The study examined the effect of job satisfaction on employee performance among deposit mobile banks in iwo, osun state. Nigeria. The specific objectives of the study were achieved by examining the effect training and development on employees performance, the effect of reward and recognition on employee performance, the effect of availability of career advancement opportunities on employee performance and finally examining the effect of organization structure and policies on employee performance.

A descriptive research design was adopted and the study was carried out in Iwo, Osun state where all the banks situated in this area was considered, with a total population of ninety-six (96) employees. Primary data were retrieved through the use of questionnaire from seventy-five (75) respondents out the ninety six (96).

The data was analysed using both descriptive and inferential statistics. The Spearman rho correlation was used to test the research objectives for this study and the result showed that there exist a relationship between training and development and job satisfaction r = .342, P<0.01 for objective one, there exists a significant relationship between reward and recognition and job satisfaction r = .404, P<0.01 for objective two, there exists a significant relationship between opportunities for career advancement and job satisfaction r = .368, P<0.01 for objective three and finally there significant relationship between Organization Structure and Policies and job satisfaction r = .525, P<0.01 for objective four.

Consequently, the hypothesis which was tested using a regression analysis showed a significant result, where R=0.534, R Square=0.285, Adjusted R Square= 0.275, and also the F.cal as 29.080 at 0.01 level of significance. Thus, the null hypothesis was rejected and the alternative hypothesis stating that job satisfaction has significance influence on employees’ performance was accepted.

This study therefore concludes that for worker within the organization to have a good performance, there is a need for them to be satisfied with the job itself. Thus, lack of job satisfaction tends to result into a poor performance on the part of the employee. Results from the study recommends that bank management should ensure constant and continuous training and development of employees, reward and recognize their effort periodically, ensure there is continuous room for advancement and opportunities for employees and finally ensure that the bank’s structure and policies are flexible and well formulated.