

Abstract

The main objective of the study is to find out how intrinsic and extrinsic rewards affect the job satisfaction of the banks' branch managers. In the study three hypothesis are tested.

Hypothesis 1 : Banks' branch managers having 3 kinds of rewards (IVbeh = intrinsic valences associated with task behavior, IVacc = intrinsic valences associated with task accomplishment and EVi = extrinsic valences associated with extrinsic rewards) are satisfied with their jobs to the greatest extent.

Hypothesis 2 : Banks' branch managers having two kinds of rewards (IVbeh and IVacc, IVbeh and EVi, IVacc and EVi) are satisfied with their jobs to a moderate extent.

Hypothesis 3 : Banks' branch managers having only one kind of rewards (IVbeh, IVacc, EVi) are satisfied with their jobs to the least extent.

To achieve the objective of the study, the investigator selected 105 banks' branch managers as the sample of the study by means of simple random sampling. Later, data were collected by personal interviews, and the questionnaire was the most important instrument of the study the obtained data were analyzed by several statistical techniques like ANOVA, t-test, and chi-square. It was found that the three hypothesis were confirmed.