



## An Empirical Investigations of Executives Stress of Employees of Banks

### KEYWORDS

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#### Introduction:

One can barely pick up a newspaper or magazine or watch TV without seeing or hearing some references to stress. Why all of the sudden commotion and enthrallment? After all, stress has been there around since Adam and Eve were expelled from the Garden of Eden. There is much more stress, somehow different and more dangerous. Despite tremendous advancement in Science and Technology and remarkable growth of the economy and availability of various sources of luxury, majority of the people all over the world seem to be experiencing moderate to high degree of psychological stress in various spheres of their lives.

\*\*\*\* After the decades of globalize economy, the dimension of business had been changed in the market. the organizations have to change according to the micro-macro environment. The mega environment consists legal political, economical, technical, socio-culture component related to the business activities. The relevant environment consist the corporate environment like product group technology, processing technology, invention and innovation, availability of energy, the skill of available work force and productivity standards. The micro environment consist organizational climate, regulation of industrial policies, technology, competition, market intermediaries, suppliers, etc.. in this situation getting the work of done by others it challenge to the executives. The employees are human beings; they are every changing unpredictable and uncontroable.

So, for the success of the manager has to develop the competency by redesigning the strategies related to human welfare for the development of attitude and perception for work manager has to plan out the growth of overall personality of person:

The main components for the growth and development of personality are:

- Development with heart sense of belongingness, loyalty, dedication and complete devotion with high moral values
- Development hand work related skill, habits and tendency of work..
- Development head change in thinking, understanding acceptance and adoption level.

The stress is an adaptive response mediated by individual characteristics and psychological process that is consequence of a any external action, situation, or event. That place pacific physical and physiological demand up one person. stress refer to on internal state of an individual who perceive threats too physical and /or physic well-being.the term emphasize a person' perception and evaluation of potentially harmful stimuli and consider the per-

ception of threats to arise from a comparison between the demand imposed on the individual's ability to cope with these demand. A perceived imbalance in this mechanism gives rise to the stress response, which may be psychological behavioral the stress can also be defined as an internal state, which can be caused by physical demand on the body, exercises, extremes of temperature the environment or social situations which can be evaluated as potentially harmful.

**The stress can be classified in to four groups:**

1. Distress
- 2.euphoric stress
- 3.hyper stress
- 4.hypo stress

The term distress is the most commonly accepted interpretation of the term stress. It account for all the happenings and resultant felling of unpleasantness, losses. The opposite of distress is euphoric or stress caused by experiences of over joy, over pleasantness or a windfall or sudden gain. The hyper stress is the situation characterize by over activities, pressure beating the deadlines etc. opposites to this is hypo stress indicated by lack of activity, absence of challenge and pressure for performance. Generally executive complain about hyper stress but if possible avoid the situation of hypo stress or hyper stress. In fact many organizations create legitimate tasks and regular systematic work routine of responsibilities. The stress is essential to reach the definite performance. Infect, excellence in any spare of life is essentially accompanied by stress. It is bad master but a good servant.

As it is stated earlier, the mega environment, relevant environment and micro level environment and related uncertainty influence the organization, people and work culture. The change in business cycle, structure of legal law, social norms, taxation and its implication, foreign trade, companies and competition creates economical uncertainty. In addition to this national income trends, interest rate, inflation rate, wages and prices, income distribution will create problems in the way for commercial activities, beside this, modern and fast life, change in value, moral and standard in social culture, change in literacy ration and woman empowerment, population, age the stressful situation for any business man. Some time the task, role, interpersonal relation, structure, and leadership in organization maybe caused for fear, tension and anxiety. In addition to this, family, economic situation, personality are also other consideration to understand the stress situation.

#### Impact of Stress:

The impact of stress can be classified in three heads like,

1. Psychological impact
2. Physiological impact
3. Behavioral impact

In overall evaluation, high blood pressure, heart diseases,

sleep disturbance, low level of job satisfaction. Depression, absenteeism at workplace, accidents, anxiety, suicide, aggression, loss of memory, unhelpful, non cooperative attitude, illness and resistance for change etc. would be the result created due to stressful situation. The role of executives in organization is full of stress. It is a common place for work and organizations tend to create acclimates of uncertainty, anxiety and threats. At this situation, sometimes, the organization may not be aware of the interest of stress. Which employees are suffering? It is in the interest of the organization is to understand the nature of role stresses which are experienced by executives. Dysfunctional role stresses do not allow the executive to operate the task with maximum efficiency.

**Analysis of Survey Result:** A survey conducted by the researcher to know the reasons and effect of stress in private in private sector and public sector bank managers. The researcher has collected data with structured questionnaire know the reasons and relate defects on health.

**Sample profile:** The sample profile of 56 respondents is as under:

- Out of 100 questionnaires were received back for the further analysis.
- Out of 56 respondents, 18 were graduates 23 were postgraduates and 15 with professional degree, considering their working area, 48 were belongs to urban, 4 were from semi-urban and 4 were from rural area, out of 56, 14 respondents fall in 36-45 age group, and 20 falls in 46-55 age group 1 fall in above 55.
- 41 respondents belong to private sector organization, 19 respondents with 1 to 4 years of experience, 19 respondents with 5 to 10 years of experience, 6 respondents with 11 to 15 years of experience, 2 respondent with 15 to 20 years of experience, 2 respondents with more than 20 years of experience

#### Reasons for stress:

The researcher has given set at various reasons, which leads for stress and they have to give to this factor according to their experience of stress level.

Table-1 shows the mean rank of each of factor and then after is shows that the calculated value of Kendall's W value is 0.341, while the chi-square value is 171.727, which is more than the Kendall's value, so null hypothesis is accepted. It means that respondents are dependent to give the rank. The own thinking is prominent cause for stress. Our mind can think the unbelievable dimension for health, work culture, family, relationship etc. The Relationship complexity was second heights cause for stress. A fixed way of bring and persistent complaints creates upset in relationship. People will continue to hold for right or wrong opinion, or dominating people or justify self or invalidate others in relationship, beside this, individual may not have experience of love and affinity, vitality and well-being, freedom for self-expression, fulfillment, and satisfaction. The task related stress accrue for the people. There are justification and causes for not achieving the targets. Normally, one can observe lack of integrity, self-control and discipline, or poor relationship with people or resigning attitude for difficulties or lack of supporting structure. Family environment is least rank factor it indicate that family is supportive agency to maintain growth plan. The financial aspect and satisfaction was also less important for the respondents.

**Table-1**

Stress Factor	Mean Rank	Rank
Rank of Financial environment	5.41	5
Rank of Manorial as pact	3.52	10
Rank of Satisfaction with Job/ Business	3.95	7
Rank of Personality related traits	6.07	4
Rank of Organizational background	5.15	6
Rank of Relationship Complexity	7.45	2
Rank of task related stress	7.27	3
Rank of future related stress	3.88	8
Rank of future personal need	3.56	9
Rank of his own thinking	8.14	1

**Table-2**

Particulars	Level of Effect				
	Very High Effect	High Effect	Medium Effect	Low Effect	NIL
Diabetes	25	9	22	0	0
High BP	45	6	3	2	0
Cholesterol	29	18	8	1	0
Heart problems	19	26	9	2	0
Asthma	41	14	0	1	0
Digest	41	13	0	2	0
Totals	200	86	42	8	0
Average	33.33	14.33	7	1.33	0
Scale	5	4	3	2	0
Avg. × Scale	170	56	21	2	0
Average	4.45				

The above table clearly shows that the scale weight average of all the responses has been 4.45. This shows level of disease of the respondents. The 4.45 is higher scale, it above 89% of the respondents. This result shows that all the managers are suffering stress related health problem.

#### Strategy to resist with stress:

Resistance with the stress is effective strategy for any person so here the discussion has been classified in three groups.

##### 1. What individual can do?

- By changing the thinking for life, work and relatives. Regular exercises, aerobics, jogging, swimming can provide mental diversion from work pressures. Do forget morning walk. Change in food habit. Avoid high calories food, tea-coffee, soft\hard drinks.
- Believe in God learn and maintain the schedule of pranayam, yoga, meditation. Develop the good friendship, share your stress, expand your social network play with children, and accept everything as it is, because God is creator of everything.
- But don't forget to make a list of activities to be accomplished. Give priorities for work according to the urgency and importance, by knowing your daily work be urgency and importance, by knowing your daily work be alert and productive at high time, e.g. before office time.

## 2. What organization can do?

- Provision and permission to avail facilities and objective evaluation, at work Health profiling, regular compulsory checkup and record keeping in hospital or with Organizer.
- Restructuring the recruitment, promotional policies and training to cope up with change as daily habit
- Job restructuring, conflict management, wellness programme.

## 3. What family can do?

- Maintain good relation, accept and share feelings, tension, failure, everything, which is problematic, plan for food, exercise, social relations, relaxing methods and encourage the members for this, family is tank of energy, with cooperation, high moral support, positive attitude and caring sharing relationship among the members of family can achieve new result to reduce stress condition

## Conclusion:

Stress is an unavoidable aspect of life. Everyone has to come up with this situation. THE collective and sensible efforts of organization, family and individual can bring positive way of life. So unity of heart, unity of action and unity of thinking can restore the real peace and happiness with self, work and organization.

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