

A Study on Bank Employees' Level of Stress with Special Reference to Bargur Taluk

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Abstract:

This study aims to identify the current scenario of bank employees' level of stress, key to success of, opportunities and challenges in bank employees. Although environmental issues influence all human activities, few academic disciplines have integrated bank issues into their benefits. As society becomes more concerned with the natural environment, bank employees' level has begun to modify their behavior in an attempt to address the society's "new" concerns. Stress in specific ways helps us to understand more about how and why stress affects you physically, emotionally and mentally. The research concludes to study and identify the bank employees' stress level. The required data of study will be collected from both primary as well as secondary sources. The researcher has been used well-structured questionnaire for the data collection. The researcher distributed about 100 questionnaire to sample design is convenient sampling methods. The findings and conclusions from this study are bank employees' level at Bargur. There is growing interest among the customers all over the world regarding protection of environment. Worldwide evidence indicates that people are concerned about the environment and are changing their behaviour. Stress is a part and parcel of all work and helps to keep one motivated. Today's workplace stress is becoming a major issue and a matter of concern for the employees and the organizations. During the past decade,, the bank sector had under gone rapid and striking changes due to increased competition. Due to more work pressure to the employees in the bank sector are experiencing a high level of stress. High stress job rate to work which involves hectic schedule and complex responsibilities. In the bank sector spend normally more time at work than any bank industry. It is not a negative stress that would affect the employees' negatively. Most of the bank sector employees are young graduates and only persons are suffering more work stress.

Keywords: Employees, Psychological, Stress Emotionally, Mentally.

Introduction:

Stress is part and parcel of all work and helps to keep one motivated. Today's workplace stress is becoming a major issue and a matter of concern for employees and organizations. But excessive pressure can lead to stress which undermines performance is costly to employers and can make people ill. Stress is ubiquitous and has become an integral part of everyday living, an unavoidable consequences of modern living. It is a condition at a plan.

During the past decade, the bank sector had under gone rapid and striking changes due to increased competition. Due to more work pressure to the employees in the bank sector are experiencing a high level of stress. High stress job rate to work, which involves hectic schedule and complex responsibilities that result into imbalance between personal and work life of the employee in bank sector.

In the bank sector spend normally more time at work than any bank industry due to the project deadlines and desire to launch the project successfully so even though there is a stress on the employees due to workload but it is hardly considers as stress at least in the early years of the careers. It is not a negative stress that would affect the employees negatively. Most of the bank sector employees are young graduates and only few persons are suffering more work stress.

Stress, as per the medical explanation of the term, is the body's general response to environmental situations i.e. stress is anything that changes our (i) physical, (ii) emotional, or (iii) mental state while encountering various stimuli in our environment. It is, usually in negative terms caused by something bad.

Occupational stress is a serious and enduring problem in the workplace. The last few decades have brought about dramatic changes in the nature of work in organizations. The introduction of new technology, particularly the use of computers, in the workplace, coupled with huge shift towards globalization and privatization with its inherent features of mergers, acquisition, strategic alliances and downsizing, restructured the functioning of industries. In order to compete successfully in the increasingly competitive global market, many organizations started to depend on subcontracting and outsourcing which undermine the requirements of permanent employees.

As a result of these, significant changes have been noted in the conditions of work and employment. The demands for skilled or multi-skilled employees have increased in tandem with the growth of information technology. Employees are being asked to perform multiple tasks and are forced to carry work home. Jobs have become less stable and secure. The number of hours worked per week continues to increase. All these changes in the work atmosphere, along with organizational changes, increased the occupational stress and related disorders among the employees.

What is Stress?

Stress is an internal alarm system that prepares your body for action in response to any real or perceived threat in moderation. Stress is natural, normal and necessary. It has physical and emotional effect on us and creates positive or negative feelings.

Effects of Stress

The human body's reaction to stress is natural. It results from the need to resist a stressful situation. For example when a person is nervous, there is an increase in his/her pulse rate. This is a fight or flight response. However things can go out of control if too much stress is present. The person can have a heart affect or a nervous breakdown. Too much of stress can tell upon a person's health. If neglected it can lead to serious health disorders at a later stage. Stress has both physical and psychological effects on an individual.

Mind stress is caused by negatively perceiving life events. Some people have a tendency to exaggerate problem or even create problem that don't exist. We sometimes say that these people make "mountains out of molehills". Being pessimistic, taking things personally or jumping to conclusions are some ways in which mind stress show up. Mind stress is very common.

Statement of the Problem

Depression and hypertension on is one of the major problems to each and every employee, now adages majority of the employees are suffering from work related stress. The employees were regular to office and working for long bargur. As a result the employees are suffering from health problems. This research in carried to explore the various aspects of stress management among the employees in the bank, bargur and the coping methods adopted by them.

Objectives of the Study:

- To study the role of stress among the employees of bank.
- To identify the factors causing stress among the employees.
- To find out the level and kind of stress among the employees of different age group.
- To find out factors influence bank employees stress level.

Scope of the Study:

- In this study the researcher likes to analyze the problems of stress and suggest the employee in a peculiar way to vanquish from stress.
- It is used to find out the problems of stress management at present and future scenarios.
- It is used to find out weak areas of employees regarding the stress.

Research Design:

Descriptive research design is used for this study that includes surveys and fact finding enquires of different kinds. The major purpose of descriptive research is descriptive of the state of affairs, as it exists at present.

Sample Design:

A sample of 50 employee is taken out of a total population of 150 employees based on selected in such a way that it includes the employees of all ages, different designations from different educational streams with district experience from various departments. Hence the sample is a representative of the population and an unbiased mix of all false.

Sample Size

Out of the total population, the samples were taken amongst 50 employees.

Limitations of the salary

- There may be bias in the collected information as some of the respondents did not give their opinion as they felt.
- Some respondents did not give full information as they felt because they thought that the researcher would act as a spy.
- Generalization cannot be made because sample size is 50.
- Time at the disposal for the research was limited.

Review of Literature

Manshor, et.al. 2003 in this study examined and found out that workloads, working conditions, and relationship at work were the main concern of the managers that lead t stress at the work place. The results also indicated that certain demographic variables do influence the level of stress among the managers.

Prof. Dileep Kumar. M (2004)³in this found that there is significant difference in the level of occupational stress between nationalized and non-nationalized bank employees. Occupational stress is found higher among non-nationalized employees compared to nationalized employees. Among the different occupational stress variables Role over load Role authority Role conflict and Lack of Senior level support contribute more to occupational stress among non-nationalized employees compared to nationalized employees. He recommended that to alleviate the negative consequences of stress more effort on the part of policy makers, practitioners, and organizational management envisaged.

Upadhyay, G.R. and Havalappanavar, N.B. (2007)⁶in this study compared the level of stress among widows and widowers to that among families where both parents are alive. Stress among 77 single parents (58 widows and 19 widowers) was compared with that of 77 families (matched group) where both the father and the mother were alive.

John S. Lyons (1987)⁷in this study presented a research involving the comparison of levels of occupational stress across multiple units of a large teaching hospital. Using a scale designe to measure a four-component model of occupational stress in medical environments, the results indicated that a significant amount of the variation in this measure was accounted for by the unit on which the respondents worked. There were no significant differences a cross

the levels of employment (e.g., house-staff, nurse clinician, registered nurse, licensed practical nurse, clerk, etc.,)

Field of Study:

The researcher chose the bank Industry where there were stress can be identified. by many researcher indifferent places. So, the present study concentrates **Bargur Taluk** to identify whether bank employees suffer due to their role job stress, responded through convenience sampling method.

Collection of Data:

The researcher has used both primary and secondary data for the purpose of researcher.

Primary Data:

The researcher collected the data with the help of the well-constructed questionnaire.

Secondary Data:

The secondary data also used in this researcher because it is the duty of the researcher to strengthening the research objectives through the relevant literature reviews. The researcher collects secondary data from books, articles, different journals and magazines.

Data Analysis and Interpretation

Introduction:

To make this researcher more scientific and systematic one the researcher used master sheet formation of table, figure and was out the factors contribution to managerial effectiveness and emotional intelligence.

Table 4.1
Age of the Respondents

| Age | Frequency | Percentage |
|--------------|------------------|-------------------|
| Below 25 | 28 | 56% |
| 25 to 30 | 15 | 30% |
| 30 to 35 | 5 | 10% |
| 35 to 40 | 1 | 2% |
| Above 40 | 1 | 2% |
| Total | 50 | 100% |

Source: Primary Data

Interpretation

The above table reveals that more than 56% of the respondents are age of group of 25 years. One fifth 30% of the respondents are between 25 to 30 years. 10% of the respondents are age of group of 30 to 35 years. Very few 2% of the respondents are age group of above 35 to 40 years. Very few 2% of the respondents are age group above 40 of the concepts.

Figure 4.1
Age of the Respondents

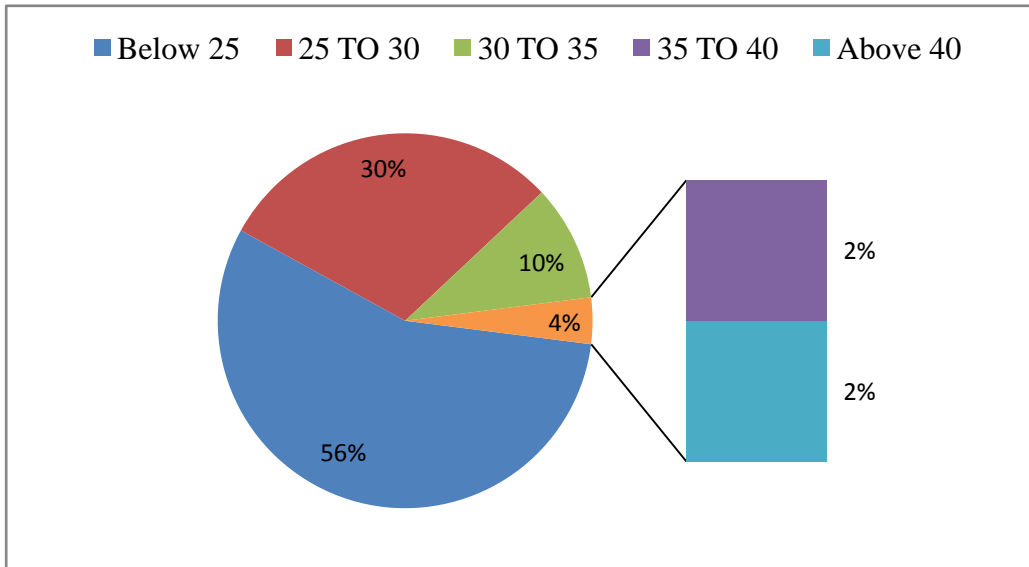


Table 4.2
Gender of the Respondents

| Gender | Frequency | Percentage |
|--------------|-----------|-------------|
| Male | 19 | 38% |
| Female | 31 | 62% |
| Total | 50 | 100% |

Source: Primary Data

Interpretation

From the above table it reveals that more than 62% of the respondents are female and were 38% of the respondents are male. It can be concluded that female 62% involves in bank.

Figure 4.2
Gender of the Respondents

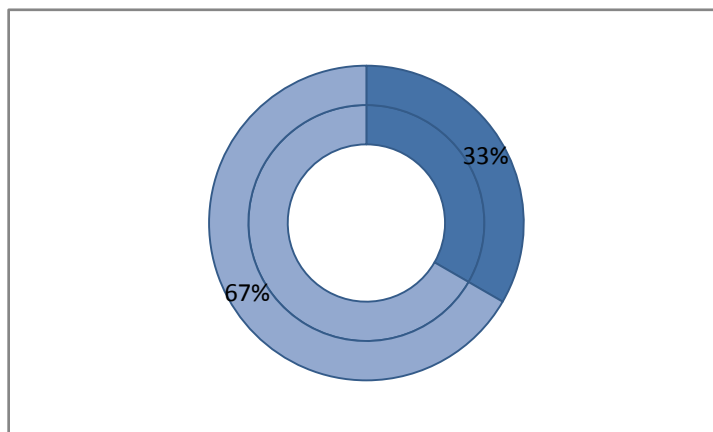


Table 4.3

Feeling of Inequality of the Respondents

| Feeling of inequality | Frequency | Percentage |
|------------------------------|------------------|-------------------|
| Strongly Agree | 29 | 58% |
| Agree | 14 | 28% |
| Disagree | 5 | 10% |
| Strongly Disagree | 2 | 4% |
| Total | 50 | 100% |

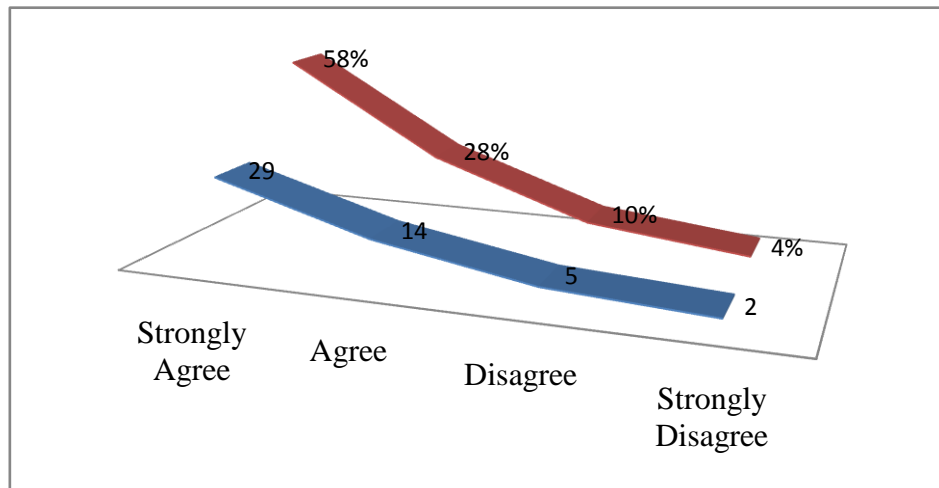
Source: Primary Data

Interpretation

The above table reveals that more than 58% of the respondents are feeling of inequality for strongly agree. 28% of the respondents are agree. 10% of the feeling of inequality respondents are of neutral. And very few 4% of the respondents disagree lack of support.

Figure 4.3

FEELING OF IN EQUALITY OF THERESPONDTS



People Don't Understand Me of the Respondents

| People understand me don't | Frequency | Percentage |
|-----------------------------------|------------------|-------------------|
| Strongly Agree | 30 | 60% |
| Agree | 14 | 28% |
| Neutral | 3 | 6% |
| Strongly Disagree | 3 | 6% |
| Total | 50 | 100% |

Source: Primary Data

Interpretation

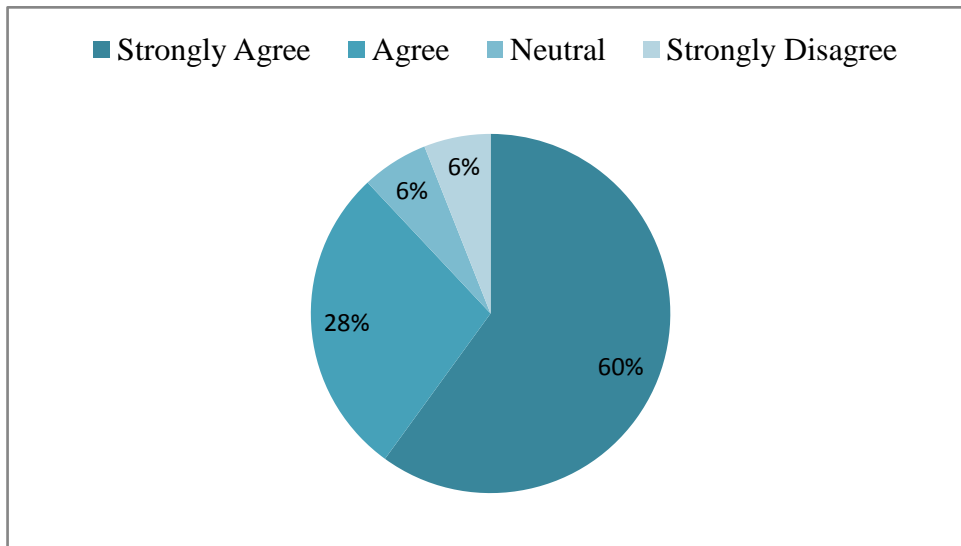
The above table reveals that more than 60% of the respondents People don't understand me strongly agree. 28% of the respondents are agree. 6% of the People don't understand me respondents are of neutral. And very few 6% of the respondents strongly disagree for People don't understand me.

Table 4.5
IMPULSIVE BEHAVIOR HAS CAUSED ME OF THE RESPONDENTS

| Impulsive behavior | Frequency | Percentage |
|---------------------------|------------------|-------------------|
| Strongly Agree | 30 | 60% |
| Agree | 9 | 18% |
| Neutral | 3 | 6% |
| Disagree | 1 | 2% |
| Strongly Disagree | 7 | 14% |
| Total | 50 | 100% |

Figure 4.4

PEOPLE DON'T UNDERSTAND ME OF THE RESPONDENTS



Source: Primary Data

Interpretation

The above table reveals that more than 60% of the respondents are Impulsive behaviour for strongly agree. 18% of the respondents are agree. And 14% of the respondents' Impulsive behavior of strongly disagree. Few 6% of the respondents Neutral. And very few 2% of the respondents disagree.

Figure 4.5

IMPULSIVE BEHAVIOR HAS CAUSED ME OF THE RESPONDENTS

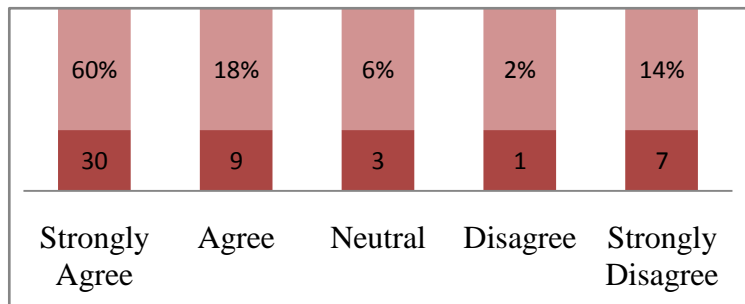


Table 4.6

I AM ABLE TO USE MY TRAINING AND EXPERTISE IN MY ROLE OF THE RESPONDENTS

| My Training and Expertise in my Role | Frequency | Percentage |
|--------------------------------------|-----------|-------------|
| Strongly Agree | 23 | 46% |
| Agree | 10 | 20% |
| Neutral | 7 | 14% |
| Disagree | 4 | 8% |
| Strongly Disagree | 6 | 12% |
| Total | 50 | 100% |

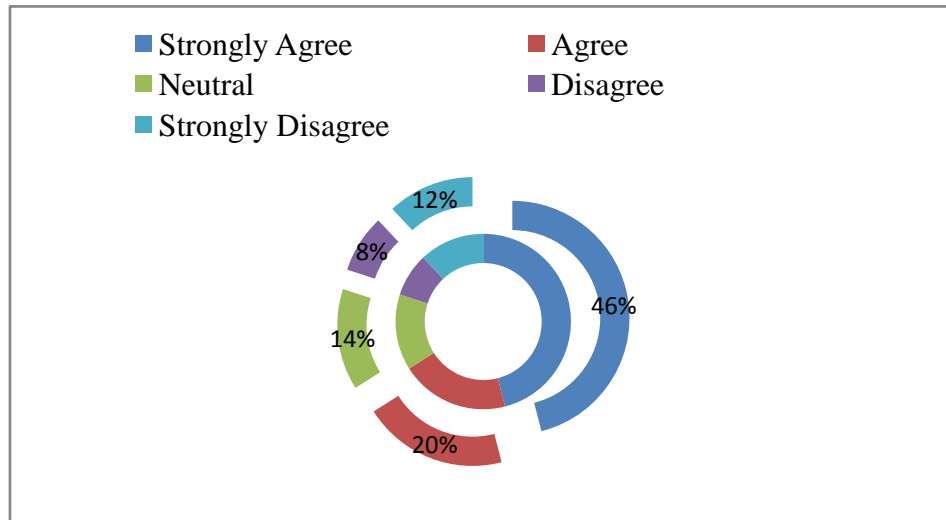
Source: Primary Data

Interpretation

The above table reveals that more than 46% of the respondents are my training and expertise in my role for strongly agree. 20% of the respondents are agree. 14% of the respondents of my training and expertise in my role Neutral. And few 12% of the respondents strongly disagree. very few 8% of the respondents disagree

Figure 4.6

I AM ABLE TO USE MY TRAINING AND EXPERTISE IN MY ROLE OF THE RESPONDENTS



Suggestion and Conclusion:

Like other corporate sector, banking sectors also has high competition, cost -cutting and profitability pressures, which have levied stress on the employees working in the respondents, due to no promotion respondents feels depressed. If the employees unable to give time to their family events, they may get tensed and feel stressed. So organization need to help the employees to balance their work and life.

Further Research:

In this study, the researcher concentrated only Bank Industry. If the research can be conducted in the rest of the service industry like Hospital, tourism etc., we may get good results. If comparative study done at district, state level, it would be little better.

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