PREFACE

In an organization it is very important that the management takes utmost care of their employees as they are the most valuable assets of the organization and are responsible for smooth running of the business. The happier the employees in their job the more satisfaction they get from the job and which results into more productivity and higher performance. So, generally, the success of any profession is directly proportional to the degree of Job Satisfaction. It is important to identify the factors that enhances and contributes positively towards Job Satisfaction of the employees in both Public and Private sector organization as both the type of organizations have different policies, remuneration packages and other benefits and accordingly their level of satisfaction are also different.

Consequently, the present study aims to develop a framework that examines the direct and indirect spillover relationships among the Motivator and Hygiene factors with Job Satisfaction. The study identifies certain Home Life Satisfying constructs that have an impact on Quality of Job Satisfaction and certain Job Satisfying constructs that have an impact on Home Life Satisfaction. Again, a ‘Discriminant Model’ has been developed to classify employees having low and high Job Satisfaction.

The Research has been undertaken with 19 hypotheses. The study has been divided into five parts namely Opening Prospective (which contains a brief introduction on the identified area of research), Literature Review (which gives an outline of reviewed papers), conceptual framework (which deals with the research methodologies used), Research Findings (which delves on the analysis and discussion part) and Closing Perspectives (contains the summary of the findings and the scope for further research).

It is surmised that the current study will add to the existing stock of literature on Job satisfaction and Home Life satisfaction.