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## AN EMPIRICAL STUDY OF OCCUPATIONAL STRESS AND THE PERFORMANCE OF WOMEN WORKING IN PRIVATE BANKS

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### ARTICLE DETAILS

Research Paper

#### Keywords :

*Working women's, Work stress, Job performance, Women educators*

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### ABSTRACT

Stress can lead to physical, psychological and behavioural difficulties.

However certain amount of stress is always referred with a negative connotation, viz., distress, which causes problems. In this study the tools used chi-square, one way ANOVA are used for data analysis and interpretation. From this study it was revealed that majority of the women's are affected by headaches and back pain as diseases caused by work stress.

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### INTRODUCTION

Stress is a fact of life, wherever you are and whatever you are doing. You cannot avoid stress, but you can learn to manage it so it doesn't manage you. Stress is the way human beings react both physically and mentally to changes, events, and situations in their lives. People experience stress in different ways and for different reasons. The reaction is based on your perception of an event or situation. If you view a situation negatively, you will likely feel distressed-overwhelmed, oppressed, or out of control. Distress is the more familiar form of stress.

### OBJECTIVES

- To identify the attitude of the employees towards occupational stress.
- To study the stress level & stress related diseases among different categories of the employees.

### LITERATURE REVIEW

**Reddy et al. (2018)** in their study concludes that stream wise difference in stress does exist in students. It is important to deal with stress at personal, social and institutional level. Remedies such as feedback, yoga, life skills training, mindfulness, meditation and psychotherapy have been found useful to deal with stress. To identify the main reason of stress is the key to deal with it. Professionals can develop tailor made strategies to deal with stress.

### **Research Methodology**

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically.

### **Statement of the Problem**

Stress is the common factor for all employees, because most of the employees are always playing more than one role in their life so they are facing so much of challenges and problems while working by mentally and physically too. High levels of tension are inherent in the aggressive behaviour at work, including lack of cooperation.

### **Sampling Techniques**

The method of sampling used was “Simple Random Sampling”. The sample size of the study is 35.

**Data Type:** Primary data were collected from the Private Bank employees.

**Statistical Tools:** Chi-square test, One Way ANOVA

### **Limitations of the study**

- As some of the workers are not able to understand the question in correct angle, it may chance of occurrence of non-response error.
- Respondents are hesitating to answer many questions.

### **Data Analysis & Interpretation:**

#### **Table 1 : Relationship between Age and Stress level of the employees**

The relationship between age of the employees and their stress level towards the work pressure was analyzed by applying Chi-Square test and the results are presented

**Null Hypothesis ( $H_0$ ):** There is no significant relationship between Age and Stress level of the employees.

**Alternative Hypothesis ( $H_a$ ):** There is significant relationship between Age and Stress level of the employees.

#### **Relationship between Age and Stress level of the employees**

**Chi-Square Tests**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	77.368 <sup>a</sup>	9	.000
Likelihood Ratio	42.643	9	.000
Linear-by-Linear Association	22.724	1	.000
N of Valid Cases	35		

a. 14 cells (87.5%) have expected count less than 5. The minimum expected count is .03.

Degree of freedom = 9

Therefore, the table value at 5% level of significance is 17

As, Calculated value > Table value, null hypothesis is rejected.

**Interpretation:**

Hence, it is clear that there is a relationship between age of the employees and their stress level towards the work pressure.

**Table : 2 Difference between Nature of Employment and Attitude of employees**

The difference between nature of employment and attitude of employees towards work stress was analyzed by employing ANOVA test and the results are presented

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between Nature of Employment and Attitude of employees.

**Alternative Hypothesis (H<sub>a</sub>):** There is significant difference between Nature of Employment and Attitude of employees.

**Difference between Nature of Employment and Attitude of employees**

**ANOVA**

		Sum of Squares	df	Mean Square	F	Sig.
Workload is too heavy	Between Groups	17.668	1	17.668	54.913	.000
	Within Groups	10.618	33	.322		
	Total	28.286	34			
Not clear on the Scope	Between Groups	31.627	1	31.627	41.649	.000
	Within Groups	25.059	33	.759		
	Total	56.686	34			
Having other interest	Between Groups	35.776	1	35.776	57.886	.000
	Within Groups	20.395	33	.618		
	Total	56.171	34			
Unable to satisfy the demands of clients	Between Groups	20.363	1	20.363	39.115	.000
	Within Groups	17.180	33	.521		
	Total	37.543	34			
Lacking the necessary	Between Groups	21.067	1	21.067	45.680	.000



facilities	Within Groups	15.219	33	.461		
	Total	36.286	34			
Family & friends complain that I do not spend time	Between Groups	19.757	1	19.757	48.708	.000
	Within Groups	13.386	33	.406		
Feel inactive in my role	Total	33.143	34			
	Between Groups	26.825	1	26.825	41.470	.000
This job has made my life inconvenient	Within Groups	21.346	33	.647		
	Total	48.171	34			
Inadequate break times/meal times	Between Groups	18.573	1	18.573	33.732	.000
	Within Groups	18.170	33	.551		
Unfair performance evaluation	Total	36.743	34			
	Between Groups	20.626	1	20.626	43.464	.000
Don't have sufficient time to complete the work	Within Groups	15.660	33	.475		
	Total	36.286	34			
Lose temper while being stressed at work	Between Groups	34.743	1	34.743	73.767	.000
	Within Groups	15.542	33	.471		
Feeling isolated	Total	50.286	34			
	Between Groups	24.861	1	24.861	83.016	.000
Lose temper while being stressed at work	Within Groups	9.882	33	.299		
	Total	34.743	34			
Feeling isolated	Between Groups	23.530	1	23.530	55.411	.000
	Within Groups	14.013	33	.425		
Feeling isolated	Total	37.543	34			
	Between Groups	16.628	1	16.628	42.487	.000
Feeling isolated	Within Groups	12.915	33	.391		
	Total	29.543	34			

### Interpretation:

The F-values are significant at one percent level indicating that there is significant difference between nature of employment and attitude of employees towards work stress. Hence, the null hypothesis is rejected.

### Conclusion

Stress in the work place has become the black plague of the present century. The main aim of the study is to analyse the stress among the Private Bank employees in Kumbakonam. From the study it is known that the employees are having high level of stress and also they are having some stress related diseases due to their work pressure and how the employee gets suffered by their occupational stress was known. Further, from the result, it is clear that there is a relationship between age of the employees and their stress level towards the workplace. There is a significant difference between the nature of employment and attitude of the employees towards the work stress was also identified. Stress can be managed by yoga & meditation, relaxation, physical exercise, laughter therapy, music therapy, behaviour of self-control and involving in other interested hobbies or sports, etc.,

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