

**A STUDY ON JOB RELATED STRESS OF
EMPLOYEES AT HATTON NATIONAL BANK IN
THE VAVUNIYA DISTRICT**



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ABSTRACT

Stress is one of the most important problems to every man and women in any organization. In this research study has to intend the title, "A study on job related stress of employees at Hatton National Bank in the Vavuniya District." The objectives of this research study were to analysis the level of job stress among the Hatton National Bank employees in Vavuniya district. The research study's conceptualization framework has three independence variables such as individual factors, organizational factors and environmental factors.

Primary and secondary data were used in this study. Primary data were collected from questionnaires and interviews with related bank officers. 41 employees were selected as a sample and questionnaire were issued to them to collected data. Collected data was analyzed by univariate analysis, after that they were presented in frequency table and pie charts. For this using the Computer packages of SPSS and Excel.

Employees in Hatton National Bank Vavuniya complain about high and moderate levels of stress at work. As stress levels have increased, employees have faced rising medical bills, more accident insurance claims, increased absenteeism, and declining morale. Most corporate efforts to handle the problem have focused on the symptoms of stress. It is recommended that different approach based on work re-design for greater job enrichment. It is argued that stress is caused by heavy work demands in the job itself. In general, it is found that some stress symptoms decline as skill discretion and decision authority increase, even if work demands are light. It is also found that some stress symptoms decline as work demands decrease, even if authority and skill levels are high. As a result, those managers could reduce stress in the workplace by enriching jobs but also by reducing work demands.

The research findings show, to alleviate the negative consequences of stress more effort on the part of policy makers, practitioners, and organizational management envisaged. The management, there by making a few efforts to suggest some effective measures, which can alleviate the stress of bank employees and leads to their better adjustment within the Bank. I hope this research will help to reduce the stress problem in the employees of Hatton National Bank Vavuniya.

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