CHAPTER VII

CONCLUSION

Women employees want to balance work with the rest of the activities they wish to pursue in life. Optimistically, the decisions, policies, values, and expectations in workplace support employees in their work-life balance choices. Striking that perfect balance between career and family is always a challenge for women employees. Work-life balance has real business benefits, including increased productivity, improvements in performance and competitiveness, better morale, and lower levels of stress, absenteeism and sickness. It has become an increasingly important factor to overall satisfaction at the workplace.

SUGGESTIONS

SUGGESTIONS FOR STRESS MANAGEMENT

- Keep a positive attitude.
- Accept that there are events that one cannot control.
- Be assertive instead of aggressive. Assert one’s feelings, opinions, or beliefs instead of becoming angry, defensive, or passive.
- Exercise regularly. Body can fight stress better when it is fit.
- Eat healthy, well-balanced meals.
- Learn to manage time more effectively.
- Set limits appropriately and learn to say no to requests that would create excessive stress in one’s life
- Make time for hobbies, interests, and relaxation.
- Get enough rest and sleep. Body needs time to recover from stressful events.

- Don't rely on alcohol, drugs, or compulsive behaviours to reduce stress.

- Seek out social support. Spend enough time with family and friends and enjoy.

- Seek treatment with a psychologist or other mental health professional trained in stress management or biofeedback techniques to learn healthy ways of dealing with the stress in life.

- Most of the employees are under stress due to heavy work load, so the banks have to divide the work among the employees of the same department.

- Banks should introduce the relaxation exercises, meditation and yoga for the employees to get relief from stress.

- A number of stress management strategies like time management, physical exercise, social support, counseling, goal setting, job redesign etc can be adopted to reduce the stress of the employees in the organization.

- Framing realistic targets for the banks and provide necessary training to workers to help them to achieve the target.

- The employees should be properly motivated at work place.

- Employee Assistance Programs (EAPs) can include in-house counseling programs on managing stress.

- Change the workload for an employee.

- Improving communications between employees is very effective for reducing stress.
• Making all the employees mix together can take away much of workplace stress. If employees fit well together and communicate with each other, the chances of stress are very minimal.

• Changing the physical qualities of the workplace may reduce stress. Changing simple things such as the lighting, air temperature, odor and music can reduce stress.

• Occupational hazards could be reduced by modifying seating arrangements and organizing yoga and meditation for workers

SUGGESTIONS FOR WORK LIFE BALANCE

• A family-friendly work environment must be given to employees.

• An onsite childcare facility that employs a trusted staff and takes the guesswork and frustrations out of other babysitting and daycare services

• Team building must be encouraged among employees in order to maintain their much needed team-work abilities.

• Encourage employees to take vacations for their own benefit to implement a “use it or lose it” vacation policy, whereby employees’ allotted vacation time expires at the end of the year if left unused.

• Taking breaks at work makes them work better as they become more focused, less burned out, and more productive in the long-term. It is important to workers’ mental and physical health to take frequent breaks throughout the day. The human body was not designed to sit still and stare at a screen for eight hours, and doing so can lead to a wide variety of health issues.

• Banks have to maintain a flexible working hour policy, for example, an employee must work a certain number of hours each
week, but it is up to the employee how and when they work these hours throughout the week.

- Better relationships between employees and management, as employees feel appreciated and believe management gives importance the needs of the employees ahead of the needs of the business.

- Give employees time off for things like charity or volunteer work, this will give staff a feeling of satisfaction from helping others.

- Provide additional services that might save employee time and money and reduce their stress, like: a discount for a laundrette/dry cleaner, free or discounted lunches and snacks., gym/fitness classes, massage/spa discounts/vouchers, car support, including petrol allowance, repairs and maintenance allowance/discounts and car cleaning services discounts or vouchers, implementing a health cash plan, that will not only provide support for staff when they are unwell but also encourage a more pro-active approach to things like health checks ups.

- Banks must provide its employees with secure job opportunities by promoting committed employees.

- Providing training programs to all employees once or twice a year

- Managers and senior managers need to model the work balance they would like to encourage for their employees to exhibit.

- Banks must sponsor for employee and family events and activities monthly to encourage team building, friendships among employees, and the inclusion of families in work events.
SCOPE FOR FURTHER RESEARCH

The study was carried out in the area of impact of work life balance on stress management among women employees in public sector banks and the same can be extended to other aspects that influence work life balance and stress management.

The research was done on women employees in public sector banks and further research could be explored on other types of banks.

The research was done on women employees in public sector banks and further research could be explored on all employees working in all types of banks.

The research was done in Chennai city and further research could be explored in other parts of the country.

CONCLUSION

In the present era of competitive environment building a network of loyal employees is the key for success of banks to sustain in the market. Banks can make their employees loyal by satisfying their expectations and needs. Employee satisfaction is the degree to which employee expectations are met or exceeded. A deep understanding of such expectations would help bank management to design better programs and to make the employees as brand loyalists.