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**RELATIONSHIP BETWEEN HUMAN RESOURCE
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AMONG BANK EMPLOYEES: A COMPARATIVE
ANALYSIS OF PUBLIC SECTOR AND PRIVATE**

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Relationship between Human Resource Management and Job Satisfaction among Bank Employees: A Comparative Analysis of Public Sector and Private

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Abstract – In this paper we present about relationship between human resource management and job satisfaction among bank employees: a comparative analysis of public sector and private. Job related outcomes are the most important goals of HR function. Job happiness is an approach toward the job. Function of HR practices in the area of HR development: training, career growth, presentation and reward management, on job satisfaction.

Keywords: Human resource management, bank, employees, relationship

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INTRODUCTION

The importance of being satisfied with the job is known for more than 50 years. Job satisfaction is positively related to employee productivity (Iaffaldano & Muchinsky, 1985), organizational citizenship behaviour (Farh, Podsakoff & Organ, 1990), life satisfaction, subjective well-being (Bowling, Eschleman & Wang, 2010), physical and mental health (Faragher, Cass & Cooper, 2005).

In this era, achievement of any organization depends on its human resource. Banks are no omission to this. The employees of the Bank are precious possessions to the organization. If they are extremely satisfied they create more and it is gainful for the organization. So in these competitive surroundings it is essential to know the employees views toward their job and to measure the level of satisfaction with various aspects of job satisfaction.

Moreover, job satisfaction is positively related to more complex job related attitudes, such as organisational commitment (Farkas & Tetrick, 1989) and job involvement (Babnik, 2010), which are necessary in present times, where all firms are looking for competitive advantage and especially through their people (Galanou, Georgakopoulos, Sotiropoulos & Dimitris, 2010, p. 102).

THE PSYCHOLOGICAL PROCESSES UNDERLYING THE ROLE OF HR PRACTICES

Psychological climate or organizational climate on individual level of psychoanalysis symbolize expressively meaningful descriptions and situational influences that persons use to take in for questioning order, forecast outcomes, and gauge the appropriateness of their organizational behaviours (Kopelman et al., 1990, pp. 294–295). Through individual interpretations of the immediate working surroundings, described by HR practices, employees develop more or less stable cognitive and emotional states in the relation to their job and organization, that in accordance to the models explaining the role of attitudes in individual behaviour (e.g. Ajzen & Fishbein, 2000), guide their job-related behaviour.

RELATIONSHIP BETWEEN HUMAN RESOURCE MANAGEMENT AND JOB SATISFACTION

HRM refers to the policies and practices concerned in carrying out the 'human resource aspects of a management position. Human resource management is collected of the policies, practices, and systems that authority employees' behaviour, approach, and recital. HR practices such as preparation, staffing and selection, training and development program,

performance assessment, recompense, and industrial relations.

Job satisfaction is a agreeable or positive poignant state resulting from the evaluation of a person's job. Various factors such as an employee's needs and desires, social relationships, style and quality of management, job design, compensation, working conditions, perceived long range opportunities, and perceived opportunities elsewhere are considered to be the determinants of job satisfaction. Job satisfaction has a significant influence on employees' organizational commitment, turnover, absenteeism, tardiness, accidents, and grievances. According to Robbins (1999), a satisfied workforce can increase organizational productivity through less distraction caused by absenteeism or turnover, few incidences of destructive behavior, and low medical costs.

CONCLUSION:

In this paper we found that Job fulfillment is a primary response of employees in relation to their job and the work surroundings. The HR function make sure that HR policies, strategy and practices are commenced and preserved that provide for the whole thing regarding the employment, the relationship that exist between management and workforce and development and well-being of people. Consequently, the anticipation of the physically powerful relation between HR expansion system and overall job satisfaction is necessary.

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