



## WORK STRESS OF WOMEN EMPLOYEES WORKING IN PRIVATE BANKS - A STUDY WITH REFERENCE TO TAMIL NADU

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### Abstract:

Stress is people's negative reaction to high pressure or other sorts of demand placed on them. There is a distinct difference between pressure, which can generate a 'buzz' and be a motivating force, and stress, which arises when this pressure becomes risky. The assumptions show that male workers generally specify their levels of tiredness and stress at work are 5% lower when equated to the answers from female workers. Male replies also recommended they were contented with their job flexibility and chances for progression, whilst females were less probable to offer a optimistic answer in these areas. In addition to a mediocre sense of comfort at work, females around the world face a discriminatory income gap that places them at the bottom of the pay scale when compared to their male counterparts. Overall, female workers are drowsier than male workers, perceive them to have less job security, and earn less money. This may assist to explain why female workers experience much more work-related strain or discomfort than male workers.

**Keywords:** Women, Employee, Work Stress, Private Bank, Tamil Nadu.

### 1. INTRODUCTION

Stress is described as a condition of worry or mental tension caused by a difficult situation. Stress is a normal human reaction that drives us to deal with challenges and risks in our lives. Everyone is stressed to some level. Stress occurs when the body reacts to any type of high demand; stress can be generated by both positive and negative situations. When the body is stressed by something in the environment, it responds by releasing chemicals into the blood, which provides the body with additional energy and strength. If the stress is induced by physical activity, this can be beneficial. Similarly, when stress is triggered by an emotional event and there is no outlet for it, it can be harmful to energy and strength. This paper will explore the various causes of stress, how it affects people, the distinction between 'good' or 'positive' stress and 'bad' or 'negative' stress, and some common facts about how stress affects individuals today.

#### ❖ Progressive stress

Progressive stress can motivate people to perform their best and achieve more than they would if they were not under pressure.

#### ❖ Progressive stress has the resulting features:

- ❖ Motivates and emphasises energy;
- ❖ Provides enthusiasm; and
- ❖ Improves presentation - both physically and psychologically.
- ❖ **Destructive stress**

Destructive stress is the contrary of Progressive stress. The features are as follows:

- ❖ Destructive stress generates uneasiness;
- ❖ Feels unpleasant;
- ❖ Reduces fortitude and/or performance;
- ❖ And it can lead to both bodily and psychological difficulties.

## 2. REVIEW OF LITERATURE

**Shahram Hashemnia, Somayeh Abadiyan, Behnam Ghorbani Fard(2014)** in their empirical the study has determined that while mental stress prejudiced knowingly on all three components of employee performance including social , job performance as well as structural performance.

**AC Das (2016)** In his empirical study stated the objectives to analyse the level of stress and factors of strain experienced by the working womanhood and also to analyse managing policies adopted by working women in banking sector in Bangladesh.

**Archana Upadhyay and Ashok Pratap Singh (2017)** In their study scrutinizes the connection between work-related stress and negative psychological health among women employees in banking sectors. The positive and noteworthy correlation had been obtained between work and non-work societal support and undesirable mental health.

**Alice Mannocci,Laura Marchini, Alfredo Scognamiglio, Alessandra Sinopoli, Simone De Sio, Sabina Sernia, Giuseppe La Torre(2018)** In their innovative study explored the proposal between work-related strain level in bank-employees. Many factors contribute to the amount of professional strain in the finance sector, including gender, bank type, role, personal ethics, strong job demands, and a low level of policy making. This study recommends that banks make strategic incursions for staff well-being and, as a result, for their efficiency.

**Monika Mittal, Dr. S.S.Bhakar,(2018)** In their research, study regarding the married women, quantity of time men spend on housework stands tremendously less than that of women to meet out expectancy. It can cause weariness, disputes, work stress, and dissatisfaction among married working women. Married working women either willingly resign or withdraw short to meet family obligations, and it is then extremely difficult for them to re-enter the workforce on comparable terms.

## 3. STATEMENT OF THE PROBLEM

Personal stress levels are determined by interactions with co-workers such as superiors, juniors, ordinates, and involvements. Finally, one of the most serious sources of stress is the work environment. Stress levels in the structural climate can be reduced by freedom in job planning, the value of thoughts and opinions,

participation in decision making, wisdom of belongingness, good communication, and a helpful approach to individual difficulties. With this context in mind, the current study was conducted to investigate the factors that contribute to job stress among female employees working in the Indian banking sector in Tamil Nadu State.

#### **4. OBJECTIVES**

- a) To investigate the stress levels of female bank employees.
- b) To measure the level and reasons for stress.
- c) To take necessary steps to reduce level of stress.

#### **5. SCOPE OF STUDY**

Bank employees frequently experienced monotony, aggravation, and mental agony at work. If this tendency continues, bank personnel will have a significant global impact. As a result, it is unavoidable in the banking sector to implement appropriate measures to foster a stress-free working environment in order to boost staff efficiency. The primary sources of rising stress are situational, personal, and organisational. workers can become stressed as a result of excessive physical labour, and organisations can be a significant cause of stress by assigning difficult, multipart, tedious duties and harsh working conditions to workers, producing droning sensations. The stress also comes when firms expect too much from their employees, such as setting goals and objectives, physical working conditions, and so on.

#### **6. MANAGING THE PROBLEM**

- The best simple need to avoid/deal with stress is to maintain a positive defiance throughout.
- Communication must be done in a progressive and considerate manner. Any unpleasant emotion can cause undue stress.
- Stress reduction requires effective anger management.
- Time management to complete work on time helps to avoid stress.
- Involving in favourite hobbies helps to calm down our mind and reduce the stress levels to a large extent.
- Self-analysis helps to overcome stress and manage work and responsibilities effectively.
- Physical and mental well-being plays a vital role in maintaining and reducing level of stress to a large extent.

#### **7. FACTORS INVOLVED IN WORK STRESS**

Poor working environments involving work changes, overwork, vagueness in roles, lack of clarity in pronouncement, in fitting headship style, lack of communal support, transfer, and other problems all contribute to the stress life of female bank employees. A few other aspects are as follows: workers in various establishments must deal with stress. Bankers, in particular, are under a considerable deal of stress due to a variety of stressors. Stress contributes to decline administrative routine, decreased employee general repetitive performance, excessive staff revenue, and malingering owing to health issues.

Work stress can be impacted by a number of factors, some of which are individual, organizational, and environmental in nature. Here are some of the most common causes of work stress:

1. Job Demands:

High workloads, time pressure, long working hours, and excessive job demands can contribute to work stress. When the demands of a job outweigh an individual's resources and capabilities, it can lead to strain and burnout.

2. A Lack of Control and Autonomy:

A lack of decision-making authority and autonomy over work-related issues can lead to feelings of stress and frustration. Work stress can be exacerbated when people believe they have little influence over their work environment or the opportunity to make significant decisions.

3. Lack of Clarity and Conflict:

Unclear job prospects, conflicting tasks, and role ambiguity can create stress. When individuals are unsure about their roles or face conflicting demands, it can lead to confusion and stress.

4. Work-Life Imbalance:

Difficulty in achieving a satisfactory balance between work and personal life can contribute to work stress. Long working hours, inflexible schedules, and the inability to disconnect from work can lead to feelings of overwhelm and stress.

5. Lack of Sustenance:

Inadequate assistance from bosses and co-workers can exacerbate workplace stress. Individuals who do not receive feedback, recognition, or emotional support may feel devalued and unsupported, resulting to increased stress.

6. Organizational Culture:

Negative or toxic organizational culture can contribute to work stress. An environment that fosters unhealthy competition, lack of communication, and unsupportive relationships can negatively impact employees' well-being.

7. Job Insecurity:

The fear of job loss or unpredictable employment conditions can cause a great deal of stress. Employees may feel insecure and anxious as a result of economic uncertainty, layoffs, and reorganization.

8. Lack of Career Development Opportunities:

Inadequate openings for development, advancement, and proficiency growth can contribute to work stress. When employees feel stuck in their careers or perceive a lack of opportunities, it can lead to dissatisfaction and stress.

9. Work Relationships:

Poor relationships with colleagues or superiors, conflicts, and lack of social support can contribute to work stress. Negative interpersonal dynamics and a lack of positive relationships can affect well-being in the workplace.

## 10. Physical job Environment:

Uncomfortable or hazardous working conditions, loudness, a lack of privacy, and insufficient amenities can all add to job stress.

## 8. FINDINGS

There is clear evidence that employees and staff working in banking sectors especially the women staff undergo more work stress than men. They work under peer pressure and it proves to be a burden rather than a passion. Thus, the stress is a factor that the employees at banking sector of Tamil Nādu abide.

- Working environment is not a happy to go place for most working women.it is not amicable to them in most cases.
- Decision making process mostly is concerned with men rather than women staffs particularly in banking sectors. They don't have a say in most decisions. Thus, they feel isolated and they undergo deep stress in this aspect.
- Most of the staff are frustrated due to various reasons and they are in stress because of various reasons. Under qualified but overvalued staffs is a major stress builder for most staff working in any sector of the world.
- Hardworking staffs are undervalued and they are in deep stress which in turn makes them feel burnt out and exhausted.
- Fear of losing their commitment is another reason for banking staff to quit their jobs. They try to stick on to their jobs in any circumstance.
- Employers should focus on creating supportive work environments, providing resources for stress management, promoting work-life balance, and fostering positive relationships to mitigate the impact of these factors on employees' well-being.

## 9. CONCLUSION

Proper support and encouragement from organisation serves to be a great support for the staff.it helps them to motivate themselves and it creates a sense of belonging to the organisation. Support from family is also an important aspect happy mind happy life is the motto of life. Once practised it helps to lead a stress free life. Good sleep, exercise and peaceful atmosphere help to reduce stress to a larger extent. Eating habits also helps to bring down the level of stress. It's important to recognize that work stress factors can interact and influence each other, amplifying the experience of job stress. Organizations should strive to address these factors by implementing supportive policies, fostering inclusive work environments, promoting work-life balance, and providing opportunities for professional growth and development.

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