



To Study The Organizational Stress It's Causes, Effects And Remedies of Private Banks At Bhavnagar Region

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ABSTRACT

Some people define stress as events or situations that cause them to feel tension, pressure or negative emotions such as anxiety and anger etc. Personnel manager is expected to see that the employees and officers remain free from stress; they remain healthy and work in the best interest of the company. Hence, the study of stress has become essential for management

Keywords : Private Banks, Stress, Psychological, Physiological Behavioral and Satisfaction etc

INTRODUCTION

Stress is a normal human emotion; it is how you react to the pressures the stressors in your life. We all have pressures to some extent or another. Therefore, we all have stress. The goal is to minimize your reactions to the pressures and then you'll feel less stress. The word "Corporate Stress" means to create an unexpected pressure physically and mentally among different level people of organization.

OBJECTIVES OF INVESTIGATION

The purpose of research is to discover answers to questions through the application of scientific procedures. The main aim of research is to find out the truth which is hidden in the market.

- 1) To select the topic of stress management for knowing the positive or negative value of stress in the Private Banks.
- 2) To study the factors which may maximize the stress?
- 3) To examine the consequences of stress.
- 4) To identify the variables which help in decreasing individual stress?

RESEARCH PLAN

In fact, the research design is the conceptual structure within which research is conducted; it constitutes the blueprint for the collection, measurement and analysis of data. This research will be descriptive because it will be the research only for the study purpose and it will not be the exploratory because researcher will not take any type of training in the organization but feel the questionnaire by formal manner and secondary way.

LITERATURE REVIEWS

- (1) S. Swami Nathan and S. Rajkumar studied stress level in organization and their impact on employees behavior among the employees of banks, educational institute and own establishment to the corporate. In their study, an attempt was made to identify the stress level across the age, profession, types of jobs and duration of work. With respect to work environment in various occupational categories and its impact on employees behavior. In their study they found that role overload, role self distance and role stagnation are the major factors which cause stress to them.
- (2) Garg Pratibha conducted a study among the private sector banking professionals. The study investigates the relation between distress level and quality of life. The sample consists of six private sector banks of Chandigarh tricity. The result shows that there is a significant negative relation between distress and quality of life. Result shows

that quality of life increased after stress management intervention and distress level decreased significantly

- (3) Shailendra Singh in his study – Profiles of stress experience explores the various forms of stress in the organization experienced by the executives in the organization and provides adequate description of the profile of stress experiences and to examine the stress experience among the employees of public and private sector. In this study he had taken the 10 dimensions of job stress in which out of that on 5 dimensions viz., role conflict, role ambiguity, inequity, lack of leadership and job difficulty both sectors don't differ. Executives of public sector experience more stress on four dimensions they are lack of group cohesiveness, constraints of change, job requirement capability mismatch and inadequacy of role authority
- (5) Bhatnagar and Bose studied organizational role stress among the branch managers of the banking organization. In their study an attempt was made to identify age and leadership styles as correlates with ten types of role stress. Role stress was found to be associated with leadership styles. For instance inter-role distance correlated negatively with high task low people orientation and significantly with low task high people orientation. The ability to take decisions at work is closely related to locus of control
- (7) Study by Rajeshwari and Anantharaman on Role of Human Computer Interaction factors as Moderators of occupational stress and work exhaustion found that IT professionals have long work hours with different time zones, total team work, task to be completed on deadline with perfection as per client needs which requires interpersonal, technical and organizational. These characteristics lead to occupational stress and work exhaustion

RESEARCH METHODOLOGY

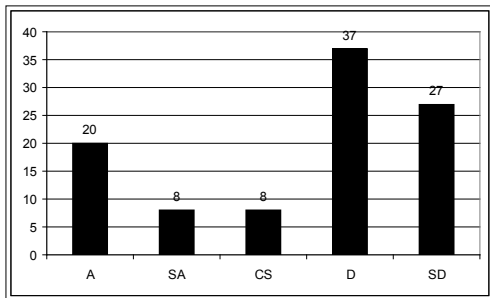
Here, researchers will undertake these terminologies and tools which will be helpful them to obtain fruitful way to collect and analyze the data.

- I. Type Of Sampling – Convenience randomly at all level of organization
- II. Sample Unit – HDFC, ICICI, KOTAK-MAHINDRA, INDUSLND and , COSMOS bank
- III. Sample Size – 60.
- IV. Region – Bhavnagar
- V. Research instrument – Questionnaire
- VI. Type Of Questions – 1 Dichotomous, 5 General, 8 Multiple & 16 Likert –scale questions

VII. Collection Of Data – Primary & Secondary way
 VIII. Time Budget - Approximately 2 months

DATA ANALYSIS AND DISCUSSION

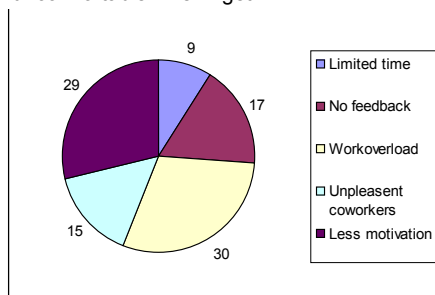
(1) Work overload and unrealistic deadlines create dissatisfaction on my Job?



Particulars	Agree (A)	Strongly agree (SA)	Can't say (CS)	Dis agree (D)	Strongly disagree (SD)	Total
Respondent	10	4	4	19	14	51

This chart shows 20% are agree with this question, 8% are strongly agree that work overload and unrealistic deadlines create dissatisfaction on their job, 8% are not give any comment on this question, 37% are disagree to Believe that work overload and an unrealistic deadline creates dissatisfaction, 27% are strongly disagree

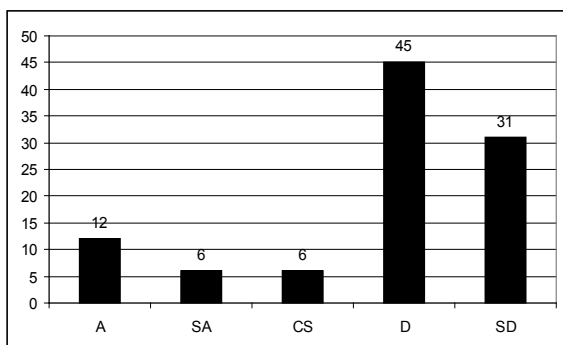
(2) I feel uncomfortable when I get.....



Particulars	Limited time	No feedback	Work overload	Unpleasant coworkers	Less motivation	Total
Respondent	6	11	20	10	19	66

This chart shows that 17% are uncomfortable when they get no feedback, 9% are not comfortable when they have limited time to complete a task, 30% are the staff who are uncomfortable when they are given work overload, 15% are not feel good when they meet with the unpleasant coworkers and 29% are the staff members who are feel uncomfortable when the organization give them less motivation.

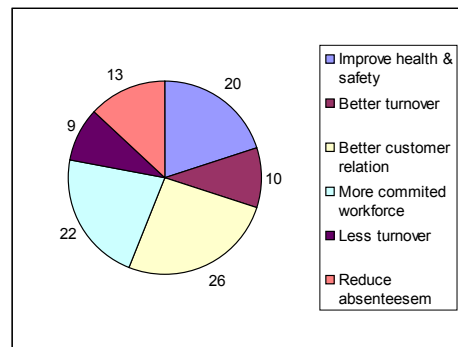
(3) I feel that my targets are unrealistic to achieve?



Particulars	Agree (A)	Strongly agree (SA)	Can't say (CS)	Dis agree (D)	Strongly disagree (SD)	Total
Respondent	6	3	3	23	16	51

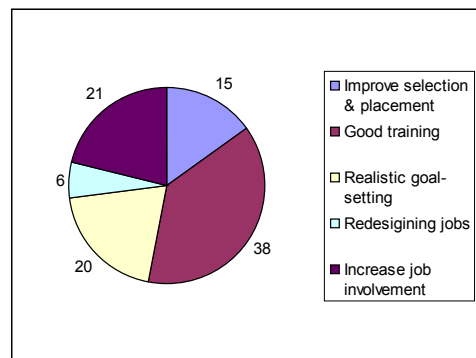
This chart shows that 12% are agree that their targets are unrealistic to achieve, 6% are strongly agree that their targets are unrealistic to achieve, 6% can't say for it, 45% are disagree that their targets are unrealistic to achieve and 31% are strongly disagree with this question.

(4) I think if organization undertakes stress management, it gets benefit of....



Here, 26% people think that organization can reduce stress by improving customer relationship, 22% staff give their opinion that healthier, more committed workforce can reduce stress, 10% people think for better turnover, 9% are give preference for the less turnover, 20% are think for improving health and safety level whereas 13% people say to reduce absenteeism.

(5) I think organization should adopt following strategy to reduce Stress...



Particulars	Improve selection & placement	Good training	Realistic goal setting	Redesigning of jobs	Increase job involvement	Total
Respondent	12	31	16	6	17	82

This chart shows that 38% people think to reduce stress by good training, 20% are think for using of realistic goal setting, 15% are give the opinion for improving personnel selection and job placement, 21% people are go for increasing job involvement while 6% are go for redesigning of jobs for reducing stress in the organization.

FINDINGS

Many things have been finding out by the researcher from this project research. Such as :-

1. The survey shows the behavioral systems, psychological systems and physiological systems.
2. This research finds that 12% of the staff of the banks are feel that their targets are unrealistic to achieve because rule and regulation of the organization are conclusive.
3. The research shows that 33% are the staffs who think

that stress is one of the causes of sickness because it affects on their health by headaches, heart disease or high blood pressure.

4. To reduce stress 38% staff are agree to improve training. So that technological uncertainty does not create depression or fear.
5. 60% are the people who don't think about leaving the job and 84% are satisfied with their job profile.

SUGGESTIONS

Following are the suggestions to reduce the stress level.

- 12% staff feels that their targets are unrealistic, so organization may set the realistic goals which are not so high that the staff members can not achieve it and not so low that they can achieve it very easily. For that organization can compare the organization with the other organization or they should improve the training system and motivate the staff members to achieve the targets.
- Some staff members think that stress is one of the causes of sickness so for that organization can take the necessary steps to reduce the stress. They can give the good friendly environment or they should not give them overburden of the work but should give them appropriate time period to complete their work. They can also reduce the stress by arranging tour, picnic or party, sports where they can get together and reduce their stress.
- 29% staff are uncomfortable when they get less motivation for that the organization should know that which type of motivation employee want then from that organization can give them appropriate motivation which are financial or non financial and create appropriate goal so that they can get good motivation or can come out from stress.

CONCLUSION

Working stress is a real challenge for any staff member of any organization. It is very important that which factors of stress continuously give stress to the staff members.. Work in itself can be self-promoting activity as long as it takes place in a safe and health-promoting environment. We conclude that all five banks- HDFC, ICICI and COSMOS, KOTAK-MAHINDRA AND INDUSLND Banks have 84% staff members who are satisfied with their job profile and only 7% up to some extent which are known by the research but yet they have more or less stress on them by different factors.

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