

STRESS MANAGEMENT AMONG BANK EMPLOYEES IN ERODE DISTRICT

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Abstract: Occupational stress is a serious and growing problem in the workplace that results in substantial cost to individual employees and organizations. The Work now more than ever consumes large portion of employee's life. The importance of work in people life can be incredible source of stress. enhance in job stress may result from people having longer job hours, threat of job loss due to organizational downsize, and a congregation of other factors, such as forever the changing in technology, and day to day sprain in the work environment. Stress is a disagreeable status of emotional stimulation that people experience in situations that they perceives precarious or aggressive. It is accompanied by physiological, behavioural and cognitive change. Individuals respond in different ways when subjected to certain stressors. The present study was conducted to identify the level and source of occupational stress among bank employees in Erode District. The cause and effects relationship job stress and influence of coping strategies over effects of stress are also covered in this study.

Key Words: Occupational stress, workplace, relationship, organizational downsizing

1. INTRODUCTION:

Stress is the work place and the consequent physical and psychological health of the workforce is a prominent area of corporate concern. The study of stress is of importance both for the individuals and the organizations because of its deleterious effects. The distress resulting from mismanaged stress may be manifested by physiological, psychological and behavioural problems for the individual. When health is taken in its broader meaning as a complete physical, Mental and social well being and not merely the absence of disease, it is apparent that the health consequences of stress can be numerous. Since reducing or managing stress is the essence of coping, an understanding or coping can aid in affiancing the benefits of dealing with stress successfully. We all experience stress all at some point in our daily life. Sometimes stress has positive effects and some time it can be harmful. Since stress can be positive and negative, understanding it is critical. Having enough stress to line to work at an effective level creates satisfaction, a sense of well being and accomplishment on the other hand excessive stress can result in loss of efficiency, failure to perform well and affects the mental and physical health. So we need a balance in stress to live and work. Stress is dangerous and its effects may range from manageable to unimaginable. In the past two decades, interest in the concept of stress has reached an all time high. All situations positive and negative that require adjustment can be stressful the emotional problems that developed were supposed to be due to stress.

2. LITERATURE REVIEW:

¹Hobson and Beach (2000) examined the relationship between psychological health and workload among managers. Was demonstrated between actual hours of work and psychological health a relationship was demonstrated between some perceived workplace stressors and actual hours worked, and between some perceived workplace stressors and psychological health. A large proportion of managers in a typical production environment appeared at risk of developing psychological illness.² Martinova (2002) investigated occupational role stress in the Canadian forces and its association with individual and organizational well being. Results indicated a negative association between occupational role stresses and both individual (strain) and organizational well being no moderating effects were found for coping strategies. Work place leadership and perceived organizational support factors had direct relationships with both individual and organizational well beings. ³ Shah (2003) examined role stress among employees in banking industry. The results indicated that most of the employees were experiencing moderate level of stress at work. It revealed that role stagnation, inadequacy of role authority, role erosion and role overload were the main stressors being encountered by employees. ⁴Oloyede (2006) studied the relationship among work-induced stress, job performance, psychological well-being and productivity of workers in banking industry. The finding of the study revealed that there was a significant relationship between works induced stress and perceived workers' productivity. Also there was a significant relationship between work-induced stress and psychological welfare of the workers. A significant difference was not found in the perception of male and female respondents on the effect of work-related

stress on psychological welfare. Finally, there was a significant difference found between the old and young respondents' perception of the effect of work-related stress on their productivity. ⁵Kawada and Ooyaiscomfort (2009) studied work load and health complaints in over time Workers. The results revealed that all the seven items, such as overtime work, irregular work, official trip, night time work, no rest, mental workload, and physical workload were identified as positively and significantly related to stress.

3. OBJECTIVE OF THE STUDY:

- To analyze the level of stress in personal factors.
- To identify the level of stress in family factor.
- To Study the level of stress in official factors.

4. METHODOLOGY:

This section deals with description of methodology and the steps undertaken for collection and organization of data and presenting the findings of investigation. The methodology of the study includes the description of research design, Population, sample size, sampling technique, development and description of tool, data collection procedure and method of analysis.

(i) POPULATION:

The population is all elements that meet certain criteria for inclusion in study. The respondents in Erode District are the units in the population.

(ii) SAMPLING:

Sampling is a subject of the population selected for a particular study and associate of the sample are the study subjects. The sample for this study will be the respondents in Erode District.

(iii) SAMPLE SIZE:

The sample size is approximately 100

5. DATA ANALYSIS AND INTERPRETATION:

Table 1
Level of stress in with personal factors

AGE	No. Of Respondents	%	Average	RANGE		Standard deviation
				Minimum	Maximum	
Young	50	50	16.57	14	20	1.86
Middle	30	30	17.16	13	23	2.16
Old (above 45)	20	20	17.36	13	22	2.34
Total	100	100	10.10	17.00	23	2.15

(Source: Primary Data)

Interpretation:

The middle-aged respondents were ranged between 14 and 20 with an average of 17.16. On the other hand, the old aged respondents were ranged between 13 and 22 with an average of 17.36. Thus, it is inferred from the above analysis that old age respondents have more stress regarding the personal Factors at the maximum level.

Table 2
Identify the level of stress in family factor

FAMILY	No. Of Respondents	%	Average	RANGE		Standard deviation
				Minimum	Maximum	
Male	70	70	10.24	5	15	2.15
Female	30	30	9.67	3	13	2.87
Total	100	100	10.10	3	15	2.34

(Source: Primary Data)

Interpretation:

Through this venture it is understood that there is no disparity among the masculine and feminine gender. The level of stress according to the Family of the respondents was studied under two heads, such as male and female. The sample consists of 76 male and 24 female users.

Table 3
Official levels of stress

				RANGE		
AGE	No. Of Respondents	%	Average	Minimum	Maximum	Standard deviation
Young	50	50	17.46	12	21	2.43
Middle	30	30	17.16	15	22	2.06
Old (above 45)	20	20	17.36	13	23	3.53
Total	100	100	17.00	17.00	23	2.58

(Source: Primary Data)

The middle aged respondents were ranged between 13 and 23 with an average of 17.36 On the other hand; the old aged respondents were ranged between 15 and 22 with an average of 17.36. Thus, it is inferred from the above analysis that old age respondents have more stress regarding the personal factors at the maximum level.

6. CONCLUSION:

Stress Management in Banks refers to one of three forms of stress Management practices an Employee Assistance Programmes and Stress Management Training and Stress reduction. Employee Assistance Programmes generally refer to the provision of employee counselling service by an organization. The study is a rewarding exercise in the sense that, in addition to identifying the factors, which influence the stress, it also brought out the Problems encountered by the respondents from various angle. This has enabled the researcher to give certain practical solutions to the problems encountered by the respondents in banks.

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