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## **29. IMPACT OF LEARNING BASED REWARDS ON JOB SATISFACTION AMONG EMPLOYEES OF A PUBLIC SECTOR BANK IN INDIA**

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### **IMPACT OF LEARNING BASED REWARDS ON JOB SATISFACTION AMONG EMPLOYEES OF A PUBLIC SECTOR BANK IN INDIA**

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#### **ABSTRACT**

The main aim of the study is to find out the relationship and study the impact of learning-based reward on job satisfaction of the employees of a selected public sector bank. Learning based reward is a structure whereby the compensation and remuneration policy of the organisation is merged with the skills and learning capacity of the employees. The basic aim of this structure is to put the learning-based reward system and compensation policies in adjustment with the skills and the knowledge of the employees. Structured questionnaire is used to collect data for this study. The sample size of the study is 50. The results of the study were analysed using statistical tools. The results of the study have shown that there is significant correlation between learning-based reward and job satisfaction of the employees. Analysis shows that learning based reward has 23% impact on job satisfaction of the employees. The level of impact of learning-based reward on job satisfaction is very low.

**Keywords:** Learning Based Rewards, Job Satisfaction

#### **INTRODUCTION**

The people working in an organisation comprise of the human resource of an organisation. These resources include the knowledge, skill set and the experience gained by the employees of the organisation over a period of time. This knowledge forms a part of the workforce of the organisation. These experiences, knowledge and skill sets collectively come under the head of human resource for the organisation. Human resources are the assets of the organisation. These are the most important assets for any organisation. In comparison to the other assets, human resource finds a place of utter substance as it is the only asset which doesn't depreciate with time. It's worth increases with time because people gain more and more knowledge, enhance their expertise and polish their skills. By knowledge, it means the information that a person attains over a period of time and converts it into understanding and his/her power of apprehension. Experience gained by a person refers to the practical encounters he/she has faced during his/her life which leaves an impression on their minds and influences their decision making over the course of time. Skill sets are the particular and specialised expertise that people possess. The skills particularly mean management skills, which include three types of skills, namely, human skills, technical skills and conceptual skills. Technical skills revolve around a person's ability of applying some particular knowledge or expertise into practical working. Human skills are the inter-personal skills that people carry which enable them to work with, motivate and understand other people while working in an organisation. Conceptual skills are the clarity of thought that helps people scrutinise and analyse intricate situations. The human resource forms a major and significant part of the assets of the organisation. The human resources form a significant part or component of the organisation because organisation is an artificial entity that operates through its agents, namely, its members. This dimension brings in the importance of organisation behaviour too. Organisation behaviour is a branch of knowledge which studies the force that the people in an organisation (individuals, groups and the structure they form) have on the conduct within the organisation, for the intention of using the knowledge and information gained to improve the organisation's efficiency and effectiveness. The sole and most important purpose of studying organisation behaviour is that such knowledge would be used for

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315

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