|  |  |  |  |
| --- | --- | --- | --- |
| Title | Factors that are influencing the Employee job satisfactions in private banking sector of Bangladesh An empirical analysis | | |
| Author(s) Name | Debashis Kundu, Farhat Binte Hasan, Md. Faruque Hossain | | |
| Contact Email(s) | debashis.k.u93@gmail.com  AIUB Journal of Business and Economics  Volume 19, Issue 1  ISSN (PRINT) 1683-8742  ISSN (ONLINE) 2706-7076  January 2022 pp. 139-168 | | |
| Published Journal Name | AIUB Journal of Business and Economics | | |
| Type of Publication | Journal | | |
| Volume | 19 | Issue | 1 |
| Publisher | American International University-Bangladesh | | |
| Publication Date | January 31, 2022 | | |
| ISSN | 2706-7076 | | |
| DOI | https://doi.org/10.5281/zenodo.6186239 | | |
| URL | https://zenodo.org/record/6186239#.YuI4lnZBwaQ | | |
| Other Related Info. | Pages 139-168 | | |
| **Keywords:** Job satisfaction, Employee compensation policy, Employee performance appraisal, Employee empowerment. | | | |
| Citation: Kundu, D., Hasan, F.B., Hossain M.F., Factors that are influencing the Employee job satisfactions in private banking sector of Bangladesh: An empirical analysis. (2022) AIUB Journal of Business and Economics, 19 (1), 139-168. | | | |

|  |  |
| --- | --- |
| Abstract |  |
| In the modern era, tangible and intangible compensation, physical stress, lack of supervision, and workplace hygiene are the major factors in job satisfaction. One of the many challenges for the private banking sector in Bangladesh is to satisfy its employees, and the diligence of the research is to observe how different factors influence job satisfaction. As a result, the proposed study delineates many factors for employees, such as compensation, empowerment, work environment, and performance appraisal, that lead to positive and significant relationships in job satisfaction. The stimulus-response model was used as a theoretical research framework, and the private banking sector of Bangladesh was selected through quantitative methodology. Hence, the survey is conducted in a quantitative way, non-experimental and explanatory field study to analyze the relationship between the dependent and independent variables. The managerial employees of the private banking sector are the targeted group. The research results established a significant positive relationship between compensation policy, empowerment, performance appraisal, and employee job satisfaction. Whereas, the workplace environment has an insignificant positive correlation among job satisfaction, turnover rate, and productivity. Furthermore, an empirical analysis revealed that compensation policies, empowerment, and performance appraisal can maximize the level of employee job satisfaction, which leads to an increase in their sustainable productivity at work. | |

**Please specify which Sustainable Development Goal (SDG) (s) falls under your research:**

|  |  |  |  |
| --- | --- | --- | --- |
| Goal 1 | No Poverty | Goal 2 | Zero Hunger |
| Goal 3 | Good Health and Well-Being | Goal 4 | Quality Education |
| Goal 5 | Gender Equality | Goal 6 | Clean Water and Sanitation |
| Goal 7 | Affordable and Clean Energy | **Goal 8** | **Decent Work and Economic Growth** |
| Goal 9 | Industry, Innovation and Infrastructure | Goal 10 | Reduced Inequalities |
| Goal 11 | Sustainable Cities and Communities | Goal 12 | Responsible Consumption and Production |
| Goal 13 | Climate Action | Goal 14 | Life below Water |
| Goal 15 | Life on Land | Goal 16 | Peace, Justice and Strong Institutions |
| Goal 17 | Partnerships for the Goals |  |  |