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Human Resource Management and Employee Job Satisfaction: Evidence from the Nigerian Banking Industry

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Translated Title: Human Resource Management and Employee Job Satisfaction: Evidence from the Nigerian Banking Industry

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Summary: The paper examines the effect of human resources management on employees' job satisfaction using data collected from two banks in the Nigerian banking industry. The survey instrument used in the collection of data from a sample size of two hundred employees was the questionnaire. Consequently, Correlation and Regression analysis was then utilized on the data generated in line with the objectives of the study. The results from the study indicate that Human Resources Management variables considered in the study have effect on employee job satisfaction. This suggests that in order to achieve job satisfaction among organisations' employees investment in employees training and development and improving working conditions pay dividend in terms of securing employees job satisfaction. The business environment is dynamic and there is need for organizations to adopt strategies to motivate and equip their staff, so as to ensure their loyalty and be source of competitive advantage

Keywords: training & development; working condition; job satisfaction

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