



**National Conference on Recent Advances in Science, Engineering,
Humanities, and Management (NCRASETHM - 2024)**
28th January, 2024, Banquet, Noida, India.

CERTIFICATE NO : NCRASETHM /2024/C0124131

**IMPACT OF HR PRACTICES ON EMPLOYEE JOB
SATISFACTION IN PUBLIC AND PRIVATE ORGANIZATIONS**

BANDARAM SWATHI

Research Scholar, Ph. D. in Management
P. K. University, Shivpuri, M.P., India

ABSTRACT

The impact of Human Resource (HR) practices on employee job satisfaction varies significantly between public and private organizations due to differing organizational goals and management strategies. In public organizations, HR practices are often designed to ensure fairness, transparency, and adherence to bureaucratic processes. Job security, stable work hours, and structured career paths are typically emphasized, which can contribute to higher job satisfaction among employees who value stability and predictability. However, these organizations may face challenges such as limited resources for employee development and slower career progression, which can impact overall job satisfaction. In contrast, private organizations frequently focus on performance-driven HR practices, including competitive compensation, flexible work arrangements, and opportunities for rapid career advancement. These practices can enhance job satisfaction by providing employees with tangible rewards for their performance, fostering a dynamic work environment, and offering opportunities for personal and professional growth. Private sector employees often benefit from innovative HR practices, such as employee recognition programs and tailored development plans, which can significantly boost motivation and job satisfaction. Overall, while both sectors aim to improve employee satisfaction, the effectiveness of HR practices in achieving this goal is influenced by the specific operational context and organizational culture within each sector.