



“RELATIONSHIP BETWEEN EMPLOYEE JOB SATISFACTION AND EMPLOYEE PERFORMANCE EVALUTION”

A Thesis submitted to Department of Management Sciences in part fulfilment
of the requirement for the MBA degree

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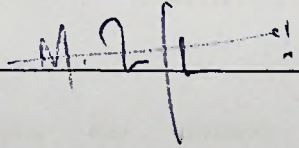
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ABSTRACT:

Purpose: The purpose of the study is to identify and determine the level of job satisfaction and performance evaluation of employees in banking industry of Pakistan which resulting in better performance appraisal system and high level of satisfaction through many motivating factors.

This project report is based on the research of the relationship between job satisfaction and employee's performance evaluation. Researcher is self-motivated and self-initiated to complete this project report in relation to academic and organizational perspective. There is a positive relationship between both the variables and performance evaluation has an impact on employee job satisfaction. The ability of appraisers (e.g., immediate bosses/managers) to properly evaluate appraisal system in allocating performance ratings may have significant impact on job satisfaction.

Methodology: The effective research methods that has been used for this project report includes; the questionnaires those were filled by the respondents through the HR office of banks and gathered actual data from 80 questionnaires. According to the hypothesis testing, the results showed that better performance evaluation system will have a positive impact on the employee satisfaction level at work in an organization.

Findings: The research findings reveals the job satisfaction level of the employees particularly in banking industry of Pakistan and the need of improvement within the organization structure, leadership styles, reward systems etc. to improve employee work performance and the job satisfaction.

Practical implications: The outcomes of the study can be serving as the guidelines to improve and alter the overall design and of performance evaluation system in the banking industry of Pakistan.

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