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A STUDY ON EMPLOYEE PROCUREMENT, COMPENSATION AND JOB SATISFACTION OF AXIS BANK IN GUJARAT

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ABSTRACT

This paper studies the concert of Axis bank recruitment with compensation as well as job satisfaction of employee. Axis bank Human Resource policies are covers all the aspects of the bank. Axis bank employees are the majority central role of bank management. Generally, manager has high quality experience doing works as well as provides good guidance to their employees. The well prepared employee is supreme in management. Researchers have done their research work on HRM practices and other management areas. Employees are the most essential factor in bank. They are the most essential element for the development of bank management. With high-quality experience managers the progress can move in the right direction new employee in bank. So the development of employees in banking sector has key task to cooperate in the development of a bank. Compensation is necessary for any employer to fulfill their need and know how an employee can perform best. Thus it is important for an employer to encourage their personnel to improve their productivity and quality of work. The present paper is an effort to analyze internal relationship in Axis bank policy and identify the employee's job satisfaction.

KEYWORDS

AXIS bank, procurement, compensation, job satisfaction.

JEL CODES

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INTRODUCTION

Research is an important as well as great tool to progress knowledge. The modern meaning of research, Research is try to obtain facts, a systematic application of scientific method, an effort of inquiry, necessary position of mind and friendly welcoming attitude to change. Research is an educational movement and in research period should be used in a technological logic. Research is an innovative part to present stock of knowledge and experiment. In short, investigate for information from beginning to end objective and methodical technique of judgment explanation to a difficulty is research. The logical proceed relating to simplification and preparation of a theory is also research.

REVIEW OF LITERATURE

Pawan Kumar and S. Singh (2017) have written an article titled, "**Recruitment Process: A case study in banking sector**" in which they described that Recruitment process is starts with planning, movement in the organization it's also one way for the procurement also one post to another post move the employee with promotion its known ad recruitment. In this research article management organization recruits their employee and many unexpected needs are reason by death, accidents and diseases. Banks are available in the market so many factors are affect outside of the bank in market and inside of the bank internal management organization. But recruitment is compulsory based on qualification, age, experience, etc. Recruitment in a bank is direct recruitment as well as promotion. All the vacancies in a bank falling in different types of grade I grade II and grade III. Recruitment process is a strategic level.

Sumaiya Fathima (2016) has written an article titled "**Human Resource Management- Recruitment reward and Retention**" in which they described every corporate company has taken a time for the recruiting rewards because employee retention is beneficial for the employee as well as organization. Management organization not only concentration has to be done to recruit good employees but also retain the good employees that are there as retention of key talent. HRM is a wide scope but that is depends on different parts like HRM cycle parts recruitment, selection, training, development, performance, reward and career management. Recruitment process is long as well as continuous process. Recruitment reward and retention is based on what do employees want understand employees needs, if any employees success in their job than employees celebrate their success with their staff, encourage employees learning process with the help of some different types of seminars, journal articles, attain the professional meetings, etc. At last stages of this article conclude that all the employees are selected after the long process of recruitment good impact affect on organizational performance.

Dr. C. S. Ramanigopal, A Mani and at al. (2018) have written the article titled "**A comprehensive study of the Human Resource Practices of the construction sector in Tamil Nadu**" in which they described that human resource management is a wide scope for the organization specially in the construction industry. The success of any business project directly reflected of the skill of workers who completed it and managers who supervised it. In this research project we are getting current conditions of real estate competition, existing of HR challenges and HR practices.

Kamal Raj Mohan (2017) have written the article titled "**Job satisfaction of bank employees- study concerned in the relationship with their attitude towards change**" in which they described banking field is the lifeblood of the economy. It is the stage a majority middle task in the monetary system of country. Right now current condition bank employees are doing their work overtime also. Job satisfaction of employee does signify one of the key tests features by the mangers now while it approaches to administration their employees. This research study specified that employee's job satisfaction and attitudes are flowing continuous change but not fixed. Study shows that those who have high positive attitude towards change have high satisfaction. So here HDFC bank and SBI bank employees have no similarity from them.

Anubhooti Monga, Narinder Verma and O. P. Monga (2015) have written an article titled "**A Study of Job approval of workers of ICICI bank in Himachal Pradesh**" in which they described that this paper was inspect the stage of job satisfaction intensity of employees of ICICI bank in their managerial framework. In this article research work suitable section of employees at chosen six branches ICICI bank branches in Himachal Pradesh was old. Five point Likert's Scale techniques used. Basically this article concludes that in this ICICI bank in Himachal Pradesh employees are satisfied with their job concern various types of factors affect salary, interpersonal relationship, communication, attitude of superiors, working conditions and panel work have more manner than the features of training and development, rewards and compensation, nature of job, job security, morale and role clarity in determining job satisfaction of employees of the ICICI bank in Himachal Pradesh.

Dr. Divya Negi and Seema Singh (2012) have written the book titled *“Work Life Balance for Banking Employees: A comparative Study”* in which they described that Working life and personal life are two sides of the one coin. Making and managing stability between the working living and personal life is careful to be a work life stability issue. Organize between the requirement towards the families and expectations of the organization and constant struggle to maintain a balance of work can have serious suggestion on the life of an individual.

OBJECTIVES OF THE STUDY

1. To study the Procurement policy.
2. To study compensation system in bank.
3. To study the job satisfaction level of employee.

TYPE OF THE RESEARCH

This study is accepted form of qualitative analysis and involves a careful and overall observation of Axis bank in Gujarat. It is a study in depth relatively than size. This study is more important on the full analysis of a limited numbers of events and their interrelations. This study based on Axis bank interrelationship and difference. This study is effectively concentrated investigation of the particular Axis bank. The object of this study is to place the factors that account for the behavior and performance patterns of the Axis bank as an included entirety.

METHODOLOGY

Data was assembling during structured questionnaire from 100 employees in Axis bank randomly. The questionnaire was separated into four parts; first part was personal details, second part was recruitment, third part was compensation and fourth part was job satisfaction of employee.

SAMPLE DESIGN AND SAMPLE SIZE

Sample size hundred taken. The following Axis bank was randomly selected for study.

SOURCES OF THE DATA

The present study is both descriptive, systematic and uses primary data. Data concern with recent organization, management pattern, recruitment and operation resources, organizational structure, employees' profile, HR policies, interrelationship of banks and difference between banks and bank performance were obtained from the books, articles, journals, internet, records maintained by the sample banks and survey of banks. All the employees working in sample banks were selected as respondents for the study. The awareness of the employees was studied by make use of a structured questionnaire.

SIMPLE PERCENTAGE METHOD

Percentage analysis is the method to be a symbol of raw stream of the data as a percentage (a part in 100 percentages) for better understanding of correlated data. In mathematical tool a percentage is a number or ratio as a portion of 100. It is regularly indicate by percent sign “%” or abbreviations “pct”. For example, 45% (read as forty-five percentages) is equal to 45/100 or 0.45. It is a related system which expresses a number as a part of Axis bank employees. Although percentages are usually used to express the numbers between zero and one, any ratio can be uttered as a percentage. For example, 111% is 1.11 and -0.35% is -0.0035. While this is theoretically imprecise as per description of percent, different phrasing in provisions of a transform value is “an increase or decrease by a factor of data.”

VARIABLES OF THE STUDY

Independent variable of this study is demographic factor and dependent variables are employee procurement, employee compensation and job satisfaction of employee.

SCOPE OF THE STUDY

The present study is restricted to cover employee procurement, compensation and job satisfaction in Axis banks in Gujarat. Study has been performed at all level of employees to present complete picture of human resource environment with regard to randomly selected Axis banks.

SIGNIFICANCE OF THE STUDY

This research is measured a most important element of the investigate study of employee procurement, compensation and job satisfaction in Axis bank. As a matter of fact, even the hypothesis designed and conducted this study is growing concept, it has central importance to interrelationship of the Axis banks. Axis banks have HR policies are reflected the level of efficiency providing to its employees.

DATA ANALYSIS AND INTERPRETATION

As per the data collected from the following tables the personal details of Axis bank employees:

TABLE NO. 1: PERSONAL DETAILS OF EMPLOYEES

Demographic Variables	Number of Respondents	Percentage (%)
Gender: Male	58	58
Female	42	42
Total	100	100
Age Groups: 21-30	52	52
31-40	36	36
41-50	11	11
51-60	1	1
Total	100	100
Marital Status: Married	72	72
Unmarried	28	28
Total	100	100
Educational Qualification: Graduate	54	54
Post Graduate	41	41
Other Professional qualification	5	5
Total	100	100
Designation: H.O.D.	17	17
Manager	33	33
Accountant	5	5
Clerk	22	22
Subordinate	23	23
Total	100	100
Working Experience:	56	56
1 to 5 years	29	29
6 to 10 years	12	12
11 to 15 years	3	3
16 to 20 years	3	3
Total	100	100

(Source: Computed by Questionnaire)

The above table no. 1 represents the personal details of the respondents. Out of 100 respondents 58% were males and 42% were females. Out of these 88% respondents were in age group 21 to 40 and 12% respondents were in age group 41 to 60. Out of these 72% respondents were married and 18% employees were unmarried. Out of these 54% respondents were graduate, 41% respondents were P.G. (post graduate) and 5% respondents were other professional qualification. Out of these 17% respondents were Head of the Department, 33% respondents were managers, 5% respondents were Accountants, 22% respondents were clerks and 23% respondents were subordinates. Out of these 56% respondents were 1 to 5 years experience, 29% respondents were 6 to 10 years, 12% respondents were 11 to 15 years experience and 3% respondents were 16 to 20 years experience.

TABLE NO. 2: RECRUITMENT IN BANK

Particulars	Response	No. of employees	Percentage (%)
Banks Focus On Present and Future Requirements	Yes	97	97
	No	3	3
	Total	100	100
Planning Orientation by HR Manager	Yes	96	96
	No	4	4
	Total	100	100
Working Environments Are Free From Harassment Especially For Women	Yes	97	97
	No	3	3
	Total	100	100
HR Policy Covers All the Aspects	Yes	97	97
	No	3	3
	Total	100	100

(Source: Computed by Questionnaire)

The above table no. 2 represents that bank's HR policy and working environment. Table describe out of 100 respondents approx 95% respondents were agree and approx 5% respondents were not agree with HR policy and working environment.

TABLE NO. 3: COMPENSATION POLICY IN BANK

Types of Compensation	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Salary System Based On Skill and Knowledge	29	51	8	8	11	100
	29	51	8	8	11	100%
Bank Promotion Policy	33	53	7	4	3	100
	33	53	7	4	3	100%
Dearness Allowances	28	43	20	4	5	100
	28	43	20	4	5	100%
House Rent allowances	32	50	11	3	4	100
	32	50	11	3	4	100%
Bonus	29	37	23	8	3	100
	29	37	23	8	3	10
Travel Allowances	24	50	12	8	6	100
	24	50	12	8	6	100%
Increment	25	55	10	6	4	100
	25	55	10	6	4	100%
Medical Insurance Policy	44	38	8	6	4	100
	44	38	8	6	4	100%
Provident Fund	41	39	7	8	5	100
	41	39	7	8	5	100%
Leave Encashment	33	44	14	5	4	100
	33	44	14	5	4	100%
Pension Plan	35	41	14	5	5	100
	35	41	14	5	5	100%

(Source: Computed by Questionnaire)

The above table no. 3 represents compensation policy of Axis bank employees. Out 100 respondents were more than 37% respondents in agreement with compensation policy and 8% respondents were disagreeing with compensation policy.

TABLE NO. 4: JOB SATISFACTION OF EMPLOYEE

Levels of job satisfaction	Complete Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Completely Dissatisfied	Total
Working System of Bank	45	37	5	6	7	100
	45	37	5	6	7	100%
Working Environment	44	39	7	4	6	100
	44	39	7	4	6	100%
Stationary for Work	37	45	8	5	5	100
	37	45	8	5	5	100%
Canteen and Parking Facilities	33	43	13	5	6	100
	33	43	13	5	6	100%
First – Aid Box	39	36	12	6	7	100
	39	36	12	6	7	100%
Technical Support	41	39	10	6	4	100
	41	39	10	6	4	100%

(Source: Computed by Questionnaire)

The above table no. 4 represents job satisfaction of employees. There were 100 respondents and out of which overall job satisfaction average 40% respondents completely satisfied, average 39% respondents were comparatively satisfied, average 9% respondents neither are neutral, average 5% respondents were somewhat dissatisfied and average 6% respondents were completely dissatisfied.

LIMITATIONS OF THE STUDY

The study has the following limitations: -

1. This research study is on primary data.
2. This research area is limited for Gujarat.
3. This study is limited for Axis bank only.
4. This study is limited to analysis of employee procurement, compensation and job satisfaction in bank.
5. The study is based on data self-possessed from the Articles, Journals, Periodicals, Websites and other Social Medias.

CONCLUSION

The study finds out that Axis Bank Human Resource policies are covers all the aspects of the bank. Axis bank employees are the majority central role of bank management. Generally, manager has high quality experience doing works as well as provides good guidance to their employees. The well prepared employee is supreme in management. Researchers have done their research work on HRM practices and other management areas. Employees are the most essential factor in bank. They are the most essential element for the development of bank management. With high-quality experience managers the progress can move in the right direction new employee in bank. So the development of employees in banking sector has key task to cooperate in the development of a bank. Compensation is necessary for any employer to fulfill their need and know how an employee can perform best. Thus it is important for an employer to encourage their personnel to improve their productivity and quality of work.

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