

**RELATIONSHIP BETWEEN JOB-RELATED FACTORS AND
JOB SATISFACTION AMONG STATE AND PRIVATE BANK
EMPLOYEES IN BATTICALOA DISTRICT: THE MEDIATING
ROLE OF WORK-LIFE BALANCE**



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ABSTRACT

The relationship between job related factors and job satisfaction; job related factors and work-life balance; work-life balance and job satisfaction are not a new concept. Most of the previous researchers analyzed that. But few research are conduct about the relationships between job related factors and job satisfaction with the mediating role of work-life balance. The present study examined different factors that affect job satisfaction among state and private bank employees in Batticaloa District. There are three types of variables used in this study which are dependent variables (Job satisfaction), independent variables (Job related factors) and mediating variable (Work-life balance). The factors of job related factors are income and benefits, leadership, co-workers, working condition; and training and promotion. The objectives of the study are find out the level of job related factors, job satisfaction, work-life balance. And also find out the relationship between job related factors and job satisfaction and the mediating role of work-life balance between job related factors and job satisfaction. The study is mainly considers the primary data. The primary data were collected through closed structure questionnaire from 200 respondents from selected private and state bank employees (100 each) in Batticaloa District. And this study used univariate and bivariate analysis techniques in order to analyze data and find the results of study objectives. The findings are job related factors, work life balance and job satisfaction have high level among state and private bank employees. And the state bank employees' job satisfaction mostly depend on income and benefits, leadership, co-workers; and training and promotion than private bank employees. But the working condition have better relationship on job satisfaction among private bank employees compare with state bank. Further, the work life balance also work as a partial mediator between job related factor and job satisfaction. Therefore, the understanding of these factors are clearly defined and explained, in order to help the banking sector employees to improve their performance and attract well-qualified employees into the bank.

Keywords: Job related factors, Job satisfaction, Work-life-balance, State and Private bank

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