

Occupational stress and job satisfaction among bank employees: a content analysis

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ABSTRACT

Indian banking industry is taken into account because the backbone of the country's economy. the character of job of banking employees is extremely difficult because it involves long working hours, inappropriate reward system, and lack of job autonomy and role conflict. Stress Management is getting more and more consideration now a-days in particularly within the financial sectors. there's no job like stress- free job. Everyone in their duties is visible to tension and anxiety as they get through the duties assigned to them. India and other developing countries, 'the term 'bank' is applied to a spread of institutions which give funds for various purposes. Banks are of various types like commercial banks, savings banks, investment banks, merchant banks, exploitation banks, co-operative banks and financial institution. This investigation plans to give and investigate the word related Occupational Stress and job satisfaction among bank representatives. This offers an audit of current writing and work from both scientific and non-scientific sources.

Keywords: *Occupational stress, Job satisfaction, Bank employees*

Indian financial industry is considered as the foundation of the nation's economy, and has assumes a key function in avoidance the monetary disaster. The idea of occupation of banking representatives is exceptionally tedious as it includes long working hours, improper prize framework, and absence of employment independence and job strife. Stress Management is getting increasingly more thought now a-days in especially in the money related divisions. There is nothing of the sort like peaceful activity. Everybody in their obligations is presented to strain and uneasiness as they traverse the obligations allocated to them. Banking industry isn't an uncommon one (Dhankar,2015). Kerala is a state which has a long history of formal and casual money related establishments. Among the regions and States of Indian Union before freedom, Travancore and Cochin beat the rundown in the scope of region and populace served by a business bank office. The early organizations were prevalently of the unit banking type. Travancore had 275 joint stock banks in 1932-33. Even in the current day banks, chit assets and cash moneylenders CO-exist in Kerala (Oommen, 1976). India and other creating nations the term 'bank' is applied to an assortment of organizations which give assets to different purposes. So, banks are of various kinds, for

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Occupational stress and job satisfaction among bank employees: a content analysis

example, business banks, reserve funds banks, speculation banks, dealer banks, land advancement banks, co-usable banks and focal bank (Anamika Sethi, 2014)

Occupational Stress

Occupation might be an indication of a private character for a private through which the individual contributes effectively to his self-awareness, family and condition (WHO, 2005). The term 'Word related Stress' methods the strain regularly comes from pressures that don't line up with an individual's information, aptitudes or desires. As we see, our bustling timetables, the evolving ways of life, tight working hours, management, work turn, move work and change of work or spot are the most attributes of pretty much all the jobs, so unbalancing or on the off chance that it doesn't line up with the people work cycle can turn into a reason.

Job Satisfaction

The term " Job Satisfaction" alludes to a proportion of specialist's satisfaction with their positions, regardless of whether they like work or individual angles or features of work, similar to nature of work or oversight (Spector,1997). Occupation fulfillment are regularly estimated in comprehension, full of feeling and conduct parts (Hulin and Judge, 2003). Stress might be a circumstance which will impact the wellbeing of individual. Stress has its physiological and mental impacts on each person. Worry in bank part are frequently on account of more than work weight and work life balance. At the point when a worker joins a bank and become an aspect of the large number of the utilized the inescapable association anomie assumes control over, infertile of recognition and distinction estrangement and dissatisfaction.

Objective

The present study focuses to analyze research articles published in occupational stress and job satisfaction among bank employees.

METHODOLOGY

Literature Search

A computer-based information search was conducted, which provided full papers published from 2014 to 2017.

Tool

Content-analysis.

Procedure

Data as well as the information collected from different sources such as journals, websites etc.. Each study was analyzed and discussed qualitatively.

RESULT AND DISCUSSION

First of all, the chosen articles and news were arranged during a table consistent with the year of publishing, then extracted research papers was discussed qualitatively.

Occupational stress and job satisfaction among bank employees: a content analysis

Table 1: The table contains the Author name, year of publishing and topic

SL.NO	AUTHOR	YEAR OF PUBLISHING	TOPIC
1.	Tomba Singh K H and Rapheileng A S	2014	Job Satisfaction and Occupational stress among public and private bank employees in Manipur
2.	Shahidul Islam and Mainual Islam	2014	A comparative study of job satisfaction in banking (A case study of public and private bank sectors)
3.	Shavita Dhankar	2015	Occupational stress in banking sector
4.	Karshan B Chothani	2015	Job satisfaction and Occupational Stress among Public and Private bank employees
5.	Rana	2015	Job satisfaction effecting factors of employees in Bangladesh Banking sector
6.	Khana, Saeed A Amir, Nadeem qbalb, Muhammed Khan, NajeSeb Haider	2015	Job satisfaction and Security among Bank employees and their performance: Study of Public and Private Sectors Banks of Southern Punjab Pakistan
7.	Vinothini and Kishori	2016	A study on work stress among bank employees in State Bank of India with Reference to Tiruchirappalli
8.	Alan and Dilruba	2016	Job satisfaction and Job stress among bank employees in Rajashahi city: A field study
9.	C Sumitha and R Padmaja	2017	A study on job satisfaction of bank employees with special reference to Indian bank-Vellore city
10.	Kumar and Varma	2017	Study of Job satisfaction in relation to work motivation and occupational stress among bank managers.

Singh (2014) directed an investigation regarding the matter "Occupation fulfillment and word related worry among public and individual bank workers in Manipur". The example of the investigation comprises of 108 respondents. Word related pressure scale (Hinglay and Cooper, 1986) and work fulfillment scale (Warr, et.,al, 1979) was wont to gather the information. Cronbach alpha coefficient was utilized for measurable examination. The outcome uncovers that the work fulfillment and word related pressure were decidedly connected and there was no distinction inside the degree of employment fulfillment among public and individual bank representatives however the degree of word related pressure was high among private bank representatives.

Islam and Islam (2014) directed an examination regarding the matter "A Comparative Study of Job Satisfaction in Banking (A Case Study of Public and individual Bank Sectors)". The examination attempts to search out the degree of occupation fulfillment among public and individual bank representatives, the components contributing towards the work fulfillment of public and individual bank workers and to search out the connection between work fulfillment and contributing factors. The example size comprised of 400 bank representatives. Relapse and connection examination were utilized for measurable investigation. The aftereffects of this examination uncover that the upper activity fulfillment has been connected with representatives who are prepared to practice private and with those

Occupational stress and job satisfaction among bank employees: a content analysis

that have a superior degree of occupation association and furthermore it uncovers that ladies have essentially higher employment Satisfaction than men.

Dhankar (2015) directed an investigation regarding the matter " Occupational worry in banking division". The investigation intends to search out the strain level of banking representatives and to know the factor that assume a critical function in making worry among the bank representatives working private and public segment. The example comprised of 100 private and 100 public financial representatives. Word related pressure scale (Srivastava and Singh,1981) were went to gather information. examining technique was went to gather information. The consequences of the investigation uncover that long working hours, job clashes, and political weights are the variables that cause word related worry among the private and public segment bank representatives.

Chothani (2015) directed an investigation regarding the matter "Occupation fulfillment and Occupational worry among Public and individual Bank Employees". The example comprised of 100 representatives working in the two segments. Word related Stress Index (Srivastava and Singh,1984) and Job fulfillment scale (Amar,2007) were went to gather information. T-test and connection results uncovers that the strain level of bank representatives was less and that they are happy with their current activity. While looking at the sexes, female workers had more pressure and low occupation fulfillment than male representatives and furthermore there exist a negative noteworthy connection between's Job fulfillment and Job worry of bank workers.

Rana (2015) led an examination regarding the matter "Occupation Satisfaction Effecting Factors of Employees in Bangladesh Banking Sector". The examination attempts to search out the effect of differed human asset the executives rehearse like occupation independence, collaboration condition and initiative conduct on work fulfillment and furthermore researches the primary determinants of employment fulfillment in Bangladeshi financial division. The example of this examination comprises of 450 representatives working in a few parts of banks in Bangladesh. Poll was given to accumulate information. T-test, correlation and relapse was utilized for factual investigation. The consequences of this examination uncover that there's a positive and huge connection between work fulfillment and different human asset the executives rehearse like occupation self-governance, cooperation condition and administration and furthermore uncovers that male and ladylike representatives have altogether extraordinary degree of employment fulfillment.

Khana, Iqbalb, Khanc and Haiderd (2015) directed an investigation regarding the matter "Occupation Satisfaction and Security among Bank Employees and their presentation: Study of Public and individual Sectors Banks of Southern Punjab Pakistan". The example size of this investigation 200 workers structure public and individual segment banks. The example used in this examination is inspecting. Surveys got the opportunity to assemble information. T-test is utilized for measurable investigation. The aftereffects of this examination uncover that the laborers of public division bank are more fulfilled when contrasted with the private area bank in regards to their compensation bundle, remuneration, and extra advantage given by the bank.

Kishori and Vinothini (2016) led an investigation regarding the matter " An examination on work worry among bank representatives in storehouse monetary foundation of India as to Tiruchirappalli". The investigation attempts to work out an impression of word related work weight on the laborers of bank area. The example of this investigation comprises of 250

Occupational stress and job satisfaction among bank employees: a content analysis

representatives. inspecting was utilized. Surveys got to the examples. Pearson chi-square was utilized for factual investigation. The consequences of the examination uncover that there's a serious extent of word related worry among the bank representatives.

Alan and Dilruba (2016) led an investigation regarding the matter " Job fulfillment and Job worry among bank workers in Rajashahi city: Afield study". The example comprised of 80 respondents. Purposive inspecting strategy is utilized to accumulate test. Employment stress scale (Bray and Rothe,1955) and Occupational Stress Inventory (BHU) got the opportunity to assemble information. The outcome uncovered that the bank representatives of Rajashahi city have low occupation stretch and have work high fulfillment.

Sumitha and Padmaja (2017) directed an investigation regarding the matter "An examination on work fulfillment of bank representatives (with extraordinary respect to Indian bank-Vellore city)". The investigation intends to search out the work fulfillment of representatives concerning working conditions, to explore the work fulfillment of representatives regarding advancement and furthermore to spot and recommend a few measures for improving the fulfillment level of the bank workers. The example size of this investigation is 50 representatives. Basic inspecting was wont to gather information. The source information was essential and optional. Survey was given to accumulate information. Rate technique, quartile examination was utilized for measurable investigation, the aftereffects of this examination uncovers that just in the event of advancement in Indian Bank, greatest 'Exceptionally Satisfied' respondents are Post Graduate while most unsatisfied respondents are Graduates.

Kumar and Varma (2017) directed a test regarding the matter "Investigation of employment fulfillment concerning work inspiration and word related worry among bank chiefs". The example the examination comprised of 147 bank chiefs Descriptive insights, connection and t-test were used for information investigation. Employment fulfillment list (Mishra,Tiwari and Pandey,1993) , work inspiration survey(Agrawal,1998) and word related pressure file (Srivastava and singh,1989) were wont to gather information. The consequences of this examination uncover that there exists a positive connection between work fulfillment and work inspiration and furthermore demonstrated a major negative relationship between work fulfillment and word related pressure and between work inspiration and word related pressure.

In this way it had been discovered that the degree of Occupational pressure and employment fulfillment is equivalent among both public and individual bank workers. Yet, private bank representatives have pressures from the time, outstanding burden and so forth they're prepared to deal with all the things and secure fulfillment with their position.

CONCLUSION

On a regular premise, there are numerous stressors which will influences the working of individuals, yet, word related pressure is considered to be the preminent common and significant thing since the working populace in this day and age is expanding step by step. Along these lines the investigate revels that the degree of Occupational stress and job satisfaction is equivalent among both public and individual bank representatives. though private bank representatives have pressures from the time, remaining task at hand and so on they're prepared to deal with all the things and secure fulfillment with their position.

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Conflict of Interest

The author declared no conflict of interest.

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