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## ROLE OF STRESS AND ITS IMPACT ON PUBLIC AND PRIVATE SECTOR EMPLOYEES IN PATHANAMTHITTA DISTRICT

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### Abstract

Employees of banks are supposed to be proactive, proficient enough to bear responsibility and to perform under very stiff competitive environment. Stress Management is getting more and more attention now a day, particularly in the financial sectors. There is no such thing like stress free job. Everyone in their work is exposed to tension and anxiety as they gets through the duties assigned to them. Banking industry which is the backbone of the country's economy is not an exceptional one. The job nature of banking employees is very tedious as it involves the direct customer interaction in all levels. This research shows that a large number of bankers are facing high stress because of their job and the reasons behind this stress include long working hours, improper reward system, lack of job autonomy, organizational culture, role conflict etc. and the main reason is lack of management support to employees. The employees can notice a number of symptoms indicating high level stress among them. However if these symptoms are not noticed in early Stage, they can cause serious health problems among employees such as depression, heart problems, diabetes etc. Not only health but personal life of bankers are also being affected because of high job stress, most employees are unable to spend time at home or with family. However, with the help of proper management techniques by management, the bankers stress level can be reduced to great extent. The type of research conducted is 'Causal' as this research explores the effect of one variable over other. It aims to determine the cause-effect relationship between factors causing stress and their impact on banker's personal life and health.

**Key Words** -Banking sector, Bank Employee, occupational stress, causes of stress, attributes, initiatives

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