

## 4.2 Summary of the Study Findings

Most of the employees from state owned commercial banks are between 31 to 40 years and 41 to 50 years old. Most of them have between 21,000 to 30,000 taka salary range and more than 51,000 taka salary in state owned commercial banks. On the other hand, most of the employees from private commercial banks are between 20 to 30 years old and 31 to 40 years old and most of them have between 41,000 to 50,000 taka and more than 51,000 taka salary range.

The main findings show that in most of the cases there are no significant differences among stressors, stress levels, and impacts of stress between the employees of state owned commercial banks and private commercial banks but in few cases, the results are different (which is similar with hypothesis 1). Most of the employees, about 78% and 82% from state owned and private commercial banks feel their job is stressful. Which is similar with the findings of Carla and Dhara (2016), most of the respondents think their job is stressful.

About 67% employees from state owned and 61% employees from private commercial banks feel stressed at their workplace which shows the high stress level among employees of both types of banks. This finding matches with the findings of AC Das (2016), a significant amount of employees feel stressed at work.

From the data analysis and interpretation, it is clear that most employees from state owned and commercial banks think that professional education level, high work load within limited time, doing monotonous work, organizational environment, role ambiguity, comparatively low career growth, providing less time to family, interpersonal and group conflict, organizational changes in their profession lead employees to stress or work as stressors and there are no significant differences of data analysis results of these stressors between both type of banks. These findings are similar with the findings of Carla and Dhara (2016), Dhankar (2016), and also with the findings of Bashir and Ramay (2010).

But in case of job insecurity as a stressor, most of the employees from state owned commercial banks do not agree it as a stressor and most of the employees from private commercial banks think it as a stressor for them and it is similar with the findings of Hasebur et al., (2013), their findings show job insecurity is higher for private than state owned commercial bank employees.

Employees of both banks do not think that cooperation of seniors and coworker, compensation, and worrying about work has any impact on their stress.

There are no significant differences between the data analysis of both type of banks, they face same impacts for stress. For high level of stress 29% and 39% employees from both banks want to switch their profession. About 29% and 48% employees from both kinds of banks think that stress has significant impact on employee turnover which is similar with the findings of Sattar and Ahmed (2014), the findings of their study shows that stress is directly related with employee turnover although employees try to avoid it and keep working.