

Organizational Behaviour

Digital Assignment 2

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The First Research:

Abstract:

This research has been done in order to understand stress in banking sectors in different region of the world and what are the ways taken by them to do so.

Some of the viewpoints of different researchers from the paper them analysed:

Apoorva Research (2012) has done a study on a detail study on length of service and role stress of banking sector in Lucknow region and his objective was to find out the relationship between the length of service and role stress finding significant differences in role stress across short medium and long tenure group with the help of ANOVA test methodology he identified stress effect the productivity of the work of employees.

Nadeem Sohail (2011) has done a study on work stress and employees performance in banking sector evidence from district Faisalabad Pakistan and his objective was to explore the stress related problems of bankers and examine the relationship between stress and performance with the help of correlation and regression methodology he identified risky job, work over load causes stress in employees.

Harish Shukla (2013) has done a study on stress management among the employees of nationalized banks and his objective was to study the causes of stress among employees by the help of percentage analysis methodology he identified that lack of quality in work gives stress in employees.

Catherine Chovwen (2013) has done a study on occupational stress among bank employees in south east Nigeria and his objective was to examine the influence of joint and independent predictions of emotional intelligence perceived leadership style and job characteristic on occupational stress among bank workers in south east Nigeria with the help of cronbach alpha , and split half reliability test methodology, he identified that with well-designed job stress can be reduced and productivity can be increased.

Lokesh (2014) has done a study on a comparative analysis of occupational stress among the employees in public and private sector bank in dakshinakannad district and the objective was to identify the causes of occupational stress among bank employees by the help of chi square test and regression analysis methodology he identified that performance pressure causes more stress in employees.

Opekun S.O (1996) has done a study on stress in Nigeria and his objective was to investigate stress and coping strategies among employees in some selected banks in Nigeria with the help of t-test methodology he identified there is no significance difference between in stress among male and female employees.

Essien Blessing Stephen (2014) has done a study on occupational stress and coping strategies among female employees of commercial bank in Nigeria and his objective was to investigate to study different form of coping strategies adopted by female employees of commercial bank in akwa lbom state south, south Nigeria.

Khurram Zafar (2012) has done a study on a comparative analysis difference in overall job stress level of permanent employees in private and public sector banks and the objective was to determine the some differences level of job stress of permanent employees in public sector and private sector banks of Islamabad Pakistan.

Bindurani R.S (2014) has done a study on occupational stress and burn out in Pakistan's banking sector and the objective was to examine the occupational stress and professional burn out in the banking sector of Pakistan with the help of t-test methodology.

Ambika Ponnampalam (2013) has done a study on the effect of stress on performance of employees in commercial bank of Ceylon in the eastern province.

Angweling (2014) has done a study on role stress and job satisfaction among the bank employees in kotakinabalu Sabah.

Abass Bhat (2013) has done a study on occupational stress among bank employees an empirical study.

Bushara Bano (2012) has done a study on organizational role stress among public and private sector employees.

A. Shirmilla (2012) has done a study on employees stress management in selected private banks in Salem. A comparative analysis of occupational stress among the employees in public and private sector banks in dakshina kannad district.

Conclusion:

In this study the objective was to examine the occupational stress and professional burn out in the banking sector of Pakistan. The objective was to explore how does job stress influence on work performance and health of employees in contemporary commercial banks in Bangladesh. Work stress and employees performance in banking sector evidence from district faisalabad Pakistan. A study on stress management among the employees of nationalized banks. Job satisfaction job stress and propensity to quit the job of women commercial bank employees in Bangladesh. A comparative analysis differences in overall job stress level of permanent employees in private and public sector banks.

The Second Research:

Abstract:

This research paper is done the KIIT professors and main focus was stress at different labels in business models and employee personality.

Some of the viewpoints of the researchers are:

Vijila Kennedy, Impact of Organizational Climate on Job Stress for women employees in Information Technology sector in India, Volume 2, Issue 6 (June, 2011), Asia Pacific Journal of Research in Business Management.

It represented the distress level in the banks can only be reduced by various stress management programmes or interventions that would also improve the quality of work life. He has identified three conditions responsible for work stress they are a) Role overload b) Role self-distance c) Role stagnation.

Satija S. (2013): According to him Occupational Stress is as same as Job Stress that need to be controlled at the workplace otherwise it will affect negatively employee's work attitudes and behaviour. According to his study he predicted that the major causes of stress are firstly workload that causes 25% of stress,

secondly timings that results 16% of stress, thirdly climate that causes 11% of stress. The aim of the article is to have a clear understanding of the phenomenon that causes stress among the academicians. Objective of the study to understand the areas of research carried out in connections with stress management to undertake a comparative study on effective stress management in TCS and Infosys.

Charu M. Richardson, K.M., & Rothstein, H.R. (2008) Effects of occupational stress management intervention programs: A meta-analysis. The study recommended a reinforcement approach that should be positive in nature so as to reduce the degree of stress at the workplace. The nature of role stress was found to be heterogeneous which cannot be dealt with one uniform solution or intervention as a whole. Further, he pointed the importance of positive stress and positive events for better performance and satisfaction of employees. The implications say that consuming alcoholic drinks is the main factor that determines the degree of occupational stress in an individual. At lower levels of stress, one fails to pay attention (may show all the signs of boredom, weariness, lack of interest, lethargy), and at higher levels, cognition may become highly distorted. Through his study he determined the potential of social support that alleviate the deleterious consequences of stress.

Sharma S., Sharma J. Mohla Charu, and Effect of Occupational Stress on QWL: Amongst the Associates of IT Industry, Vol. The individuals working in the information technology field face more stress because they have to update their knowledge continuously. The most important and probably the most relevant for manager is how stress affects the ways in which people behave and its effects on their interpersonal behaviour. He categorized stress broadly into three main types; they are a) Transient Stress b) Post Traumatic Stress Disorders (PTSD) c) Chronic Stress.

Richardson (2008): A classification of stress interventions has been done, those are primary, secondary and tertiary. Stress in an employee is very individual in nature. Cognitive consequences there is a relationship between stress and mental functioning. The employee's performs better if they face low to moderate amount of stress. The analysis shows that female had higher stress rates than males. Behavioural consequence Stress may do considerable damage to a person internally, but there are external manifestations too. Some stress is always necessary to motivate and stimulate us.

Conclusion:

Some of the distortions are as below: Greater attention paid to negative aspects of life and work, Inability to concentrate due to constant worry and anxiety, Overemphasis on self rather on task, Problems in retrieval/ recall from memory,

Reduced responsiveness to incidental data (e.g., one may focus just on the words used by the boss but not the context) and Narrowing span of attention i.e., the number of things or aspects that one can attend to simultaneously.

The Third Research Paper:

Abstract:

The study highlighted the following points: Stress, Stressors, Types, Effect of Stress, stress coping Mechanism.

The viewpoints of the researchers:

The coping strategies were identified as exercising, socializing, healthy eating or diets, career planning and employee training. Connolly, John F and Willock, Joyce and Hipwell, Michele and Chisholm, Vivienne in their research titled Occupational Stress & Psychological Well Being following University Relocation (2009) they describe and analyse that management standards for work related stress (demand, support, control, role, relationships and change) can be analysed by examining 1) overall levels of psychological strain 2) job satisfaction, and 3) the psychosocial working conditions.

Urska Treven, Sonja Treven & Simona Sarotar Zizek in their research titled —Effective approaches to managing stress of employees (2011), have found that, where the workers are said to be stressed are more likely to be unsuccessful in their work. Researcher suggested that, controlling the self-rating abilities of the participants, the Favourable conceptual changes in teaching approach and their role insufficiency predicated that the conceptual change in teaching strategy is negative.

Kayoko Urakawa and Kazuhito Yokoyam in their work on —Sense of Coherence (SOC) may Reduce the Effects of Occupational Stress on Mental Health Status among Japanese Factory Worker (2009) has found the result i.e. adverse effects on mental health due to the job demand and job stress was positively associated with SOC, the mental health status of males in managerial work was adversely negative, where as it was positive among the female co-workers.

They aimed at evaluating the presence of occupational stress among nursing professionals working in surgical settings and investigating the relations between occupational stress and work characteristics. Li-fang Zhang have conducted a study on titled —Occupational stress and teaching approaches among Chinese academic (2009). They have found that, incidence of depression among workers in the hospitality industry by evaluating the relationship between the occupational stress and work characteristics.

Viljoen and Rothmann, have investigated the relationship between —occupational stress, ill health and organizational commitment (2009). If stress persists, there are changes in neuroendocrine, cardiovascular, autonomic and immunological functioning, leading to mental and physical ill health (anxiety, depression, heart disease) The Situations which cause stress are those that are unpredictable or uncontrollable, uncertain, ambiguous or unfamiliar, or involving conflict, loss or performance expectations

1.1 Theoretical Framework: Stress is the way human beings react both physically and mentally to changes, events, and situations in their lives.

Amir Shani and Abraham Pizam(2009) —Work-Related Depression among Hotel Employees have conducted a study on the depression of work among hotel employees in Central Florida. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress they are 1) Role overload 2) Role self-distance 3) Role stagnation. Acute responses to stress may be in the areas of feelings (anxiety, depression, irritability, fatigue), behaviour (being withdrawn, aggressive, tearful, unmotivated), thinking (difficulties of concentration and problem solving) or physical symptoms (palpitations, nausea, headaches). They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees.

Recognizing the Signs and Symptoms of Stress:

Head ache, Fatigue, Increased absenteeism , Altered performance, Changes in attitude, mood or behaviour, Becoming irritable, volatile or aggressive , Conflict with others, Becoming withdrawn or isolated, Demonstrating unrealistic standards or Expectations for self or others and Uncharacteristically labile. Stress management techniques decides to take a peep into mental cum physical health status of its employees. The stress experienced by people when they constantly feel bored, same task over and over again, restless work and lack of inspiration. This also occurs when constant heavy financial difficulties, work both at home and office, Continuous tension, travelling day and night etc.

Causes of Stress:

Organizational Factors, Personality Factors, Work family interaction Factors, Job itself, Age, Work demands, Poor physical working conditions, Family demands, Work overload, Headache, Work flexibility, Time pressures, Personality, Pressures at work, Long working hours etc. Control the decision making capacity and support at work also matter a lot.

Types of Stress:

They categorized stress broadly into three types; such as

- i) Transient Stress
- ii) Post-Traumatic Stress Disorders (PTSD)
- iii) Chronic Stress.

Conclusion:

The important aspect of every organization is, Stress. Stress in an employees' individual in nature. Check with the company doctor the medical officer can conduct stress management programs. This type of Stress occurs short period of time. Thus, stress is more likely in some than others and in some individuals than others. It has two types such as Acute Stress and chronic Stress. This study reveals that the police work stressors are getting injured while on duty.

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Research Scholars of KIIT UNIVERSITY, Bhubneswar, Odisha
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