

# A STUDY ON OCCUPATIONAL STRESS AMONG THE WOMEN EMPLOYEES IN BANKING SECTOR

<sup>1</sup>R.M. ALAGU KRITHIKA, <sup>2</sup>Prof. M. ROBINSON

<sup>1,2</sup>Dept. of Management Studies, Anna University (BIT Campus), Trichy, India

---

**Abstract:** There is no such issue like stress-free job. activity stress arises as a result of causes like lack of free time, job setting drawback, high workloads, low salary, unreasonable deadlines, job insecurity, lack of clarity of roles, and a way of feeling undervalued. Stress and its fateful consequences has unfold its tentacles altogether the sectors, a lot of significantly within the banking sector due to the fast changes that is going down during this sector. Banking system isn't associate exceptional one. This paper seeks to work out the impact of varied constituents of activity stress on the ladies staff of banking sector. The staff within the banking sector square measure experiencing an incredible quantity of pressure at the work place. Therefore the target of this study was to spot and compare the factors inflicting stress among girls staff publically and personal sector banks and counsel appropriate remedies for an equivalent.

**Keywords:** Occupational stress, tension, role conflict.

---

## 1. INTRODUCTION

Stress is taken into account associate integral a part of trendy life. it's the psychological or instinctive reflex that happens once a personal perceives associate imbalance between the extent of demand placed upon him and his capability for meeting that demand. Several environmental things will cause stress. Conditions that cause stress area unit known as stressors or hundreds. Stressors is outlined because the causes of stress, together with any environmental conditions that place a physical or emotional demand on the individual. The physical environmental conditions, like excessive noise, poor lightning, safety hazards, poorly designed workplace house, lack of privacy, and poor air quality additionally cause stress. Though the realm of activity stress is scientific discipline directed, an attempt is formed to relate it to commerce. Activity stress has been studied among the managers World Health Organization area unit the leaders in growth and development to a corporation and organization.

## 2. OCCUPATIONAL STRESS

The form includes a natural chemical response to a threat or demand, unremarkably called the "flight or fight" reaction, which has the discharge of internal secretion. Once the threat or demand is over the body will come to its state. An agent is a happening or set of conditions that causes a stress response. Stress is that the body's physiological response to the agent, and strain is that the body's longer-term reaction to chronic stress.

Stress is also outlined because the total of physical associated mental responses to an unacceptable inequality between real or notional personal expertise and private exceptions. This definition could appreciate that stress may be a response which has each physical and mental elements. The physical responses embody a number of psychotic logic changes that mostly constitute acute response and chronic response. Mental responses to fret embody adjustive stress, anxiety and depression.

### **Work Place Stress:**

Women might suffer from mental and physical harassment at workplaces, except the common job stress. Harassment in geographical point has been a serious supply of worry for girls, since many ladies might suffer from tremendous stress like 'hostile work setting harassment', that is defines in legal terms as 'offensive or daunting behavior within the workplace'. This may comprises unwelcome verbal or physical conduct. These are constant supply of tension for girls in job sectors. Also, discriminations at workplaces, family pressures and social group demands boost these stress factors.

### **Personal Or Family Problems:**

Employees longing personal or family issues tend to hold their worries and anxieties to the work. Once one is during a depressed mood, his unfocused attention or lack of motivation affects his ability to hold out job responsibilities. Amount and quality of leisure distribution between the genders is a noteworthy index of however ladies get burdened with stress for either natural or social obligations. Transnational time budget information archive and therefore the Australian time use survey counsel that girls ar currently bearing a "dual burden" as each family suppliers and family careers. Absence of reciprocal and joint feeling management inside family could be a shrewish agent for girls. This will be physically each and psychologically debilitating

### **Sources of Occupational Stress:**

- ⇒ Little autonomy or control over one's job
- ⇒ Non-existent career ladders
- ⇒ Inadequate resources to do the job
- ⇒ High demands, workload, time pressures
- ⇒ Lack of job security
- ⇒ Understaffing
- ⇒ Mandatory overtime

## **3. IMPACT OF STRESS MANAGEMENT ON WORKING WOMEN**

- (1) Stress is each additive and additive within the negative effects on people, organizations and societies. The national institute for activity safety and health square measure dedicated to finding out stress.
- (2) Stress is joined to physical and psychological state, furthermore as attenuated temperament to require on new and inventive endeavors.
- (3) Job burnout intimate by twenty five to forty pace of U.S staff is infernal on stress. over ever before, girls stress is being recognized as a serious drain on company productivity and aggressiveness.
- (4) Depression, only 1 style of stress reaction, is foreseen to be the leading disease of the twenty first century, answerable for a lot of days lost than the other single issue.
- (5) Women UN agency work regular and have youngsters underneath the age of thirteen report the best stress worldwide.
- (6) Globally, twenty three pace of ladies executives and professionals, say they feel "superstressed".
- (7) Seventy pace of the operating girls at the age bracket of (25-35 yrs) expertise a better level of stress
- (8) Virtually twenty pace of ladies physicians have a history of depression, with associate degree calculable one.5 pace reportage a suicide try.
- (9) Disorder is that the major stress connected symptoms of operating girls.
- (10) Stress looks to be one amongst the foremost necessary factors within the development of inveterately high pressure.
- (11) Explosive stress will increase the pumping action and rate of the center and causes the arteries to constrict, thereby move a risk for interference blood flow to the center.

#### **4. CONCLUSION**

There are numerous stressors among girls staff publicly and personal sector Banks like poor operating conditions relating value overload, role ambiguity, lack of participation in higher cognitive process, in acceptable leadership vogue, lack of social support, transfer, and poor operating relationship. Excessive stress might end in bodily disturbances like organic process ulcers, migraine, headache; fever etc., High level of stress might have an effect on self-worth, lower vanity, and lack in concentration and scale back job satisfaction. That there high level of stress is intimate with by girl's staff owing to factors like role ambiguity, role overload, lack of superior support, Technological changes.

#### **REFERENCES**

- [1] Anitha Arya, *Indian Women*, Gyan Publishing House, New Delhi, 2000. 33(1), 1-15.
- [2] Agarwala, U.N., Malhan, N.K & Singh. B. (1979). Some classifications of stress and its applications at work, *Indian Journal of Industrial Relations*, 15(1).
- [3] Beehr, T.A. (1985) "organisational stress and employee effectiveness; a job characteristics approach" in T.A, New York: John Wiley and sons.