"I got a bad rating because my manager does not like me".

"No one ever told me I was supposed to do that.......". Why.

"Should I care about discipline... no one ever notices anyway".

"I deserve that promotion...............and didn't get it".

"The working hours are too long and tiring ... but work has to be completed".

If the organizations had ever heard any of the complaints from its employees (managers and subordinates) it needs to find out the causes and factors of Job Satisfaction and ways, means and measures to increase the level of Job Satisfaction. One of the tools of providing satisfaction to employees is fair /unbiased "PERFORMANCE APPRAISAL SYSTEM" "TIMELY RECOGNITION" "FAMILY FRIENDLY WORK PLACE" and many more to be discussed.

A satisfied employee is is an integral link in the chain of
efficiency and effectiveness of managerial and supervisory operations in the organizations. Satisfied employees are the all powerful instruments directing and motivating individuals who are ultimately responsible for ecumenical organisation. If Performance of the the Performance Appraisal System works right leading to satisfied, motivated, self directed and self controlled employees, the benefits are impressive—in terms of customer care relations, achievement of set target, reduced absenteeism and increased turnover.

"Satisfied employees get the rewards they deserve". "Struggling workers start perform up to speed..... persistent satisfaction problems are resolved and every employee receives a powerful motivation on the feeling that they are being treated properly than others in similar type of organization, increasing their satisfaction level, their contribution counts to the organization so that it can withstand in the present competitive scenario.

The first chapter of the study, INTRODUCTION TO JOB SATISFACTION, is the introductory chapter emphasising on the conceptual meaning of the term JOB SATISFACTION. The
first chapter has been divided into six sections. The first section deals with meaning, concept and nature of the Job Satisfaction. The second section deals with the definitions of Job Satisfaction. The third section deals with various theories & approaches to job satisfaction. The fourth section deals with Importance of job satisfaction. The fifth section deals with consequences of job dissatisfaction/ satisfaction. The sixth section deals with literature survey of the preliminary work done on similar topic of Job Satisfaction.

The second chapter of the study, FACTORS OF JOB SATISFACTION, is evaluatory chapter stressing on the various factors which influence the level of Job Satisfaction in human beings. The second chapter has been divided into four sections. The first section deals with various factors of job satisfaction such as psychological factors, environmental factors, technical factors, individual factors and etc. The second section deals with measurement of job satisfaction. The third section deals with relationship between satisfaction and its derivatives. The fourth section deals with ways and measures of increasing job satisfaction.
The third chapter of the study, **RESEARCH DESIGN**, consists of research design of the work carried out during period of the study. The third chapter has been divided into five sections. The first section deals with the objectives of the research work. The second section deals with the nature of the research. The third section deals with sources and methods of data collection. The fourth section deals with design of sample. The fifth section deals with the period of study.

The fourth chapter of the study, **BANKING INDUSTRY IN INDIA**, is again descriptive chapter. This chapter has been divided into three sections. The first section deals with History and Evolution Of Banking In India. The second section deals with Structure Of Banks In India. The third section deals with Impact Of LPG On Banking Industry In India.

The fifth chapter of the study, **HUMAN RESOURCE MANAGEMENT IN BANKS**, is the conceptual and practical chapter, emphasising on the conceptual and practical practices regarding human resource management in the banks. The fifth chapter has been divided into three sections. The first section deals with Employment Relations in the banking industry.
second section deals with the Role Of Management in banking industry. The third section deals with HRD Practices and Role of Information Technology being practised in the banking industry. The sixth chapter of the study, PROFILE OF BANKS IN JHANSI, is the introductory chapter emphasising on the Jhansi city, role of Reserve Bank of India and banks in Jhansi.

The seventh chapter of the study, FINDINGS AND ANALYSIS, is the dioganostic chapter emphasising on the findings and analysis of the survey. The seventh chapter has been divided into two sections. The first section deals with graphical representation of the findings of the survey. The second section deals with the theoretical analysis of the graphical representation of the findings.

The eight chapter of the study, CONCLUSION & SUGGESTIONS, is the concluding chapter of the findings and suggestions. The eight chapter has been divided into two sections. The first section deals with conclusion of the findings. The second section deals with the suggestions that can act as measures in order to increase the Job Satisfaction Level of employees in Banking Industry.
It is important to project yourself as you are. Do not wear another mask. It is a must to explore the real person within you. This will help you realise your strengths and weakness. Be bold, frank, honest and truthful. It will help others know you better. And you can create a good image of yourself, remain unique from others. So that you are identified even in a large crowd.