



EFFECT OF OCCUPATIONAL STRESS ON JOB SATISFACTION AND SUBJECTIVE WELLBEING OF EMPLOYEES IN SELECT PUBLIC SECTOR BANKS

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Abstract

Occupational stress- when requirement of the job do not match the capabilities, resources or needs the output is stress. This concept of occupational stress is often confused with challenge but is not same. Occupational stress is nothing but stress derived from work place.

Occupational stress- different views between worker and the conditions off work are primary cause of occupational stress. These different viewpoints important because they suggest different ways to prevent stress at work. These viewpoints lead to preventing strategies that focus on workers and the way to help them cope with demanding occupational concepts. The workplace is an important source of both demand and pressure causing stress and structural and social resources to counter react stress.

Symptoms of work related stress- many symptoms to stress are generalized such as increased anxiety or irritate ability it is easy for them to be ascribed to a characteristic of worker rather than to a condition of work. There are various ranges of symptoms which has verifiable impact on health of workers some degree of stress is a normal part of life. When stress is intense continuous or repeated as is often the case with occupational stress it can results to ill health. Impact of employee stress- absenteeism- employees under stress do not feel motivated to work and therefore take more number of leaves citing different reasons.

Keywords: Occupational Stress, Impact Of Employee Stress.

Introduction

Individual work for living and the major aspects of their life is to manage work life balance for that they try to overcome various things which they faces daily. One of the major aspect is job satisfaction and there are many variables that have been inference to be a result of job satisfaction or dissatisfaction. The concept of job satisfaction has emerged and now there are several factors contributing to it which are monetary and non-monetary job satisfaction of employees and performance/success are significantly related to each other. Better understanding of job satisfaction leads to various factors associated with it helps managers to guide employee's activities in a desired direction. The degree of what we have and what we want inference the difference between need and wants.

According to McGillivray 2007, Wellbeing is a notion generally people and policymakers aspire to improve. Wellbeing is generally viewed as a description of the state of people's life situation. However, it is an ambiguous concept, lacking a universally acceptable definition and often faced with competing interpretations. If we see Wellbeing is very difficult to measure as every individual having their own conceptions and having their own objective and related subjective measures because this includes various factors like feelings, aspiration, experience etc. Like in this study we see the what is the Impact of Occupational stress on Job satisfaction amongst the public sector banks and how they react on their subjective wellbeing.

Objectives of the study

The objectives of study are as under.

1. To study and analyses the occupational stress and related factors in study area.
2. To analyses the effects of occupational stress on job satisfaction and subjective wellbeing of the employees.
3. To study and analyses the various strategies practiced in occupational stress and suggest practical suggestion in the study area.

Hypothesis

Hypothesis for the Study Is Given As Under

1. Irrespective of categories, all the respondents experience the same level of occupational stress.
2. There is no significant difference between individual demographic variables and the occupational stress experienced by the respondents.
3. There is no significant difference between the individual demographic variables and the level of job satisfaction of the respondents.



4. Irrespective of categories, all the respondents experience the same level of job satisfaction.
5. There is no significant difference between the categories of the respondents and their status of subjective wellbeing.
6. There is no significant difference between demographic variables and the status of subjective wellbeing of the respondents.
7. The subjective wellbeing of the employees is not affected by occupational stress and job satisfaction Irrespective of categories, all the respondents experience the same level of occupational stress.

There is no significant difference between individual demographic variables and the occupational stress experienced by the respondents.

There Is No Significant Difference between Males and Females on the Occupational Stress Experienced By Them

To test the hypothesis “There is no significant difference between males and females on the occupational stress experienced by them” independent sample t-test is applied taking Gender as grouping variable and various factors of occupational stress as dependent variables where following results were obtained:

Group Statistics					
	Gender	N	Mean	Std. Deviation	Std. Error Mean
I have heavy workload in this organization	Male	211	2.8104	1.18003	.08124
	Female	91	2.7582	1.24133	.13013
Contradictory instructions are given to me by my Superiors	Male	211	3.2891	.98408	.06775
	Female	91	3.3516	1.50092	.15734
The responsibility of other employees is thrust upon me	Male	211	3.2844	.93335	.06425
	Female	91	2.7692	1.47631	.15476
Most of my suggestions are heard and implemented by the superiors	Male	211	2.8578	1.28310	.08833
	Female	91	2.7582	1.32783	.13919
I have to work with person of my liking	Male	211	3.0000	1.15470	.07949
	Female	91	3.2088	.92516	.09698
I get monotonous assignments in the organization	Male	211	2.8531	1.08331	.07458
	Female	91	2.6703	1.15523	.12110
My Self-respect is taken care by Higher Authorities	Male	211	3.1327	1.17572	.08094
	Female	91	3.0989	1.37481	.14412
In comparison to work/labour I have been paid less	Male	211	3.5735	.95521	.06576
	Female	91	3.4505	.95759	.10038
I do my work under tensed circumstances	Male	211	2.9905	1.31653	.09063
	Female	91	2.6593	.81948	.08591
I have to manage the excessive workload with less number of employees and resources	Male	211	2.8673	1.17572	.08094
	Female	91	3.0989	1.00061	.10489
My role in the organization is quite clear and adequately planned	Male	211	2.7156	1.03035	.07093
	Female	91	3.4286	1.26617	.13273
Superiors do not interfere with my jurisdiction and working methods	Male	211	3.3839	1.17495	.08089
	Female	91	2.8901	.99388	.10419
Due to certain group/political pressure, I have to do some work unwillingly	Male	211	3.0095	1.35221	.09309
	Female	91	3.2308	1.03362	.10835
Some of my colleagues and subordinates try to defame and malign me as unsuccessful	Male	211	2.9052	1.10863	.07632
	Female	91	3.3187	.95311	.09991
Ample opportunity is given to me to utilize my ability and experience independently.	Male	211	2.8531	.99150	.06826
	Female	91	3.7802	1.13335	.11881
My Social Status is enhanced due to this job	Male	211	2.9431	1.18184	.08136
	Female	91	3.3187	.95311	.09991
My hard work and performance are often rewarded	Male	211	2.9905	1.20313	.08283
	Female	91	3.0989	1.00061	.10489



Owing to excessive work load, I have to dispose off my work hurriedly	Male	211	2.9479	1.09202	.07518
	Female	91	2.7582	1.24133	.13013
Owing to uncertainty and ambiguity of the scope of my jurisdiction and authorities, I am unable to perform my duties smoothly	Male	201	2.6965	1.10111	.07767
	Female	91	3.4505	.95759	.10038
No clear instructions and sufficient facilities regarding the new assignments are provided to me	Male	211	3.0521	1.00102	.06891
	Female	91	3.2308	1.13605	.11909
My colleagues do co-operate with me voluntarily in solving administrative and industrial problems.	Male	211	3.1896	.95722	.06590
	Female	91	3.3077	1.27098	.13323
No due significance to my position and work is given by my Superiors	Male	211	3.1327	1.25411	.08634
	Female	91	3.0989	1.00061	.10489
I often feel that this job has made my life cumbersome	Male	211	3.1327	1.13449	.07810
	Female	91	3.4505	1.06733	.11189
Being too busy with official work I am unable to devote sufficient time to my domestic and personal problems	Male	211	3.0521	1.25438	.08635
	Female	91	3.6703	.94346	.09890
I am compelled to violate the formal and administrative and policies owing to group/political pressures.	Male	211	3.0995	1.06661	.07343
	Female	91	3.2198	.78602	.08240
Working conditions are satisfactory here from the point of view of our welfare and convenience	Male	211	3.3270	.94727	.06521
	Female	91	3.0110	1.25162	.13121
It becomes difficult to implement all of a sudden the new dealing procedures and policies in place of those already in practice	Male	211	2.5735	1.05020	.07230
	Female	91	3.3407	1.15681	.12127
I am unable to carry out my assignments to my satisfaction on account of excessive work load and lack of time	Male	211	2.7583	1.02044	.07025
	Female	91	3.6593	.47656	.04996

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
I have heavy workload in this organization	Equal variances assumed	4.208	.041	.347	300	.729	.05218	.15034	-.24367	.34804
	Equal variances not assumed			.340	163.199	.734	.05218	.15340	-.25072	.35509



Contradictory instructions are given to me by my Superiors	Equal variances assumed	47.497	.000	-.429	300	.668	-.06255	.14592	-.34970	.22460
	Equal variances not assumed			-.365	124.629	.716	-.06255	.17130	-.40159	.27649
The responsibility of other employees is thrust upon me	Equal variances assumed	53.974	.000	3.654	300	.000	.51513	.14098	.23770	.79256
	Equal variances not assumed			3.074	122.147	.003	.51513	.16757	.18342	.84684
Most of my suggestions are heard and implemented by the superiors	Equal variances assumed	.175	.676	.612	300	.541	.09958	.16262	-.22044	.41960
	Equal variances not assumed			.604	165.577	.547	.09958	.16486	-.22591	.42507
I have to work with person of my liking	Equal variances assumed	1.188	.277	-1.526	300	.128	-.20879	.13682	-.47803	.06045
	Equal variances not assumed			-1.665	210.780	.097	-.20879	.12540	-.45599	.03841
I get monotonous assignments in the organization	Equal variances assumed	2.280	.132	1.318	300	.188	.18275	.13863	-.09006	.45556
	Equal variances not assumed			1.285	161.269	.201	.18275	.14222	-.09811	.46361
My Self-respect is taken care by Higher Authorities	Equal variances assumed	6.747	.010	.218	300	.828	.03380	.15536	-.27194	.33954
	Equal variances not assumed			.204	149.359	.838	.03380	.16529	-.29281	.36041
In comparison to work/labour I have been paid less	Equal variances assumed	.856	.356	1.025	300	.306	.12291	.11989	-.11301	.35883
	Equal variances not assumed			1.024	170.374	.307	.12291	.12000	-.11398	.35980
I do my work under tensed circumstances	Equal variances assumed	33.378	.000	2.220	300	.027	.33118	.14917	.03763	.62473



	Equal variances not assumed			2.652	262.489	.008	.33118	.12488	.08529	.57707
I have to manage the excessive workload with less number of employees and resources	Equal variances assumed	.426	.514	-1.640	300	.102	-.23160	.14122	-.50951	.04631
	Equal variances not assumed			-1.748	198.869	.082	-.23160	.13249	-.49287	.02966
My role in the organization is quite clear and adequately planned	Equal variances assumed	6.012	.015	-5.138	300	.000	-.71293	.13875	-.98599	-.43988
	Equal variances not assumed			-4.737	143.723	.000	-.71293	.15049	-1.01040	-.41546
Superiors do not interfere with my jurisdiction and working methods	Equal variances assumed	5.767	.017	3.504	300	.001	.49378	.14093	.21645	.77110
	Equal variances not assumed			3.744	200.044	.000	.49378	.13190	.23368	.75387
Due to certain group/political pressure, I have to do some work unwillingly	Equal variances assumed	11.618	.001	-1.395	300	.164	-.22129	.15866	-.53351	.09093
	Equal variances not assumed			-1.549	220.427	.123	-.22129	.14285	-.50282	.06024
Some of my colleagues and subordinates try to defame and malign me as unsuccessful	Equal variances assumed	.034	.853	-3.097	300	.002	-.41347	.13349	-.67615	-.15078
	Equal variances not assumed			-3.289	196.937	.001	-.41347	.12573	-.66142	-.16552
Ample opportunity is given to me to utilize my ability and experience independently.	Equal variances assumed	.634	.427	-7.135	300	.000	-.92714	.12994	-1.18285	-.67143
	Equal variances not assumed			-6.766	152.116	.000	-.92714	.13702	-1.19785	-.65643
My Social Status is enhanced due to this job	Equal variances assumed	.144	.704	-2.678	300	.008	-.37555	.14023	-.65151	-.09959
	Equal variances not assumed			-2.915	209.462	.004	-.37555	.12885	-.62956	-.12154



My hard work and performance are often rewarded	Equal variances assumed	.153	.696	-.754	300	.451	-.10838	.14374	-.39125	.17449
	Equal variances not assumed			-.811	203.344	.418	-.10838	.13365	-.37190	.15514
Owing to excessive work load, I have to dispose off my work hurriedly	Equal variances assumed	15.318	.000	1.328	300	.185	.18963	.14283	-.09145	.47070
	Equal variances not assumed			1.262	152.809	.209	.18963	.15028	-.10727	.48652
Owing to uncertainty and ambiguity of the scope of my jurisdiction and authorities, I am unable to perform my duties smoothly	Equal variances assumed	16.555	.000	-5.637	290	.000	-.75403	.13376	-1.01730	-.49077
	Equal variances not assumed			-5.941	198.063	.000	-.75403	.12692	-1.00432	-.50374
No clear instructions and sufficient facilities regarding the new assignments are provided to me	Equal variances assumed	9.548	.002	-1.365	300	.173	-.17864	.13085	-.43614	.07886
	Equal variances not assumed			-1.298	153.011	.196	-.17864	.13759	-.45046	.09319
My colleagues do co-operate with me voluntarily in solving administrative and industrial problems.	Equal variances assumed	25.275	.000	-.888	300	.375	-.11812	.13308	-.38001	.14377
	Equal variances not assumed			-.795	135.933	.428	-.11812	.14864	-.41207	.17583
No due significance to my position and work is given by my Superiors	Equal variances assumed	2.604	.108	.228	300	.820	.03380	.14846	-.25835	.32596
	Equal variances not assumed			.249	211.627	.804	.03380	.13585	-.23400	.30160
I often feel that this job has made my life cumbersome	Equal variances assumed	.440	.508	-2.273	300	.024	-.31785	.13981	-.59297	-.04272
	Equal variances not assumed			-2.329	180.690	.021	-.31785	.13645	-.58709	-.04861
Being too busy with official work I am unable to devote	Equal variances assumed	16.295	.000	-4.214	300	.000	-.61820	.14671	-.90691	-.32949



sufficient time to my domestic and personal problems	Equal variances not assumed			-4.708	223.793	.000	-.61820	.13130	-.87693	-.35946
I am compelled to violate the formal and administrative and policies owing to group/political pressures.	Equal variances assumed	20.935	.000	-.968	300	.334	-.12025	.12426	-.36479	.12428
	Equal variances not assumed			-1.090	228.066	.277	-.12025	.11037	-.33773	.09722
Working conditions are satisfactory here from the point of view of our welfare and convenience	Equal variances assumed	20.610	.000	2.405	300	.017	.31603	.13142	.05740	.57465
	Equal variances not assumed			2.157	136.392	.033	.31603	.14652	.02628	.60577
It becomes difficult to implement all of a sudden the new dealing procedures and policies in place of those already in practice	Equal variances assumed	.280	.597	-5.647	300	.000	-.76720	.13586	-1.03455	-.49985
	Equal variances not assumed			-5.434	156.858	.000	-.76720	.14118	-1.04607	-.48833
I am unable to carry out my assignments to my satisfaction on account of excessive work load and lack of time	Equal variances assumed	94.490	.000	-8.048	300	.000	-.90105	.11196	-1.12138	-.68071
	Equal variances not assumed			-10.453	298.174	.000	-.90105	.08620	-1.07069	-.73141

The above table shows that the significance (2-tailed) value of variables like heavy workload, Contradictory instructions, suggestions heard and implemented, work with persons of liking, getting monotonous assignments, self-respect taken care of, less payment, manage excessive workload, group/political pressure, reward for hard work, disposing work hurriedly, no clear instructions, co-operation from colleague, no due significance to my position, compiled to violate policies, etc. is more than the alpha value of 0.05 ($p > 0.05$) which states that the above factors have insignificant impact on the occupational stress experienced by males and females.

However, the significance (2-tailed) value of variables like responsibilities of other employees, working under tensed circumstances, adequately planned role in the organisation, no interference by superior, subordinates try to defame and malign, opportunity to utilise experience, enhancement in social status, inability to perform smoothly, job has made life cumbersome, being too busy with official work, satisfactory working conditions, difficulty in implementing new dealing procedures and policies, inability to carry assignments up to satisfaction, etc. is less than the alpha value of 0.05 ($p < 0.05$) which states that the above factors have significant impact on the occupational stress experienced by males and females.

Thus in case of majority of the factors the significance (2-tailed) value is found to be more than the alpha value of 0.05 ($p > 0.05$), it is concluded that there is no significant difference between males and females on the occupational stress experienced by them and hence the hypothesis is accepted.

Findings & Conclusions

On the basis of the data analysis and hypothesis testing following findings and conclusions were drawn:

1. It was found during the research that various variables like heavy workload, Contradictory instructions, suggestions heard and implemented, work with persons of liking, getting monotonous assignments, self-respect taken care of, less payment, manage excessive workload, group/political pressure, reward for hard work, disposing work hurriedly, no clear instructions, co-operation from colleague, no due significance to my position, compiled to violate policies,



etc. have insignificant impact on the occupational stress experienced by males and females and variables like responsibilities of other employees, working under tensed circumstances, adequately planned role in the organisation, no interference by superior, subordinates try to defame and malign, opportunity to utilise experience, enhancement in social status, inability to perform smoothly, job has made life cumbersome, being too busy with official work, satisfactory working conditions, difficulty in implementing new dealing procedures and policies, inability to carry assignments up to satisfaction, etc. have significant impact on the occupational stress experienced by males and females.

2. Variables like Contradictory instructions, suggestions heard and implemented, no interference by superior, adequately planned role in the organisation, reward for hard work, disposing work hurriedly, no clear instructions, job has made life cumbersome, etc. have shown insignificant impact on the occupational stress experienced by employees of different age group.
3. Further the variables like heavy workload, responsibilities of other employees, work with persons of liking, getting monotonous assignments, self-respect taken care of, less payment, manage excessive workload, working under tensed circumstances, group/political pressure, subordinates try to defame and malign, opportunity to utilise experience, enhancement in social status, inability to perform smoothly, being too busy with official work, satisfactory working conditions, difficulty in implementing new dealing procedures and policies, inability to carry assignments up to satisfaction, co-operation from colleague, no due significance to my position, compiled to violate policies, etc have significant impact on the occupational stress experienced by employees of different age group.
4. It was also found during the research that, male and female respondents have shown significant difference on the level of job satisfaction. Some have found the job fascinating and others have found the same job frustrating and boring. Some find their work satisfying and some have found the job boring. At the same time some respondents have found their work creative and useful while some have found their work tiresome. Also it was found during the research that for some respondents the work is challenging and for some respondents the work is frustrating. Due to these difference of opinion among males and females a significant difference was found on their level of job satisfaction.
5. Further studies about the job satisfaction revealed that the level of job satisfaction is different for the respondents of different age group. This is because, the young employees are more enthusiastic and most of the time they are not satisfied with the pay structure of the organization. They feel that their income is just adequate for normal expenses but it is not sufficient to meet the luxurious demand.

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