



**THE EFFECT OF JOB ENVIORNMENT ON
EMPLOYEES SATIS'FACTION IN BANKING
INDUSTRY OF PAKISTAN**

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ABSTRACT

Purpose- This study intends to show the effect of job environment on employee satisfaction or whether job satisfaction increases the level of job performance, explaining the conceived bridge between the job environment and employee satisfaction. Initial hypothesis was that job environment plays a significant role in employees' satisfaction, thereby elevating the organization's productivity.

The purpose of this study is to determine the relationship between job environment and employees' satisfaction, resulting in greater work productivity in an environment where there is lack or conflicts and an atmosphere where internal calm prevails.

Methodology/sample- A questionnaire was designed, tested, and then administered to gather data from 80 respondents in private banks for the study. To analyze data, IBM SPSS STATISTIC 20 software was used and Correlation test was applied. Upon testing of the hypothesis, it revealed that environment brought about positive employees' satisfaction. Furthermore, the findings showed environment as the catalyst to stimulate their loyalty to the bank.

Findings- The analysis and comparative results clearly showed that Banking sector employees in Pakistan are happy and satisfied with the office environment where they daily come to do work. So it can be said from the research findings that the organizations has created appropriate surroundings for employees at the workplace where they can feel motivated and can perform their task well.

It also showed that there exist a positive relationship between job environment and employees satisfaction such as if job environment is pleasing, motivation, healthy and conducive employees will feel satisfied and enthusiastic about coming to work and they will give their maximum output to reach organizational goals. Contrary if the office environment is poor unsafe and unhealthy employees will not be able to give their maximum; they will be dissatisfied, their performance declines as a result overall productivity of the organization decreases. Unsafe job environment can also cause them to switch to other organizations.

Practical Implications- This study will help to improve existing theories and practices in relation to job environment factors that influence employee satisfaction and thus improve the work performance and productivity of employees within the organizations particularly into the banking industry.