

Organizational Climate, Occupational Stress and Quality of Working Life : A Study Amongst Bank Officers

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Abstract

The aim of the present investigation is to study the organizational climate, occupational stress and quality of working life as expressed by the bank officers engaged in public and private sector at Kolkata City. Accordingly, a group of 60 bank officers (30 from public sector and 30 from private sector) were selected as sample in this investigation. A General Information Schedule, Organizational Climate Inventory, Occupational Stress Index and Quality of Working Life Questionnaire were used as tools. The findings revealed that organizational climate and quality of working life as perceived by the bank officers of public sector is comparatively better than that of the private sector. Not only this, occupational stress is comparatively higher among the bank officers engaged in private sector than that of the public sector. Lack of proper communication, decision making process and relationship with colleagues are the main reasons behind the difference between the two groups. Measures may be taken to reduce occupational stress and also to create better organizational climate and quality of working life for the bank officers engaged in both public and private sector especially for the private sector.

Key words : Organizational climate, Occupational stress, Quality of working life, Bank officers engaged in public and private sector

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