



THE IMPACT OF HRM PRACTICES ON THE EMPLOYEE JOB PERFORMANCE IN PUBLIC SECTOR BANKS IN THIRUVARUR DISTRICT IN TAMIL NADU

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ABSTRACT

Everyone realizes that effective usage of any vital objective depends on the motivation and diligent work of the organization representatives. Looks into indicate that fulfilled representatives are the real resource and wellspring of any bank for successful achievement of its here and now and long haul destinations. The present examination researches the connection between occupation fulfillment with the activity pay bundle, professional stability, and reward framework, and impact of this fulfillment on representatives' activity execution in saving money part of Thiruvarur District in Tamil Nadu.

Information is accumulated arbitrarily from test of 150 representatives chose from 10 parts of various banks arranged in Thiruvarur District. Illustrative measurements have been connected to check the connection between two factors (work fulfillment and job performance). The after effects of study show that the connection between occupation fulfillment and job pay bundle, employer stability, and reward framework is emphatically related. Also, the effect of this fulfillment is immediate and critical on representatives' activity execution.

KEYWORDS: Job Satisfaction, Employee pay package, Job security, Reward system, Job Performance.

INTRODUCTION

OVERVIEW OF BANKING SECTOR

Both, the private and open managing an account parts of Tamil Nadu have a long history of providing food the financial and financial requirements of the country. A couple of decades prior, just a couple of banks existed in the country. Their activities were exceptionally conventional, straightforward and restricted. They typically used traditional and manual frameworks of managing an account. The quantity of their clients was exceptionally small. However, with the influx of globalization and rising business sector requests, the keeping money part of Pakistan moved to enormous change from the conventional managing an account to current during last decade because of innovation acceptance and item developments. A noteworthy move was the exponential development private banks. At present, unique worldwide and well-established domestic banks are working in Pakistan and are giving most recent saving money administrations to their customers.

Fulfilled workers are the significant component to the achievement of managing an account area in any nation of the world. Open or Private part banks and the representatives have for quite some time been worried about the constructs of employment fulfillment and its effect on occupation execution, since this variable has strong influence on the general execution of banks. Thomas Wright (2009) has discovered that when employees have elevated amounts of



mental prosperity and employment fulfillment, they perform better and are less inclined to leave their occupations. Fulfilled representatives are great and effective performers as well as productive diplomats of their banks. They may convey overwhelming stores and well-presumed clients to their bank while unsatisfied representatives may not. Just satisfied employees are faithful to bank and may draw in the outside business to their bank.

Research Problem

The examination issue of this investigation is to discover the effect of representatives' activity fulfillment (in the zones of employment pay bundle, professional stability, and occupation compensate framework) on their execution in the banking segment of Thiruvavur District, Tamil Nadu.

Problem Statement

How does the endeavors made by banks to raise their specialists work fulfillment for all intents and purposes work? To what degree banks are effective in fulfilling their specialists for their compensation bundles, work security and remunerate framework? How workers' activity fulfillments impact their activity execution? This study is led to discover the appropriate responses of these inquiries.

Objectives of Study

The goal of this examination is to discover the effect of representative occupation fulfillment on their job performance. More particular goals are plot in the accompanying:

1. To decide quality of connection between representative pay bundle and worker jobsatisfaction.
2. To discover nature of connection between representative professional stability and worker work fulfillment.
3. To contemplate the connection between representative reward framework and worker work fulfillment.
4. To quantify the effect of representative occupation fulfillment on worker work execution.
5. To propose approaches to additionally upgrade the specialists fulfillment for their activity and that will, in return, result in rise their work execution.

REVIEW OF LITERATURE

A substantial number of analysts have demonstrated the significance of occupation fulfillment of representatives in business associations. Researchers like Brown (1996), Peiro (1999), and Hunter and Hunter (1984) considered the activity fulfillment and occupation execution relationship an essential for higher productivity of organizations. Sowmya and Panchanatham (2011), Argyris (1964), Likert (1961), and McGregor (1960) fight that fulfilled bank workers are the purpose behind higher productivity, higher association and a less probability of acquiescence.

Harrison, Newman & Roth (2006), Schleicher, Watt, & Greguras (2004), and Gupta and Joshi (2008) underscored jobsatisfaction as an essential procedure used to induce the representatives to work harder as "A HAPPY EMPLOYEE IS A PRODUCTIVE EMPLOYEE". While Mullins (2005) contradicts by arguing that activity fulfillment is a mind boggling and multifaceted idea meaning diverse things to different individuals. He thought of it as a greater amount of a disposition, consequently might be an interior express that can be estimated quantitatively or subjectively.

Siebern-Thomas (2005) and Clark (1999) kept up that the relationship among's wage and

Marcson (1960) introduced a contention and discoveries recommending that outstanding amongst other approaches to build efficiency in associations was to furnish representatives with occupations that are all the more requesting and testing.

Herzberg's (1968) hypothesis adequately outlines the reasons work fulfillment. As per his two-factor hypothesis, there are motivational and cleanliness factors present in one's activity. Rewards and advantages are cleanliness factors, so in the event that they are absent, they will bring disappointment, but rather their essence won't really bring employment fulfillment. Pritchard,

Dunnette, and Jorgenson(1972) demonstrate that sentiments of underpayment prompt diminished execution and low efficiency.

(Hackman and Oldham (1975) Hackman and Oldham's Job Characteristic Model (JCM) has been utilized to decide the level of occupation fulfillment. The model spotlights on five centers work measurements, expertise assortment, assignment character, undertaking criticalness, independence, and input, which thusly impact three key mental states: experienced weightiness of the work, experienced obligation regarding the work, and information of results. These mental states at that point impact work fulfillment.

Locke (1976) characterizes work fulfillment as a pleasurable or positive passionate state coming about because of the evaluation of one's activity or occupation encounters. Employment fulfillment has been considered both as a result of numerous individual and workplace qualities and as a precursor to numerous results.

Witt and Nye (1992), people who see their advancement choices are made in a reasonable and just way are probably going to encounter fulfillment with their occupations. The fulfillment of worker is investigated entirely the yield that the individual produces and it is identified with office condition.

Darker and McIntosh (1998) have discovered proof that the connection among's wage and employment fulfillment is especially close on account of low levels of money related remuneration, both inside the area and among segments. Rent (1998) representatives who have higher occupation fulfillment are typically less missing, more averse to leave, more beneficial, more prone to show hierarchical duty, and more prone to be happy with their lives.

Wagner and Hollenbeck (1998) work fulfillment, then again, can be characterized as a pleasurable inclination that outcomes from the observation that one's activity satisfies or takes into consideration the satisfaction of one's vital activity esteems. Whiten bloom and Oswald (1999) work instability, work power, more noteworthy pressure, and disappointment with working hours have expanded in the US and in Germany, and they essentially clarify the decay of employment fulfillment.

Clark (1999) demonstrates that adjustments in laborers' compensation after some time emphatically impact their prosperity, though the present level of pay does not affect on occupation fulfillment.

Leontaridi& Sloane (2001) demonstrate that low-pay laborers report higher occupation fulfillment than do different specialists.

Borzaga&Depedri(2005) see that, even in an area described by low normal compensations like the socialservices part worker are moresatisfied when their wagesincrease uptoathreshold,butnot above thatthreshold.

Clark(2005) the inverse dynamicof work fulfillment withrespectto the financial conditions as spoke to bywages,and to work conditions asrepresentedByworkingtime, is likewise obvious. Diaz-Serrano and Cabral Vieira (2005) demonstrate that low-payworker are probably going to have low-quality occupations and thusly less employment fulfillment.

Siebern Thomas's(2005) cross-sectional investigation on the European Community Household Panelshows that the connection among's wage and occupation fulfillment is critical and positive.

As per Baronetal (2006), contemplates have for the most part demonstrated a low to direct inverserelationship between occupation fulfillment and representative nonattendance and turnover. This suggests the lower a person's fulfillment with his/her activity, the more probable is that individual to be missing from work or to leave and look for other openings for work. Sahnawaz and Juyal (2006) center around exploring the effect of occupation association and employment fulfillment on hierarchical responsibility. Hierarchical duty is viewed as a standout amongst the most vital and pivotal results of human asset procedures. Moreover representative responsibility is seen asthe enter factor in accomplishing focused execution.

DeVaro, Li, and Brookshire (2007) focuson the relevant components that are given by the association to learn work fulfillment. The emphasis on the JCM is basically determined by two contemplations. To begin

with, the JCM still remains the hypothetical point of convergence in the present talk of employment fulfillment and work outline is as yet utilized as a great applied device for occupation advancement.

Samad (2007) additionally attempted to determine the level of impact work fulfillment aspects will have on hierarchical responsibility. Singh and Kohli (2006), Thakur (2007) and Jha et al. (2008) demonstrates that organizational logical factors, for example, pay, development openings, professional stability, among others, impact a representative's view of occupation fulfillment.

DISTINCTION OF STUDY

In current examination the subject of occupation fulfillment is being considered by centering just three determining variables. Those are (1) pay bundle, (2) employer stability, and (3) remunerate framework. It is contemplated that how much every one of these factors impacts the activity fulfillment of workers in banking sector, and afterward how this level of occupation fulfillment expedites impact representatives' activity execution.

RESEARCH METHODOLOGY

The investigation utilized distinct review outline. Ezeani (1998) says that illustrative review plan is used to gather nitty gritty and verifiable data that portray a current wonder. The study depicts the relationship of representatives' activity fulfillment in the territories of pay bundles, job security, and reward framework, and their effect on workers' activity execution in the banking sector of Muzaffargarh District, Pakistan.

TYPES OF DATA

In this investigation, both essential and auxiliary information are utilized for measurable examination. Essential information is gathered by planning and disseminating a multi-segmented poll. While optional data is gathered from related Journals, articles, inquire about papers, magazines, daily papers, internet sources, related books and writing.

Selected Variables

The factors might be of two kinds. These are needy factors and independent variables.

Dependent variables:

Employment fulfillment and occupation execution are taken as needy factors.

Independent Variables:

Pay Package, professional stability, and employment compensate framework are taken as free factors for the current investigation.

Hypothesis:

The following hypotheses are taken for the study:

- H1.** There is positive relationship between employee pay package and employee job satisfaction.
- H2.** There is positive relationship between employee job security and employee job satisfaction.
- H3.** There is positive relationship between employee job reward system and employee job satisfaction.
- H4.** There is positive relationship between employee job satisfaction and employee job performance.

Sampling Design and Method

The essential information was gathered from ten parts of various banks arranged in Muzaffargarh District. The example measure was 150. Poll was containing 30 addresses classified in seven areas running from A to G. 5 to 7-point Likert scale was utilized to get the reactions of different questions asked from focused workers.

DATA ANALYSIS AND INTERPRETATION

The information gathered from the representatives of various banks of Muzaffargarh District, Pakistan was ordered, organized, altered, and coded. It is condensed then with frequencies, analyzed with rate examination, and translated to clarify the outcomes. The information is displayed in Tables and Figures for the accommodation of perusers:-

Table 1: Age of Employees

Age below	No. of Employees	Percentage (%)
20	6	4
20-30	42	28
30-40	49	32.67
40-50	34	22.67
Above 50	19	12.67
Total	150	100

Inference: The table of the time of respondents speak to that there are just 6 respondents who are under 20, or, in other words the aggregate respondents. 42 respondents are between 20 to 30 years which are 28% of the aggregate. Most extreme workers were in the scope of 30 to 40 years which are 32.67% of the aggregate. 34 respondents were in the middle of the scope of 40 to 50 years. It speaks to 22.67% of the aggregate example of 150 workers. While just 19 representatives were above the age of 50, speaking to 12.67% of the aggregate respondents.

Table 2: Employees Satisfaction with their Bank

Satisfaction Level	No. of Employees	Percentage (%)
Extremely Satisfied	19	12.67
Satisfied	92	61.33
Extremely Dissatisfied	7	4.67
Dissatisfied	12	8.00
Neutral	20	13.33
Total	150	100

Inference: Surmising: The table of the time of respondents speak to that there are just 6 respondents who are under 20, or, in other words the aggregate respondents. 42 respondents are between 20 to 30 years which are 28% of the aggregate. Most extreme workers were in the scope of 30 to 40 years which are 32.67% of the aggregate. 34 respondents were in the middle of the scope of 40 to 50 years. It speaks to 22.67% of the aggregate example of 150 workers. While just 19 representatives were above the age of 50, speaking to 12.67% of the aggregate respondents.

Table 3: Employees Satisfaction on their Position

Satisfaction Level	No. of Employees	Percentage (%)
Extremely Satisfied	26	17.33
Satisfied	78	52.00
Extremely Dissatisfied	12	8.00
Dissatisfied	18	12.00
Neutral	16	10.67
Total	150	100

Inference: the overview spoke to the outcomes that out of 150 workers 26 representatives who are 17.33% of the aggregate example were to a great degree fulfilled when they were given some information about their satisfaction about their post. 78 individuals speaking to 52% educated that they were fulfilled regarding their job. A proportion of 8% who were 12 workers was greatly disappointed about their current post. 18 respondents, 12% were disappointed about their post. 16 individuals who were 10.67% of the total respondents enlightened that they were impartial concerning their fulfillment for their post.

Table 4: Employees Satisfaction for their Bonus

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	5	4.33
Very Dissatisfied	8	5.33
Somewhat Dissatisfied	14	9.33
Neutral	24	16.00
Somewhat Satisfied	59	39.33
Very Satisfied	29	19.33
Completely Satisfied	11	7.33
Total	150	100

Inference: At the point when given some information about their reward review demonstrated that a small rate was disappointed about this issue. A level of 9.33 were somewhat dissatisfied for their reward. 24 individuals were impartial about. A most extreme proportion of 59 employees was to some degree fulfilled for their reward. 19.33% individuals told that they were exceptionally fulfilled.

Table 5: Employees Satisfaction over their Career Promotion Criteria

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	7	4.67
Very Dissatisfied	10	6.67
Somewhat Dissatisfied	13	8.67
Neutral	20	13.33
Somewhat Satisfied	48	32.00
Very Satisfied	44	29.33
Completely Satisfied	8	5.33
Total	150	100

Inference: Getting some information about their profession advancement criteria, 7 individuals told that they were completely dissatisfied. 6.67% people were exceptionally disappointed. 13 representatives were to some degree dissatisfied about this issue. The proportion of unbiased individuals was 13.33%. Fairly fulfilled individuals were 48. Very fulfilled workers were 44 while just 8 individuals told that they were totally satisfied about this issue.

Table 6: Employees Satisfaction for their Retirement Plan

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	1	0.67
Very Dissatisfied	1	0.67
Somewhat Dissatisfied	26	17.33
Neutral	30	20.00
Somewhat Satisfied	52	34.67
Very Satisfied	38	25.33
Completely Satisfied	23	15.33
Total	150	100

Inference: at the point when gotten some information about their fulfillment about their retirement plan, just 1 individual was completely disappointed and 1 was extremely disappointed. 17.33% respondents were somewhat dissatisfied. The proportion of unbiased individuals was 20%. 52 workers told that they were somewhat satisfied for this issue. 38 individuals were extremely fulfilled while 23 of the aggregate were completely satisfied for their retirement plan.

Table 7: Employees Satisfaction for their Medical Insurance

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	8	5.33
Very Dissatisfied	15	10.00
Somewhat Dissatisfied	16	10.67
Neutral	2	1.33
Somewhat Satisfied	25	16.67
Very Satisfied	58	38.67
Completely Satisfied	26	17.33
Total	150	100

Inference: Our next inquiry workers' fulfillment about their restorative protection. 8 people were totally disappointed about this inquiry. 15 individuals were extremely disappointed for their medical protection. 10.67% individuals were to some degree disappointed while just 2 people were neutral about this issue. To some degree fulfilled respondents were 25. Extremely fulfilled respondents were 58 which is the greatest proportion of the aggregate. 26 workers told that they were completely satisfied for their medicinal protection given by their bank. 30.67% representatives told that they were very fulfilled while 28 respondents were totally fulfilled for alternate advantages they receive from their bank.

Table 8: Employees Satisfaction for their Annual Raise in salaries

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	2	1.33
Very Dissatisfied	4	2.67
Somewhat	10	6.67

Dissatisfied		
Neutral	22	14.67
Somewhat Satisfied	44	29.33
Very Satisfied	48	32.00
Completely Satisfied	20	13.33
Total	150	100

Inference: The figures in table uncover that 2 individuals were totally disappointed and 4 were very disappointed. A % of 10 was to some degree disappointed about their yearly raise. 22 individuals were neutral about this issue. An expansive proportion of 48 individuals was exceptionally fulfilled for their annual raise. While 48 respondents were exceptionally fulfilled and just 20 were totally fulfilled about the annual raises given by their bank.

Table 9: Employees Satisfaction for the Process used to Determine Promotions

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	2	1.33
Very Dissatisfied	4	2.67
Somewhat Dissatisfied	10	6.67
Neutral	22	14.67
Somewhat Satisfied	44	29.33
Very Satisfied	48	32.00
Completely Satisfied	20	13.33
Total	150	100

Inference: The information in above table speak to that a little level of the respondents were in the classifications of disappointed about the issue talked about above. 22 individuals demonstrated their impartial sentiment when they were gotten some information about this wonder. Greatest people were fulfilled about this approach of their bank and chose the alternatives of to some degree fulfilled and very fulfilled. While 20 respondents chose the choice of totally fulfilled.

Table 10: Employees Satisfaction about Their Supervisor Support

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	0	0
Very Dissatisfied	0	0
Somewhat Dissatisfied	12	8.00
Neutral	18	12.00
Somewhat Satisfied	32	21.33
Very Satisfied	48	32.00
Completely Satisfied	40	26.67
Total	150	100

Inference: The data in above table demonstrate that no one chose the alternatives of completely disappointed and extremely disappointed. Few individuals chose the choice of somewhat disappointed when they were given some information about their fulfillment about the help of their supervisor. Greatest respondents chose their answer from the classes of fulfilled. It showed that the general population in the banks bolster their subordinates in their work.

Table 11: Employees Satisfaction for their Relations to their Manager

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	0	0
Very Dissatisfied	0	0
Somewhat Dissatisfied	5	3.33
Neutral	8	5.33
Somewhat Satisfied	37	24.67
Very Satisfied	42	28.00
Completely Satisfied	58	38.67
Total	150	100

Inference: Table demonstrate that just 5 out of 150 individuals were disappointed about their relations to their supervisor. 8 respondents were unbiased about this issue. An expansive number of respondents chose their answer from the classifications of fulfilled. Review brought about a very good and constructive assessment by individuals about their relations with their chiefs.

Table 12: Employees Satisfaction for their Job Security

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	7	4.67
Very Dissatisfied	16	10.67
Somewhat Dissatisfied	38	25.33
Neutral	36	24.00
Somewhat Satisfied	31	20.67
Very Satisfied	18	12.00
Completely Satisfied	4	2.67
Total	150	100

Inference: At the point when given some information about their professional stability, the figures in table and diagram indicated that maximum individuals were not fulfilled about their employer stability. Countless their answers from the classes of disappointed. 36 individuals didn't know that their jobs are secure or shaky. Just 4 workers enlightened that they were certain regarding the security of their jobs.

Table 13: Employees Satisfaction for the Appraisal of Their Work by Their Boss

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	3	2.00

Very Dissatisfied	4	2.67
Somewhat Dissatisfied	5	3.33
Neutral	18	12.00
Somewhat Satisfied	39	26.00
Very Satisfied	45	30.00
Completely Satisfied	36	24.00
Total	150	100

Inference: study brought about positive answers by the respondents when gotten some information about the appraisal of their work by their administrator. Small level of individuals showed dissatisfaction about this issue. 18 individuals were nonpartisan as they would see it. Also, off course, maximum representatives were fulfilled that they get sensible appraisalment by their manager of their work.

Table 14: Employees Satisfaction for the Recognition of Their Work

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	2	1.33
Very Dissatisfied	3	2.00
Somewhat Dissatisfied	5	3.33
Neutral	27	18.00
Somewhat Satisfied	54	36.00
Very Satisfied	45	30.00
Completely Satisfied	14	9.33
Total	150	100

Inference: the study additionally brought about positive conclusions by the respondents when solicited about the acknowledgment from their work by their administrator. Little level of the aggregate example was dissatisfied about this issue. 27 individuals were unbiased. An extensive proportion of the respondents selected their reactions from the classifications of fulfilled on the Liker scale.

Table 15: Employees Satisfaction for their Performance Review System

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	2	1.33
Very Dissatisfied	0	0
Somewhat Dissatisfied	3	2
Neutral	6	4.00
Somewhat Satisfied	65	43.33
Very Satisfied	54	36.00
Completely Satisfied	20	13.33
Total	150	100

Inference: workers were quite fulfilled when asked about the execution audit system by their bank. Just 2 and 3 individuals out of 150 chose their reactions from the classifications of dissatisfied on the 7-point Likert scale. 6 respondents indicated unbiased conclusion about when asked about this inquiry. An overwhelming level of 43.33 out of 100 chose their reactions from the categories of fulfilled on the scale.

Table 16: Employees Satisfaction for Feedback by Their Manager on Their Job Performance.

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	2	20.00
Very Dissatisfied	4	2.67
Somewhat Dissatisfied	6	4.00
Neutral	38	25.33
Somewhat Satisfied	42	28.00
Very Satisfied	28	18.67
Completely Satisfied	30	1.33
Total	150	100

Inference: our next inquiry was about the fulfillment of workers about the appropriate feedback by their director on their activity execution. Here as well, less individuals were dissatisfied about this wonder. 38 respondents chose the reaction of impartial. While dominant part of the respondents chose their answer from the classes of fulfilled. They told that they receive sufficient measure of suitable input from their chief for their work.

Table 17: Employees Satisfaction for the Valuation of Their Ideas and Participation by Their Manager.

Satisfaction Level	No. of Employees	Percentage (%)
Completely Dissatisfied	0	0
Very Dissatisfied	1	0.67
Somewhat Dissatisfied	7	4.67
Neutral	37	24.67
Somewhat Satisfied	39	26.00
Very Satisfied	42	28.00
Completely Satisfied	24	16.00
Total	150	100

Inference: same case was with the question about the employees' satisfaction about the valuation of their ideas and participation by their manager. Only 8 employees were dissatisfied about this. The percentage of neutral people was 24.67. Maximum respondents selected the responses of somewhat satisfied and very satisfied. 24 employees told that they were completely Satisfied about the valuation of their ideas and participation by their manager.

Table 18: Employees Dissatisfaction for Their Pay Package Influence Their Work

Performance

Satisfaction Level	No. of Employees	Percentage (%)
Always	24	16.00
Often	68	45.33
Sometime	36	24.00
Seldom	6	4.00
Never	16	10.67
Total	150	100

Inference: respondents told that when they were not satisfied about their pay package, it influenced their performance negatively. They were tense and pressurized mentally and were not able to perform well as compared to when they were satisfied about this matter. Maximum people selected the options of “often” and “sometimes” from the 5-point Likert scale.

Table 19: Employees Dissatisfaction for Their Job Security Influence Their Work Performance

Satisfaction Level	No. of Employees	Percentage (%)
Always	5	3.33
Often	46	30.67
Sometime	52	34.67
Seldom	15	10.00
Never	32	21.33
Total	150	100

Inference: survey showed the results that job performance of 5 people were always influenced negatively when they were insecure about their job. 46 selected the response of often, 52 ticked the option of sometimes. While 32 respondents told that their performance was never influenced by their sense of job insecurity.

Table 20: Employees Dissatisfaction for Their Job Reward System Influence Their Work Performance

Satisfaction Level	No. of Employees	Percentage (%)
Always	23	15.33
Often	42	28.00
Sometime	58	38.67
Seldom	02	1.33
Never	25	16.67
Total	150	100

Inference: 23 respondents told that their performance was always affected when they were not satisfied about the job reward system of their bank. 42 people choose the option of “often” having percentage of 28. While 58 selected the option “sometimes” showing 38.67% of the total which is the maximum ratio. 25 respondents said that their performance was not affected by this dissatisfaction.

FINDINGS AND RESULTS

The exploration told that countless were fulfilled about their compensation bundles. Very small level of respondents was disappointed about various parts of the compensation bundle they get from their bank. While exploring about the professional stability/weakness, the review told us that there was to some degree befuddling circumstance. A few people were secure about their occupations while others were feeling shaky. A few respondents were totally fulfilled as well, however their proportion was less when contrasted with the individuals who were disappointed. At the point when gotten some information about remuneration system, the respondents educated that they were fulfilled concerning the reward arrangement of their bank. Some people were likewise arranging their collaborators as they would see it; they were less in rate as compared to fulfilled individuals.

While enquiring about the effect of their activity fulfillment or disappointment on their performance, around 46% respondents told that their activity execution was adversely influenced when they were not fulfilled about their compensation bundle. They were less ready to perform better when they were disappointed here. While others were performing to some degree reasonable, but not institutionalized when they were disappointed. Around 35% workers were of the view that they perform less when they were not or less secure about their occupations. Their disappointment in this job area contrarily affected their work execution. They were feeling less spurred and pressurized. 58 out of 150 respondents told that their execution was now and then influenced when they were not acknowledged and recognized. They felt dispirited and less motivated for performing admirably. Intend to state they were disappointed from the work remunerate arrangement of their bank.

CONCLUSION

Based on summarized findings, we drawn the following conclusions:

One of the targets of the examination was to discover the connection between workers' jobsatisfaction regarding pay bundle, and its further effect on their activity execution. It was concluded from the exploration that there was a positive connection between these two variables. Employees' execution was best when they were happy with the diverse parts of their pay bundle. Another goal was to discover the connection between workers' jobsatisfaction as for employer stability, and its further effect on their activity execution. The research proposed that there was an immediate connection between these two variables. Respondents told that their fulfillment level was high when they were feeling secure about their occupations. They worked with strain free personality and turn out to be more faithful to their banks. It resulted in more elevated amounts of execution. Next goal of the examination was to discover the relationship between worker work fulfillment regarding reward framework, and its effect on their job performance. It is additionally demonstrated from the investigation that there is an immediate connection between the reward arrangement of the bank and workers' activity fulfillment. On the off chance that respondents were fulfilled with the compensate arrangement of their bank, they performed well. Their inspiration level rose up when they were remunerated for their execution legitimately.

RECOMMENDATIONS

It is correct that larger part of the general population were fulfilled in the majority of the regions of their employments, however still there is adequate number of individuals who were not happy with various zones of occupations. Banks need to present and actualize new plans of annuities, tip, retirement designs, and other benefits to their workers. Banks must find a way to upgrade the level of fulfillment of their representatives, and to wipe out their feeling of instability about their employments so that their morale of functioning admirably may rise and they may give ever more elevated execution. Employees' performance ought to be assessed every now and then to persuade their movement for higher efficiency. The administration ought to value the thoughts of disappointed workers and should involve them in their basic leadership process.

Banks should proceed with the approaches that maximize the fulfillment level of workers. The respondents told amid overview that their pay packages ought to be reconsidered and they ought to be given

more advantages for limiting their domestic monetary issues and after that enhancing their profitability by concentrating on their performance with further fixation. Numerous individuals were feeling shaky for the permanency of their occupations. They told that it impacts much their execution. Their feeling of frailty about their occupations ought to be fulfilled.

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