

A Study of Mental Health & Job Satisfactions of Bank Employees in Jalgaon City

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ABSTRACT

The present investigation is to find out the difference in the Mental Health & Job Satisfaction of bank employees. The sample consisted of 120 employees out of which 60 were male & 60 were female employees. For this purpose of investigation mental health check list by Dr. Mithila & Job Satisfaction test by Dr Ojha was used. The data obtained were analyzed through 't' test to know the mean difference between the two groups then ANOVA.

Keywords: *Mental Health, Job Satisfactions And Bank Employees*

Today's mental health issues are very important for employees. Every employee mental health and job satisfaction is playing the important role of institute development. Mental health and job satisfaction are depended on institute management and systems. Job satisfaction is the satisfaction derived from being engaged in work. It is related to human drive and their fulfillment through work. Job satisfaction as a individual general attitude toward his or her job. Job satisfaction is a psychological factor. It can be defined in terms of fulfillment of employee's expectation from the job in respect of monetary benefits and psychological job satisfaction characteristics such as pay benefits, salary, working hours and condition and nature of work itself coworker and company policies may be relevant to person need fulfillment and can therefore influence his job satisfaction.

According to Kreitner et al (2002) job satisfaction is an affective and emotional response to various facts of one's jobs.

According to Woods et al (2004) job satisfaction can be achieved when an employee become one with the organization performs to the best of their ability and shows commitment.

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A mental healthy person will be physically and mentally fit at his workplace. Health psychologist has long suspected that negative emotion can make us sick and positive emotion can be beneficial. Every industry worker health is depending on workplace environments. Research findings affirm potential health threatening effects of stress, anger, anxiety and worry (Cohen and Rodriguez, 1995). Mental health issues are among the most important contributor to the universal burden of disease and disability. Mental health describes either a level of cognitive and emotional well being or an absence of a mental illness. Mental health may include an individual ability to enjoy life and procure balance between life activities.

“Mental health is the capacity of the individual the group and environment to interact with one another ways that promote subjective well being.

REVIEW OF THE STUDY

Many correlational studies have shown a link between health and job satisfaction. Researchers have reported significant correlations between job satisfaction and physical or psychosomatic symptoms, such as, headache and upset stomach (Begley and Czajka, 1993; Fox *et al.*, 1992; Lee *et al.*, 1990; O'Driscoll and Beehr, 1994). Job satisfaction has also been found to be associated with emotional states of anxiety (Spector *et al.*, 1988) and depression (Bluen *et al.*, 1990; Schaubroeck *et al.*, 1992). Faragher *et al.* (2005), in their Meta analysis the relationship between job satisfaction and health, conducted a systematic review of 485 studies with a combined sample size of 267995 subjects. They evaluated the research evidence that linked self-report measures of job satisfaction to measures of physical and well-being. The results indicated that the overall correlation combined across all health measures was $r = 0.312$ (0.370 after Schmidt-Hunter adjustments). job satisfaction was most strongly associated with mental/psychological problems; the strongest relationships were found for burnout (corrected $r = 0.478$), self-esteem ($r = 0.429$), depression ($r = 0.428$) and anxiety ($r = 0.420$). The relationships found suggest that job satisfaction level is an important factor influencing the psychological health of workers.

Low job satisfaction could lead to increased staff turnover and levels of absenteeism, which could reduce the efficiency of health services. Surveys on job satisfaction have been performed in various health care settings, including mental health services, especially in recent years. (Antonella Gigantesco and at el, 2003). Low levels of job satisfaction and high rates of burnout and attrition are common among behavioral health providers serving challenging patient populations (Bingham, Valenstein, Blow & Alexander, 2002; Bingham, C.R., Valenstein, M., Blow, F.C., & Alexander, J.A., 2002). Job satisfaction is so important in that its absence often leads to lethargy and reduced organizational commitment (Levinson, 1997, Moser, 1997). Lack of job satisfaction is a predictor of quitting a job (Alexander, Lichtenstein and Hellmann, 1997; Jamal, 1997).

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To date, economists have concentrated primarily on analyzing the determinants of job satisfaction, which are influenced by many personal facets including gender (Clark, 1997; Clark and Oswald, 1996; Sousa-Poza and Sousa Poza, 2000a), age (Clark et al., 1995), education (Clark and Oswald, 1996; Tsang et al., 1991), as well as workplace characteristics, employment conditions, and career perspectives (for an overview, see Sousa-Poza and Sousa- Poza, 2000b).

In contrast, the relationship between job satisfaction and health has been extensively studied by health scientists and organizational psychologists. For example, one comprehensive meta-analysis of 485 predominantly cross-sectional studies with mostly small sample sizes (although with a combined sample size of 267,995 individuals) based on self report measures of both job satisfaction and health show an overall (simple) correlation across all health measures of 0.312 (Faragher et al., 2005). Even though this analysis shows a strong correlation between job satisfaction and psychological problems like burnout ($\rho = 0.478$), self-esteem issues ($\rho = 0.429$), depression ($\rho = 0.428$), and anxiety ($\rho = 0.420$); correlations with subjective evaluations of physical illness are much smaller ($\rho = 0.287$). Attempts to reveal a relationship between more objective measures of physical health and job satisfaction have been less fruitful (Spector, 1997, p. 67).

Aim of the study

The aim of the present research study was to examine the mental health & Job Satisfactions of Bank Employees in Jalgaon city.

Objectives of the study

Following objectives were framed as the guideline for the present study.

1. To compare job satisfaction level of male and female employees.
2. To examine the sex difference in mental health of bank employees.
3. To compare job satisfaction level of private and government bank employees.
4. To compare mental health level of private and government bank employees.

Hypothesis of the study

1. There is no significant difference in Mental Health between the male and female bank employees.
2. There is no significant difference in job satisfaction between the male and female bank employees.
3. There is no significant difference in Mental Health between the private and government bank employees.
4. There is no significant difference in job satisfaction between the private and government bank employees.

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Variables

- **Independent variable**

- A) Gender – 1) Male 2) Female
- B) Bank Sector – 1) Private 2) Government

- **Dependent variable**

- A) Job Satisfaction
- B) Mental Health

METHODOLOGY

Sample

The sample of the study consists of 120 bank employees (60 male and 60 female) Sample of the study was selected simple random sampling from the private and government banks of jalgaon Dist. Their age range was 25-40 years. Thus, the male and female bank employee's ratio was 1:1.

Tools

For measuring some independent variables and the dependent variable following standardized tests and scale was used.

Mental Health – This test was constructed and standardized by **Dr Mithila**. This test consists of 48 items and each item is provided with five alternatives. There is no time limit to this test.

Job Satisfaction – This test was constructed and standardized by **Dr Hardeo ojha**. This test consists of 32 items and each item is provided with two alternatives. There is no time limit to this test.

Research Design

Since, there were two independent variable and each variable was classified at two levels. A 2x2 factorial design was used.

Statistical Treatment of Data

First, the data were treated by means, SD and t. Then, Two way ANOVAs was applied. SPSS software (Version 17.0) was used for data analysis.

RESULT AND DISCUSSION

In this part investigator has explained the result related to statistical analysis and hypothesis.

- Hypothesis no- 01. There is no significant difference in Mental Health between the male and female bank employees.

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Table no- 01 – Gender wise comparison on Mental Health

Gender	N	Mean	SD	t	Sig level
Male	60	81.93	11.31	2.61	Significant 0.05
Female	60	87.33	11.27		

Table no 01 show the mental health level among male and female bank employees. The researcher found that the mean value on mental health of male bank employees was 81.93 and SD is 11.31. Similarly the mean value on mental health of female bank employees was 87.33 and SD is 11.27. The calculate “t” value is 2.61. It is significant at 0.05 levels. It is indicates that there is significant difference in mental health between the male and female bank employees. That’s why above hypothesis is rejected.

- Hypothesis no- 02. There is no significant difference in Job Satisfaction between the male and female bank employees.

Table no- 02 – Gender wise comparison on Job Satisfaction

Gender	N	Mean	SD	t	Sig level
Male	60	33.57	05.60	0.46	NS
Female	60	34.03	06.54		

Table no 02 show the job satisfaction level among male and female bank employees. The researcher found that the mean value on job satisfaction of male bank employees was 33.57 and SD is 05.60. Similarly the mean value on job satisfaction of female bank employees was 34.03 and SD is 06.54. The calculate “t” value is 0.46. It is indicates that there is no significant difference in job satisfaction between the male and female bank employees. That’s why above hypothesis is accepted.

- Hypothesis no- 03. There is no significant difference in Mental Health between the private and government sector bank employees.

Table no- 03 – Bank sector wise comparison on Mental Health

Sector	N	Mean	SD	t	Sig level
Private	60	89.18	11.58	2.30	Significant 0.05
Government	60	93.68	06.69		

Table no 03 show the mental health level among private and government sector bank employees. The researcher found that the mean value on mental health of private sector bank employees was 89.18 and SD is 11.58. Similarly the mean value on mental health of government sector bank employees was 93.68 and SD is 09.69. The calculate “t” value is 2.30. It is significant at 0.05 levels. It is indicates that there is significant difference in mental health between the private and government sector bank employees. That’s why above hypothesis is rejected.

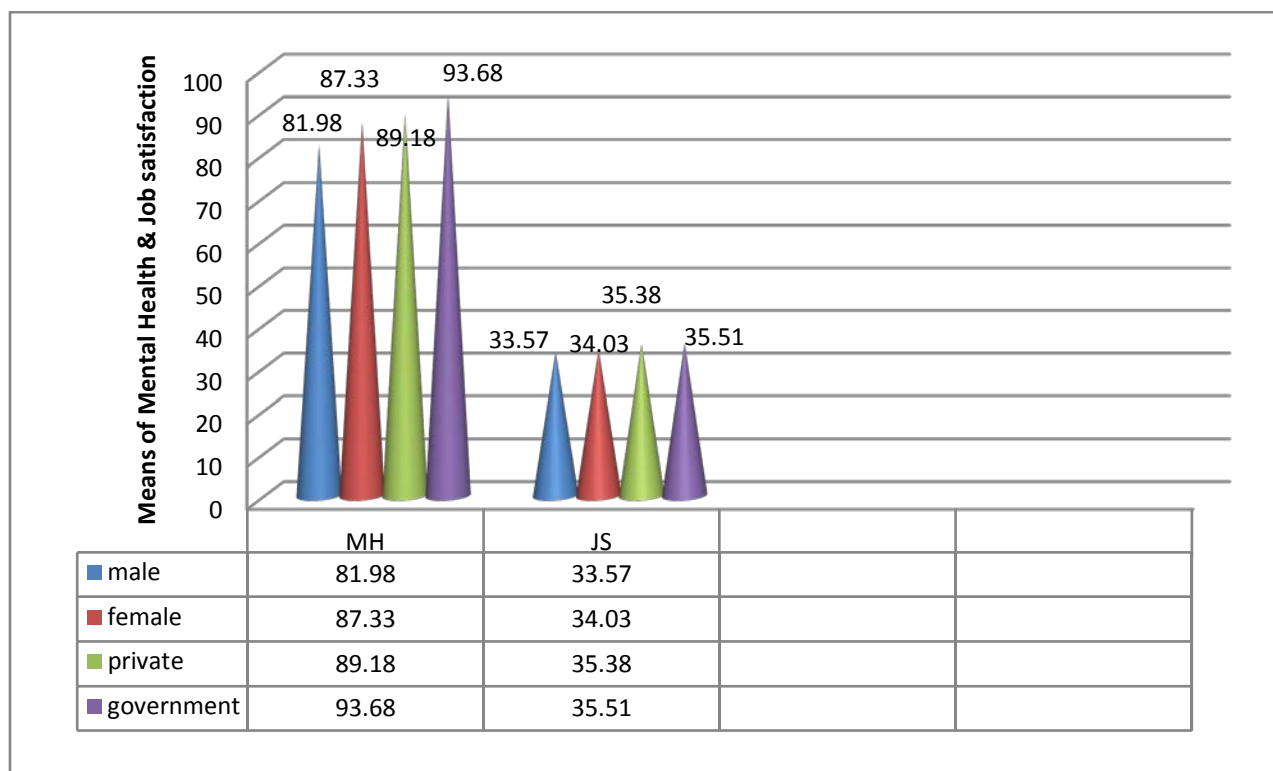
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- Hypothesis no- 04. There is no significant difference in Job satisfaction between the private and government sector bank employees.

Table no- 04 – Bank sector wise comparison on Job Satisfaction

Sector	N	Mean	SD	t	Sig level
Private	60	35.38	05.51	0.12	NS
Government	60	35.51	06.09		

Table no 04 show the job satisfaction level among private and government sector bank employees. The researcher found that the mean value on job satisfaction of private sector bank employees was 35.38 and SD is 05.51. Similarly the mean value on job satisfaction of government sector bank employees was 35.51 and SD is 06.09. The calculate “t” value is 0.12. It is indicates that there is no significant difference in job satisfaction between the private and government sector bank employees. That’s why above hypothesis is accepted.



RESULT AND DISCUSSIONS

The aim of the present study was to find out the effect of in Job Satisfaction and mental health of government and private sector bank employees.

First hypothesis result obtained after analysis it data are show table no-01 reveals that there would be significant difference was found between male and female bank employees with

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reference to their mental health. This significant “t” value (2.61) indicates that gender significantly affects the mental health. The mean value of mental health of male bank employees is 81.93, female bank employees is 87.33. This reveals the fact that female bank employees have better mental health than male bank employees. Present research study hypothesis no 01 reason is female are more passion of his daily work. It is quality are responsible of female good mental health than male employees. Female employees report they are satisfied with advancement opportunities, recognition and pay. Female employees have been maintaining of our physical and mental health.

Hypothesis no 02 Result obtained after analysis it data are show table no -02 reveals that there is no significant difference was found between male and female bank employees with reference to their job satisfaction. That’s why above hypothesis is accepted.

Third hypothesis result obtained after analysis it data are show table no-03 reveals that there would be significant difference was found between private and government sector bank employees with reference to their mental health. This significant “t” value (2.30) indicates that bank sector significantly affects the mental health. The mean value of mental health of private sector bank employees is 89.18, government sector bank employees is 93.63. This reveals the fact that government sector bank employees have better mental health than private sector bank employees. Present research study hypothesis no 03 reason is government sector bank employees are more careless of his daily work. Government sector bank employees has been complete our daily work of easily because his work load is less than private sector bank employees. Private sector bank employee’s daily chess of our target work and our boss has been pressure of our work.

Hypothesis no 04 Result obtained after analysis it data are show table no -04 reveals that there is no significant difference was found between private and government sector bank employees with reference to their job satisfaction. That’s why above hypothesis is accepted.

CONCLUSION

1. There is significant difference in Mental Health between the male and female bank employees.
2. There is no significant difference in job satisfaction between the male and female bank employees.
3. There is significant difference in Mental Health between the private and government bank employees.
4. There is no significant difference in job satisfaction between the private and government bank employees.

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Conflict of Interests

The author declared no conflict of interests.

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