PREFACE

Too many studies have so far been conducted on the topic of 'Job Satisfaction' because it is an essential part of an organization. Job satisfaction depends, particularly, on the climate of an organization in which one is working as well as motivation of that employee. The concept of 'organizational climate' is a new one in the management of an organization. Many separate studies concerning organizational climate and motivation, organizational climate and job satisfaction as well as job satisfaction and motivation have been conducted. But study concerning about all these topics has hardly been taken up. Many researchers suggest that job satisfaction is redundant with organizational climate. It has also been hypothesized that job satisfaction is a function of organizational climate. The purpose of this study is to test these two hypotheses as well as to test whether job satisfaction and organizational climate have a common correlate, such as motivation. The area of study to test these three said hypotheses has been selected 'the bank organization.'

Bank organization provides welfare activities to the society. This objective can only be served when employees working in this organization feel good working conditions and proper environment. Human factor is most critical and essential in such organization and it directly
influences the performance variables. Motivation of the employee also affect the performance of job. Thus, study will render valuable and useful suggestions to bank organization to know job satisfaction and motivation as well as the climate this organization is providing to its employees. The study will also provide a sound basis for further bank planning and action.

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