Job satisfaction is a much researched topic. A good number of studies have been conducted on job satisfaction of blue collar workers in India, there is a distinct dearth of research on white collar employees. The present research attempts to study and explore job satisfaction of white collar employees. In the field of industrial psychology, the modern researches are being carried out by employing more than one variable so that joint effects can be studied. The present investigation is being carried out in the same way by planning to study the combined influence of occupational level, job involvement and participation on the job satisfaction of bank employees. In the available literature concerning job satisfaction, job involvement, participation and occupational level the relationship between these variables is hardly little. This is more true of Indian researches, so an attempt has been made to fill this gap. In this study, we have attempted to establish the relationship of job satisfaction with job involvement, participation of two categories of bank employees (i.e. officers and clerks) of a nationalised bank. The sample has been drawn from different branches of the bank. Three psychometric tools were administered to the two groups of employees namely, officers and clerks.
The specific findings of the present study are:

1 Occupational level is found to be an important determinant of job satisfaction in Job Area, Social Relations Area and On-the-Job Area. The group comparisons reveal that clerks are more satisfied than the officers of the bank.

2 Occupational level plays an important role in the determination of job involvement of white collar employees. Officers are found to be more involved in their job than the clerks.

3 Occupation level plays an important role in the determination of participation of bank employees in Decision Making Area. Officers feel greater opportunities to participate in decision making issues of the bank than the clerks.

4 Satisfaction with job life and satisfaction in personal and social life are related with each other in both the groups. It indicates that employees who are satisfied with their work life are also well adjusted in their personal and social life.

5 Job satisfaction and job involvement are related with each other in both the categories.

6 Job satisfaction and participation are also related with each other in both the groups.

7 Job involvement and participation are found to be related with each other in white collar employees.
IV

8 Job satisfaction scores of High Involvement/High Participation groups of officers and clerks differ significantly in Job Area, Personal Adjustment Area, On-the-Job Area, Off-the-Job Area and Overall job satisfaction. The clerks are found to be more satisfied in these areas than the officers. They do not differ significantly in Management Area and Social Relations Area.

9 The job satisfaction scores (areawise and overall) of Low Involvement/Low Participation groups of officers and clerks do not differ significantly.

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