CONCLUSION

Globalisation and technological innovations have brought about new challenges to employees in the managerial cadre which in turn has paved way the study of mental health and stress management. History has demonstrated that with each new technological innovation there have been profound changes in the quality of life of human beings, societal changes follow suit the scientific changes. The productivity of the work force is the most decisive factor as far as the success of an organization is concerned. The productivity in turn is dependent on the psychosocial well being of the employees. This particular research was intended to study the impact of occupational stress on public and private bank employees. The impact of various socio-demographic factors on stress level of managers in both public and private sector reveals that educational qualifications and work experience have a significant impact on managerial employees’ stress levels.

The influence of role stress between the public and private sector is also found to be more or less the same among the managers belonging to both public and private sector as per the study. It is therefore necessary for the managers at the workplaces the sources of role stress first. Moreover, knowing the sources can be helpful in choosing a method to deal with role stress. Although it is not possible to control all of life’s events and identification of role stress is a complicated task in the organizational context, through right understanding and good planning, role stress and its causes among managers can be alleviated to a very great extent and productivity can be enhanced. Success always belongs to managers who can manage stress effectively, eliminate emotional problems, sustain mental well-being, and encourage subordinates to work in the midst of stressful environments.