

Impact of Leadership Styles on Job Satisfaction Among Public and Private Sector Employees

Monika Devi¹ and Dr. Shamim Ahmad²
Research Scholar, Department of Commerce¹
Vice-Chancellor, Department of Commerce²
NIILM University, Kaithal, India

Abstract: *Human resources are considered the most valuable asset in any firm. It is the result of a combination of taught information, natural aptitudes, and skill sets that are embodied in the abilities and skills of working individuals, such as executives, managers, and entry-level employees. It should be noted that using human resources to the fullest extent possible is necessary to achieve both business and individual goals. The degree of enjoyment that a person has with their work is known as job satisfaction. When people are pleased in their employment, it is believed that they are more content. This article's research mostly consists of a survey that covers both sectors. This article compares the job satisfaction of employees in public and private sector businesses located in Bhopal. Bharat Sanchar Nigam Limited was selected to symbolize the public and government-owned enterprise. Manappuram Finance Limited was selected to represent the private sector company. Sixty employees from each of these two companies made up the sample study. A methodical questionnaire was employed to gather the data. Respondents from the two companies were questioned in the survey on several facets of job satisfaction. The employees of the private sector organization were significantly more satisfied with HR policies, remarks, feedback, and incentives, according to the poll. In contrast, employees in public sector organizations reported higher levels of satisfaction with their workplace equality, job security, and working conditions. In addition to seeking managers' perspectives on performance consistency, the study included a comprehensive diagnostic of the job satisfaction indices of the two companies, suggestions for improving them, and an explanation of the causes for the dissatisfaction.*

Keywords: Private Sector, Employee Satisfaction

REFERENCES

- [1]. A.H. Maslow (1954) Motivation and Personality. New York: Harper & Row.
- [2]. Brief AP, Roberson L. (1989) Job attitude organization: an exploratory study. Journal of applied Social Psychology.
- [3]. Greenberg, J., & Baron, R.A. (1993). Behavior in organizations (4th ed.). Needham Herzberg F, Mausner B, Snyderman BB (1959). The Motivation to work. New York.
- [4]. Lall Madhurima (2008). A comparative evaluation of job-satisfaction in private-sector and public sector bank employees, Samadhan: a peer reviewed journal, Vol. 11, Jan-June 2008, pp 3 – 24
- [5]. Locke E (1976). Handbook of Industrial and organizational Psychology, M Dunnette, Chicago: Rand McNally, 1297-1350.
- [6]. Macmillan (2012). Performance Measurement: The what why and how of the Investment Management Process, Enterprise Investor, CFA Institute, Virginia.
- [7]. Nelson. N (2006). A Little Appreciation Can Go Long Way Toward Employee Job Satisfaction, Wiley Periodicals.
- [8]. Sinha D (1958). "Job satisfaction in the office and manual workers". Indian Journal of Social Work, Vol- 19, 39-46.