

SUMMARY

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The research has separately dealt with the individual factors of psychological empowerment , structural empowerment, and satisfaction of bank employees in West Bengal. It has dealt with 382 banking personnels from various banks. Data reliability is authenticated with Chronbach Alpha. Factor Analysis reveals psychological empowerment to be affected by Autonomy and Competence, while structural empowerment is seen to be influenced by Information Sharing, and Authority and Responsibility. Satisfaction is affected by Company Policies, Nature of job, Work Environment, and Self Esteem . Data values are not found to be normal. To overcome this , data correction has been undertaken through square root transformation. Post this , data is found as approximately normal.

Multiple Regression has been resorted to establish a relation between the variables empowerment and satisfaction. It is denoted as : $\text{Employee Satisfaction} = 0.2999 \text{ Competence} + 0.300 \text{ Autonomy} + 0.374 \text{ Information Sharing} + 0.352 \text{ Authority and Responsibility}$. So, one unit change in Competence shows 0.2999 units of positive changes in employee satisfaction. Again one unit change in Autonomy results in 0.300 units of positive variance of employee satisfaction. Also, one unit change in Information Sharing results in 0.374 units of positive variance in personnel satisfaction. Again, one unit change in Authority and Responsibility results in 0.352 units of positive change in personnel satisfaction.

Autonomy, Communication Channel, Accountability, Training Culture, Team Work and Leadership, Sound Industrial Relations, Proper Placement, Top Level Commitment, Adequate Involvement, and Sufficient MIS Support are seen to act as key areas for the success of empowerment.

Lack of Information, Fear of Retribution, Absence of Proper Infrastructure, Faulty Capability Judgement, Climate of Suspicion and Distrust, Lack of Fairness in Implementation, Dependent Upon Superior's Ideology, and Presence of Knowledge Gap are considered here as barriers for the successful execution of empowerment programs.