

# **GENDER VARIATION AND JOB SATISFACTION**

**(With special reference to commercial banks)**

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# **GENDER VARIATION AND JOB SATISFACTION**

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***Key Words: Job Satisfaction, Male Employees, Female Employees, private banking sector, public banking sector***

## **Abstract**

According to the past research findings, it is clear that there are contradictory ideas about the Gender Variation and Job Satisfaction. This Research study investigates relationship between gender variation and job satisfaction among bank employees in Colombo district of Sri Lanka. At the same time this research study, attempts to achieve the objectives of assessing whether there is a difference between Gender Variation and level of Job Satisfaction in related to the commercial banking labors in Sri Lanka. At the same time, this is accomplished by achieving the two sub objectives. They are:

1. identify the critical factors that influence to determine the Job satisfaction of both Male and Female employees
2. evaluate the trend and its importance of Gender variation and job satisfaction
3. compare the job satisfaction level of employees of government and private banks.

Using the random sampling technique, One hundred-twenty employees were selected for the sample. In this study main data collection instrument was a structured questionnaire and the main data analysis tool was the Mann-Whitney test. At the same time Rader Graph instrument was also performed.

This paper investigates five different aspects of job satisfaction such as Salary and Fringe benefit, job security, Opportunity and Achievement, Job Supervision and Working environment.

The results indicate that there is a significant difference between level of satisfaction of male employees and female employees. As far as general situation is concerned, the research found that the level of job satisfaction of male employee is greater than the female employees.

Furthermore, when the private banks are concerned, this research found that the level of job satisfaction of male employees is greater than the level of job satisfaction of female employees.

However referring to the public banking sector, situation is significantly different from that of private banking sector as mentioned above. At the same time when the level of satisfaction is concerned, it is clear that level of job satisfaction of female is higher than the level of job satisfaction of male. Finally, it was concluded that, job satisfaction is depended on type of the bank and job characteristics.

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