

A STUDY ON THE IMPACT LEVEL OF STRESS AMONG BANK EMPLOYEES' DURING THE PANDEMIC

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ABSTRACT

The research looked into the effect of work stress on hand productivity. The goal of the study was to see how work-related stress affected the productivity of Tamil Nadu banking employees. It also identified specific factors that contribute to work stress in the banking industry. The target population is drawn from twenty Tamil Nadu banks. 148 bank employees in Tamil Nadu were selected using a statistical arbitrary slicing method. The device used to elicit information from the respondents was a questionnaire. Table and chance descriptive statistics were utilized to answer the investigation questions posed to lead the study, while regression and correlation, as well as the t- Test and one-way ANOVA method, were employed to test the study's exploration hypotheses. Workload, Job Satisfaction, Perceived Danger, Job Autonomy, Quality of Supervision, Organizational Support, Work-Family Conflict, Organization Commitment, and Job Stress are all stress-related factors that can be used to assess the impact of work stress. According to the conclusions of this study, there is a significant link between work stress and hand productivity in the banking industry.

Keywords: Job Stress, Banking Industry, Epidemic of COVID-19.

Introduction

The banking industry is the backbone of our state's and country's economies. Long working hours, an inefficient work schedule, a lack of job tone-acceptability, and employment difficulty are all part of the job description for banking representatives. Directors are under a lot of stress these days, especially in financial areas. Workplace weight can be a challenge, and stress can be both positive and detrimental at times. For an association, positive pressure promotes service, while negative pressure urges misfortune. Coronavirus is an outbreak that began in the year 2020 and is still ongoing. The restrictions had no effect on the chain of COVID-19 transmission. Working from home has both positive and negative implications. The beneficial effects aid the government in reducing COVID-19. The negative repercussions include an increase in the amount of conflict that occurs for representatives who need to telecommute. This is also a problem for workers to balance work and family time. A work-family conflict occurs when there is a conflict in a variety of ways between the pressing factors at work and family. Workplace pressure can be increased by the maturity of the woke-family clashes. Workers in the financial sector are facing new challenges, which has led many to believe that they are their own representatives. Working-ground stress is becoming an introductory issue for representatives, directors, and the general public. Workplace stress is an internal development that individuals may face on a daily basis. Job requests include job struggles, job inquiries, job corruption, and job oversimplification. Assignment requests are factors related to representatives' job/work for example, work plan, relationships between various assignments, working conditions, and work spread out.

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Review of Literature

Masyhuri, Pardiman, Siswanto-Jurnal Keuangan dan Perbankan (2021): Examine how a work-family conflict is mediated by a company's dedication to the job. Quantitative analysis of structural equation modelling using partial least squares can be used by the researcher. A questionnaire was used to collect data. The study was done via direct data gathering from employees via a Google Form and a questionnaire. Work-family conflict has an impact on employee job stress and organizational commitment. Smart PLS 3.0 was used to evaluate the data. In the examined, there are two steps that can be regarded (Algorithm and Bootstrapping). There are five different banks to choose from. 197 is a bank employee. It is suggested that job stress levels be compared before and after the pandemic. To find out what additional factors can affect job stress, add the other mediating variables. Respondent to the survey. It demonstrates an organizational commitment capable of mediating the tension between work and family life and job stress.

Rukhshinda Begum, Ahsen Mobeen-European Scientific Journal (2020): The banking industry is concerned with identifying decision-making flaws. They were also gathered through the analysis of the hypothesis statement. The information was gathered by a survey method using a questionnaire and a Google document, as well as an employee interview. A total of 112 employees from various financial sectors responded. Employees' working time was reduced during the pandemic due to lockdown, work pressure, fear of losing their jobs, and psychological stress. Number of employees available for telephone interviews over the length of the pandemic. Motivated by the financial gain from working in a dangerous environment. Attendance was provided to the bank employee at the bank's convenience.

Arslan Khalid, Fang Pan, Ping Li, Wei Wang and Abdul Sattar Ghaffari-Frontiers in Public Health (2020): Employees in the public and private banking sectors compare occupational stress, psychological capital, and job burnout. A cross-sectional survey was conducted in various banks across Pakistan. Data was collected from 1778 male and female bank employees using an adapted questionnaire that included the effort-reward imbalance scale psychological capital and the burnout inventory general survey. A cross-sectional study was done in Pakistan's Punjab province. The research was classified as a descriptive study. The data was analyzed using SPSS, which included correlation, regression, and t-tests. The information gathered by Punjab's big five cities. A total of 1778 people responded to the survey. Investigate the results of employees working in other nations who are using the same model.

Mishal Khosa, Shahibudin Ishaq, Bidayatul Akmal Mustafa Kamil- International Journal of Management Studies and Social Science Research (2020): Psychological Empowerment and Employee Engagement: A Relationship Motivation and employee engagement have a relationship. Psychological Empowerment and Occupational Stress have a link. Motivation and Occupational Stress have a relationship. There is a link between workplace stress and employee engagement. The Relationship between Psychological Empowerment and Employee Engagement is mediated by Occupational Stress. Occupational stress is a mediator in the motivation-employee engagement relationship. The frontline staff in Pakistan's banking sector were chosen by the researcher. The survey approach was used to fill out the questionnaire. Employee Engagement, Psychological Empowerment, and Motivation: Motivation, Occupational Stress, and Co-worker Support were used to gauge the results of this study. Smart PLS version 3 is used to evaluate data. Individual item reliability (outer loading), internal consistency reliability, convergent validity, and discriminating validity are all factors to consider when evaluating measurement models. The structural model, also known as the inner model in the PLS-SEM path model, describes the link between the exogenous and endogenous latent constructs. Employees on the front lines of Punjab's six major banks. The study's sample size is 1778 people. Another drawback of the current study was the lack of a longitudinal design and a self-reporting survey. Alternative methodologies, such as qualitative or focus group methods, are likely to be used.

Muhammad Ehsan, Kishwar Ali-International Journal of Innovation and Economic Development (2019): Employee performance in the banking sector of Faisalabad, Pakistan, is affected by stress. The reasons for the banking sector's stress. Descriptive study design to accurately characterize the participant. The study's sample technique is convenient sampling. Non-probabilities are one of the categories of non-probabilities. To obtain data from responders, I created a questionnaire. SPSS (Statistical Package for Social Sciences) (Frequency analysis, Reliability Analysis, Regression Analysis, Correlation Analysis). The population is concentrated in an urban and

semi-urban bank with a population of 50 people. The current study can be expanded from the district level to the state level, national level, and international level; the sample size can be raised; and additional factors that contribute to the occupational sector and approaches to successfully resolve lecturer stress can be investigated.

Mohamed El-Hady Emam Salim, Alaa Abdel Wahed Aboel Maged Shams Eldine, Omar Omar Zidan, Mohamed Mahmoud Aboal Asaad-The Egyptian Journal of Hospital Medicine (2019): The prevalence of occupational job stress among banking personnel, as well as the risk factors for occupational job stress and interventions that may help to prevent occupational stress among banking employees. A survey of 568 banking employees in El-Mansoura City was undertaken. A cross-sectional study employing a standardised questionnaire was conducted, as well as an interventional study involving the use of a stress management health education intervention programme. Six months after the intervention, an evaluation was conducted to determine the program's level of success. A survey of 568 banking employees in El-Mansoura City was undertaken. To improve understanding of organisational stress, future research should combine longitudinal designs with both objective and subjective measurements of stressors from a variety of sources.

Mathangi Vijayan-Research Gate (2018): Employees, workload, job security, and shift work are all affected by demographics. The elements that contribute to occupational stress are investigated, as well as their impact on job performance. From this research, a conceptual model based on the workload, job stability, and shift work can be created. This research took a qualitative method. Avvin, Coimbatore, can determine the population. The primary data was gathered using a questionnaire. Simple random sampling can be used to determine the study's sampling. T-Tests, correlations, and regressions were used in the analysis, which was done using SPSS Software. This study has a sample size of 100 people. The impact of occupational stress on employee performance can be researched on a larger population. Other factors include role conflicts, autonomy, inadequate pay, and so forth. Other variables, such as role conflicts, autonomy, low incomes, technological development, and so on, might be investigated in order to focus on job stress-free work-life balance management and treatments for job stress mitigation. Employee workloads in the organization can be lowered, and management can make attempts to allocate work effectively. Employees can be assigned to different shifts, which can help them maintain a healthy work-life balance. A job stress audit can be conducted on a regular basis to determine the source of job stress and to alleviate it. The company might host seminars and workshops to promote a healthy work-life balance.

Manjunatha M K., and Dr. T.P. Renukamurthy-International Journal of Research - Granthaalayah (2017): Theoretical considerations in stress management. Employee performance according to several study perspectives in relation to stress management. It could be made up of secondary information. The study was evaluated by many on-line publications, and data was collected by libraries. Variables: Types of stress, sources of stress, and stress findings in the banking business, technology has revolutionized the level of stress faced by employees. Workforce productivity is one of the most important variables in an organization's success. A productive employee is one who is healthy. Excessive work pressure and work life are the main causes of stress in the banking business.

Rohit Yadav-International Journal of Research (2017): The amount of stress that employees are under. Employees exhibit stress-related symptoms. The variables that cause stress. The purpose of this research is to look into the effects of stress on employees. Make recommendations for stress management. Non-probability sampling techniques such as convenience sampling and snowball sampling are used in the study. About 200 samples of original data were acquired from various Public Sector Banks and Regional Rural Banks in India's National Capital Region. Data was collected through a questionnaire, Google Forms, an interview, and a discussion. Secondary data was gathered from publications such as periodicals, journals, websites, and reports. In the banking industry, the majority of employees are under stress. The personnel are not sufficiently motivated by their superiors. Incentives, both financial and non-financial, are insufficient. Employees do not have enough authority to fulfil their responsibilities.

Saumen Purkait: International Journal of Advanced Research (2016): The percentage of bank employees that are stressed at work. The bank employee's quality of life at work. The methodology helps people overcome professional stress and have a better work life. The study's respondents were assumed to be banking employees in West Bengal. There were two categories of data that were considered. There are two types of data: main and secondary. They created a

questionnaire to collect data from respondents on occupational stress and work life quality. The easy sampling was used to customize the sampling. The cross sectional study used a Likert scale for the questionnaire. The study's respondent is 90 years old. Banks may increase training and information transfer, as well as other programmers, to help people improve their living conditions. According to the findings, banking sector employees' occupational stress has a significant impact on their quality of work life. Role Overload, Role Conflict, Difficult Working Conditions, and Responsibilities have all had an impact on the quality of work life of banking sector employees in West Bengal, as they lack confidence in stability, growth possibilities, and contentment.

R. M. Alagu Krithika, Prof. M. Robinson-IJRST –International Journal for Innovative Research in Science & Technology (2016): The most common reasons of stress for women working in the banking industry. The link between the many aspects of workplace stress. The level of occupational stress experienced by female bank employees. The effects of work-related stress. 1. A research design might be a structure or plan that guides data collecting and analysis. The research was classified as a descriptive study. The results were calculated using SPSS and the chi-square test. Bank staff in 75 private and 75 public banks are women. The study's respondents are 150 female employees. Stress in the banking industry is mostly caused by an excess of job pressure and a work-life balance imbalance. Organizations can assist and encourage employees to take on positions that help them achieve this balance.

Shavita Dhankar-International Journal of Applied Research (2015): Determine the degree of stress among bank employees. A bank employee is causing tension between the private and public sectors. Direct data collection among employees was used in the survey, which was obtained using a Google form and convenient sampling. In this study, there could be up to 12 variables. 1. There is an abundance of roles. 2. Uncertainty over one's role. 3. Conflicts of interest. 4. Unreasonable political and group pressure. 5. Personal accountability. 6. in the category of participations 7. Lack of control 8. Negative peer relationships 9. Poverty as a result of one's own actions 10. Low social standing 11. Difficult working conditions 12. Loss of profit 13. Occupational Stress as a Whole. Private bank number 20. Employee of Private bank-100, Employee of Public bank-100, Employee of Public bank-100, Employee of Public bank-100, Employee of Public bank-100, Employee of Public bank-100, Employee of Public bank-100, Researchers have only collected a limited sample of public and private banks a few times. The cost limitations were minimal in this investigation.

Dr. Tulsee Giri Goswami-Indian Journal of Commerce & Management Studies (2015): Impact of occupational stress on employees' performance at work place. The stressors at work, types of stress and impact work stress on individuals. The study was descriptive in nature. The respondent of study from 20 bank by sample size is 100 employee for the study. Lack of proper and healthy working conditions lead work stress among bank employee. Insufficient information and lack of career prospects at work place also cause low satisfaction and motivation. Poor performance and productivity due to low satisfaction and motivation. Stressors associated with job role.

Santrip Shukla, Dr. Ambalika Sinha-IOSR Journal of Humanities and Social Science (IOSR-JHSS) (2013): Employee turnover is a factor at a major bank. Employee turnover and its relationship. The research was conducted in a quantitative manner. Analysis of the work environment, career advancement, and job satisfaction. Respondents completed a questionnaire with a Likert scale. The divided half method's data collection dependability. SPSS was used to calculate the data (t-Test). The sample size for urban and semi-urban banks is 44 workers. The self-rating of banking employees was investigated in this study.

Aliya Ahmad Shaikh, Memoona Akram, Muhammad Rizwan, Shakeela Kousar, Muneeb Malik-Journal of Public Administration and Governance (2013): Job demand has a favourable impact on job stress. Conflict between work and personal life has a good effect on job stress. Job happiness and organisational commitment are inextricably linked. The study's nature might be classified as descriptive. Banking personnel can choose the population of interest. The study's sampling was termed as convenient sampling. The questionnaire survey created for this study was designed to assess the possibility of job stress, which might lead to counterproductive outcomes. Second, the goal of this study was to create a profile of responders with specified features that might be used for a variety of purposes. In the banking industry, there is a structural model for stress (private sector). Only 150 people were found to be genuine, while the remainder were rejected owing to invalid responses. After the data gathering phase was completed, the data was entered into an SPSS data sheet for analysis. The study's tools are the reliability test and regression analysis. The study's sample

size is 230 people. The sample size was expanded, with a focus on including people from different parts of the world. Samples should be drawn from public sector banks as well as other organisations such as the health services sector, the IT business, the hotel and catering industry, and the education sector, among others.

Suparn Sharma, Jyoti Sharma and Arti Devi-The IUP Journal of Organizational Behavior (2012): A Logit Approach: Attempt to identify the individual characteristics that contribute to role stress among banking personnel "A pre-tested questionnaire was used to assess individual differences in role stress experienced by bank employees in the Jammu district. The two-sample t-test was used to see if there was a significant difference between the two groups of people." A sample of 80 employees from private banks in the Jammu region (India) were surveyed.

Suparn Sharma, Jyoti Sharma and Arti Devi-The IUP Journal of Organizational Behavior (2012): A Logit Approach: Attempt to identify the individual characteristics that contribute to role stress among banking personnel "A pre-tested questionnaire was used to assess individual differences in role stress experienced by bank employees in the Jammu district. The two-sample t-test was used to see if there was a significant difference between the two groups of people." A sample of 80 employees from private banks in the Jammu region (India) were surveyed.

Mohd Kamel Idris-International Journal of Business and Social Science (2011): The role stressors' long-term impacts. Examine the impact of workplace pressures on strain. The role stresses can be conceptualized to help with the review. They'll develop a theoretical framework and hypotheses. They created a questionnaire based on this research to collect data from respondents. The research was done using stratified sampling. Means, standard deviations, and correlations, as well as hierarchical regression analysis, were used in this investigation. They chose five Malaysian public universities based on data gathered by 549 academicians. The research could go in a methodological or contextual direction. Academics viewed perceived role conflict, such as a lack of resources, competing requests, or different working styles, as a danger to their well-being, causing pressure. Workplace resource deficiency, for example, disrupted work processes and job outputs in a direct and immediate manner. The second explanation is that role conflict may require a longer time lag before it has an effect on strain. It's possible that the apparent role conflict will take longer than six months to affect strain. The question can emerge as to why academics are more tolerant of role conflict over time than role overload and ambiguity. It's probable that the reason revolves around rewards and recognition. Academics who are experiencing role conflict have the option to work with restricted resources while also obtaining recognition and gratitude from the company. In the case of role ambiguity, however, the effect is more severe.

Subha Imtiaz & Shakil Ahmad-International Review of Business Research Papers (2009): Determine the source of the stress, as well as its causes and consequences. Major Job Performance Predictors knowledge of job performance is one of the variables. Errors in the treatment process. Job satisfaction is a term used to describe how satisfied you are with your job. Expertise in your chosen field. The information was divided into two categories. There are two types of data: main and secondary. Medical personnel and house officers in the hospital industry in Rawalpindi/Islamabad assisted in gathering primary data. Medical officers and home officers in Rawalpindi/Islamabad were given the questionnaire to collect secondary data for this study. Qualitative data gathered from observations, semi structured interviews, articles, and a current research study were used to derive secondary data. The descriptive data tools used in this investigation were from SPSS (Regression, Correlation,). 78 respondents provided appropriate responses, which is satisfactory.

Kenneth S. Shultz, Mo Wang & Deborah A. Olson-Wiley Inter Science-(2009): The health consequences of playing a role that is under load versus playing a part that is overloaded. The demand-control model of job stress can be applied to both overload and underload scenarios, or merely overload. To see if there were any significant variations in the health outcomes related with role overload and role under load, Chi-square analysis were utilised. The hierarchical logistic regression study involved three phases for the three role load categories of workers. Data was collected from a representative sample of approximately 16,000 working individuals from 15 western European countries, with approximately 1,000 people from each nation. "15 western European countries" include both self-report and biological measures to achieve a reliable assessment of perceived work stress "include both self-report and biological measures to achieve a reliable assessment of perceived work stress" include both self-report and biological measures to achieve a reliable assessment of perceived work stress the data used in this project is archival in nature.

Research Methodology

Research is common parlance referring to a search for knowledge. It's also known as scientific and systematic search for applicable information on a specific topic. In data research is an art of scientific investigation. According to advance learner's wordbook of current English, research mean "A careful investigation or inquiry especially through search for new fact in any form of knowledge."

The Objectives of this Study

- To find out workers of banking stress level.
- To analysis the occupational stress workers' impact of performance at bank sector.
- To find the Role overload, Job Satisfaction, Job stress.
- To determine the work family conflict, organisation commitment.

Research Design

It's an experimental study. The purpose of descriptive surveys is to collect the details and factual information that describes an existing phenomenon. Survey through structured questionnaire has been made in selected of bank at the Tamil Nadu.

Selection of Samples

Total 148 respondents were selected from workers in several banks in Tamil Nadu.

Sources of Data

In order to achieve the objectives of present study, relevant primary and secondary data was used.

Primary Data

Primary data was collected from customers with the help of structured questionnaire by personal visit and conversation.

Secondary Data

Secondary Data was collected from Books, Magazines, Journals News Paper, Websites etc. It was useful sources to designs scientific instrument (questionnaire) for Primary data.

Sampling Technique

A statistical random sampling technique was used to select 148 workers of bank at the Tamil Nadu. Researcher had also got information for the questionnaire for bank at the Tamil Nadu. Both primary data and secondary data types were collected for the study. The structural questionnaire has been used for the purpose. The use of secondary data from the published sources like annual reports and website of bank at the Tamil Nadu, has been used for gathering the general information of the selected of bank at the Tamil Nadu. The final questionnaire consists of three parts. The first part consists of the demographic questions regards region, gender, types of family, marital status, age and educational qualification and income, experience of bank and total experience of his carrier. The second parts include seven factors of questions determining the bank at the Tamil Nadu, preferences of the respondents and also promotional tools. The second part includes 5- point statement (ranging of strongly agree (represented by 5) to strongly disagree (represented by 1) which were based on the attributes.

Tools Used for Analysis

- t- Test.
- ANOVA Test.
- Correlation
- Regression

Data Analysis and Interpretation

Table 1: One Way Anova Job Satisfaction, Job Stress, Organization Commitment by Educational

		Sum of Squares	Df	Mean Square	F	Sig.
Job Satisfaction	Between Groups	4.246	3	1.415	.849	
	Within Groups	759.156	143	5.309		.849
	Total	763.401	146			
Job Stress	Between Groups	21.319	3	7.106	.798	
	Within Groups	3006.000	143	21.021		.798
	Total	3027.320	146			
Organisation Commitment	Between Groups	4.814	3	1.605	.809	
	Within Groups	712.492	143	4.982	Sig.	.809
	Total	717.306	146		.849	

Inference

Based on the result generated by SPSS, the significance value is 0.849 and it's more than 0.05 so accept alternative hypothesis. Hence there's a no significance difference in the job satisfaction, job stress, organization commitment by educational.

Table 2: One Way ANOVA Job Stress Role Overload Organizational Support by Experience

ANOVA					
		Sum of Squares	Df	Mean Square	F
Job Stress	Between Groups	91.905	2	45.953	.109
	Within Groups	2935.414	144	20.385	
	Total	3027.320	146		
Role Overload	Between Groups	33.503	2	16.752	.117
	Within Groups	1109.776	144	7.707	
	Total	1143.279	146		
Organizational Support	Between Groups	22.040	2	11.020	.239
	Within Groups	1098.382	144	7.628	
	Total	1120.422	146		

ANOVA		
		Sig.
Job Stress	Between Groups	.109
	Within Groups	
	Total	
Role Overload	Between Groups	.117
	Within Groups	
	Total	
Organizational Support	Between Groups	.239
	Within Groups	
	Total	

Inference

Based on the result generated by SPSS, the significance value is 0.2 and it's more than 0.05 so accept alternative hypothesis. Hence there's a no significance difference in job stress, role overload, organizational support by experience.

Table 3: One Way ANOVA Job Stress, Job Autonomy, Role Overload by Working Hours

ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
Job Stress	Between Groups	20.990	1	20.990	1.012	.316
	Within Groups	3006.330	145	20.733		
	Total	3027.320	146			
Job Autonomy	Between Groups	2.853	1	2.853	.584	.446
	Within Groups	708.181	145	4.884		
	Total	711.034	146			
Role Overload	Between Groups	8.744	1	8.744	1.118	.292
	Within Groups	1134.535	145	7.824		
	Total	1143.279	146			

Inference

Based on the result generated by SPSS, the significance value is 0.4 and it's more than 0.05 so accept alternative hypothesis. Hence there is a no significance difference in the job stress, job autonomy, role overload by working hours

Table 4: Regression Analysis of Impacts Level of Stress by Age

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.200 ^a	.040	.006	.838

R is the correlation, its value is 0.200 and R square is degree of determination, its value is 0.040.

ANOVA ^a						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4.111	5	.822	1.172	.326 ^b
	Residual	98.923	141	.702		
	Total	103.034	146			

Inference

Based on the result generated by SPSS, the significance value is 0.3 and it's more than 0.05 so accept alternative hypothesis. Hence there is a no significance difference in the impacts level of stress by age.

Table 5: T- Test for Gender

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Employee Gender	147	1.41	.494	.041

One-Sample Test						
	Test Value = 0				Test Value = 0	
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Employee Gender	34.700	146	.000	1.415	1.33	1.50

Inference

Levene's Test for Equality of Variances (Homogenisity) result shows that significance value that's 0.04 which means both groups are homogeneous group so t- test for equal Variance not assumed considered.

Here the mean value of working environment of female is 3.0000 and that of male is the difference between the two is 33654 which is insignificance. Based on the result generated by SPSS, the significance value is 0.000 and it's lower than 0.05 so accept null hypothesis. Hence there's no significance difference between the two means i.e. the average by male and female.

Table 6: Correlations by Impact Level of Stress

Correlations				
		Job Stress	Job Satisfaction	Role Overload
Job Stress	Pearson Correlation	1	.178 [*]	.459 ^{**}
	Sig. (2-tailed)		.031	.000
	N	147	147	147
Job Satisfaction	Pearson Correlation	.178 [*]	1	.293 ^{**}
	Sig. (2-tailed)	.031		.000
	N	147	147	147
Role Overload	Pearson Correlation	.459 ^{**}	.293 ^{**}	1
	Sig. (2-tailed)	.000	.000	

inference

The correlation between Z score and H Score is $r = 0.459$ and significant values is 0.000. This indicates that Z score and H Score aren't independent to each other. The value of r is 0.459 so it's considered to be a strong correlation.

Findings

There's evidence that most employees describe working under duress and that they don't feel cared for by their employers. As a result, stress is a factor that personnel in the Tamil Nadu banking sector must deal with. There must be a mismatch between the employees and their working environment, as a minority of employees have expressed dissatisfaction with their workplace.

The majority of employees stated that they did not engage in decision-making, which could be one of the factors contributing to stress.

The majority of employees have little or no control over their work. Employees may be stressed if they believe they have no influence over their jobs. Because the majority of the employees have a higher education and are highly competitive, it can be assumed that their technical expertise is being stifled by a lack of control over their positions, and the frustration they are experiencing may be causing them grief.

Because of work-related frustrations, the majority of the employees, who were young and very competitive, were in danger of burning out.

The majority of employees had permitted themselves to be let go from their bank, which could have harmed their dedication to performance.

Conclusion

Based on empirical studies, it has been found that work stress is a significant challenge for employees in the banking industry. It's critical that the working environment is constantly monitored for stress-related issues. Furthermore, it is critical not only to keep an eye on the variables, but also to establish a healthy environment in which employees may perform efficiently. The study is being performed to see how job stress affects employee performance in the banking industry. The banker is used to draw the factors, which generates job stress and influences employee performance. Work overload, job satisfaction, perceived danger, job autonomy and quality of supervision, organizational support, work family conflict, organizational commitment, and job stress were the characteristics that caused stress at work. The findings revealed that stress-related factors have a negative impact on job performance and have a negative impact on job terrain. Management, on the other hand, can take steps to reduce it. Organizations can minimize employee stress levels by restructuring roles to reduce burden, reduce role conflict, and reduce role ambiguity. Organizations should also provide counselling to employees so that they can acquire stress management skills to help them deal with the situation.

Recommendation

Based on the findings of the study, it is proposed that the following actions be implemented to assist workers of Tamil Nadu banks in managing and reducing stress at work. The causes of employee dissatisfaction in the workplace must be investigated by managers and directors. They must analyse their degree of knowledge and skills, as well as their ability to fulfil their deadline. They must come to an agreement on a performance contract so that they can provide employees with job maturity and control.

Managers should invite employees who believe they are being assigned jobs that are incompatible with one another to explain their responsibilities. They should organise a hand skill audit to assist in staff placement.

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