

A STUDY OF WORK LIFE BALANCES AMONG WOMEN EMPLOYEES IN THE BANKS OF THOOTHUKUDI DISTRICT

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ABSTRACT

Bank is a monetary foundation that acquires cash from people in general and loans one to public for gainful reason. The Indian financial Regulation demonstration of 1949 characterizes the term banking as " Accepting to loan all speculation of store ,of cash from public ,repayable, on interest or something else and withdrawal with a money order or something else, ".In the new occasions when the help business is achieving more noteworthy significance contrasted with assembling industry , banking has developed as an excellent area offering monetary assistance to developing need s of the economy. Banking area as of late has joined new items in their business ,Which are help full for development .The banks have begun to give expense based assistance like depository tasks ,overseeing subordinates ,alternative and prospects ,going about as a financier to the business during the public contribution ,giving consultancy administration ,going about as a middle person between two-business entities.etc. So the financial area ought to receive pressure the executives strategies.

INTRODUCTION

Stress is a characteristic inclination of not having the option to adapt to explicit requests and occasions. Nonetheless, stress can turn into a constant condition if an individual doesn't find a way to oversee it. These requests can emerge out of work, connections, monetary pressing factors, and different circumstances, yet anything that represents a genuine or saw challenge or danger to an individual's prosperity can cause pressure. Stress can be an

inspiration, and it can even be crucial for endurance. The body's battle or-flight instrument advises an individual when and how to react to threat. In any case, when the body becomes set off too effectively, or there are such a large number of stressors all at once, it can subvert an individual's psychological and actual wellbeing and become unsafe. Stress is the body's normal guard against hunters and threat. It makes the body flood with chemicals that set up its frameworks to dodge or defy risk. Individuals normally allude to this as the battle or-flight instrument. At the point when people face a test or danger, they have a part of the way actual reaction. The body enacts assets that assist individuals with remaining and defy the test or get to wellbeing as quick as could be expected. The body produces bigger amounts of the synthetic compounds cortisol, epinephrine, and norepinephrine. These trigger the accompanying actual responses:

- increased blood pressure
- heightened muscle preparedness
- sweating
- alertness

These factors all improve a person's ability to respond to a potentially hazardous or challenging situation. Norepinephrine and epinephrine also cause a faster heart rate

Objective of the Study

- To know the reason for stress of women employees working in banking sector in Thoothukudi District

Research methodology

The researcher has used descriptive and analytical research design. The researcher has selected 550 respondents for the analytical part of the study. The researcher has used descriptive statistics, t test and ANOVA for the present study.

Reason for the Stress

The following table will explain the reason for the stress of women employees working in bank at Thoothukudi District.

Reason for the Stress

Variables	Mean	Std. Deviation	Skewness	Kurtosis	Rank Based on Mean value
Organization culture	4.1480	.78417	-.716	.422	3
Bad management practices	3.7267	1.02633	-.660	.002	9
Job content and demands	3.9400	.88926	-.625	.008	6
Physical work environment	3.5900	1.10025	-.714	-.060	12

Relationships at work	3.6667	1.02484	-.753	.293	10
Change management	3.6200	1.19896	-.564	-.803	11
Infrastructure	4.1067	.71365	-.711	1.482	5
Lack of support	4.2267	.65513	-.844	2.685	2
Role Conflict	4.1133	.79666	-.921	1.618	4
Break free	3.9200	1.09934	-1.020	.647	7
Work load	4.3067	.72847	-1.189	2.370	1
Employee politics	3.8000	1.11430	-.790	.151	8

From the above table, it can be concluded that, among the selected variable, Work load ranked first with the mean value of 4.30. The variable lack of support ranked the second value with the mean value of 4.22. The organizational culture placed the last at the variable listed with the mean value of 4.14.

GENDER AND REASON FOR STRESS

Ho: There is no significant relationship between Gender and the reason for stress

Ha: There is a significant relationship between Gender and reason for stress.

Variable	Male		Female		t value	P value
	Mean	SD	Mean	SD		
Work Related Issues	47.1447	7.11524	47.2479	6.63152	.099	0.753
Health Related Issues	27.5556	6.06732	27.2534	5.39661	6.850	0.009*
Family Related Issues	45.4470	7.33641	46.2314	7.55579	2.383	0.123

The results of the above table showed that the p value is less than the 5% level of significance in the case of Health related issues. Hence the null hypothesis is rejected and there is a significant relationship between Gender of the respondents and health related issues. Even though, p value is higher than the 5% level of significance in the case of work related and family related issues. Hence the null hypothesis is accepted and there is no significant relationship between Gender of the respondents and the reason for stress because of work and family.

AGE AND REASON FOR STRESS

Ho: There is no significant relationship between age and the reason for stress

Ha: There is a significant relationship between age and reason for stress.

ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
Work Related Issues	Between Groups	405.677	4	101.419	2.155	.050
	Within Groups	35057.902	745	47.058		
	Total	35463.579	749			
Health Related Issues	Between Groups	187.546	4	46.886	1.421	.225
	Within Groups	24581.789	745	32.996		
	Total	24769.335	749			
Family Related Issues	Between Groups	1288.087	4	322.022	5.958	.000
	Within Groups	40269.380	745	54.053		
	Total	41557.467	749			

The results of the above table showed that the p value is less than the 5% level of significance in the case of Health related issues. Hence the null hypothesis is rejected and there is a significant relationship between age of the respondents and health related issues. Even though, p value is higher than the 5% level of significance in the case of work related and family related issues. Hence the null hypothesis is accepted and there is no significant relationship between age of the respondents and the reason for stress because of work and family.

OCCUPATION AND REASON FOR STRESS

Ho: There is no significant relationship between occupation and the reason for stress

Ha: There is a significant relationship between occupation and reason for stress.

ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
Work Related Issues	Between Groups	836.451	5	167.290	3.594	.003
	Within Groups	34627.127	744	46.542		
	Total	35463.579	749			
Health Related Issues	Between Groups	347.196	5	69.439	2.115	.042
	Within Groups	24422.139	744	32.825		
	Total	24769.335	749			
Family Related Issues	Between Groups	3488.119	5	697.624	13.634	.000
	Within Groups	38069.347	744	51.168		

	Total	41557.467	749			
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The table above states that p value is less than the 5 % level of significance level will all the selected variables of reason for stress. Hence the null hypothesis is rejected and there is a significant relationship between occupation of the respondents and their stress because of work, health and family related issues.

EDUCATIONAL QUALIFICATION AND REASON FOR STRESS

Ho: There is no significant relationship between educational qualification and the reason for stress

Ha: There is a significant relationship between educational qualification and reason for stress.

ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
Work Related Issues	Between Groups	414.653	4	103.663	2.203	.047
	Within Groups	35048.925	745	47.046		
	Total	35463.579	749			
Health Related Issues	Between Groups	442.611	4	110.653	3.389	.009
	Within Groups	24326.724	745	32.653		
	Total	24769.335	749			
Family Related Issues	Between Groups	788.994	4	197.249	3.605	.006
	Within Groups	40768.472	745	54.723		
	Total	41557.467	749			

The table above states that p value is less than the 5 % level of significance level will all the selected variables of reason for stress. Hence the null hypothesis is rejected and there is a significant relationship between educational qualification of the respondents and their stress because of work, health and family related issues.

CONCLUSION

Stress is a condition or feeling communicated when an individual sees that request surpasses the individual and social assets of the person. Stress the board causes representatives to diminish torment and become better. The better ought to be cautious than bring the specialists find a way to eliminate pressure. Stress of the specialist can be diminished by developing a social environment, legitimate correspondence between the laborer and prevalent. Stress is versatile reaction to a circumstance that is seen as trying or threatening to a person's prosperity. The pressure will be diverse among various laborers, there by the administration needs to distinguish their issues and it will assist with dealing with the pressure. The interaction of stress the board is named as one of the key for cheerful and effective representatives.

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