

23

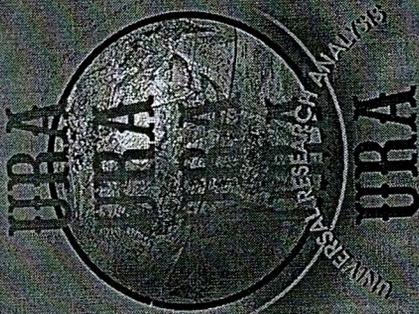
ISSN 2229-4406

International Registered & Recognized
Research Journal Related To Higher Education for all Subjects

UNIVERSAL RESEARCH ANALYSIS

(UGC Approved & Peer Reviewed Research Journal)

Year - VIII Issue - XV, Vol - XI
Impact Factor 3.18
(GRIEF)
Sept. 2017 To Feb. 2018



EDITOR IN CHIEF
DR. BALAJI KAMBLE

ISSN 2229-4406



Published, Printed, Owned by Sov. Maharada Balaji Kamble & Edited by Balaji Kamble & Printed at Jyotichandra Offset Printing & Binding & Published by Jyotichandra Publication, Gyandev Parvat, R-9/139/B, Near Vishal School, L.I.C. Colony, Pragati Nagar, Latur, Dist. Latur - 413 531 (M.S.) India.

Editor in Chief: Dr. Balaji Kamble, Mob. No. 9423348913



URA

**IMPACT FACTOR
3.18**

ISSN 2229-4406

*UGC Approved International Registered & Recognized
Research Journal Related to Higher Education for all Subjects*

UNIVERSAL RESEARCH ANALYSIS

UGC APPROVED & PEER REVIEWED RESEARCH JOURNAL

**Issue - XV, Vol. XI
Year - VIII (Half Yearly)
Sept. 2017 To Feb. 2018**

Editorial Office :
'Gyandev-Parvati',
R-9/139/6-A-1,
Near Vishal School,
LIC Colony,
Pragati Nagar, Latur
Dist. Latur - 413531.
(Maharashtra), India.

**Contact : 02382 -241913
9423346913 / 9503814000
9637935252 / 7276301000**

Website

www.irasg.com

E-mail :
interlinkresearch@rediffmail.com
visiongroup1994@gmail.com
mbkamble2010@gmail.com

Publisher :
Jyotichandra Publication
Latur, Dist. Latur - 413531. (MS)

Price : ₹ 200/-

CHIEF EDITOR

Dr. Balaji G. Kamble
Research Guide & Head,
Dept. of Economics,
Dr. Babasaheb Ambedkar College,
Latur, Dist. Latur. (M.S.)India.

EXECUTIVE EDITORS

Dr. Suhas Avhad
Chairman, BOS in Economics,
S. P. Pune University
Pune, Dist. Pune (M.S.)

Dr. E. Siva Nagi Reddy
Director, National Institute
of Hospitality & Tourism Management,
Hyderabad (A.P.)

Dr. Yu Takamine
Professor, Faculty of Law & Letters,
University of Ryukyus,
Okinawa, (Japan).

Dr. Sadanand H. Gone
Principal, Ujwal Gramin
Mahavidyalaya, Ghonsi,
Dist. Latur. (M.S.)

Dr. D. Raja Reddy
Chairman, International Neuro Surgery
Association,
Banjara Hill, Hayderabad (A.P.)

Dr. A. H. Jamadar
Chairman, BOS Hindi, SRTMUN &
Head, Dept. of Hindi, BKD
College, Chakur, Dist. Latur (M.S.)

Dr. Shaikh Moinoddin G.
Dept. of Commerce,
Lal Bahadur Shastri College,
Dharmabad, Dist. Nanded (M. S.)

Scott A. Venezia
Director, School of Business,
Ensenada Campus,
California, (U.S.A.)

DEPUTY-EDITOR

Dr. Balaji S. Bhure
Head, Dept. of Hindi,
Shivjagruti College,
Nalegaon, Dist. Latur. (M.S.)

Dr. Babasaheb M. Gore
Principal,
Smt. S.D.D.M. College
Latur, Dist. Latur (M.S.)

CO-EDITORS

Dr. V.J. Vilegave
Head, Dept. of P.A.,
Shri. Guru Buddhiswami College,
Purna, Dist. Parbhani (M.S.)

Dr. S.B. Wadekar
Dept. of Dairy Science,
Adarsh College,
Hingoli, Dist. Hingoli. (M.S.)

Dr. Omshiva V. Ligade
Head, Dept. of History
Shivjagruti College, Nalegaon,
Dist. Latur. (M.S.)

Dr. Shivanand M. Giri
Dept. of Marathi,
Bhai Kishanrao Deshmukh College,
Chakur Dist. Latur. (M.S.)



INDEX

Sr. No	Title for Research Paper	Page No
1	Job Satisfaction-A case Study of Employees of SBI Branches in Latur District Balaji G Kamble	1
2	A Study of Labour Co-operative Societies in Latur District Dr. Ashok N. Shelgenwar, Rahul S. Dombe	10
3	A Study of Job Satisfaction & Performance of Colleges in Latur District Dr. Rajaram S. Pawar, Laxmikant N. Soni	20
4	Ecocriticism Approach in Darwin's, 'On the Origin of Species' and Hawking's, 'A Brief History of Time' Rajesh Anandrao Ade	31
5	One Indian Girl: Reflection of Psychological Conflicts and Problems of Indian Girls Lalit G. Bhatti	36
6	समकालीन कविताओं में विद्रोही स्वर डॉ एम. के. कलशेट्टी	42
7	महात्मा फूले की जलनीति तानाजी रामभाऊ बोराडे	46
8	सिधुदुर्ग जिल्ह्याच्या विकासात फळप्रक्रिया उद्योगाची गरज व संधी मिलन नरहर वालावलकर	49
9	नारायण सुर्वे यांच्या कवितेतील कामगारविश्व किशोर सुखदेवराव पारडे	54
10	ग्रामीण कवितेतील कृषिकेंद्रीतता रेणूका दिलीपराव गोंडसर	58



1
**Job Satisfaction-A case Study of Employees of SBI
branches in Latur District**

Balaji G Kamble
Dept. of Commerce,
Dayanand College of Commerce,
Latur, Dist. Latur (MS) India

Research Paper - Commerce

Introduction :

Human resource is considered to be the most valuable asset in any organization. It is the sum-total of inherent abilities, acquired knowledge and skills represented by the talents and aptitudes of the employed persons who comprise executives, supervisors and the rank and file employees. It may be noted here that human resource should be utilized to the maximum possible extent, in order to achieve individual and organizational goals. It is thus the employee's performance, which ultimately decides, and attainment of goals. However, the employee performance is to a large extent, influenced by motivation and job satisfaction

The term relates to the total relationship between an individual and the employer for which he is paid. Satisfaction does mean the simple feeling state accompanying the attainment of any goal; the end state is feeling accompanying the attainment by an impulse of its objective. Job satisfaction does mean absence of motivation at work. Research workers differently described the factors contributing to job satisfaction and job dissatisfaction.

The survey made regarding the job satisfaction in SBI bank branches in Latur



district will facilitate and enables the management to know the perceptions and inner feelings regarding the job they are performing on day-to-day basis. The term job satisfaction reveals and focuses on the likes and dislikes of the employees of SBI in Latur district. In this particular study the researchers tries to identify the causes for satisfaction and dissatisfaction among the employees. So this is the most effective and selective instrument for diagnosing and peeping into the employee's problems.

Job satisfaction survey can give the most valuable information the perceptions and causes. For satisfaction/dissatisfaction among the employees attitude towards job satisfaction may be either positive or negative. This positive feeling can be re-in forced and negative feelings can be rectified. This survey can be treated as the most effective and efficient way, which makes the workers to express their inner and real feelings undoubtedly.

For any future course of action/ development, which involves employee's participation, is considered. The management will get a picture their employee's acceptance and readiness. This survey also enables to avoid misinterpretations and helps management in solving problems effectively. It is observed during study some of the employees accepted the proposal survey research.

A perfectly contentment and satisfaction motivates an employees to be confident with a high morale, it is an asset to organization as a whole.

Thus the high motivation and morale of an employee make him to remain in the organization and encourage him to face cut throat competition and gives him enough dynamism to face challenges.

Every human being possess him own unique resource, if properly channels it by supportive and supplement, ultimately for achieving organization goals.

As proper breathing and diet is necessary to healthy human being so as is contentment to the job satisfaction. This contentedness ultimately acts as a key factor to human resource development.

Meaning and Definition of Job satisfaction:-

Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not the self-satisfaction, happiness or self-contentment but



the satisfaction on the job.

It depends upon the mentality of employee/worker. Positive attitude regarding any work of a person is stated as job satisfaction. It is a mental condition of a person to any type of work. Someone may feel satisfaction to a work and in contrary another person may feel unsatisfactory to the same work.

The term relates to the total relationship between an individual and the employer for which he is paid. Satisfaction does mean the simple feeling state accompanying the attainment of any goal; the end-state is feeling accompanying the attainment by an impulse of its objective. Job dissatisfaction does mean absence of motivation at work. Research workers differently described the factors contributing to job satisfaction and job dissatisfaction. Hoppock describes job satisfaction as "any combination of psychological, physiological and environment circumstances that cause any person truthfully to say that I am satisfied with my job."

Job satisfaction is defined as the "pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values." In contrast, job dissatisfaction is defined as "the unpleasurable emotional state resulting from the appraisal of one's job as frustrating or blocking the attainment of one's job values or as entailing disvalues." However, both satisfaction and dissatisfaction were seen as "a function of the perceived relationship between what one perceives it as offering one entailing.

Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not the self-satisfaction, happiness or self-contentment but the satisfaction on the job.

Hop pock describes job satisfaction as "any combination of psychological, physiological and environmental circumstances that cause and person truthfully to say I am satisfied with my job.

Job satisfaction is defined as the, "pleasurable emotional state resulting from the appraisal of one's job as achieving of facilitating the achievement of one's job values.

OBJECTIVES OF THE STUDY

The main aim of the study is to analyze and examine level of job satisfaction among the SBI employees in Latur district and to know the problems faced by the employees of the various categories. The specific objectives are as follows,

1. To observe the level of satisfaction among employees relating to the nature of the job and other factors.
2. To identify the extent of job satisfaction of the SBI employees and its impact on the job performance of the employees.
3. To evaluate the working environment in SBI branches.

Hypothesis:-

- 1) A good working condition will lead to high level of employees work performance.
- 2) There is no difference in job satisfaction of different cadres of SBI employees

SCOPE OF THE STUDY

Present study is limited only to SBI employees of Latur District; hence generalization of findings would be limited. The findings are based on the information given by sample respondents of SBI.

DATA COLLECTION:

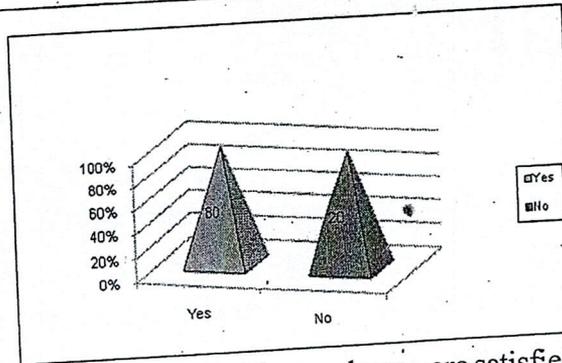
- 1) Primary data: This data is gathered from first hand information sources by the researcher, this data collection from employees, managers, clerks etc., by administering the questionnaire having face to face interaction with employees.
- 2) Secondary data : The secondary data is collected from various sources such as books, magazines, office files, SBI annual reports, RBI bulletins and website.

DATA PROCESSING AND ANALYSING:

Data, which is gathered by administering questionnaires, was processed in simple manner to determine the level of satisfaction among SBI employees. Every response was assigned some score based on this overall satisfaction level was determined. Data collected is carefully tabulated and analyzed and depicted with various graphs.

1. Are you satisfied with the salary paid to you?

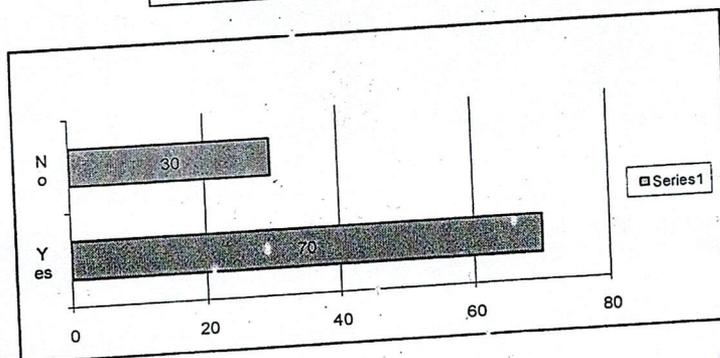
Yes	No
80	20



Interpretation: 80 percent of the employees are satisfied with the wages paid to them. Only 20 percent of the employees feel that there should be a hike in wages paid to them.

2. Do you have any incentives schemes for efficient work in your organisation?

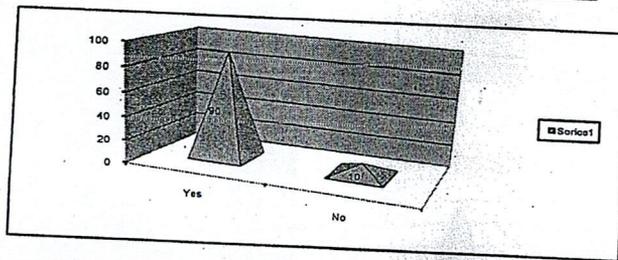
Yes	No
70	30



Interpretation: 70 percent of the employees feel that there should be an incentive wage scheme for efficient work in the organization.

3. Are you satisfied with the present working conditions and environment?

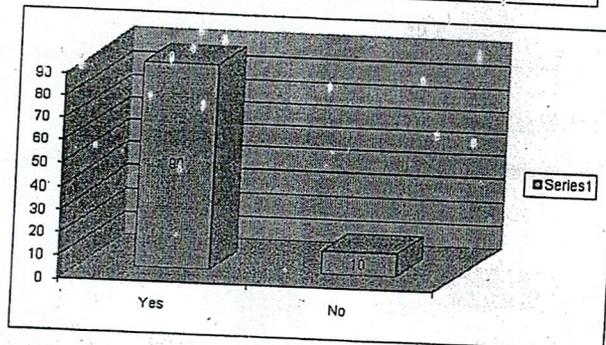
Yes	No
90	10



Interpretation: Almost all the employees are satisfied with the present working conditions and environment.

4. Are you satisfied with the facilities provided by sbi in their branches in latur?
 To Some extent To Large extent

To Some extent	To Large extent
90	10

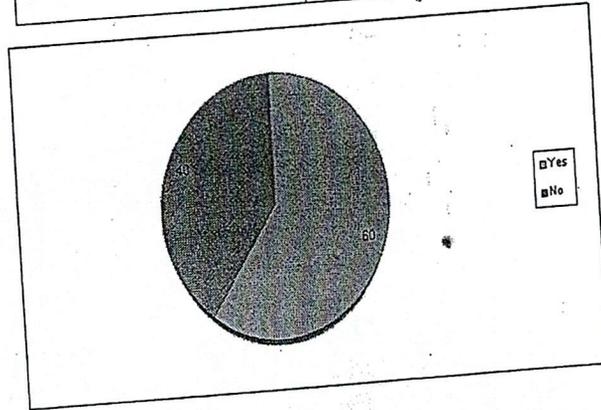


Interpretation: Almost all the employees are satisfied with facilities provided by SBI

5. Do you feel that the sbi employee policies really protect your interest?
 To Some extent To Large extent

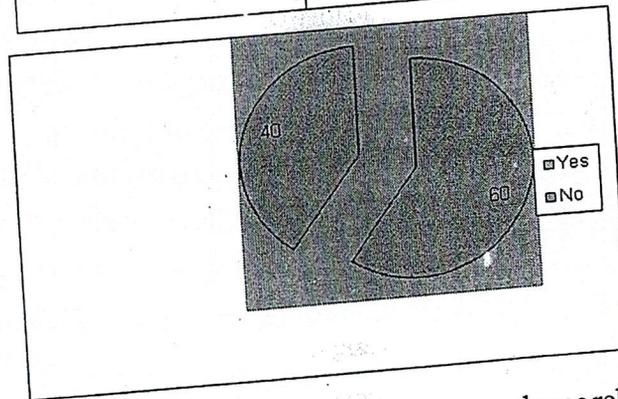


To Some extent	To Large extent
60	40



Interpretation: 60% of the employees feel that the company policies really protect their interest. 40% of them feel that their interests are not protected.

To Some extent	To Large extent
60	40

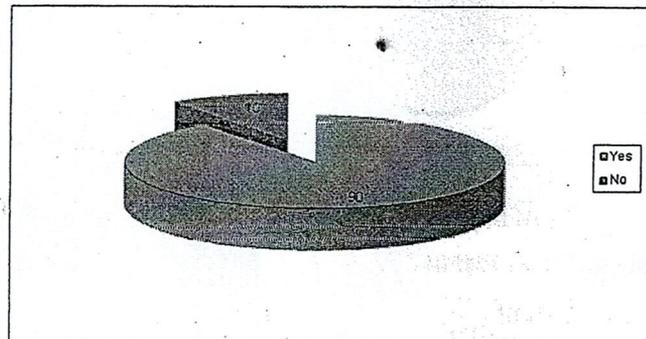


6. Do you feel that the sbi bank should change employee related policies?

Interpretation: 60% of the employees feel that the company policies should be changed and 40% of them feel that the policies of the company are up to their satisfaction.

7. Does the sbi bank provide any training to improve your performance? If yes, are you satisfied with the training provided?

To Some extent	To Large extent
90	10



Interpretation: Almost all the employees are satisfied with the training provided by the company to improve their performance.

Conclusions:

The purpose of this study was to identify whether the employees of SBI in latur district are satisfied. This study reflects the perception of employees towards the organization it shows that the employees in SBI are highly satisfied with the facilities and the employees welfare scheme. Being a government owned bank SBI tries to provide various basic facilities to their employees. It prime focus is customer satisfaction when employee is satisfied then customer will automatically be satisfied by the employees. So employee satisfaction is the fundamental need of each and every organization. The SBI could take into consideration about increasing their employees salary and other fringe benefits because the working conditions have been made more stiff. The researcher conclude that overall employee of SBI in latur district is satisfied with the organization facilities.

Findings:

1. Majority of the employees are satisfied with the salaries paid to them.
2. Employees are satisfied with the present working conditions and feel secure about their job.
3. Employees are satisfied with the facilities provided to them by SBI bank.
4. 70% of the employees feel that the company policies really protect their interests.
5. Employees are satisfied with the training provided to them in improving their performance.
6. Expenses for the injured workers are borne by the organization.

Suggestion:

1. The SBI bank must provide growth option to their employees
2. There should be a stress management course for SBI employees
3. There should be enough working place in SBI branches to attend large number of customer

References :-

1. Ashwathappa. K Human Resource Management Tata Mc Graw Hill Publications
2. P. Subba Rao Essentials of Human Resources and Industrial Relations
3. Job satisfaction of SBI employees a case study of Gorakhpur District SBI Shalini Gupta and Vinay Kumar Pandey
4. The international journal of Human resource management
5. Journal of Human Resource Management.
6. [Www.sbi.co.in](http://www.sbi.co.in)
7. [Www.wikipedia.com](http://www.wikipedia.com)
8. News paper:- The Hindu, Times of India, Loksatta and Lokmat