

**IMPACT OF EMPLOYEE EMPOWERMENT ON
EMPLOYEE SATISFACTION – THE COMPERATIVE
STUDY IN PRIVATE & PUBLIC SECTOR BANKS IN
AMPARA DISTRICT**

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2013

A Study on the Impact of Employee Empowerment on Employee Satisfaction: The Comparative Study in State & Private Banks in Ampara District.

Abstract

This research investigates the empowerment concept and job satisfaction in the banking industry. It explores the impact of three keys including self-directed work teams, communication and autonomy (organisational factors) on the empowerment of state & private banking employees in Ampara district.

Human resource management considers that employees are the most valuable asset in an organization. Every organization's productivity is depending on the job performance. Employee satisfaction plays a key role in job performance. Employee satisfaction is very important for every organization. Employee satisfaction affected by many variables. These are rewards, compensation, employee training, organizational culture, motivation, employee benefits, working environment, and employee empowerment (Anthony L. Emerson 2007). But for this research purpose researcher have select one of the factor that is empowerment.

For this purpose of finding out this study is undertaken in order to identify the level of employee empowerment & employee satisfaction, and examine the relationship of employee empowerment & employee satisfaction, in private & public sector banks in Ampara district. This study totally depends on the primary data. The primary data were collected through self administered questionnaire from 179 employees in state & private banks in Ampara district. The research data are presented through tables. Data analyses are done using univariate & bivariate analysis for this study.

The findings of the study Most of the respondents report that all factors of empowerment are in moderate level so we conclude that both private & state banking employees are empowered moderately in Ampara district. Employee satisfaction is in high level in private banks rather than the state banks in Ampara district. Impact of employee empowerment on employee satisfaction is in highly correlated in state banks in Ampara district.

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