

STRESS MANAGEMENT IN PRIVATE SECTOR BANK

(A Study of ICICI Bank Karnal)

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INTRODUCTIONS

Stress is fact of every body life. In the competitive and fast moving modern life every individuals is under stress. Stress means the bodily strain that an individual's feels as a result of coping with some environment factors. In everyone's life stress starts from early part of life and continues till death. When people reach out for help, they a often dealing with circumstances, situations and stressors in their lives that leave them feeling emotionally and physically over whelmed. Many people feel that they have very little resources or skills to deal with the high level of stress they are experiencing. The word stress is derived from the latin word. "strictus", which means to "Tighten" This is appropriate when one thinks of the feeling that often accompany stressfull situations. The highest level of stress intensity is due to lack of opportunity for advancement-poor or inadequate supervisors and in sufficient personnel to handle an assignment. However; stress may also be experienced due to pressure within ourselves and from our habits behavior and personality although we may not be aware of many of our attitude we tend to be controlled by them They filter as well as influence our perceptions, allowing us to experience any what we want to do or we will experience. This is every apply brought out in the say " Life is 10% of what really happened and 90% is how an event that matters more than the event itself."

In our normal life many situations comes when we faces stress. Employees also came under stress due to learning at new techniques. Students put in extra labour because of the stress of examination which brings them good marks. This is positive outcomes of stress.

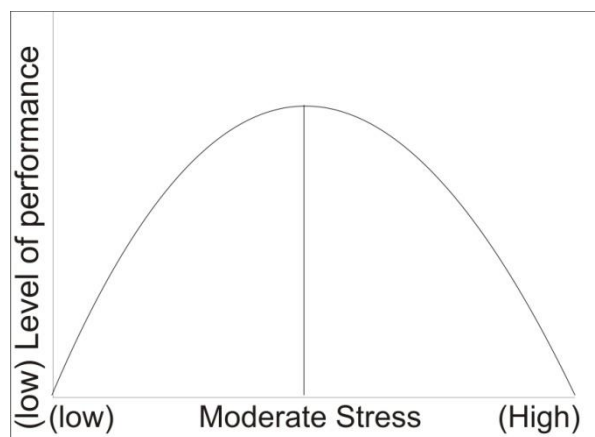
Now, many research works have proved that stress affects the efficiency of the employees in a very adverse manners. That is why no company can see its employees under stress. This situations increases the costs of the company. Hence, the company would like the take their employees out of stress at any cost.

What s it Stress

Although we all talk about stress, it often is not clear what stress is really about. Many people consider stress to be something that happens to them, and event such as an injury or a job loss. Other thinks that stress is what happens to our body, mind and behavior in response to an event (e.g. Heart pounding anxiety, or nail biting) while stress does involve events and our response to then, these are not the most important factors. Over thought about the situations in which we find ourselves are the critical factors stress can came from any situation or thoughts that make you feel frustrated, angry or anxious. Everyone sees situation differently and have different coping skills for this reasons no to peoples will response exactly the same way to a given situations.

Relationship between level performance and stress.

There is a difference of opinion among the management experts regarding the relationship between stress and efficiency. Some believe that there is a deep relationship between the two, while some refuse to accept their relationship. The following diagram shows such a thinking who is accepted by most of the experts.



The above diagram is shows that low stress- When the stress happens to be low the individuals lacks of energy. His heart is not in his work consequently efficiency also touch the lowest level.

In moderate stress:- In moderate level, the level of efficiency also starts moving upwards. At this level of stress an individual is full of energy available resources are used at their optimum level. As a results of its, efficiency is at its best.

And last in high stress:- As the stress starts mounting to higher level, the efficiency starts declining. A time comes when the level of stress is maximum and the level of efficiency is at

its lowest. The reasons for it is that and individual cannot tolerate stress more than a particular level.

Now the important question is how to end stress. Stress can be overcome with the help of stress management. Stress management refers to the process through which stress can be controlled. It must, however be kept in mind that the stress management never talks of eliminating stress thoroughly. In short, It can be said that in case stress crossing a certain limit, It has to be controlled or managed to avoid its negative effects. Stress can be overcome with the help of stress management. Management of stress is possible with the help of the following technique. For example: Meditation, Yoga, Exercise, Balanced diet, Time management, sufficient sleep job enrichment, Participations in management, open communications etc.

Definitions of Stress

“Stress is the reaction of people due to excessive pressure or other type of demand placed on them (United Kingdom Health and Safety Commission, 1999)

Some few examples who are the causes of stress.

- Employee also come under stress for learning new techniques
- Students are under stress when their examinations near because now they have to put in extra work for their study.

Objectives

To examine the causes of stress.

- To find out relationship or effects of stress on job satisfactions, motivation, morale, performance of employees.
- To ascertain the disorders and count of health and psychology.
- To judge the impact of such stress on their work place and family set-ups and society.
- To suggest certain measures to overcome such stresses so that there can be effective stress management.
- To suggest various steps to reduce organizational complexities to reduce stress.

Stress in Banking field

In this country banking field is the project model of profitable industry. But in present position of the list of service provider started growing rapidly. When Banking field convert into nationalization the work load and competitions increased and increased competition is the main causes of increased stress. High expectations of the customer is also causes of

increased stress. R.T.I. also one a comes of increased stress because from R.T.I Power customer aware.

Data Collections

This study is based on primary data collected through a pre tested structured questionnaire. The questionnaire will be developed with a view to study the male or female. Data has been collected have two categories male and female employees working in the bank. There strength is 50 add 25 are male and 25 female. Data collections from structured questionnaire. Every care will be taken in developing the questionnaire.

Research Methodology

The study under considerations is based an demographic variables. Percentile method has been used.

Table 1

Table showing demographic variables of respondent

Category	No. of Person	Age Group			
		30-35	Less than30	>35	Total
Male	25	10	5	10	25
Female	25	7	8	10	25

Source: Primary Data

There are 50 respondent divided in two categories 25 male and 25 female and their age group is 30-35, less than 30 and more then 35.

In male categories age group of 30-35, 10 respondents who are affected from stress and the age group 4 less than 30 5 respondent who are affects from stress. In age group of >35, 10 respondent who are affected from stress.

Table 2

Showing variables of stress

S.No.	Variables	Total Person	No. of	% who stress from the reasons
1	Work Load	20	20/50x100	40%
2	Over time	10	10/50x100	20%
3	Transfer	4	4/50x100	8%
4	Shift Change	6	6/50x100	12%
5	Holiday work	7	7/50x100	14%
6	Change Technique	3	3/50x100	6%

Source: Primary Data

This table shows how many person include in Male & Female who's effective from workload, over times, transfer, shift change, today work and change in technique, admission, shifting is more expansive from one place to another. This table is showing that 40% person affected from work load, 20% overtime, 8% person to transfer, 12% person shift changing in person extra work in holiday. 6% person affected from change techniques in banking field.

Table 3

Table showing stress management techniques

S.No.	Variable	Female Yes()	Male (No)
1.	Yoga	X	✓
2.	Time Management	✓	✓
3.	Effective Management	✓	✓
4.	Meditations	✓	X
5.	Social Interactions	✓	✓
6.	Change your attitude	✓	✓
7.	Proper Selections	X	✓
8.	Crate healthy climate	✓	✓
9.	Providing Counseling	X	✓

This table is showing that female who are affected from change technique, transfer, overtime. They release their stress by time management effective management, meditations, social interactions, change your affirmed create healthy climate and male who are affected from overload, overtime & shift change. They release their stress from yoga, time management , effective management, change your affirmed, proper selections & providing counseling.

Female person who effective from change technique, transfer, overtime. They release their stress from, Yoga, Time Management, Proper selections and female who's effective from overload, over time & shift change. The release their stress from yoga, change attitude, meditations.

Finding & Suggestions:-

People feel little stressed when they have the time, experiences and resources to manage a situations. They feel great stress when they think they can't handle the demand put upon them. After change in field, competitions and customer awareness stress in increased. Stress removed from time management, job satisfactions, Yoga meditations, proper selections and create healthing climates information's skills, reducing conflicts and career planning is the best technique of overtime to the stress .

Conclusions:-

Based an the preceding discussion of the results, a number of conclusions were drawn from this shady. If our thinking is positive we can face any circumstances. At any situations finally general & specific technique is used to release from stress.

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