences  
in part fulfillment of the requirement for the MBA degree

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## ABSTRACT

Purpose:- The major purpose of this research is to analyze the impact of pay promotion and recognition on job satisfaction of employees working in commercial banks (Karachi) .To know how much employees are satisfied with their pay, promotion and recognition or in other words this research aims to find the significance of these variable pay, promotion and recognition with job satisfaction.

Methodology/sample: The study involved using questionnaire filled by 100 employees working in various commercial banks in specific areas of Karachi .Mainly the data is collected from Junior and middle level of employees belonging to different age group. Pearson correlation method (Two tailed-test) is used and SPSS software is used for the application of statistics tools.

Findings-When the statistical tools are applied to the data we came to know that the pay, promotion and recognition has a positive and significant impact on job satisfaction meaning the employee consider all 3 factors important in achieving job satisfaction. However the most significant relationship and impact is of recognition with job satisfaction whose value of correlation is the highest.

Practical Implications: This research will help the banks to understand the impact of pay promotion and recognition on job satisfaction .Help them to improve their compensation strategy and keep a balance between extrinsic and intrinsic rewards.

**KEY WORDS: PAY, PROMOTION, RECOGNITION AND JOBSATISFACTION**

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