

## **A study of the impact of gender on job satisfaction and family satisfaction of the employees of the private sector banks in Sri Lanka**

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This study is an attempt to investigate the impact of gender on job satisfaction and family satisfaction of the employees of the private sector commercial banks in Sri Lanka. The sample of this study that was randomly selected hundred married employees who work in executive capacity in four selected private sector commercial banks in Sri Lanka. The main objectives of the study were to identify the impact of gender on job involvement and time spend on the job, to find out the impact of gender on job satisfaction and family satisfaction and also to identify the association between family involvement and time spend on family oriented activities towards family satisfaction.

In order to accomplish all the objectives of the study a questionnaire was sent to hundred employees of sampled banks under the study. Job satisfaction and family satisfaction were measured by using a description questionnaire adopted from a study done by Weaver (1996). The independent sample t test was applied to analyze data pertaining to first three hypotheses while correlation co-efficient statistical technique was used to find out answers for the final hypothesis. The data obtained from respondents were analyzed to answer all the hypotheses of this study.

The statistical results of the study revealed that both job involvement and time spend on job of male employees is greater than female employees. Job satisfaction of the male employees is higher than the female employees while family satisfaction of the female employees is higher than that of the male employees. More over the study identified that there is no impact of gender on family involvement and time spend on family oriented activities and family satisfaction.

**Key words:** Gender, Job satisfaction, Family satisfaction, Job involvement, Family involvement

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