

4. Analysis and Interpretation of the Survey Data

4.1 Data Analysis and Interpretation:

From the below table 1, it is shown that 41% employees are 31 to 40 years old and 28% is 41 to 50 years old and another 25% is 20 to 30 years old and 33% has 31,000 to 40,000 taka salary range and 30% have salary range more than 50,000 in state owned commercial banks.

Table 1: Percentage of employee age range and salary range of respondents from the state owned commercial banks.

Age Range (Years)	%	Salary Range(Taka)	%
20-30	25	10,000-20,000	1
31-40	41	21,000-30,000	12
41-50	28	31,000-40,000	33
More than 51	6	41,000-50,000	24
		More than 51,000	30

From the below table 2, 55% employees are 20 to 30 years old and 35% was 20 to 30 years old and 35% employees' salary range is 41,000 to 50000 and another 35% has more than 51000 salary range respectively.

Table 2: Percentages of employee age range and salary range of respondents from the private commercial banks.

Age Range (Years)	%	Salary Range(Taka)	%
20-30	35	10,000-20,000	1
31-40	55	21,000-30,000	12
41-50	7	31,000-40,000	17
More than 51	3	41,000-50,000	35
		More than 51,000	35

4.1.1. Employees Feel Stressed at Workplace:

Figure 4 reveals that 53% respondents of state owned banks agree and 16% strongly agree that they feel stressed at workplace but 22% disagree while 57% respondents from Private commercial banks agree and 4% strongly agree with it and only 14 % disagree.

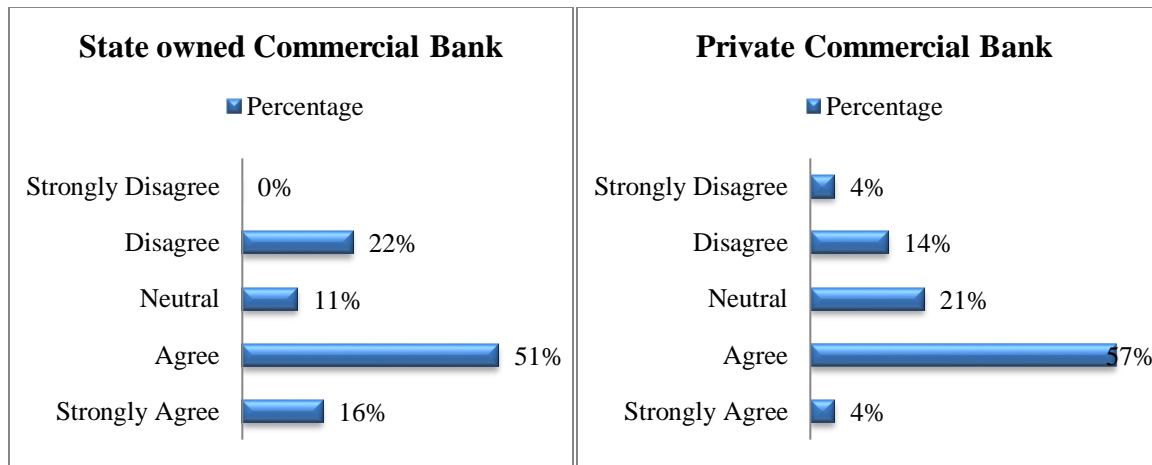


Figure 1: Percentage of respondents mentioned they feel stressed at workplace.

4.1.2. Stress varies on professional Education:

From Figure 3, it is visible that 42% Respondents of state owned banks agree that stress vary on professional education. On the other hand, only 30% disagree and 51% of private commercial banks' respondent agrees with it while only 24% disagrees.

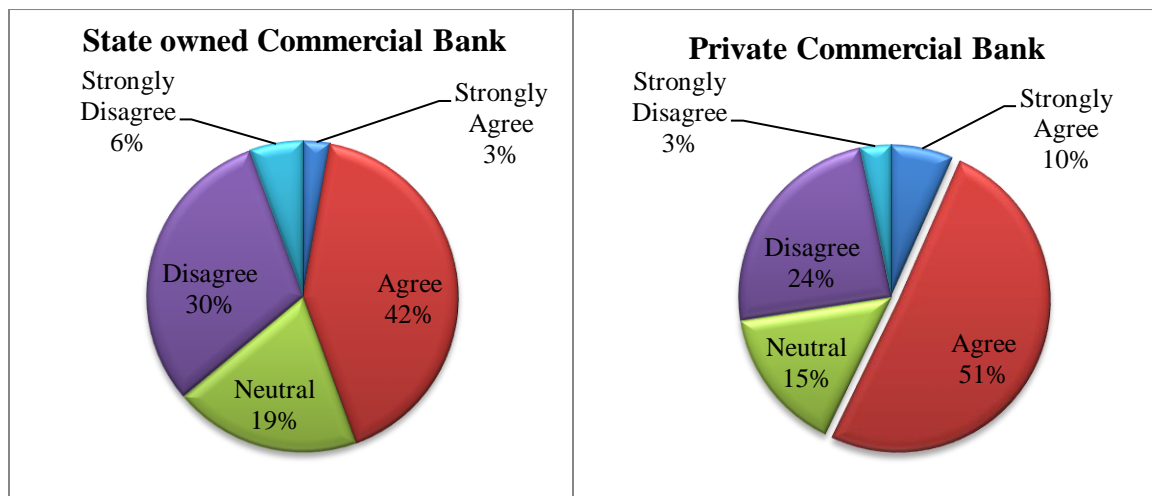


Figure2: Percentage of respondents mentioned stress varies on professional education.

4.1.3. Job Insecurity as a Stressor:

Here, 20% respondents of state owned commercial banks agree that job insecurity is a stressor for them but 50% disagrees with it and in private commercial banks 31% agrees with it and 14% strongly agrees with it while 29 % disagrees and 9% strongly disagrees.

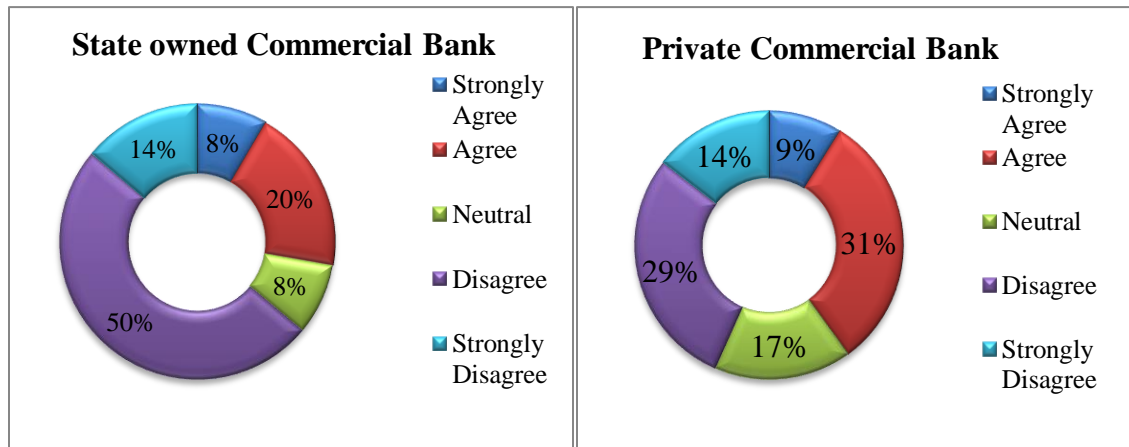


Figure 3: Percentage of respondents mentioned job insecurity as a stressor.

4.1.4. Lack of Cooperation from seniors and Co-Workers:

From the below graphs, it is visible that only 11% respondents from state owned commercial banks agree that lack of cooperation from seniors and coworkers is a stressor. On the other hand, 48% disagree with it. 23% respondents of private commercial banks agree and 31% disagree that lack of cooperation is a stressor for them.

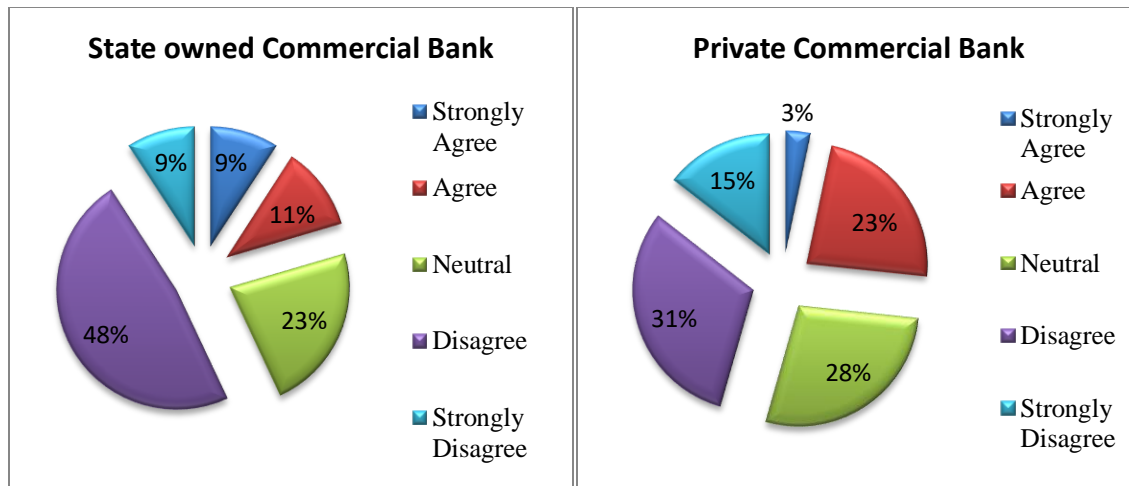


Figure 4: Percentage of respondents mentioned lack of Cooperation from seniors and Co-Workers as a stressor.

4.1.5. High Workload:

From state owned commercial banks, 22% respondents strongly agree and 61% agree that high work load within short time is a stressor for them and from private commercial banks 8% strongly agrees and 54% agrees it.

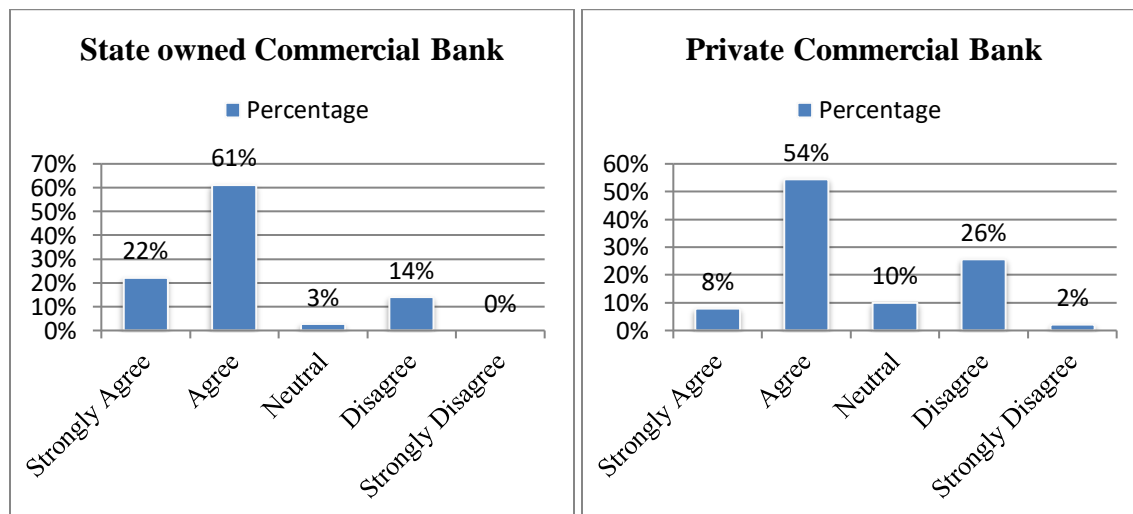


Figure 5: Percentage of respondents mentioned High workload within limited time is a Stressor.

4.1.6. Doing Monotonous Work:

Figure 8 shows 56% respondents of state owned commercial banks agree that doing monotonous work at their profession is a stressor that leads them to more stress and 11% strongly feel so and in private commercial banks 41% employees agree with it and 8% strongly agree.

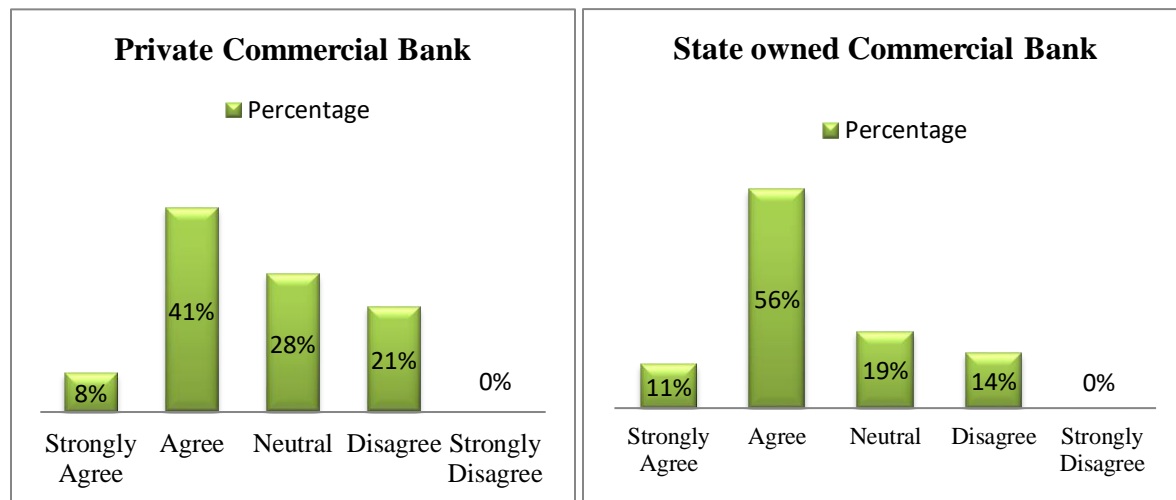


Figure 6: Percent of respondents mentioned doing monotonous task is stressful.

4.1.7. Unpaid Overtime as a Stressor:

28% respondents of state owned commercial banks agree and 14% strongly agree that unpaid overtime work is a stressor for them while 31% disagree with it. 39% respondents of private commercial bank agree and 16% strongly agree it and only 24% disagree with it which is similar with response of state owned private banks.

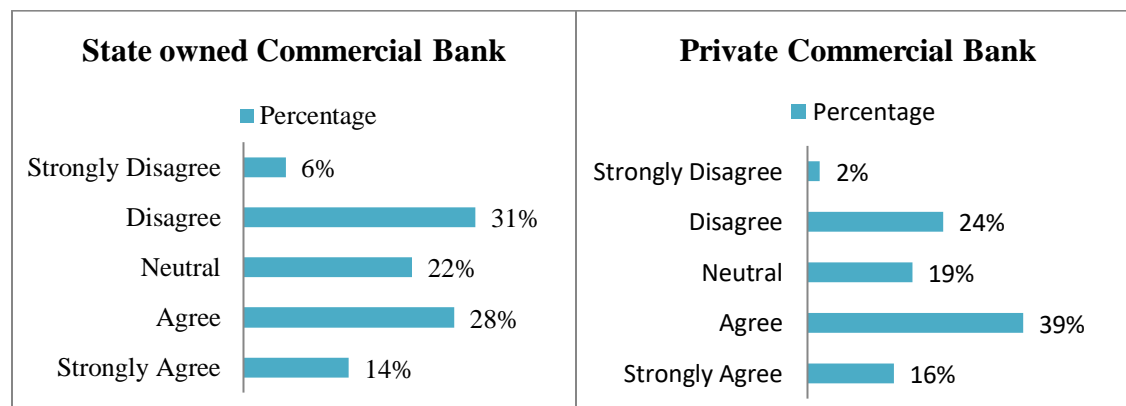


Figure 7: Percentage of respondents mentioned unpaid overtime as a stressor.

4.1.8. Organizational Environment is a Stressor:

Figure 10 shows 28% respondents of state owned commercial banks agree and 11% strongly agree but 41% disagree that organizational environment stressed them. On the other hand, 35% respondents of private commercial banks agree and 4% strongly agree with it while 24% disagree and 33% was neutral.

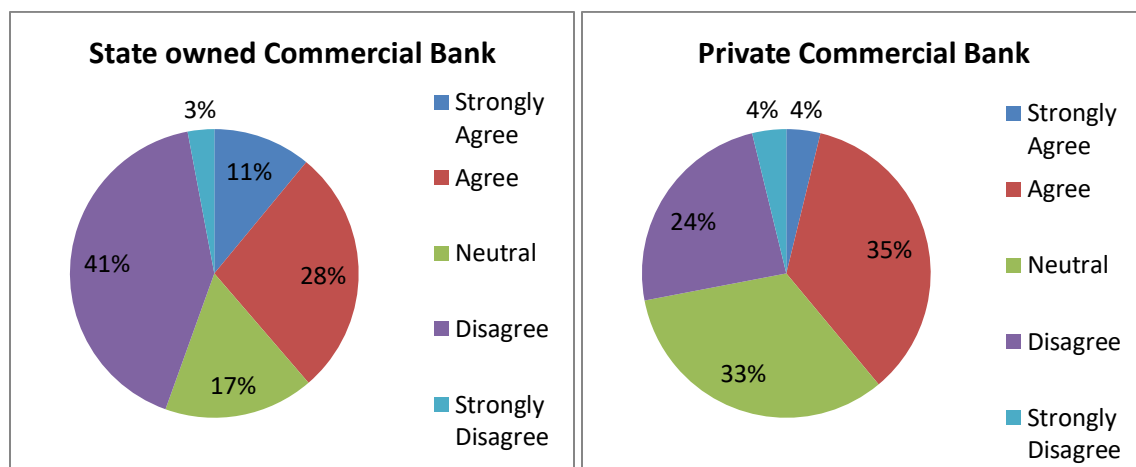


Figure 8: Percentage of respondents mentioned Organizational Environment is a Stressor.

4.1.9. Role Ambiguity Is a Stressor in Banking Profession:

From the below graphs, 33% respondents of state owned commercial banks agree that role ambiguity is a stressor in banking profession and 11% strongly agree while 31% is neutral and only 17% disagree. Similarly, 35% respondents of private commercial banks agree and 38% are neutral and only 19% disagree.

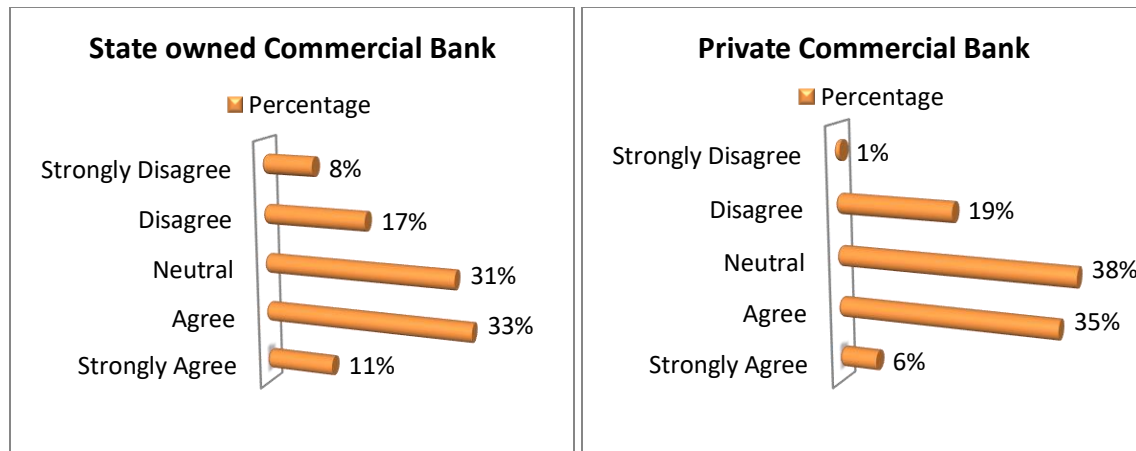


Figure 9: Percentage of respondents mentioned role ambiguity is a stressor in banking profession.

4.1.10. Comparatively Low Career Growth:

Data analysis reveals, 33% respondents of state owned commercial banks agree and 14% strongly agree that comparatively low career growth in banking job is stressful while 31% disagree with it. On the other hand 28% respondents of private commercial banks agree and 14% strongly agree with it and about 29% disagree.

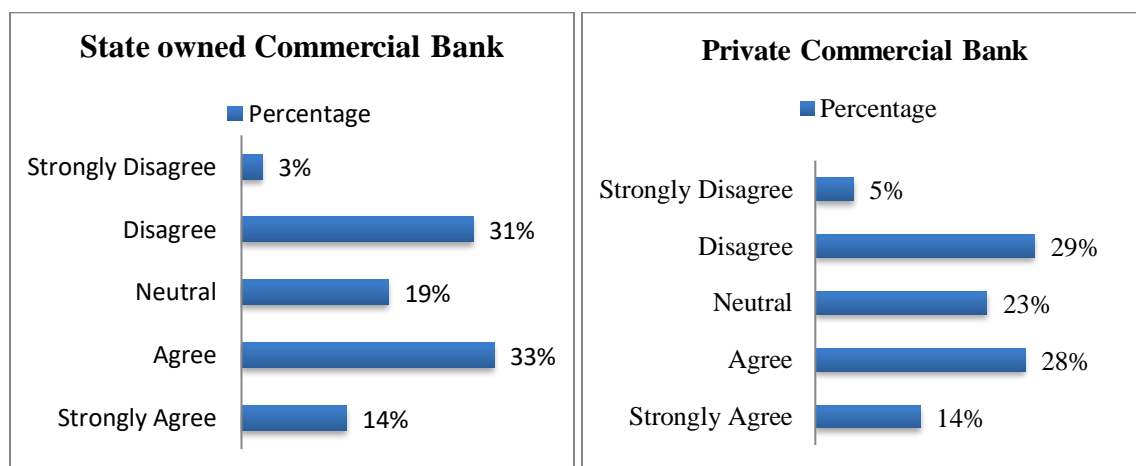


Figure 10: Percentage of respondents mentioned Comparatively Low Career Growth is a Stressor in Banking Job.

4.1.11. Low Salary as a Stressor:

Here, 42% respondents of state owned commercial banks are neutral and only 11% agree with it and 25% disagree that low salary is a stressor for them. On the other hand 27% respondents of private commercial banks agree and 37% disagree with it.

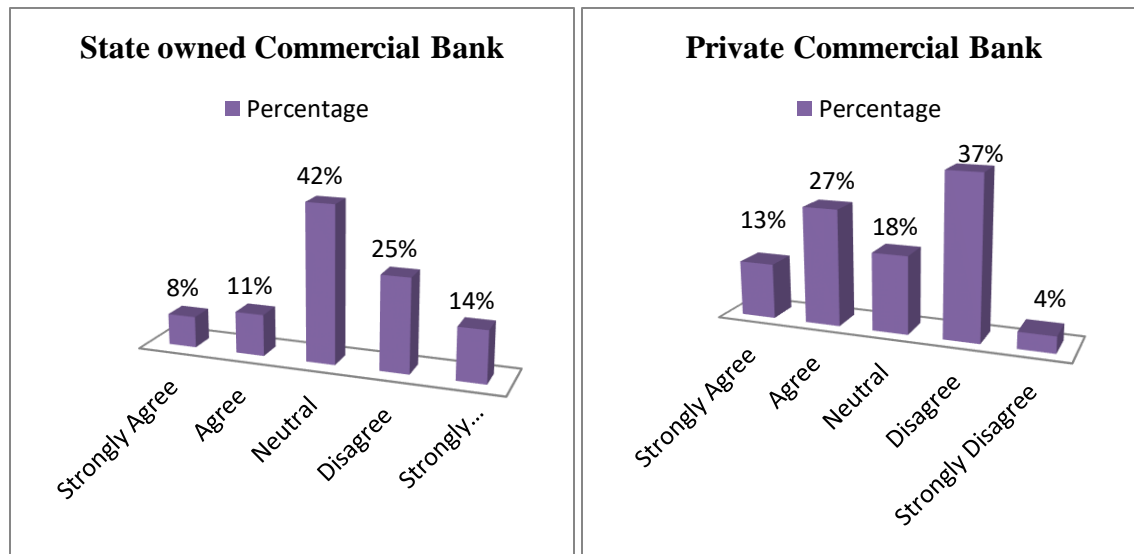


Figure 11: Percentage of respondents mentioned low salary as a stressor.

4.1.12. Work-Life Balance:

From graphs, 47% respondents of state owned commercial banks disagree that they worry about work at home and 19% strongly disagree and only 8% agree with it. Besides, 42% employees of private commercial banks disagree it and 19% of them strongly disagree with it.

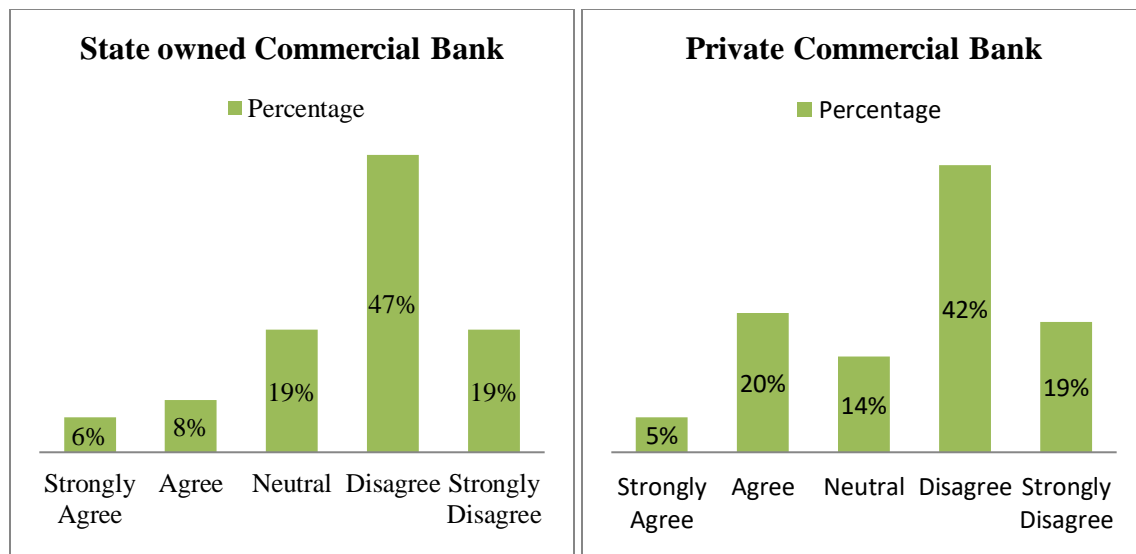


Figure 12: Percentage of respondents mentioned worrying about work at home as a stressor.

4.1.13. Workplace Conflict:

33% respondents of state owned commercial banks disagree that inter personal or inter group conflict stresses them while 25% agree. On the other hand, 29% respondents of private commercial banks disagree it but 28% agree.

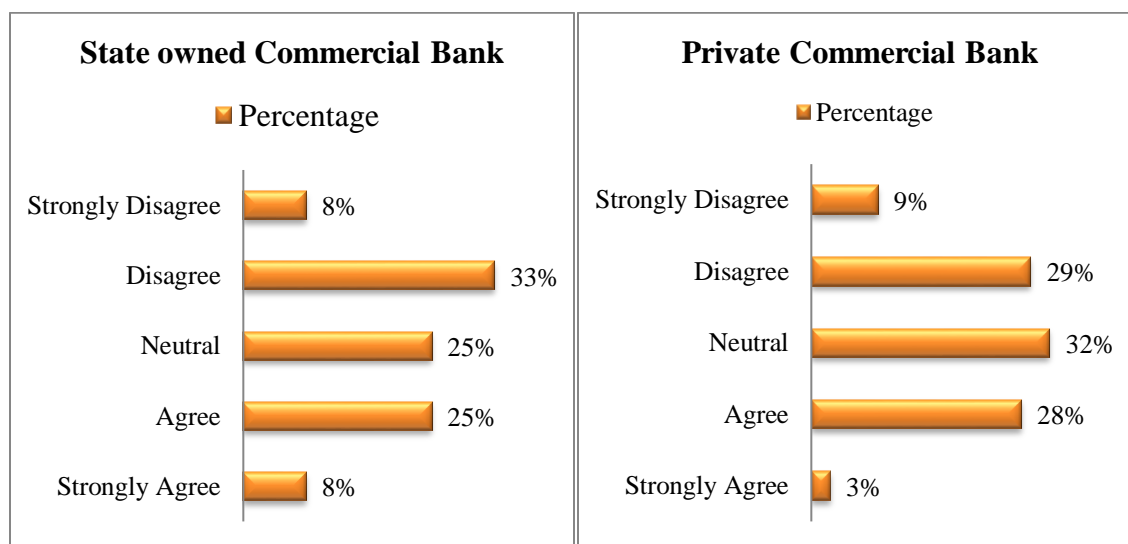


Figure 13: Percentage of respondents mentioned conflict within group and individual as a stressor.

4.1.16. Organizational Changes as a Stressor:

Organizational changes as a stressor, in this case 34% of state owned commercial banks agree with it and 31% disagree while 20% is neutral and in private commercial banks 33% agree.

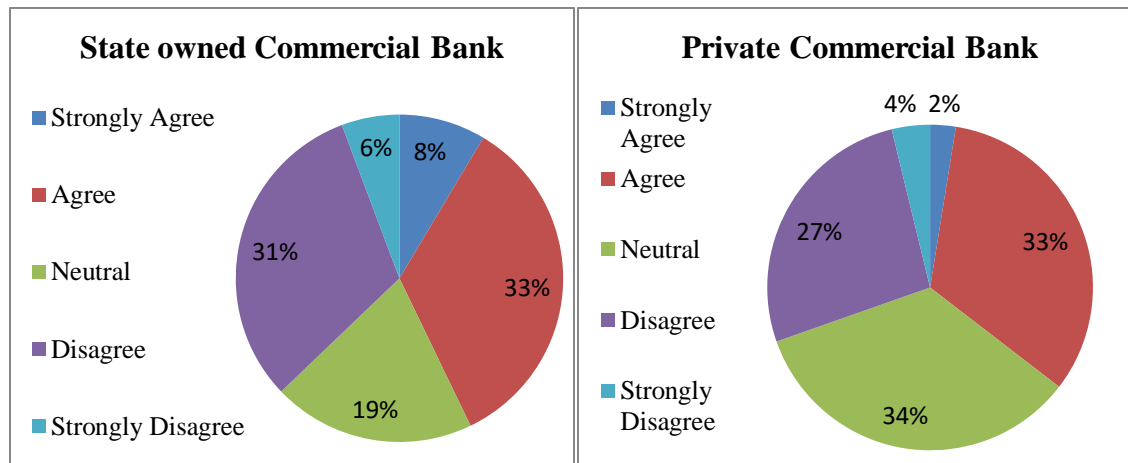


Figure 17: Percentage of employees mentioned organizational changes as a stressor.

Consequences:

4.1.17. Operational Errors:

From the graphs, 14% respondents of state owned commercial banks strongly agree, 31% agree that stress leads to operational errors as impact of stress and 36% disagree it. On the other hand 53% respondents of private commercial banks agree it and only 16% disagree it.

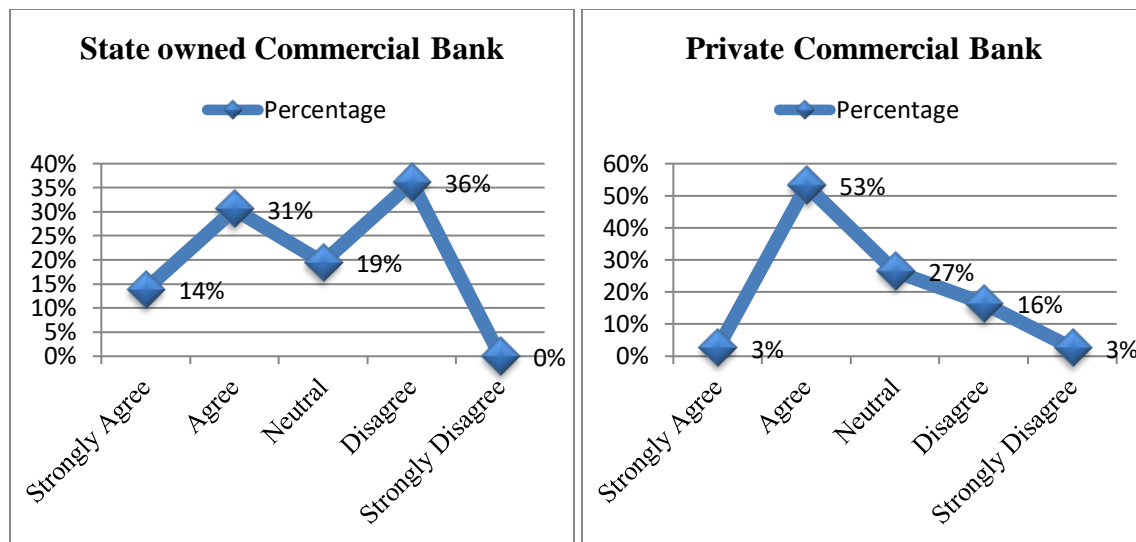


Figure 18: Percentage of respondents mentioned operational errors as impact of stress.

4.1.18. Detained or Fined for Doing Operational Error at Workplace:

Figure 20 shows, 44% respondents disagree and 31% strongly disagree from state owned commercial banks while only 6% agree. On the other hand 32% disagrees and 27% strongly disagree that they were fined or detained for operational errors and only 9% agree it in private commercial banks.

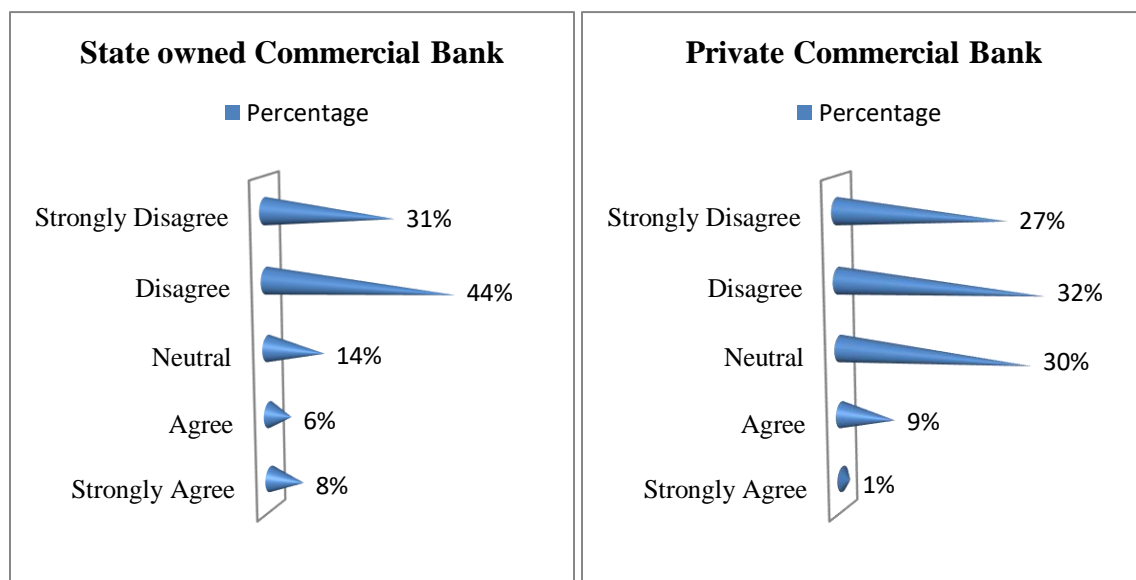


Figure 19: Percentage of respondents mentioned detained or fined for doing operational error at workplace.

4.1.19. Employees think of Switching Bank Job:

Graphs illustrate, 29% employees from state owned commercial banks want to switch their job for stress and 39% employees from private commercial banks also want to switch their job.

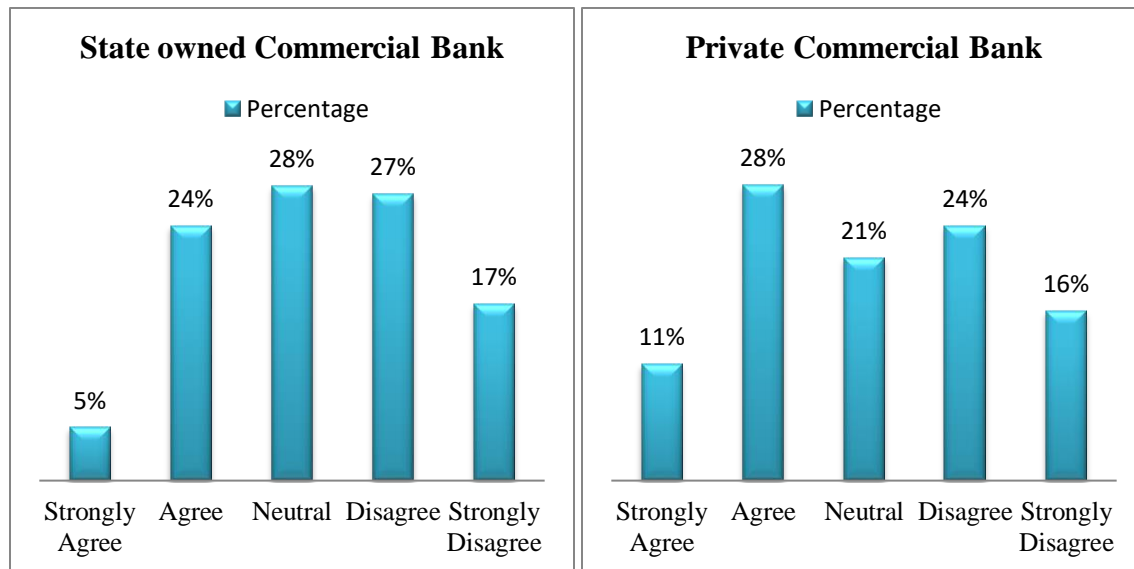


Figure 20: Percentage of respondents mentioned Employees think of Switching Bank Job.