

**Gender Perspectives Of Occupational Stress Perceived By Bank
Employees: Application Of Variance Test**

A.Deeba,
Research scholar,
Department of Commerce,
St.Joseph's college,
Trichy.
deebaphd@g.mail.com

Dr. G. John,
Associate Professor of Commerce,
St.Joseph's college,
Trichy.
www.johnsjc.com

Abstract

The industrial and service sector not exist from the 'Contagious stress', particularly the service sector where the less human intervention to operate, it heavily affected by stress, In sharp connotation the banking sector is one to take attention on getting stress management. Because banking institution is the backbone of country's economy are opposed one. Over the last two decades banking sector undergone vast changes in adoption of technologies, absorption and process outsourcing. Miserably it also lead the bank and its employees to its effect on fall in stress. Thus the transformation banking system, increased automation, regulatory requirements, lack of support from superior and staff, absence of autonomy in taking decision, work life imbalances and so on. The researcher has taken this study to analyze the impact of demographic variable impact on occupational stress among bank employees in Perambalur District. With the application of analysis of variance test, the researcher has conclude that the perceived occupational stressors are differing from male to female employees in both public and private sector banks.

Keywords: Occupational stress, Bank employees, Demographic variables, Role stress, ANOVA test.

Introduction

Many people encountered stress in different way, some of them maintain better than others to relieve from stress and its impact. The stress is differing from each other based on the occupation level. The occupation level and its functions make more stress to the personal. According to Ahmed and Ahmed (1992) Occupational stress is becoming increasingly globalised and affects all countries, professionals and society in general. The authors Beehr and Newman (1978) define occupational stress is the conditions arising from inherent of the people with their job cited by Nadeon Malik (2011).

The robust reasons of occupational as well as job stress is arose the worker capability and potentiality do not match with what work allotted by the management to concerned, in another view the organizational resources which are available to the worker offered by the management do not cope with the demand of the personal. Thus, this stress can occur and led the people's health and wealth. Steers (1981) the occupational stress has become more important factor to study the behavior of an individual, the reasons are

1. Stress is harmful Psychological effect on employees.
2. Stress is contagious –it affects the safety of other employees. While in-depth study of stress, eventually not alone affect the workers moreover performance and survival.

The occupational stress management also essential for effective management to achieve firm's objectives in the dynamic competitive environment. The stress may also affect both psychological and physiological disabilities. However it may cause of wellbeing of the productivity (kahnet.al, 1992). The job stressed individual is likely to have greater job dissatisfaction. The employee role conflict has four aspects Intra-sender role conflict, Inter-sender role-conflict, Personal role conflict and role overloaded (Miles and Perreault,1976).

The theory of role conflict concepts approached job related stress is associated with individual, interpersonal and structural variables (Katz and Kahn 1978, Whetten 1978). Due to technological uplift and unhealthy competitions in each and every sector of business tries to hike the productivity. It some extent affect the employees with high stress especially on role stressors. With the normative approach, the researcher has taken this study to analyse the impact of demographic variable impact on occupational stress among bank employees in Perambalur District

Problem of study

Stress is categorized on the basis of job content, working conditions, employment conditions and social relations at work. Without human intervention each and every sector can't organize. Therefore the study of stress is essential to organization to resolve their human resources from the vicious stress.

The industrial and service sector not exist from the 'Contagious stress', particularly the service sector where the less human intervention to operate, it heavily affected by stress, In sharp connotation the banking sector is one to take attention on getting stress management. Because banking institution is the backbone of country's economy are opposed one. Over the last two decades banking sector undergone vast changes in adoption of technologies, absorption and process outsourcing. Miserably it also lead the bank and its employees to its effect on fall in stress. Thus the transformation banking system, increased automation, regulatory requirements, lack of support from superior and staff, absence of autonomy in taking decision, work life imbalances and so on (Priyankadas and Alok 2013). Which in turn affect the mental and physical wellbeing of employees in banks. Although lot of studies conducted on science on the regime of psychology, only fewer studies conducted in banking

sector. Therefore the researcher has made an attempt to study the employees' occupational stress in banks of Perambalur District with strong conundrum of the study.

Research methodology

The present study is based on both primary as well as secondary data. The primary data are those data, which are collected from the employees of banks in Perambalur District. For that, a separate pre tested schedule was constructed and collected to bring out opinion of the respondents about occupational stressors.

The secondary data are those data, which are already collected by someone else. The researcher has collected the secondary data from the various records especially published articles in the stream of management and psychology.

The face and content validity of the instrument is evaluated with the panel of experts. The panel consists of two Associate Professors, who are well versed in bank marketing and consumer behavior, research supervisor and two externals from outside one of them from banking institution and another one experts from physiology. The panel members are asked to offer recommendation about the scale items adopted for the study from past literature. After availing panel members opinion the researcher has make appropriate changes in the scale item in the latent construct which is measuring the occupational stressors. After the panel recommendation, the data collection instrument reliability and validity measured through pre-test. The pre-test was conducted with 30 respondents. The internal consistency of the scale measurement Alpha value found as more than 0.7 this indicates a good internal consistency of scale item used for this study.

Sampling design

The bank employee data's are easy to collect, because it's finite population. Therefore the researcher has planned to apply census study. For this purpose 414 total population identified by the researcher to collect the data regarding bank employees occupational stress in Perambalur District. All respondents are asked to fill the questionnaire, only 366 questionnaires are brought by the researcher to analyze (due to incomplete data given by the respondents). The sample response rate is achieved its critical limit more than 70 per cent.

Statistical tools

Analysis of variance is used for examining the differences in the mean values of the dependent variable associated with the effect of the controlled independent variables, after taking into account the influence of the uncontrolled independent variables. Essentially, ANOVA is used as a test of means of two or more populations. One-way analysis of variance involves only one categorical variables or a single factor. ANOVA is applied when the categorical variables in interval scale.

$$F \text{ ratio} = \frac{\text{Variance between groups}}{\text{Variance within groups}}$$

are calculated and compared with the respective table value of F [(k-1)/(n-k+1)] degree of freedom whereas k – number of groups and n – number of samples.

In the present study, the one way analysis of variance has been used to examine the association between the profile of employees and their views on the various aspects of Occupational stressors.

Analysis and discussion

The demographic comparison is essential for social science and psychological study, to find how the discrepancy of variable associated with research variable. The finding of variable in research is not an easy task to the researcher. Without background and depth knowledge of the study will never help the researcher to finding the association. In present study many demographic variables are formed by the researcher in the interview schedule such as gender, age, income and so on. The researcher has select gender of the respondents as research variable to analyze the occupational stress.

In order to know the demographic discrepancy, the variance test was applied by the researcher to find the association with occupational stressors dimensions. An assessment of the normality of the data is prerequisite for many statistical tests because normal data is an underlying assumption in parametric testing. In SPSS the normality test were obtained from two different tests such Kolmogorov- Smirnov test (K-S test) and Shapiro-Wilk test (S-W test) to test assumption that the sample are drawn from a normally distributed population. From the test p value the researcher may test the hypothesis accepted or not. If the p value is less than the threshold value of **P 0.05** it validate the assumption of parametric test “**Normal Distribution**”. Therefore the researcher has applied the normality test for factors in the Occupational stressors dimension. To test the normality the following hypothesis has been framed by the researcher.

The Shapiro-Wilk test is consider for the sample data is less than 2000, otherwise follows the (K-S) test statistic result for checking the normality among the dataset. From the above Table 5.8.1, it reveals that the P value is more than the threshold value ($P > 0.05$). The data in all the factors in Occupational stressor dimensions are drawn from a normal distribution. Therefore the framed null hypothesis “Data is normally distributed” has been

accepted. To check the homogeneity of sample data is another prerequisite to conduct the parametric test. The levene's test is used to test, if the samples have equal variance. The researchers simultaneously conduct homogeneity of variance test through levene's test statistic.

Gender with Occupational Stressors

To examine the gender discrepancy on occupational stressors the ANOVA test is applied. Table 1 shows the descriptive statistics of gender classification towards Occupational stressors dimension.

TABLE 1

Gender Classification towards Occupational Stressors Dimension

Occupational stressors Dimension				
Particulars	Mean values of Male respondents	Mean values of Female respondents	Levene statistic	P value
EOWSP	16.7613	17.6111	1.890	.170
EORSP	16.3964	16.2708	1.632	.181
EOPDSP	16.2072	15.8819	.037	.848
EOIRSP	14.5766	14.7014	.002	.966
EOCSP	15.1757	15.2708	1.221	.270

Source: Computed Data

Table 1 reveals that, female respondents mean values are slightly more than the mean values of male respondents. It evident to us the female group is highly influencing the occupational stressors dimension.

A one way ANOVA has been conducted by the researcher, for that purpose levene test was performed to determine the groups have homogeneous variance. The assumption is should met before applying the one way ANOVA. Hence, the researcher has framed the following Null hypothesis that,

Ho: Gender does not influence the Occupational stressors dimension

H1: Gender does influence the Occupational stressors dimension

The results of levene test of homogeneity of variance is presented in table 1 and the ANOVA result is shown in Table 2

The levene test (Table 1) for homogeneity of variance is not significant. The p value is more than the threshold value of 0.05. Therefore the researcher concludes the population variance for each group is appropriately equal.

TABLE 2
ANOVA Result
ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
EOWSP	Between Groups	63.084	1	63.084	1.291	.257
	Within Groups	17790.569	364	48.875		
	Total	17853.653	365			
EORSP	Between Groups	1.377	1	1.377	.038	.845
	Within Groups	13069.555	364	35.905		
	Total	13070.932	365			
EOPDSP	Between Groups	9.241	1	9.241	.292	.589

	Within Groups	11527.462	364	31.669		
	Total	11536.702	365			
EOIRSP	Between Groups	1.361	1	1.361	.084	.772
	Within Groups	5908.358	364	16.232		
	Total	5909.719	365			
EOCSP	Between Groups	.791	1	.791	.054	.816
	Within Groups	5328.586	364	14.639		
	Total	5329.377	365			

Source: Computed Data

From the table of ANOVA (Table 2), the calculated F values are found as 1.291 to 0.038 among the dimensions of occupational stressors. The calculated p value is high than the critical value of P 0.05. Therefore the framed null hypothesis has been accepted. Hence, the gender does not influence the occupational stressors dimension.

Conclusion

The banking sector is an important sector of Indian economy and occupational stress is one of the major hurdles in curbing its turnover. Thus, understanding of specific determinants of occupational stressors in different constituent factors provides very great insights in solution to stress. In social science research the demographic variables are very important in determining the emotional and social competence of human being. The demographic variables are gender, income, qualification, religion, race, and ethnicity. With demographic perspective of occupational stresses are dissimilar. This also confirmed from the present the study through the hypothesis that ***“Gender perspective of occupational stressors are not differ”***. The framed hypotheses has been rejected by the researcher and conclude that

the perceived occupational stressors are differing from male to female employees in both public and private sector banks.

Reference

1. Ahmad S, Ahmad H (1992 in press), Role stress and work satisfaction: A study on middle managers. *Indian Psychiatry J.*, 1(6): 110-115.
2. Beehr, T.A. and Newman, J.E. (1978) Job Stress, Employee Health and Organizational Effectiveness: A Facet Analysis, Model and Literature Review. *Personnel Psychology*, 31,665-699.<http://dx.doi.org/10.1111/j.1744-6570.1978.tb02118.x>
3. Malik. M.E, Ghafoor.M.M and Naseer.S (2011) Organizational Effectiveness: A Case Study of Telecommunication and Banking Sector of Pakistan. *East Journal of Psychology and Business*, 2, 37-49
4. Spencer, D. G., & Steers, R. M. (1981). Performance as a moderator of the job satisfaction–turnover relationship. *Journal of Applied Psychology*, 66(4), 511-514.
5. Kahn.R.L. and Byosiore.P.B. (1992), Stress in organizations. In M.D. Dunnette and L.M Hugh (Eds.). *Handbook of Industrial and Organizational Psychology*. (pp.571-650). Palo Alto, CA: Consulting Psychologists Press.
6. Miles.R. H., &Perreault.W. D. (1976), Organizational role conflict: Its antecedents and consequences. *Organizational Behavior & Human Performance*, 17(1), 19-44
7. Katz, D., & Kahn, R. L. (1978). *The social psychology of organizations*. New York: Wiley.
8. Priyanka Das, Alok Kumar Srivastav (2013),A Study on Stress among Employees of Public Sector Banks in Asansol, West Bengal. *International Journal of Science and Research (IJSR) ISSN (Online): 2319-7064*.