



A STUDY ON STRESS MANAGEMENT AMONG PRIVATE SECTOR EMPLOYEES IN THOOTHUUDI DISTRICT

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Abstract

The term pressure is a general term and it varies from people to people. The issue which give pressure that might be in various level. Singular insight about pressure is for the most part dependent on number of elements like sexual orientation, age, instruction capability, and so on In the present cutthroat climate, in the public authority association, the representatives are confronting more pressure. The examination region goes under Thoothukudi area of Tamilnadu which is having in excess of 25 lakhs populace. Numerous privately owned businesses are working in Thoothukudi locale. The private area representatives are dealing with different issues in dealing with the everyday exercises. The reasoning behind the investigation is that albeit a few examinations have been accomplished on work pressure of representatives however there exists an exploration hole where prior specialists didn't give a lot of significance about pressure of private Sector representatives working in Thoothukudi region. The weighted mean is apply to the sources of social support reduce stress the majority of the sample respondents 1st rank is superior. The chi-square test is applied to the symptoms of stress majority age of the sample respondents are the significant. The 'F' test is apply to the coping strategies of stress no significant between Education Qualification, Monthly Income, and Family Size of the sample respondents. The financial associations' since the start of the decade, have been confronting more noteworthy difficulties as far as innovative transformation, administration enhancement and worldwide banking.

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INTRODUCTION

These days stress becomes all inclusive marvel. Abrol (1990) examined about, each individual needs increasingly more for the fulfillment of joy, because of this opposition is expanded in each field of life and this opposition produces pressure among individuals no uncertainty the opposition is

should except for we don't disregard its outcome in the new years as increasingly more are coming to take on numerous positions.

In any case, these school educators confronting different difficulties, one is pressure and stress is one reason for coronary illness. Stress is normal among the vocation at



Workplace. These days the level of coronary illness is expanded among College educators the fundamental driver are business related pressure, esteem struggle, sort of work, way of life, sustenance, absence of actual exercise. Aditi and Kumari (2005) talked about in their examination educators confronting part of issues like overweight, body hurt, and psychosomatic impact and so forth these working in under pressure in view of they need to perform different jobs. The assumption are high structures on the off chance that they filling in as school instructors. They have the pressing factor of adjusting work and family. This load of variables impact in wellbeing William (1991) and weib (1991) recommend about the medical condition of vocation. Blue menthol (1995) additionally explored the work pressure impact on wellbeing. Sudan (1998) comments that psychometric issues are expanding quickly.

It's anything but an overall faith in numerous societies that the part of is to assemble and keep up the simple issues like assignment of getting water, cooking and raising youngsters. Since the turn of the century, the situation with in India has been changing because of developing industrialization, urbanization, spatial versatility and social enactment Anitha Devi (2007). With the spread of schooling and mindfulness, have moved from kitchen to more elevated level of expert exercises.

Human asset the executives is a specialty of overseeing individuals at a work in such way that they give their best to their association. In straightforward word HRM alludes to the quantitative parts of representatives working in an association. Association are not simple blocks, mortar, hardware or inventories. They are individuals, who staff oversee and associations. HRM include the uses of the board capacities and standards. The capacities and standards are applied to acquisitioning, creating, keep up and compensating workers in an association.

Stress is a section everyday living of each person. We for the most part accept that the pressure is brought about by the outer occasions and the elements of the climate.

Yet, we need to accentuation the way that the pressure is brought about by our response to the outer climate. The way wherein we see and comprehend the progressions or the specific occasion makes same occasion can bring satisfaction and cause. Hans Selye was one of the principal architects of stress research. His view in (1956) was that "Stress isn't really something terrible - everything relies upon how you take it. The pressure of invigorating, innovative effective work is valuable, while that of disappointment, embarrassment or disease is negative". Selye accepted that the biochemical impacts of pressure would be capable independent of whether the circumstance was positive or negative.

STATEMENT OF THE PROBLEM

Stress is the result of truth of the appointed work job that caused hurtful impact for person. Word related pressure is considered as unsafe factor of the workplace (Kahn and Quinn 1970). Stress can likewise be marked as the work don't coordinate with the capacities, assets, or necessities of the laborers. Occupation stress can prompt chronic frailty and even injury (David, 1998). More significant level of pressure existed with no administrative worry for arrangement subsequently bringing down the representative execution, marking hierarchical standing and loss of talented workers, these circumstances call for sure fire worry from association the board for utilizing powerful pressure the executives practices to expand worker fulfillment and generally speaking worker execution (Imtiaz and Ahmad 2009).

The term pressure is a general term and it varies from people to people. The issue which give pressure that might be in various level. Singular insight about pressure is for the most part dependent on number of elements like sexual orientation, age, instruction capability, and so on In the present cutthroat climate, in the public authority association, the representatives are confronting more pressure. A few examinations have discovered that representative having lower pressure have lower paces of both turnover and non-attendance, have better wellbeing and they

convey. Over the fulfillment inferred out of their responsibility to their life outside the work. Additionally, it is likewise certain that worker confronting more pressure for the most part skirt working all the more regularly and bound to move, bound to participate in ruinous practices that are inclined to wellbeing difficulties going from migraine to heart illnesses.

The examination region goes under Thoothukudi area of Tamilnadu which is having in excess of 25 lakhs populace. Numerous privately owned businesses are working in Thoothukudi locale. The private area representatives are dealing with different issues in dealing with the everyday exercises. The reasoning behind the investigation is that albeit a few examinations have been accomplished on work pressure of representatives however there exists an exploration hole where prior specialists didn't give a lot of significance about pressure of private Sector representatives working in Thoothukudi region. Having this scenery, the current investigation endeavors to give answer of what were the causes and level of work pressure of private area representatives working in Thoothukudi locale.

SCOPE OF THE STUDY

This investigation is restricted to pressure the board among private area representatives. This investigation is an endeavor to examine the assessment of stress, and the elements affecting the assessment of stress. This examination is a miniature report and includes an intensive investigation of the demeanor of the degree of assessment towards stress among private area representatives in the examination region.

OBJECTIVES OF THE STUDY

1. To investigate the financial profile of the example respondents.
2. To comprehend the pressure among representatives in the examination region.
3. To discover kinds of the representative's stress for example business related or non-business related.
4. To know the foundations for stress.

5. To discover the connection between financial elements and their degree of assessment towards stress.
6. To discover answers for conquer this issue.

METHODOLOGY

Methodology portrays the procedure which incorporates assortment of information, development of poll, inspecting plan, and time of study and system of investigate.

ANALYSIS OF DATA

This examination is put together both with respect to essential information and optional information. The essential information was gathered from the respondents straightforwardly with the assistance of poll. The auxiliary information was gathered from books, diaries and sites.

SAMPLE DESIGN

Helpful inspecting procedure is utilized to choose the example respondents. The Thoothukudi region was chosen as test as per the helpful of the specialist with 120 example size.

PERIOD OF THE STUDY

Perios of the study was directed during the period from December 2020 to March 2021.

TOOLS OF ANALYSIS

Information were broke down with the assistance of tables and rate. Garrett Ranking Technique, 'Chi-square' test and 'T' test, 'F' test Simple Ranking, Weighted Average Mean. Garrett Ranking Technique is utilized to rank the justification picking the degree of assessment towards stress and to rank the private representatives. 'Chi-square' test was applied to discover the connection between levels of assessment towards the pressure among private representatives. 't' test was applied to discover the assessment in regards to the variables that impact pressure assessment private representatives 'F' test.

HYPOTHESES TO BE TESTED

To contemplate the degree of assessment toward stress among private representatives the accompanying speculation were planned.

- There exists no critical connection between sexual orientation of the example respondents and their

degree of assessment towards traits of stress among private representatives.

- There exists no critical connection between age of the example respondents and their degree of assessment towards properties of stress among private representatives.
- There exists no huge connection between conjugal status of the example respondents and their degree of assessment towards properties of stress among private representatives.
- There exists no huge connection between instructive capability of the example respondents and their degree of assessment towards qualities of stress among private workers.
- There exists no huge connection between family month to month pay of the example respondents and their degree of assessment towards traits of stress among private representatives.

LITERATURE REVIEW

Sudip Basu, Dr.Sumati Ray, Dr.K.C.Paul (2019) in their article entitled “A Study on Stress in Public and Private Sector Banks Employees in West Bengal”. Today in public and private sector banks the working stress of the employees is becoming heavier, especially in the private sector banks. Stress is also created because of nuclear family, so he or she has to perform both the family and organizational responsibilities, thus facing imbalance in family and work life. This paper aims to identify the stress in public and private sector bank employees in India. From the several reviews maximum researchers have concluded that significant numbers of bank employees are having stress on work especially from private sector banks but in recent days we have seen that this working stress is injected into public sector.

K. Saravanan and Muthulakshmi (2019) in their article entitled, “A Study on Stress Management Among Employees in Nationalized Bank, Nagapattinam District”. This paper examines the level of stress

management among nationalized bank employees, Nagapattinam District. Further this study explores the level of effect personal factors on stress management. Stress can be defined as a reaction to a stimulus that disturbs our mental balance. It has its existence in everybody’s life nowadays. Stress refers to the strain from the conflict between our external environment, leading to emotional and physical pressure. Stress can’t be avoidable but one can learn how to manage it. Stress management scale was developed by Dr.Vandana Kaushik and Dr. Namrata Arova Charpe. Sample bank employees were selected by using simple random sampling method because of easy accessibility and affordability analyzed by using statistical package of social sciences (SPSS).

Dr.R.S.Kanimozhi and Preethi.M (2019) in their article entitled, “A Study on Stress Management among Private Employees”. Stress in a workplace has almost all professions, starting from executive levels to co-workers who are directly engaged in the production. The result of the job stress ultimately affects the physical as well as mental health. Stress has been defined in different ways over the years. Purposive sampling technique is used to collect the data from 200 respondents using questionnaire. The statistical tools such as simple percentage analysis, ANOVA, t-test and Chi – Square test have been used for analysis of this study. Stress in the private sector is caused not only by salary but also by the work load and time pressure. The study suggested that the employees should follow proper health care tips which will reduce the health problems faced by them. Time management programs will reduce the time pressure and deadlines faced in the work environment.

S. Bulomine Regi, T. Rita Rebekah (2018) in their article entitled, “Occupation Stress Among Nurses in Select Private Hospitals of Palayamkottai City at Tirunelveli District” occupational stress is a psycho – social risk factor in occupational field and it is present when occupational demands overcome the ability to address on control the situation. Health care workers can suffer

from occupational stress which may lead to serious mental and physical health problems. In particular, the job stress experienced by health care workers significantly affects the quality of medical services provided. Occupational stress in nursing is common worldwide; with rates of 9.20% - 68.0% of nurses suffering from stress being reported in the worldwide literature. This paper is an investigation into stress among nurses working in private hospitals at Palayamkottai of Tirunelveli District and explore possible casual occupational stressors. The study population is the entire of nurses who are working in the private hospitals was selected for the study. Thirty nurses were selected from four hospitals selected for the study 120 (4x30) nurses were selected as sample respondents. Data were analysed using percentage analysis and anova.

Practical implications – Stress Management Workshops can be conducted in different organisation on regular basis which can educate workers about the source of stress and its harmful consequences on their health and how they can reduce stress effectively. A list of coping strategies has been mention in the paper to cope with the stress. Originality value – This paper reviews total 203 research papers. Further the paper is classified on the basis year, author

Deregulation of labour markets, emerging technologies and new types of jobs have significantly reshaping working lives by continuous changes on employment and working conditions. This may be related to the major organizational changes affecting this sector and in particular, to the restructuring processes resulting from the global economic crisis. Our aim is to assess scholars, lecturers, career and counseling centers.

Dr. J. Mohamed Ali, Mrs. N.Thahira (2017) in their article entitled, “A Study on Job Stress among Private Hospitals Employees in Theni District”. We generally believe that the stress is caused by the external events and the dynamics of the environment. But we need to emphasis that the stress is caused by our reaction to the external environment.

Mr.A.Sukumar and Dr.M.Kanagarathinam¹ (2016) in their article titled, “Stress Management among Self-Financing College Teachers in Coimbatore District”. The present study was conducted to explain the teachers’ perception towards occupational stress using established questions, data were collected from five different self – financing colleges. To collect the opinion about teaching and handling students to find out the stress creators, to analysis of sharing stress problems faced by the college teachers.

DETERMINATION FACTORS:

Table -1 shows the determining the factors of stress of the respondents.

**TABLE -1
 DETERMINATION FACTOR**

S.No	Factors	No. of Respondents	Percentage to total
1.	Environmental	32	27
2.	Organizational	40	33
3.	Individual	32	27
4.	Group Stress	16	13
	Total	120	100

Source : Primary data

The table indicates that, out of 120 respondents, 33% of the respondents come under the factors of Organizational, 27% of the respondents come under the factors of Environmental, 27% of the respondents come under the factors of Individual, 13% of the respondents come under the factors of Group Stress. Hence, the majority of the respondents (33%) determining factor of stress is Organizational factor.

CHANCE OF ACQUIRING STRESS:

Table 2 shows the Chance of Acquiring stress.

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**TABLE 2
 CHANCE OF ACQUIRING STRESS**

S.No	Chance of Acquiring Stress	No. of Respondents	Percentage to total
1.	Finance	18	15
2.	Computer breakdown	16	13.33
3.	Human interaction	22	18.33
4.	Difference in policy	28	23.33
5.	Work place	24	20
6.	family	12	10
	Total	120	100

Source : Primary data

From the above table 2 revealed that out of 120 respondents, 23.33% respondents under the situation of stress through Difference in Policy, 20% of the respondents under the situation of stress through Workplace, 18.33% of the respondents under the situation of stress through human interaction 15% of the respondents under the

situation of stress through Finance, 13.33% respondents under the situation of stress through Computer breakdown, 10% of the respondents under the situation of stress through Family are faced the stress. Hence, most of the respondents (23.33%) are acquiring stress duo to Difference in policy.



DISTRACTION AT WORK:

Table 3 depicts the distraction at work of the respondents.

**TABLE 3
 DISTRACTION AT WORK**

S.No	Distraction at work	No. of Respondents	Percentage to total
1.	Work pending	30	25
2.	Mistake in the work	34	28.33
3.	Loss (Physical health, Mental)	24	20
4.	Others	32	26.67
	Total	120	100

Source : Primary data

The above table 3 in shows that out of 120 respondents, 28.33 % of the respondents are under distraction of mistake in the work, 26.67% of the respondents are under the distraction of others (if any mention), 25% of the respondents are under the distraction of Loss (physical health, mental).

WAYS OF EXPRESSING STRESS:

Table 4 shows the express your stress with work of the employees.

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**TABLE 4
 WAYS OF EXPRESSING STRESS**

S.No	Express of Stress	No. of Respondents	Percentage to total
1.	Emotional	32	26.67
2.	Tension	44	36.67
3.	Activities	24	20
4.	Other forms	20	16.67
	Total	120	100

Source : Primary data

It is clear from the above table that out of 120 respondents, 36.67% of the respondents express of stress under the Tension, 26.67% of the respondents express of stress under the emotional type, 20% of the respondents express of under the type of activities, 16.67% of the respondents express of stress under the other forms. Hence, most of the respondents are expressing their stress through Tension.



RELATIONSHIP AMONG EMPLOYEES:

Table 5 shows the relationship among employees.

TABLE 5
RELATIONSHIP AMONG EMPLOYEES

S.No	Relationship	No. of Respondents	Percentage to total
1.	Very good	28	23.33
2.	Good	36	30
3.	Better	24	20
4.	No opinion	32	26.67
	Total	120	100

Source : Primary data

From the above 5 revealed that out of 120 respondents, 30% of the respondents felt that they are having Good relationship, 26.67% of the respondents felt that they are having No opinion relationship, 23.33% the respondents felt that they are having Very good relationship, 20% the respondents felt that they are having Good relationship among employees.

Hence, majority of the respondents felt that they are having Good relationship among the employees.

The source of social support to reduce stress are given in the Table 6.

TABLE 6
SOURCE OF SOCIAL SUPPORT TO REDUCE STRESS

S.No	Source of Social Support	5	4	3	2		Total	Rank
1.	Superiors	40	40	24	4	12	37.66	I
		200	160	72	8	12		
2.	Subordinates	16	24	48	24	8	31.33	V
		80	96	144	48	8		
3.	Co – workers	4	36	36	24	20	28.33	IX
		20	144	108	48	20		
4.	Family	8	36	36	32	8	30.33	VII
		40	144	108	64	8		
5.	Friends	28	24	24	30	14	31.83	III
		140	96	72	60	14		
6.	Neighbours	24	24	12	36	24	29	VIII
		120	96	36	72	24		



7.	Relatives	24	24	12	24	36	28	X
		120	196	36	48	36		
8.	Religious / Social Festivals	24	28	24	24	20	31	VI
		120	112	72	48	20		
9.	Spiritual discourses	24	28	24	36	8	32	II
		120	112	72	72	8		
10.	Community centres	16	28	44	24	8	31.67	IV
		80	112	132	48	8		

From the Table 6 shows that source of social support to reduce stress are Superiors has been ranked first, Spiritual discourses has been ranked second, Friends has been ranked third, Community centers has been ranked rank, Subordinates has been ranked fifth, Religious / Social festivals has been ranked sixth, Family has been ranked seventh, Neighbors has been ranked eighth, Co-workers has been ranked ninth, Relatives has been ranked tenth.

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The table-7 shows the Reason to follow the Picnic page of employees

TABLE 7
REASONS TO FOLLOW THE PICNIC PAGE OF EMPLOYEES

S.No	Reasons	Rank									Mean	Rank
		I	II	III	IV	V	VI	VII	VIII	IX		
1.	Work load	20	16	16	12	16	12	8	8	12	53.67	II
2.	Poor salary	40	16	8	8	16	8	8	12	4	59.37	I
3.	Time pressures and deadliness	6	10	8	36	12	8	20	12	8	48.97	V
4.	Frequent travel	12	4	32	4	12	16	24	12	4	50.5	III
5.	Repetitive and boring work	4	12	8	4	16	12	20	32	12	42.77	VIII
6.	Poor and unplanned work	8	4	8	8	12	16	24	24	16	42.37	IX
7.	Lack of career development	4	16	16	16	20	28	8	8	12	48.7	VI
8.	Feeling of powerlessness	8	16	20	20	16	12	12	16	12	49.13	IV

9.	Lack of job security	20	12	4	4	8	8	16	8	24	48.5	VIII
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Source : Primary data

From Table 7 it was cleared that Poor Salary is the prime most reason to follow the picnic page of employees. The second, third, fourth, fifth, sixth, seventh, eighth and ninth rank were given to “Work load”, “Frequent travel”, “Feeling of powerlessness”, “Time pressures and deadlines”, “Lack of career development”, “Lack of job security”, “Repetitive and boring work”, “Poor and unplanned work” about respectively.

CONSOLIDATED RESULTS OF CHI – SQUARE TEST

The consolidated results of chi – square was presented in Table 8

TABLE 8
CONSOLIDATED RESULTS OF CHI – SQUARE TEST

S.No	Personal Factors	D.F	Calculated Value	Table value 5% level	Association
1.	Gender	2	2.304	5.99	No Significant
2.	Age	2	10.43	5.99	No Significant
3.	Educational Qualification	2	4.52	5.99	No Significant
4.	Marital Status	2	3.71	5.99	No Significant

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The result of chi – square test proved that there exist no significant between Gender, Educational Qualification, Marital Status of the sample respondents and their level of opinion towards stress among private employees.

The result of chi – square test proved that there exist significant between Age of the sample respondents and their level of opinion towards stress among private employees.

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION

The private area workers are dealing with different issues in dealing with the everyday exercises. The reasoning behind the examination is that albeit a few investigations have been accomplished on work pressure of private area representatives yet there exists an exploration hole where prior analysts didn't give a lot of significance about pressure

of private Sector representatives working in Thoothukudi locale. Having this setting, the current investigation endeavors to give answer of what were the causes and level of work pressure of private area representatives working in Thoothukudi locale of Tamilnadu.

FINDINGS

The following are the main findings of the study.

- i. 70% of the sample respondents are female members.
- ii. 33% of the sample respondents are in the age group of 25 – 35 years.
- iii. 47% of the sample respondents are comes under other qualification qualifications i.e. Diploma courses, Certificate Courses and up to 10th standard level.
- iv. Most of the respondents are (70%) married in the study area.



- v. 37% of the sample respondents are having up to 3 members in their family.
- vi. 30% of the sample respondents are earning income of above Rs.30, 000.
- vii. Majority of the sample respondents are (40%) in teaching profession.
- viii. 40% of the sample respondents are having experience of above 8 years.
- ix. 60% of the sample respondents affected by the stress.
- x. The majority of the respondents (33%) determining factor of stress is Organizational factor.
- xi. 23.33 % of the respondents are acquiring stress duo to Difference in policy.
- xii. 28.33% of the sample respondents are under distraction of mistake in the work.
- xiii. The majority of the respondents felt that 36.67% of the respondents are expressing their stress through Tension.
- xiv. The source of social support to reduce stress is Superiors has been ranked first.
- xv. The majority of the sample respondents most of the people 1st rank is poor salary Garrett ranking.
- xvi. The weighted mean is apply to the sources of social support reduce stress the majority of the sample respondents 1st rank is superior.
- xvii. The simple ranking is applied to the major consequences of stress. The majority of the sample respondents assigned first rank to burn out.
- xviii. The chi-square test is applied to the symptoms of stress majority age of the sample respondents are the significant.
- xix. The 'F' test is apply to the coping strategies of stress no significant between Education Qualification, Monthly Income, and Family Size of the sample respondents.
- xx. The't' test is applied to analyze the physical / mental health problems of the employees. The majority of the

sample respondents are ranked chest pain is first.

SUGGESTIONS

Based on the data analyzed, this study recommends the following suggestions:

- * Physical exercises like walking, jogging, swimming, playing etc., are good methods of overcoming stress.
- * Meditation in a calm place of 15 – 20 minutes duration either by Chanting Mantras or by simply focusing attention on a single object has a great effect of distressing a person.
- * Special cognitive therapies developed by psychologists like lectures and interactive discussions are arranged to
 - Recognize the events at work.
 - Know the impact of such cognitional, and emotional and psychological response.
 - Systematically evaluate the objective consequences of work.
 - Replace self – defeating cognition that induces stress.
- * Networking is the information of close association with trusted friends, empathetic workers, listening colleagues and confidence builders. One can find vent to one's pent up feelings to these support groups.
- * The employees should follow the it help in stress busting.
 - Planning a list of activities to be attended.
 - Prioritizing the activities.
 - Scheduling the activities.
 - Handling the most difficult part of work when on is more energetic, alert and productive.
 - Reducing blood pressure.
 - Clarify in thinking.
 - Loss consumption of tranquilizers.
 - Lesser anxiety, etc., Orderly arrangement of things and assigning place for everything and everything being in place

reduces the stress induced by searching.

- * Employees should do meditation and yoga regularly to reduce the stress.
- * Stress management programs should be organized in the workplace.
- * Proper healthcare tips should be followed by the employees which will reduce the health problems faced by them.
- * Time management problems will reduce the time pressure and deadlines faced in the work environment.
- * Rewards and recognition should be implemented and encourage open channel of communication to deal work related stress.

CONCLUSION

The financial associations' since the start of the decade, have been confronting more noteworthy difficulties as far as innovative transformation, administration enhancement and worldwide banking. This will prompt emerging of pressure among representatives. Probably the best test looking by the financial business today is the necessity of roused, stress – free work power. Improving pressure counteraction is a positive activity that adds to a superior strength of workers and produces incredible association effectiveness and execution. Stress experienced by one worker can influence the security of different representatives too. Decrease or end of pressure is fundamental for mental and actual prosperity of a person. The work idea of banking representatives is exceptionally drawn-out as it includes the immediate client connection at all levels.

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