

## **A Study About Work Life Balance Among The Employees Working In Banking Industry**

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### **Abstract**

The goal of the work-life balance effort is to encourage employers to offer flexible working hours and related regulations to help people balance their professional and family lives. Work-life balance is achieved by balancing employment responsibilities with personal interests, and it can be achieved by creating a balance between paid and unpaid work. Companies must strike a reasonable balance between employee well-being and family time in order to compete for talented employees. In India, overtime is on the rise, and organisations that are flexible are in short supply. This circumstance has the most impact on the banking sector. The association between work-life balance and job performance is investigated using a sample of 350 banking sector employees. Work-life balance initiatives are lacking in the sector, according to the findings, and providing well-managed flexibility is a critical factor in keeping people motivated and stress-free at work.

**Key words:** Work life Balance, Stress, Banking industry, Employees.

### **Introduction**

We are living in a hectic era. We are working two or more jobs at the same time. We have to put up with a lot of work and unfair demands. Because we cannot afford to be laid off or fired, we are swallowing our wrath and aggravation with unfair situations and unreasonable supervisors. Alternatively, we may have already been laid off and are having difficulty finding new employment. Alternatively, we may have given up and are now dealing with unemployment. Stressors are external strains like these.

Stressors are the unbearable pressures that cause us to be unhappy and, finally, sick. Stressors appear to have little effect on certain persons. They preserve a sense of comedy as well as a sense of perspective. They maintain their composure in the face of adversity and disaster. Others are overwhelmed by a lower number and severity of stressors, and they begin to spiral downward, losing relationships, employment, and finally their mental and physical health. Stress is defined as the physiological and psychological responses to situations or events that disrupt an organism's balance. While there is limited agreement among psychologists on how to define stress.

### **Review of Literature**

**Cynthia P. Guthrie, et al. (2012)** This research indicates the degree of stress and its consequences, both of which have an impact on one's health. They discovered that in the role of ambiguity overload, both men and women experience the same degree of stress, but women experience less role conflict. As a result, the study's findings show that women are successful in managing stress and turnover.

**Radha Damle (2016)** The study's goal was to look at employee performance as a function of occupational stress and coping. The purpose of this study is to look at how employees in the federal government deal with stress and how they cope. To investigate occupational stress among central government employees by job title, gender, and age group. The method used was stratified random sampling, which was based on the percentage of officers and employees in the population. The sample size necessary was 206. To investigate various connections, ANOVA, correlation, and the t-statistic were used. The degree of occupational stress was found to be between low and high. Ninety-one percent of employees said they were under moderate stress. Not a single employee stated that they were under a lot of stress. Only the cognitive avoidance coping technique showed a gender difference in coping. This 43 approach was employed by female employee's more than male employees. The findings of this study show that occupational stress and the effort invested in coping with stress have an impact on central government employees' performance. Employees of the federal government do not live in a stress-free environment. The fact that employees' coping behaviours are so similar suggests that the bureaucratic structure may have a significant influence in determining employee reactions.

**Steven M. Elias, Chet E. Barney, (2010)** This study examines occupational stress, with the goal of learning about bad employee behaviour, flex time, and the influence of stress on intrinsic and extrinsic motivation. Multiple regression was used to collect and evaluate the data. It has been demonstrated that having control over one's work environment decreases workplace stress.

**M. Usha, et al. (2016)** The study's goal is to determine the sources of stress, as well as the degree of stress experienced by employees. To understand the impact of stress on an organization's productivity. To investigate the impact of stress on personal development. At the organisational level, discover stress coping techniques. The study's research design is descriptive research design. The data was obtained from 150 employees using the random sample approach. Percentage analysis and the Chi-square test are used in the analysis. The majority of respondents believe that job stress disrupts and interferes with their family life. There is a strong link between employee age and the source of their stress. There is a strong link between monthly income and the impact of workplace stress. According to the study, providing adequate career development and performance assessment will motivate employees to achieve while reducing stress.

#### Objectives of the Study

1. Determine the levels of occupational stress among various types of Banking employees;
2. To identify significant stressors and assess stress levels among Banking employees in relation to individual differences;
3. Determine the degree of association between stress-inducing factors and demographic parameters; and
4. To make useful suggestions for reducing employee stress in Banking organisations.

### Research Methodology

A research design is a strategy that describes the study's objectives, data gathering method, data analysis tools, and hypothesis to be formulated. The study design aids the calculation and interpretation process in arriving at solutions and suggestions by offering direction. In nature, it is a descriptive sort of investigation. Primary data are information gathered directly from the source by the researcher for quick data collecting. Because of its simplicity and reliability, a structured questionnaire was employed to elicit responses from the respondents in this study. Secondary data was gathered from a variety of sources, including journals, periodicals, publications, websites, and private bank records. The population of this study is the total number of employees in each of the ten Banking businesses in Chennai. There is a limit to the number of people on the planet (large size). This study used a simple random sample method as its sampling technique. This strategy is also known as the random selection method. Every member of the population has an equal probability of being included in the sample.

It refers to the number of items chosen from the entire universe to make up a sample. The study's sample size is 206 people. Statistics are useful for organising and simplifying data such that an objective estimate may be made to show that an analysis is under control or that a change has happened.

### Chi-Square Test

ANOVA, correlation, Chi-square, factor analysis, and independent sample t-test are all examples of statistical tests.

To determine if there is a link between role overload and personal accountability.

Ho: There is no link between role overload and personal accountability.

H1: There is a link between role overload and personal accountability.

	<b>Asymp. Sig. (2-sided)</b>
Pearson Chi-Square	<b>.034</b>
Continuity Correction <sup>b</sup>	.042
Likelihood Ratio	.027

### Result:

As a result, Ho is rejected since the significant value is smaller than the p-value of 0.05. H1 is accepted that there is a link between role overload and personal responsibility; if employees are given more responsibilities, they will inevitably have more work to do, causing stress.

### Factor Analysis:

### KMO & BARTLETT'S TEST

Kaiser-Meyer-Olkin Measure	of Sampling Adequacy. Approx.	.0.820
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Bartlett's Test of Sphericity	Chi-	351.47
	Squar	45
	edf	.000
	Sig.	

## Result

Following is a list of the three key stressors determined by factor analysis:

- Role-related stressors
- Environmental Stressors in the Workplace
- Stressors in Interpersonal Development

## Implications

- Create a Stress Management Program that focuses on various leave categories for employees at all levels of the organisation.
- Take appropriate steps to ensure that store design jobs, which are onerous on staff' abilities and capacities, are completed in a timely manner.
- To eliminate role ambiguity, adequate role clarification should be offered whenever appropriate.
- Increase the number of job-specific training programmes that improve employees' skills and confidence in their ability to work effectively.
- To deal with work-related stress, encourage an open line of communication.
- Conduct a stress audit at all levels of the organisation to identify stressors and improve job conditions and reduce stress.
- Make 'Pranayamam' (Brain Stilling and Vital Force Control) a holistic management practise.
- Provide work-related and personnel counselling, as well as support from a team of welfare, health, and counselling professionals.
- An appealing system of reward and acknowledgment for good work might help to lessen working stress.

In the information technology industry, stress is unavoidable. Female employees and married employees are more stressed than others, according to the survey. The findings also demonstrate that there is a link between subjective well-being and job stress. The current study's findings also suggest that the majority of employees suffer from severe stress-related illnesses as well as a variety of psychological issues. As a result, the IT company's management must take many steps to assist its staff in overcoming the negative impact. Because stress in the IT industry is mostly caused by excessive job pressure and a work-life balance that is unbalanced between work and family, Human beings are subjected to a variety of stressors in today's highly dynamic and competitive environment, which can affect individuals in all aspects of life. Interventional strategies are becoming increasingly

important at the organisational level.

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