

A Comparative Study of Work Culture, Job Satisfaction And Subjective Well-Being of Employees of the Private and Public Sector Banks

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Abstract

The current research paper compares work culture (OCTAPACE), job satisfaction and subjective well-being (SWB) as perceived by 400 private and public bank officers and middle-level managers. It was revealed that public bank employees scored significantly better in work culture, job satisfaction and subjective well-being than employees of private banks. A high positive inter-correlation was seen amongst work culture, job satisfaction and SWB. Work culture positively affected SWB. The results revealed that job satisfaction positively influenced SWB. Multiple Regression reveals that work culture was the biggest determinant of SWB and job satisfaction had the least role in it.

Keywords: Work Culture (OCTAPACE), Job Satisfaction, Subjective Well-Being, Public and Private Sector Banks.

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