MEDIATION ANALYSIS ON STRESS LEVELS OF BANK
EMPLOYEES USING SEM APPROACH

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ABSTRACT

In today's modern era, stress is highly inevitable among bank employees. The stress may be positive or negative. The positive stress leads to an increase in employee productivity and commitment. The negative stress leads to work-life imbalance, increase in employee dissatisfaction and employee turnover. This paper tries to investigate the relationship between "Role Overload" which is considered as the independent variable and "Organizational Level Stress" as dependent variable which is mediated by individual-level stress and group level stress. The data is collected from a structured questionnaire provided to selected bank employees on a five-point Likert scale. A sample of 110 respondents was collected from Krishnagiri district in Tamil Nadu state in India using convenience and judgement sampling. Structural Equation Modeling (SEM) is used to analyze the collected data. The findings of the study show that the relationship between "Role Overload" and "Organizational Level Stress" is fully mediated by "Individual-Level Stress" and "Group Level Stress".

KEYWORDS: *Stress, Bank Employees, Role Overload, Mediation Analysis and SEM*