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An analysis of physical problems faced by the employees due to peer relationship in public sector banks

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Abstract---Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. In our fast paced world, it is impossible to live without stress, whether you are a student or a working adult. Job stress level of permanent employees in private and public sector banks, results founded the public sector banks' employees significantly affected more by stress due to no control on their jobs, social unsupported by the managers, and mechanistic and strict organizational structure than the private sector bank's employees. This article highlights physical problems faced by the employees in public banks in Cuddalore district.

Keywords---stress, job stress, emotional, physical pressure.

Introduction

In recent decades, moves to a global economy and deregulated markets have led to a series of large changes in the way financial services work and are sold, and this is particularly true of the organization and execution of work in the sector. There was enormous change in the way banks were organized and the effect on the working lives of employees of new technology and new structures was severe. Such changes have had relevant effects on bank employees, not just in the workplace but also in their daily lives. In fact, banking work, in which for at least a century there have been no major changes, has been completely redesigned. This process is inserted in a context of increased competition between national and international banks, institutional changes, implementation of

economic plans, and reduced inflationary rates (Silva and Navarro, 2012; Bozdo and Kripa, 2015).

Need for the Study

Stress, an integral part of the human existence, is said to have an immense influence over the lives of individuals and the organization. In the present era, the nature and intensity of stress is so turbulent that the present age has been „Age of Anxiety, Stress and Depression“. As individuals spend most of their time at work, the work place has been conceived to be a potent contributor and influencer of stress. At the work place, various roles are performed which have to be in synchronization with the roles at home and other places. The stress induced due to roles performed by individuals as employees at work place, has been one of the most persuasive organizational stressors, the outcomes of which have been found to be costly to the organization. The public sector banks have also witnessed relatively lack of efforts to analyse the role stress phenomenon exhaustively. The stress induced by the role of performed by the front line employees of commercial banks is a matter of worth attention too, as it is emphasized that role stress occurs in employees jobs that involve direct interaction with customers and such employees are prone to relatively greater level of role stress.

Review of Literature

Hostile or rejecting interactions with peers erode feelings of belonging. Indeed, research has found that hostile, rejecting, or detached friendship groups make adolescents feel lonely and alienated (Guay et al., 1999) and promote social anxiety and distress (La Greca& Lopez, 1998). Patterns of rejection can range from outward hostility (e.g., bullying) to more subtle forms of neglect (e.g., indifference).

Iyer (2010) explored chaotic, confusing, or unpredictable interactions with peers (e.g., telling lies, teasing, emotional outbursts, and exclusion) make it difficult for students to feel competent and in control in the classroom. For example, peer victimization (often experienced as unpredictable peer interactions) has been shown to interfere with students' ability to attain academic competencies, which leads to reduced classroom participation, inability to persist when facing academic challenges, and lower achievement.

“Hours don't affect health much-but unsupportive colleagues do” Johan Lehrer, (2011) observed in his article that the Israeli scientists found that the factor most closely linked to health was the support of co-workers: Less-kind colleagues were associated with a higher risk of dying. While this correlation might not be surprising, the magnitude of the effect is unsettling. According to the data, middle-age workers with little or no "peer social support" in the workplace were 2.4 times more likely to die.

Upadhayaya et al. (2001) studied the occupational stress among college and school teachers. The findings of the study revealed that poor relationship with

peer group is always a cause of stress to anyone. College teachers and high school teachers differed significantly on this factor.

Research Methodology

Purpose of the Study

The purpose of the study is to know as to what extent the Physical problems are affected due to Peer Relationship. The study aims at giving valuable suggestions and strategies to overcome their stress.

Objectives of the Study

The major objectives of the study is to identify the Physical problems due to peer relationship among the employees working s in Public Sector Banks in Cuddalore District.

Hypotheses

The following hypothesis was framed based on the objectives:
There is no relationship between Peer Relationship and Physical Problems among the Bank Employees working in Public sectors.

Sources of Data

Primary Data are collected from Bank Employees working in Public Sector Banks in Cuddalore District. Secondary Data are collected from various publications including journals, magazines, reports, periodicals, newspapers, articles, research papers, web sites and intranet of libraries.

Tools of Analysis

The following statistical tools are used to analyze the primary data obtained from the Bank employees.

- Exploratory Factor Analysis
- Cluster Analysis
- Linear Multiple Regression Analysis

Factor Analysis on Physical Problems faced by the Employees due to Peer Relationship

The researcher formulated 7 variables of Peer relationship stress in Likert's five point scale which ranges from strongly agree to strongly disagree. In order to reduce these 7 variables into predominant factors, the researcher applied Factor analysis by Principal Component method and the following results are obtained.

Table:1
KMO and Bartlett's Test on Peer Relationship

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.818
Bartlett's Test of Sphericity	Approx. Chi-Square	1576.648
	Df	21
	Sig.	.000

Source: primary data

The above table showing KMO and Bartlett's test on Peer Relationship Stress shows that KMO measure of sampling adequacy is 0.818, Bartlett's test of Sphericity with the approximate chi-square value= 1576.648 are statistically significant at 5% level. This indicates all the 7 variables are normally distributed and suitable for data reduction process by ensuring the existence of adequate variance as seen in the following communalities table.

Table:2
Communalities on Peer Relationship

Peer relationship stress	Initial	Extraction
Unnecessary Gossip	1.000	.612
Complexity	1.000	.627
Unnecessary interference	1.000	.559
Jealousy	1.000	.600
Unpunctuality	1.000	.725
Lack of mutual adjustment	1.000	.693
Groupism	1.000	.392

Source: primary data

From the above table 2, it is found that the 7 variables of Peer Relationship Stress have the variances ranging from 0.392 to 0.725. It shows that the 7 variables exhibit the variance ranging from 39.2% to 72.5%. The observation reveals that the tenth variable does not have sufficient variance. This variable is eliminated from the proceedings in the grouping of variables. The following total variance table clearly revealed the existence of predominant factors.

Table 3
Total Variance Explained on Peer Relationship

Components	Initial Eigenvalues			Rotation Sums of Squared Loadings	
	Total	% of Variance	Cumulative %	% of Variance	Cumulative %
Unnecessary Gossip	3.077	43.952	43.952	34.656	34.656
Complexity	1.132	16.174	60.127	25.471	60.127
Unnecessary Interference	.752	10.737	70.864	-	-
Jealousy	.594	8.481	79.345	-	-
Unpunctuality	.498	7.109	86.454	-	-

Lack of mutual adjustment	.487	6.956	93.410	-	-
Groupism	.461	6.590	100.000	-	-

Source: primary data

From the above table 3, it is found that 7 variables are reduced into 2 predominant factors with cumulative variance 60.127%. The three factors also have their individual variances 34.656 and 60.127%. This leads to the grouping of variables in the Rotated Component Matrix.

Table: 4
Relationship between Peer Relationship and Physical Problems
Regression on Physical problems and Peer relationship

Dependent Variable	R Square	F Value	Sig.	Independent variable	Beta	t value	Sig.
Ulcer problem	0.068	16.391	0.000	PEER RELATIONSHIP	0.033	0.871	0.384
Frequent Headache	0.078	19.038	0.000		-0.074	-1.270	0.204
Affected by Blood Pressure	0.135	35.030	0.000		.022	0.590	.555
Irregular Periods	0.210	59.829	0.000		0.36	1.1011	.312
Giddiness	.268	82.325	0.000		.149	4.386	.000
Digestive Problem	.071	17.137	0.000		-.008	-.210	.834
Tiredness	.064	15.375	0.000		.007	.173	.863

Source: primary data

Peer relationship severely causes Problems among the Bank Employees and also creates frequent headache, giddiness, nervousness, irritation, as the Physical Problems.

Findings

- The Bank Employees strongly agree that unnecessary gossip, unnecessary interference, unpunctuality and lack of mutual adjustment are among the peers and they cause Physical problems to a certain extent.
- Factor Analysis on seven variables of 'Peer Relationship', is tested by Principle Component Method to find out the predominant factors. The Factors emerged are:
 - Internal Politics
 - Irritable Behaviour

- The Bank Employees feel highly affected by Ulcer problem, Blood pressure, Irregular periods, Giddiness, Digestive problem, due to Peer Relationship.

Suggestions

- ❖ The Employees who are with peer relationship Problems are advised to be free of ego, to be free of complex, to keep them always humorous and to have friendly approach with peers.
- ❖ The Employees are also advised to involve themselves fully in the activities, celebrations and other functions conducted in their schools and they can work together for the development and wellbeing of the Public as well as the Country.

Conclusion

Now-a-days, no one leads life without stress. All are living in a world of full of stress-causing environment. So, it is necessary for the people of this 21st century to learn and to follow some strategies in order to cope with stress, to become free from stress or to minimize the amount of stress. Peer Relationship stress has clearly become a significant cause of ill health and is a serious risk factor for bank workers' psychological and social well-being. This literature review has demonstrated an increasing diffusion of adverse health outcomes from Peer-related Problems in this sector. Future research should also evaluate changes in the different groups of bank employees resulting from actions taken in organization.

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