

A Study on Stress and Stress Coping Strategies in Relation to Work Life Balance of Women Employees in select Commercial Banks in Erode District

Dr. M.Prema, Assistant Professor and Head, Department of Commerce (CA), Vellalar College for Women (Autonomous), Erode, India. premadhakshitha@gmail.com

Dr. S.Suresh , Professor, Department of Commerce, Annamalai University, Annamalainagar, India.

Abstract - Work life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self care and other personal activities, in addition to the demands of the workplace. A woman employee who spends more time in the work place, dealing with customers and the pressure of job interferes with her personal life; sometimes it is impossible to even complete her household chores. It can lead to absenteeism from work, creating stress and lack of concentration at work. Stress is a phenomenal event that is threatening an individual and which elicits physiological and behavioural responses as part of achieving stability through change. It is a result of the disparity between the challenges experienced and belief on the ability to cope. The present study is undertaken to find out the stress coping strategies followed by the respondents. In Banking sector 566 women employees in Erode District were selected. The findings of the study revealed that an appropriate stress response is a healthy and necessary part of life. Stress management is the key to activate an individual in her work through relaxation response.

KEYWORDS : *Stress, Work Life, Home Life, Women Employee.*

I. INTRODUCTION

Work life balance is a comfortable state of equilibrium achieved between the employees' primary priorities in their employment position and their private lifestyle. Work life balance is a concept that supports the employees to split their time and energy between work and the other important aspects of their lives. Work life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self care and other personal activities, in addition to the demands of the workplace.

Work life in banking sector is highly complicated and demanding. There are many pulls and pressures during the work life in banking sector. Bank Employees cannot do full justice to their familial/non-organisational roles because of long working hours; they get isolated from the real world. The bank employees face increased challenges both in private and public sector banks as they have to attract a large pool of customers for various schemes besides recovery of loans etc. Besides this, the banking sector faces acute pressure and stress due to deadlines, repetitive work and demand for high performance.

Home life of the banking sector women employees is also stressful because of intensive parenting capability in child rearing and development, elderly care and hectic household activities and they lose their mental energy. A woman employee who faces an unpleasant, isolated, hostile and unsupportive family environment has to cross several barriers in her work life.

II. REVIEW OF LITERATURE

Rakesh Yadav (2013) observed in his study that working conditions and duration of work time were the major factors to create stressful situation of an employee in her work domain and caused work life imbalance. The author suggested that the employers should maintain the stress free environment in the organisation to retain their worthwhile work force.

Komal Saeed and Yasir Aftab Farooqi (2014) conducted a study and suggested that the university should maintain a healthy work life balance among employees to minimise the job stress, thus ultimately enhancing the university's effectiveness and efficiency.

Shobha Sundaresan (2014) investigated in her study that the respondents faced high levels of stress and anxiety, disharmony at home, experienced job burnout and inability to realise the full potential as consequences of poor work life balance. This study elucidated that the working women must take responsibility to achieve a harmonious balance in both the spheres of their lives.

Rajni Kundu (2015) concluded in her study that meaninglessness, work pressure and demotivation in the employee's workplace made them to overstretch and put into stress themselves. The author suggested that the organisation should train the employees to understand the issues of work life and burnout management.

Renuka Devi and Kanagalakshmi (2015) carried out a study which revealed that the respondents derived two predominant factors such as psychological pressure and extricating strategy. The results concluded that needed an application of updated knowledge with the recent developments to compete and cope with stress in the professional and personal life respectively.

Objectives of the Study

1. To understand the stress coping strategies of women employees working in Banking Sector.
2. To offer appropriate suggestions to improve the work life balance of women employees.

III. METHODOLOGY

The sampling method adopted in this study is census method. This study been conducted in Erode District, Tamil Nadu. 566 respondents were chosen (404 in public and 162 in private banks). The study is confined to the commercial banks of public and private sector.

IV. DATA ANALYSIS AND INTERPRETATION

Stress on Women Employees Working in Banks

Stress of women employees is seen in every corner of the world in their life. Stress management and work life balance for women employees are highly desirable. If there is no job satisfaction and regularity in life, it creates a problem for working women. The women employees working in banks are assigned with various tasks apart from their family commitments in addition to long working hours. This multiple work exploits the women employees' burnout. The following table -1 shows that the percentage of women employees having stress.

Table 1 Stress on Women Employees Working in Banks

| Stress | No. of Respondents | Percentage |
|--------|--------------------|------------|
| Yes | 393 | 69.4 |
| No | 173 | 30.6 |
| Total | 566 | 100.0 |

Source: Primary Data

It is observed from table -1 that 69.4 per cent of the respondents suffered from stress whereas 30.6 per cent of the respondents managed their work without any stress. The results show that the financial and functional mode of banks put the majority of women employees in to a stressful situation.

Stress Coping Strategies Adopted by Women Employees

The women employees naturally acquire trust in their work either at office or at home. This unique character of women makes them easier to accommodate stress coping strategies

than the male employees. There are various stress coping strategies adopted by the women employees to cope with stress. There are ten important stress coping strategies followed by the women employees that are discussed in this study.

Table 2 Stress Coping Strategies Adopted by Women Employees

| Stress Coping Strategies | | Yes | No | |
|---|-----|------|------|-------|
| Discussing the problems with spouse / family members | No. | 267 | 126 | 393 |
| | % | 67.9 | 32.1 | 100.0 |
| Discussing the problems with friends and relatives | No. | 240 | 153 | 393 |
| | % | 61.1 | 38.9 | 100.0 |
| Discussing the problems with colleagues | No. | 179 | 214 | 393 |
| | % | 45.5 | 54.5 | 100.0 |
| Practicing yoga and meditation | No. | 133 | 260 | 393 |
| | % | 33.8 | 66.2 | 100.0 |
| Trying to avoid the problematic situation as much as possible | No. | 273 | 120 | 393 |
| | % | 69.5 | 30.5 | 100.0 |
| Optimal sleeping time to relax physically and mentally | No. | 206 | 187 | 393 |
| | % | 52.4 | 47.6 | 100.0 |
| Participating in religion or other forms of spirituality | No. | 158 | 235 | 393 |
| | % | 40.2 | 59.8 | 100.0 |
| Chatting with kids and kins | No. | 229 | 164 | 393 |
| | % | 58.3 | 41.7 | 100.0 |
| Reading books | No. | 142 | 251 | 393 |
| | % | 36.1 | 63.9 | 100.0 |
| Listening to music and watching television | No. | 250 | 143 | 393 |
| | % | 63.6 | 36.4 | 100.0 |

Source: Primary Data

It is evident from the above table -2 that 69.5 percent of the stressed respondents avoid the problematic situation as much as possible followed by 67.9 per cent of the stressed respondents discussing their problems with spouse or family members and listening to music and watching television were adopted by 63.6 per cent. There are 36.1 per cent of the stressed respondents reading books followed by 33.8 per cent practicing yoga and meditation to cope with stress.

V. FINDINGS OF THE STUDY

The result shows that there are 69.4 per cent of the respondents who suffered from stress whereas 30.6 per cent of the respondents are managing their work without any

stress. Out of 393 respondents, 69.5 per cent of the stressed respondents avoid the problematic situation as much as possible followed by 67.9 per cent discussing their problems with spouse or family members and listening to music and watching television adopted by 63.6 per cent.

VI. SUGGESTIONS

The present study revealed that most of the employees have stress due to hectic work schedule and tough work profile which would decrease their efficiency. To overcome the stress, the organisation must conduct periodical workshops on stress management and counseling sessions for women employees. The employees might be self motivated and can practice yoga, meditation and physical exercises to alleviate stress.

VII. CONCLUSION

This study has been established to develop the work life balance culture in banks to create a harmonious environment. Work life balance is important for both employees' and employers' health and wealth. The employees and employers lead a symbiotic life to get a fruitful outcome in their productivity. In this regard, it is not enough if the employees alone practice work life balance policies as their own rather the employers should also implement workshops on work life balance, newly developed work life balance policies and stress management programmes.

REFERENCE

- [1] Rakesh Yadav, (2013). "Work Life Balance Challenges for HRM in Future", International Journal of Current Research, Vol.5(10), pp.2965 - 2969.
- [2] Komal Saeed and Yasir Aftab Farooqi, (2014). "Examining the Relationship between Work Life Balance, Job Stress and Job Satisfaction among University Teachers (A Case of University of Gujarat)", International Journal of Multidisciplinary Sciences and Engineering, Vol.5(6), pp.9 - 15.
- [3] Shobha Sundaresan, (2014). "Work- Life Balance – Implications for Working Women", OIDA International Journal of Sustainable Development, ISSN: 1923-6662 (Online).
- [4] Rajni Kundu, (2015). "An Experimental Study of Effect of Stress and Job Satisfaction towards Work Life Balance of IT Professionals and Private Sector Executives, International Journal of Applied Research, Vol.1(7), pp.766 - 769.
- [5] Renuka Devi, S.V., and Kanagalakshmi, (2015). "Factors Influencing Work Life Balance of Women Employees in Information Technology Companies", IOSR Journal of Business and Management, Vol.17(6), pp.1 - 4.