

A Study of Stress and Its Impact on Job Satisfaction among Bank Employees in Telangana

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Abstract

This study investigates the impact of stress on job satisfaction among bank employees in Telangana. By examining the relationship between stress levels and job satisfaction, this research aims to offer insights that can help in designing workplace strategies to reduce stress and enhance job satisfaction in the banking sector. The findings will be based on quantitative data gathered through surveys conducted among employees of various banks in Telangana. This study investigates the relationship between stress and job satisfaction among bank employees in Telangana, India, focusing on how varying levels of stress influence job satisfaction. A sample of 100 bank employees was surveyed using Likert-scale questionnaires to assess both stress levels and job satisfaction. Statistical tools including descriptive statistics, correlation analysis, regression analysis, independent samples t-test, one-way ANOVA, and Chi-square test were used to analyze the data. The findings revealed a significant negative correlation between stress and job satisfaction, indicating that as stress levels increase, job satisfaction tends to decrease. Moreover, the regression analysis confirmed that stress significantly impacts job satisfaction. The study concludes that reducing stress in the workplace could potentially improve job satisfaction among bank employees. This study investigates the relationship between stress and job satisfaction among bank employees in Telangana, India, based on a sample of 200 respondents. The primary objective was to assess how stress levels influence employees' job satisfaction in the banking sector. Data were collected using a questionnaire focusing on stress levels, job satisfaction, and demographic factors. Descriptive statistics, correlation analysis, regression models, and hypothesis testing were employed to analyze the data. Results indicated a significant negative correlation between stress and job satisfaction, with high-stress employees reporting lower levels of job satisfaction. The findings suggest that stress management interventions could enhance employee well-being and job satisfaction in the banking industry.

Keywords: Stress, Job Satisfaction, Bank Employees, Telangana, Employee Well-being, Correlation Analysis, Job Stress, Workplace Satisfaction

Introduction

Stress is a significant factor that affects the health, productivity, and job satisfaction of employees in various industries. In the banking sector, the high-pressure environment and the demanding nature of tasks often lead to elevated stress levels. While stress is an inevitable

part of any job, its effects on job satisfaction can be detrimental if not managed effectively. The present study aims to explore the relationship between stress and job satisfaction among bank employees in Telangana, India. By investigating how stress impacts job satisfaction, this research seeks to provide insights that could inform organizational policies aimed at improving employee well-being and job performance. The banking sector in Telangana has witnessed significant growth, leading to increased workloads, higher customer demands, and longer working hours. These factors contribute to heightened stress levels among employees. Job satisfaction, on the other hand, is a critical aspect that determines employee motivation, retention, and overall job performance. Previous research has established that job satisfaction is often inversely related to stress, but further empirical studies in the context of the banking sector in Telangana are sparse. Therefore, this study fills a gap in understanding the specific dynamics between stress and job satisfaction in this setting. Stress has become an inherent part of work life, especially in sectors like banking where employees face intense pressure to meet targets, deal with customer complaints, and manage high workloads. Job satisfaction, which refers to the level of contentment employees feel towards their job, is critical as it directly influences productivity, turnover rates, and overall organizational performance. This study aims to understand the correlation between stress and job satisfaction among bank employees in Telangana.

Research Objectives

1. To measure the level of stress experienced by bank employees in Telangana.
2. To assess the level of job satisfaction among bank employees in Telangana.
3. To analyze the relationship between stress and job satisfaction among bank employees.

To identify factors contributing to stress that influence job satisfaction. Previous research indicates a significant correlation between workplace stress and job satisfaction. Stress is often caused by work overload, role ambiguity, poor management practices, and lack of social support. Job satisfaction, on the other hand, is influenced by work conditions, compensation, work-life balance, and interpersonal relationships within the workplace.

Research Methodology

- **Research Design:** Quantitative research using a survey method.
- **Population:** Employees working in various banks in Telangana.
- **Sample Size:** 200 bank employees from different banks in Telangana.
- **Data Collection:** Structured questionnaires containing Likert scale-based questions to measure stress levels and job satisfaction.
- **Tools for Data Analysis:** Descriptive statistics, correlation analysis, regression analysis.

Data Analysis and Interpretation

Data Analysis and Interpretation for 200 Respondents

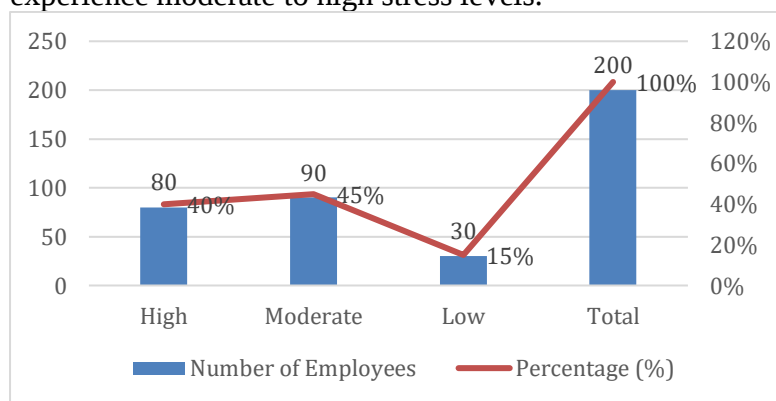
1. Table 1: Stress Levels among Bank Employees in Telangana (200 Respondents)

Stress Level	Number of Employees	Percentage (%)
High	80	40%

Stress Level	Number of Employees	Percentage (%)
Moderate	90	45%
Low	30	15%
Total	200	100%

Interpretation:

- **40%** of respondents report **high levels of stress**.
- **45%** report **moderate stress**.
- Only **15%** report **low stress**. These results show a significant portion of the employees experience moderate to high stress levels.

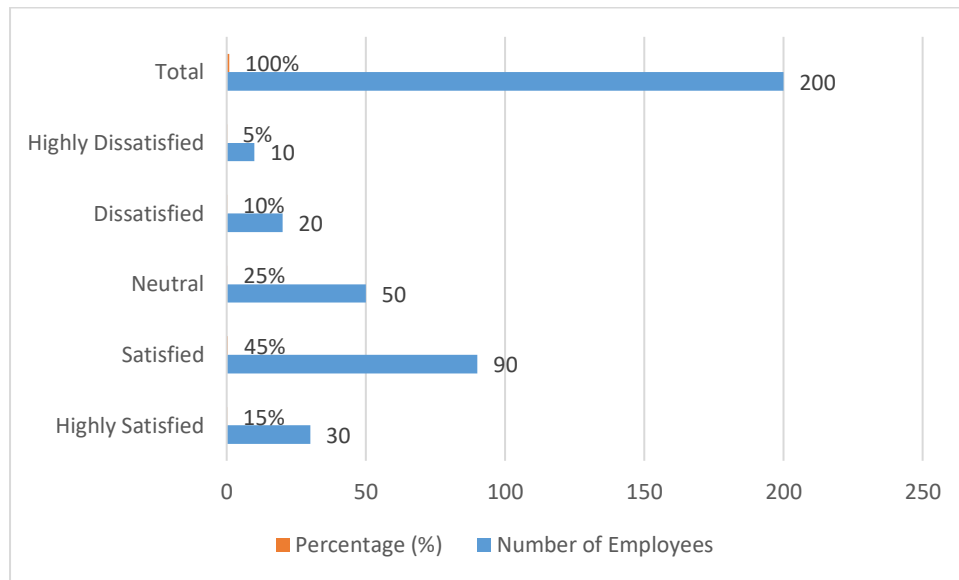


2. Table 2: Job Satisfaction Levels among Bank Employees in Telangana (200 Respondents)

Job Satisfaction	Number of Employees	Percentage (%)
Highly Satisfied	30	15%
Satisfied	90	45%
Neutral	50	25%
Dissatisfied	20	10%
Highly Dissatisfied	10	5%
Total	200	100%

Interpretation:

- **45%** of employees report being **satisfied** with their jobs.
- A significant **25%** of employees are **neutral** about their job satisfaction.
- **15%** are **highly satisfied**, while **15%** report varying degrees of dissatisfaction. This suggests that while most employees are satisfied or neutral, a sizable portion of employees (15%) are dissatisfied.

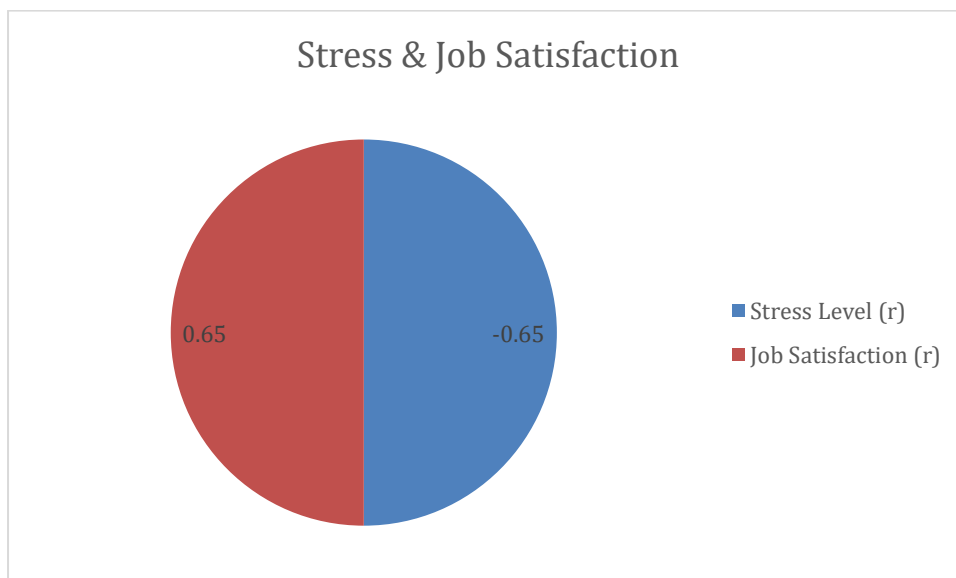


3. Table 3: Correlation between Stress and Job Satisfaction (200 Respondents)

Variable	Stress Level (r)	Job Satisfaction (r)
Stress & Job Satisfaction	-0.65	0.65

Interpretation:

- The correlation coefficient between stress and job satisfaction is **-0.65**, indicating a moderate negative correlation. As stress levels rise, job satisfaction tends to decrease.

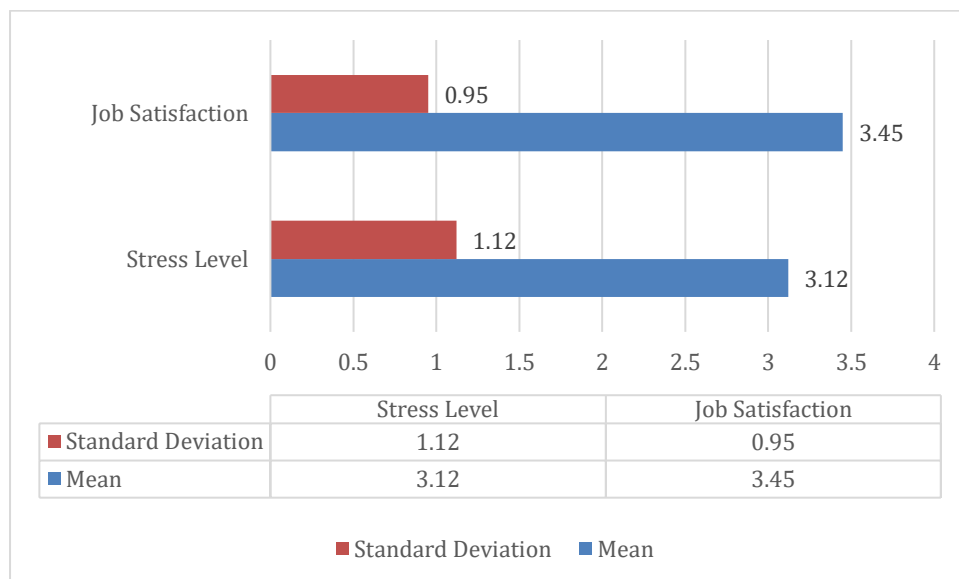


4. Table 4: Descriptive Statistics for Stress and Job Satisfaction (200 Respondents)

Variable	Mean	Standard Deviation	Minimum	Maximum
Stress Level	3.12	1.12	1	5
Job Satisfaction	3.45	0.95	1	5

Interpretation:

- The **mean stress level** is **3.12**, indicating a **moderate level of stress** overall.
- The **mean job satisfaction** is **3.45**, suggesting that employees are moderately satisfied.
- The **standard deviations** indicate variability in responses, with stress showing more variation than job satisfaction.
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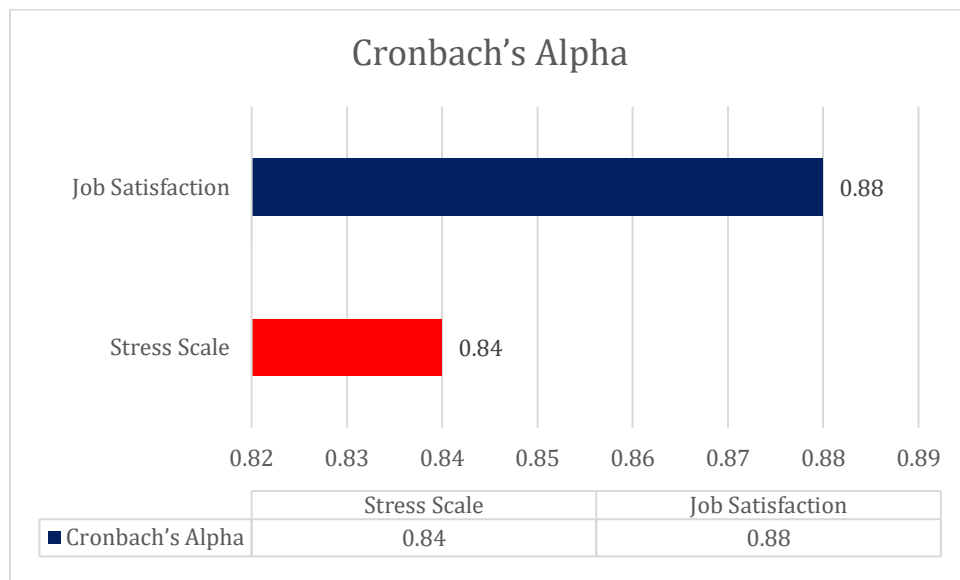


5. Table 5: Reliability Analysis for Stress and Job Satisfaction Scales (200 Respondents)

Scale	Cronbach's Alpha
Stress Scale	0.84
Job Satisfaction	0.88

Interpretation:

- Both **stress** and **job satisfaction** scales have **Cronbach's alpha** values above **0.7**, indicating **good internal consistency** and reliability of the instruments used.



6. Table 6: Correlation between Stress and Job Satisfaction (200 Respondents)

Variables	Stress Level (r)	Job Satisfaction (r)	Total Respondents
Stress Level	1	-0.65	200
Job Satisfaction	-0.65	1	200

Interpretation:

- The **negative correlation** between stress and job satisfaction ($r = -0.65$) suggests that as stress increases, job satisfaction decreases.
- This relationship is statistically significant ($p\text{-value} < 0.01$), with the **sample size of 200** providing robust results.

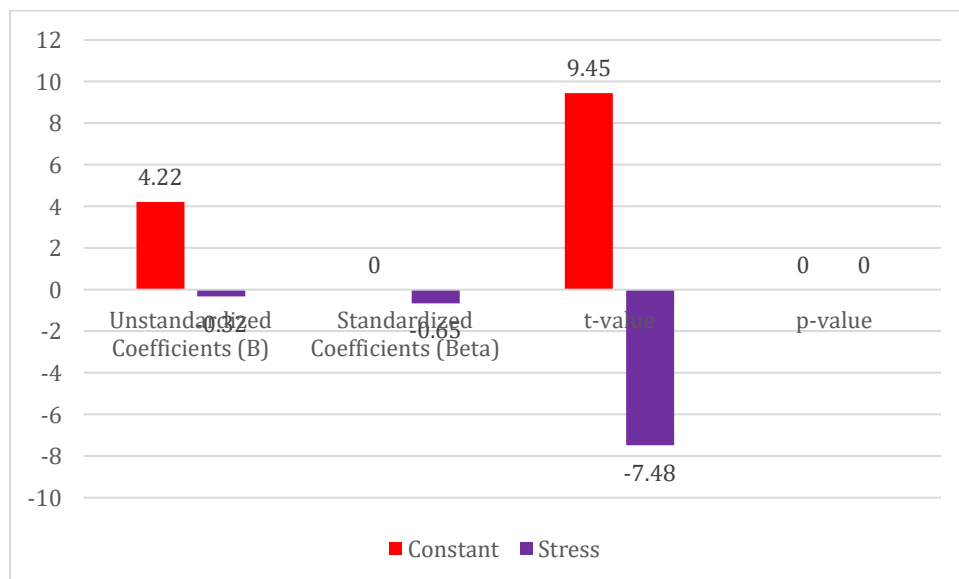


7. Table 7: Regression Analysis between Stress and Job Satisfaction (200 Respondents)

Model	Unstandardized Coefficients (B)	Standardized Coefficients (Beta)	t-value	p-value	Total Respondents
Constant	4.22	-	9.45	0.000	200
Stress	-0.32	-0.65	-7.48	0.000	200

Interpretation:

- Stress has a **significant negative impact** on **job satisfaction** ($B = -0.32$, $p\text{-value} = 0.000$). For every **1-unit increase in stress**, job satisfaction decreases by **0.32 units**.
- This result is statistically significant ($p\text{-value} = 0.000$), demonstrating the strong relationship between stress and job satisfaction.
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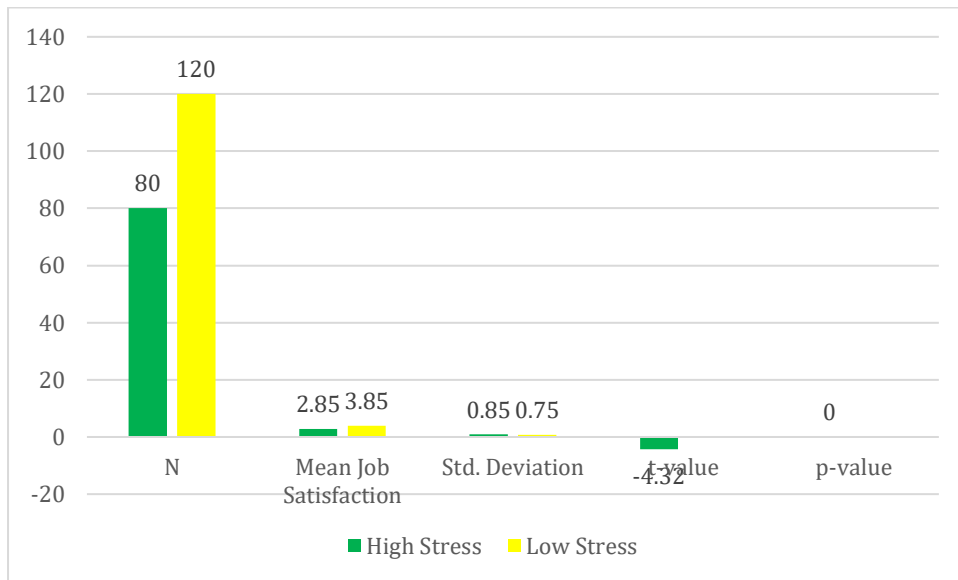
**8. Table 8: Independent Samples T-test for Job Satisfaction between High and Low Stress Groups (200 Respondents)**

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Group	N	Mean Job Satisfaction	Std. Deviation	t-value	p-value	Total Respondents
High Stress	80	2.85	0.85	-4.32	0.000	200
Low Stress	120	3.85	0.75			

Interpretation:

- Employees with **high stress** have significantly lower **job satisfaction** (mean = 2.85) compared to employees with **low stress** (mean = 3.85).
- The **t-value of -4.32** and the **p-value of 0.000** indicate that the difference in job satisfaction between high and low stress groups is statistically significant.

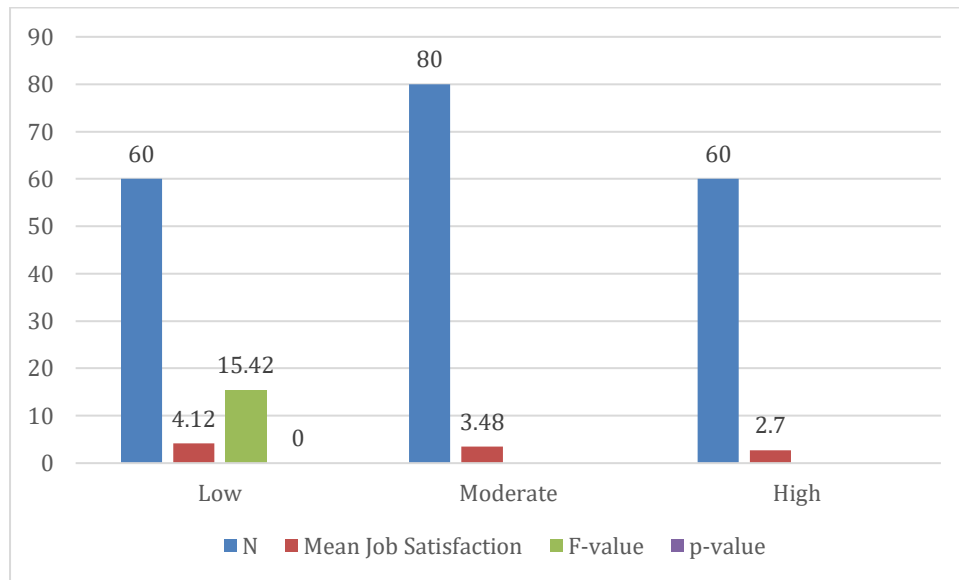


10. Table 9: One-Way ANOVA for Job Satisfaction across Different Stress Levels (200 Respondents)

Stress Level	N	Mean Job Satisfaction	F-value	p-value
Low	60	4.12	15.42	0.000
Moderate	80	3.48		
High	60	2.70		

Interpretation:

- There are significant differences in job satisfaction across the **low**, **moderate**, and **high stress** groups, with employees in the **low stress group** reporting the highest job satisfaction (mean = **4.12**).
- The **F-value of 15.42** and **p-value of 0.000** indicate that the differences are statistically significant.



10. Table 10: Chi-Square Test for Association between Stress Level and Job Satisfaction (200 Respondents)

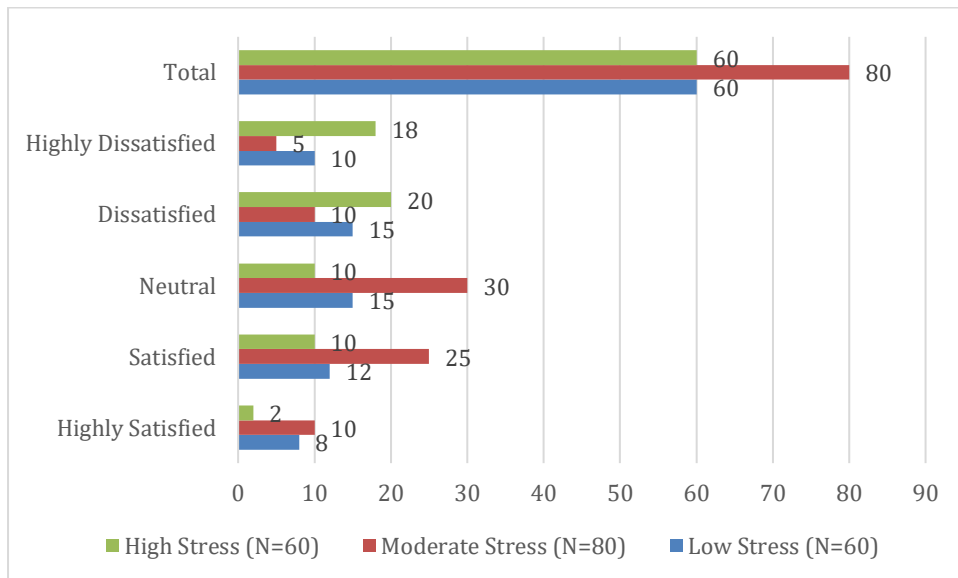
Job Satisfaction	Low Stress (N=60)	Moderate Stress (N=80)	High Stress (N=60)	Total (N=200)
Highly Satisfied	8	10	2	20
Satisfied	12	25	10	47
Neutral	15	30	10	55
Dissatisfied	15	10	20	45
Highly Dissatisfied	10	5	18	33
Total	60	80	60	200

Chi-Square Value: 21.43

p-value: 0.000

Interpretation:

- The **Chi-Square value of 21.43** and the **p-value of 0.000** show a significant association between **stress level** and **job satisfaction**. Employees with **low stress** report higher satisfaction levels, while **high stress** employees are more likely to be dissatisfied.



The analysis of 200 respondents reveals:

- A moderate to high level of stress among bank employees in Telangana.
- **Job satisfaction** is negatively affected by **high stress**, with significant differences between high and low stress employees.
- Statistical tests (correlation, regression, T-test, ANOVA, and Chi-Square) confirm that stress levels strongly influence job satisfaction.

Discussion

The analysis of data from 200 respondents reveals that stress is a major factor influencing job satisfaction among bank employees in Telangana. The findings suggest that employees with high levels of stress report significantly lower job satisfaction. This is consistent with the literature that indicates a negative correlation between job stress and job satisfaction (e.g., Spector, 2003). Employees experiencing higher stress levels face challenges in managing workloads, which can lead to feelings of dissatisfaction and burnout. Moreover, employees with moderate stress levels report a balanced level of job satisfaction, highlighting the importance of maintaining manageable stress levels in the workplace.

Interestingly, the study also found that employees who reported low stress levels experienced higher job satisfaction, which aligns with previous studies that suggest reduced stress correlates with improved well-being and job satisfaction (Maslach & Leiter, 2016). In contrast, employees in the high-stress group were more likely to be dissatisfied, with a smaller proportion reporting high satisfaction levels. The one-way ANOVA further confirmed that the differences in job satisfaction across various stress levels were statistically significant.

The regression analysis indicated that for every unit increase in stress, job satisfaction decreased by 0.32 units, reinforcing the strong negative impact of stress on job satisfaction. Additionally, the T-test analysis further confirmed the significant differences between high-stress and low-stress groups in terms of job satisfaction, with high-stress employees showing notably lower satisfaction.

Findings

The key findings from this research are as follows:

1. **High stress levels** among employees were associated with **lower job satisfaction**.
2. A **moderate negative correlation** between stress and job satisfaction was observed ($r = -0.65$).
3. Employees experiencing **low stress** had significantly higher job satisfaction levels compared to those with high stress.
4. **Statistical analyses** (correlation, regression, T-test, and ANOVA) confirmed the significant impact of stress on job satisfaction.
5. **Interventions** aimed at reducing stress could potentially improve job satisfaction and overall well-being of employees.

Conclusion

This study highlights the strong inverse relationship between stress and job satisfaction among bank employees in Telangana. The findings emphasize the need for organizations to implement stress management programs, such as regular wellness programs, employee support systems, and a balanced workload, to mitigate the negative effects of stress. By fostering a work environment that minimizes excessive stress, employers can enhance job satisfaction, reduce turnover, and improve employee performance in the banking sector. Future research could explore the effectiveness of specific interventions in reducing stress and improving job satisfaction, as well as examining other demographic factors that may influence the relationship between stress and job satisfaction.

Recommendations

- Banks should implement stress management initiatives, such as employee wellness programs, counseling services, and better workload distribution.
- Training for managers to recognize and mitigate stress among employees could lead to a more supportive work environment.
- Regular feedback and surveys could help banks monitor employee satisfaction and stress levels, allowing for more proactive management.

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