

## A study on influence of marital status on occupational stress among private bank employees

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### ABSTRACT

Stress is defined as any condition or characteristic of work environment which threatens the individual's psychological and physiological homeostasis. Stress is the non-specific response of the body to any demand for change (Hans Selye, 1936). Occupational stress is the harmful physical and emotional responses that can happen when there is a conflict between job demands of the employee and the amount of control an employee has over meeting these demands. Stress can occur in a wide range of work circumstances but it become worse when employees feel they have little social support which comes from supervisors and colleagues, as well as little control over work processes. There is confusion between pressure or challenge and stress and sometimes it is used to excuse bad management practice. The aim of the present study was to study influence of marital status on occupational stress among married and unmarried private bank employees. Convenience sampling method was used to select 60 male participants, working in private banks. The participants were administered OSI questionnaire. Independent sample t-test as part of the inferential statistics procedure. Results showed there is no significant difference between married and unmarried males on their levels of occupational stress and the mean of unmarried men found to be higher than the married men.

**Keywords:** *Occupational Stress, Marital Status, Private Bank Employees, Married Man, Unmarried Men*

Stress is the non-specific response of the body to any demand for change (Hans Selye, 1936). According to WHO, Work-related stress is the adverse reaction people have towards excessive pressure or other types of demand place on them at work. Occupational stress is the harmful physical and emotional responses that can happen when there is a conflict between job demands of the employee and the amount of control an employee has over meeting these demands. Stress can occur in a wide range of work circumstances but it become worse when employees feel they have little social support which comes from supervisors and colleagues, as well as little control over work processes. There is confusion between pressure or challenge and stress and sometimes it is used to excuse bad management practice.

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There are various **causes of stress at workplace – extra organizational stressors** (the societal change, technological change, globalization, economic and financial conditions, community conditions, life changes as in death of spouse or divorce, demographic factors such as age, gender); **organizational stressors** (temperature extremes, poorly designed office, heavy travel demands and improved technology); **group stressors** (lack of group cohesiveness, lack of social support-the cost of isolation, lack of support from one or more members has detrimental effect on health both physical and mental health; conflicts with co-workers, prejudices, stereotypes of all kinds); **individual stressors** (type-A personality, personal context, learning helplessness, psychological hardiness).

There are various **organizational coping strategies** can be taken to reduce the impact of occupational stress, such as, wellness training, open communication, flexible in time and process, clear policies, recognition and respect, managing effects of stress, personal leaves, nap rooms, gaming zone, gym area.

### REVIEW OF THE PREVIOUS STUDIES

Deshwal, S. (2015) conducted a study to find out the stress level among banking employees and to understand which factors play crucial role for creating stress among the employee of private and public banks. The overall occupational stress was high in public bank employee (50.28%) then in private bank (49.71%).

Sakshi (2012) conducted a study aims at exploring occupational stressors and their subsequent effects on Indian soldiers. Results showed that all the four occupational stressors, viz., organisational stressors, army-specific stressors, type 'A' behaviour and domestic stressors resulted in Army occupational stress. Single soldiers group differed significantly from married ones. Furthermore, mean scores in all the three cases were higher for single soldiers in comparison to their married counterparts.

### METHODOLOGY

#### *Aim*

To study occupational stress among married and unmarried working males.

#### *Objective*

To study occupational stress among married and unmarried working males.

#### *Hypothesis*

H1: There will be significant difference between married and unmarried males on their levels of occupational stress.

#### *Operational Definitions*

- **Bank Manager** is the one who is responsible for the operation, administration, marketing, training, hiring employees, lending and security of a local bank branch, they are people in charge of a local branch of a bank, building a link with the community to increase business and assisting with customer relations.
- **Private Bank Sectors** are banks where a greater share of equity is held by the private shareholders and not by the government.
- **Married working man** indicates a person who is married, has a spouse, and who works for a daily living.

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- **Unmarried working man** indicates one who has never been married; a bachelor and who works for daily living.

### ***Research Design***

The present study incorporated the Non-experimental causal-comparative research design. The researcher's goal is to determine whether the independent variable affected the outcome, or dependent variable, by comparing two or more groups of individuals. In this present study, this research design was used to examine whether marital status has significant influence on occupational stress among male private bank employees.

### ***Sample***

The sample for the study was chosen from various managerial roles performed by married and unmarried men working in private banks, in the city of Kolkata. The sample for the study consisted 60 working males married and unmarried private bank managers (30 married private bank managers and 30 unmarried private bank managers) from the age group of 25-35 years with minimum 2 years of experience.

### ***Inclusion Criteria***

- Married (with no children) and unmarried men.
- Bank managers.
- Urban population.
- Literate.
- Working in private banks in the city of Kolkata.
- Aged between 25-35 years.
- Minimum 2 years of experience.

### ***Exclusion Criteria***

- Illiterate.
- Govt. sector.
- Above 35 years of age.
- Rural population.
- Separated/Divorced/Widowed.
- Clerk level employees, welcome desk employees, sales department, security level.

### ***Tools for Data Collection***

- **Informed Consent Form**, is a voluntary agreement of the research participant in a study or research and were given to the participants for answering the questionnaire.
- **Socio Demographic Sheet**, including name, age, gender, marital status, years of work experience, educational qualification etc.
- **Occupational Stress Index** by Dr. A.K.Srivastava and Dr. A.P.Singh (1984). It tends to measure the extent to which employees perceive stress arising from different aspects of job.

### ***Procedure***

Various private bank managers were contacted through manually and Google forms for data collection. Rapport was established and an overview of the study was explained. Participants were informed about the confidentiality and consent form, socio-demographic sheet and the questionnaire were distributed.

## RESULTS AND DISCUSSION

**Table 1:** shows the Descriptive Statistical Analysis for married and unmarried male private bank employees (n = 60). It can be seen that the group of married men (M = 138.50, SD = 17.996, n = 30) has obtained a lower score than the group of unmarried men (M = 140.53, SD = 11.169, n = 30). The Skewness and Kurtosis for the marital status have been identified between the range of -1.96 to +1.96. Hence, the distribution of the data is assumed to be normal.

Variables	N	Mean	Std. Deviation	Skewness	Kurtosis
Married	60	139.52	14.884	-.151	.679
Unmarried					

**Table – 2:** that the mean of married men is 138.50 which is lower than the mean of unmarried men which is 140.53. The *df* value is 58, *t* = -.526, *p* = .601 and is not significant at 0.05 level, *p* > 0.05. Hence, there is no significant difference between married and unmarried males on their levels of occupational stress.

Dependent Variable	Marital Status	N	Mean	Std. Deviation	f	df	Significance
Occupational Stress	Married	30	138.50	17.996	-.526	58	.601
	Unmarried	30	140.53	11.169			

## CONCLUSION

An important conclusion to the study is that there is no significant difference between married and unmarried males on their levels of occupational stress. But due to inadequate amount of population, it cannot be generalized and further study in this area is suggested. The mean of unmarried men found to be higher than the married men. Findings from various other studies also reveal the same because unlike single people, married people receive social support from their spouses, which is recognised as the most important source of coping with stressors (Fiedler et al., 2000).

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### **Conflict of Interest**

The author declared no conflict of interest.

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