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Relationship between Training, Workload Stress and Job Satisfaction among Female Bank Employees: A study on selected Banks of Bangladesh

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Abstract

This empirical study examines the complicated relationship between workload stress, training, and job satisfaction in Bangladeshi female bank personnel. A five-point Likert scale was used to collect data from 110 female bank staff at six of Dhaka's largest banks. To provide a broad demographic representation, questionnaires were delivered at random during working hours. The research uses factor analysis, partial least squares (PLS), descriptive, and inferential statistics to analyze the data. The study found strong links between workload stress and job satisfaction. This emphasizes the importance of task management in banking staff satisfaction. The study also shows that training sessions significantly reduce workload stress among female bank staff. This highlights the need for extensive training to address workplace issues.

Successful training interventions reduce workload stress, which indirectly boosts job satisfaction. Training has indirect effects on job satisfaction through workload stress, but not directly. Validating the measurement model's validity and reliability is important. All Cronbach's alpha values were larger than 0.60, and the composite reliability (CR) ratings varied from 0.869 to 0.971, above the 0.70 requirement. Based on these significant findings, Bangladeshi financial institutions are given suggestions. These recommendations include personalized training, stress management, workplace culture reinforcement, and regular monitoring and assessment. When Bangladeshi banks follow these guidelines, they can improve the working environment, job satisfaction, and efficiency of their female employees.

Keywords: Training, workload stress and Job Satisfaction.

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1 Introduction

Banking is a crucial part of economic development in the current corporate world, encouraging growth and stability. Happiness and contentment of employees greatly affect the efficacy and production of any financial business (Rahman et al., 2020). Whatever the bank, this is true. Training programmes and job stress are major factors in employee satisfaction. In Bangladesh, where the banking business is growing rapidly amid globalization and technological advances, employee satisfaction dynamics are crucial. Because of the unique challenges women face in a male-dominated business, female bank employees' experiences should be studied (Faroque et al., 2020). This study examines the complicated interaction between training courses, workload stress, and job satisfaction among Bangladeshi female bank workers. This study illuminates the intricate relationship between training, workload stress, and job satisfaction in this group. These aspects will be assessed in selected banks (Hasan et al., 2020). Training courses are crucial to staff growth and success. Effective training programmes enhance self-confidence and job happiness while giving people the skills and knowledge they need to execute their jobs. Conversely, bad training may irritate and dissatisfy staff, which affects company performance. Stress from overwork is a common issue for employees in many industries, including banking. Work pressures and external events like regulatory changes and economic swings can cause bank employees stress (Dartey-Baah et al., 2020). High workload stress can lower workplace satisfaction, morale, turnover, and productivity if neglected.

The current literature provides insights into the individual effects of training, workload stress, and job satisfaction, but there is little research on their interactions, particularly among Bangladeshi female bank employees (Aziz et al., 2020). Our study aims to bridge this gap and provide insights that can be used by banking institutions and policymakers to create and implement interventions that improve employee satisfaction and organizational success. We will discuss our study's conceptual framework, methods, findings, and implications in the following parts. Our purpose is to provide valuable insights to academic and commercial professionals (Shanjabin et al., 2022). We will rigorously analyse and evaluate data from selected Bangladeshi banks to better understand the complex interaction between training, workload stress, and job satisfaction among female bank workers. This will inform workforce-related evidence-based organisational growth and employee well-being strategies.

The well-being and job satisfaction of banking workers, particularly women, remain concerns. Despite the banking sector's vital role in economic growth and balance. Training programmes and workload stress are known to affect employee happiness, but few people understand the complex relationship between them, especially female bank employees in Bangladesh (Alam, M.T., 2023). This study examines the link between training, workload stress, and job satisfaction among female bank workers in selected Bangladeshi institutions. This study aims to increase organisational performance and employee well-being. The relationship between training, workload stress, and job satisfaction among Bangladeshi female bank workers is poorly studied (Rahman, M.M., 2024). This is despite extensive research on work satisfaction aspects in many sectors worldwide. There is little empirical study on how these issues affect Bangladeshi female bank personnel. Training programmes and workload stress have individually been linked to job satisfaction, but there is little study on their interactions. This gap must be addressed to design targeted actions and policies to improve employee satisfaction and banking sector performance.

1.1 Objective

- To evaluate the main factors affecting workload stress, training and job satisfaction among Bangladeshi female bank staff.
- To analyze workload stress, training and job satisfaction to help banking industry policymakers create effective human resource management policies and practices.
- To study how workload stress interventions affect training and job satisfaction among Bangladeshi female bank workers.

2 Literature Review

2.1 Workload stress

Workload stress impacts workers in many industries, including banking. According to Aktar, S., (2023), workload stress is considered the perceived imbalance between job demands and one's ability to meet them. Banking employees must handle transactions, respond to customer demands, and meet strict regulatory criteria, which can lead to high workloads (Faroque et al., 2021). This is due to banking's job climate. Several studies have shown that workload-related stress can harm employee well-being and company success. According to Chowdhury et al., (2023) found that bank staff with significant workload stress had worse job

satisfaction and performance. According to Tumpa, S.R. and Rahman, L., (2020) found that stress from heavy workloads highly predicted bank workers' willingness to quit. Stress from a demanding work can also harm employees' physical and emotional health. According to Chowdhury et al., (2022) found that extended workload stress increases the likelihood of burnout, fatigue, and stress-related illnesses. According to Hasan, M.M. and Chowdhury, S.A., (2023) also found that stress from heavy workloads can impair cognitive function, reducing decision-making and productivity.

Despite much studies on workload stress, more needs to be done on its effects on female bankers. Understanding how excessive workload stress impacts female bank workers' job happiness and well-being is crucial (Uddin et al., 2020). This is because female bank workers must balance work and family and deal with workplace gender biases. If the banking business continues to endure rapid technology and regulatory developments, bank employees' workload-related stress may vary (Rahman, M.A., 2022). Thus, further research is needed to determine how the external factors interact with workload stress to affect employee performance and company success (Kundu et al., 2022). The current literature provides valuable insights into the effects of workload stress on employee well-being and organizational success, but more research is needed to understand its specific effects on the banking industry, particularly on female employees. Research can influence targeted initiatives and policies to minimize workload stress and enhance employee satisfaction and retention in banking businesses. Addressing identified gaps can do this.

2.2 Training

Human resource development in businesses requires training, according to Saif, Z.R., (2020). Training improves employees' skills, knowledge, and capacities to increase job performance. In the banking business, where service quality and customer satisfaction are paramount, training is crucial, especially for female employees, who make up a substantial portion of the workforce. Studies show that training improves employee performance and job satisfaction in many organizations (Anis et al., 2022). In the banking industry, training interventions can enhance job-related skills, customer service, and organizational performance (Rahaman et al., 2023). It is crucial to study how training affects employee performance in Bangladesh, where the banking sector has grown rapidly. Pantha, S., (2020) found that female bank worker-specific training sessions improve job performance and happiness. According to Dhakal, R., (2023), these curricula often emphasize soft skills like communication, problem-solving, and customer relationship management as well as technical capabilities.

According to Faisal-E-Alam et al., (2022), training success depends on many factors. These include training course design, delivery techniques, and organization support. The availability of training opportunities, mentorship programmers, and organizational support networks affects the efficacy of training interventions, according to Rahman et al., (2023). Some of these traits are crucial for female bankers. According to Milon et al., (2022) state that to maximize training ROI, results must correspond with organizational goals. For this reason, training courses must be designed and performed with a thorough understanding of the organizational context and the needs of Bangladeshi female bankers (Gazi et al., 2022). Training is crucial to enhancing Bangladeshi female bank workers' job performance and happiness (Rahman, H.M. and Raju, V., 2020). By tailoring training to this demographic group's challenges and opportunities, banks can build a competent and motivated workforce. Through these activities, banks may boost their businesses and promote sustainability.

2.3 Job Satisfaction

According to Rahman et al., (2019), job satisfaction—an individual's subjective assessment of their work experience is vital to employee well-being, motivation, and retention in organizations. In Bangladesh's banking business, understanding female job satisfaction elements is crucial to creating a friendly work environment and promoting gender inclusion (Khan, A.A. and Roy, I., 2020). Research suggests that organizational culture, leadership style, work-life balance, career development opportunities, compensation, and benefits all affect job satisfaction for Bangladeshi female bank employees. According to Awal et al., (2020) study, female workers often face special challenges such societal expectations, domestic chores, and limited finances, which might affect their job happiness.

Research also shows that female bank workers' work happiness is strongly impacted by their employers' support and recognition. According to Rahman et al., (2020), a supportive work environment with transparent communication, fair career progression, and recognition of employee contributions helps female employees feel a sense of belonging and commitment, which increases job satisfaction. Leadership style's impact on job happiness cannot be overstated. According to Tabassum et al., (2023) study found that transformational leadership improves work satisfaction among Bangladeshi female bankers. Inspired motivation, personal care, intellectual stimulation, and idealized impact define this leadership. Empathetic, honest, and empowered leaders foster a healthy work culture and employee happiness and engagement (Tabassum et al., 2023).

Providing opportunities for skill development and career advancement also boosts job satisfaction among female bank workers. According to Khalid et al., (2020), training and development programmes tailored to female workers not only give them the skills and competences they need to succeed in their careers, but they also show that the organization values their professional development. According to Aktar, S., (2022), mentorship and networking opportunities boost female employees' job happiness. Complex combination of organizational, leadership, and individual characteristics determines Bangladeshi female bank workers' work satisfaction. Banks can improve female employee job satisfaction by addressing their unique challenges and creating a supportive workplace, career development opportunities, and recognition programmes. It will improve gender equality and organizational performance.

3 Theoretical Framework

This study uses many theoretical perspectives to examine how workload stress, training and job satisfaction affect Bangladeshi female bank staff. The following ideas and empirical findings govern hypotheses and data interpretation:

Job Characteristics Theory: Hackman and Oldham's 1976 Job Characteristics Theory states that job design affects employee motivation, satisfaction, and performance. According to this theory, the breadth of abilities needed, the relevance of the tasks, the autonomy of the employees, and the feedback they get affect workers' psychological moods and work outcomes (Islam et al., 2020). The hypothesis in this study is that training programmes and job placements might affect female bank workers' job happiness and performance.

Social Exchange Theory: (Blau, 1964) The Social Exchange Theory emphasizes reciprocal relationships between people and their social setting. According to this idea, individuals socialize to maximize profits and minimize costs. Workers socialize with their employers, coworkers, and supervisors at work (Ishtyaq, A. and Bisaria, G., 2024). These conversations assist workers understand how their companies support them, including professional progression, recognition, and training. This affects workload stress, training and job satisfaction. This theory holds that happy workers demonstrate their gratitude by working harder and better.

This study hypothesizes that workload stress, training, and job satisfaction affect Bangladeshi female bank workers. The theoretical perspectives offered here underpin these assumptions. This study seeks to better understand how workload stress interventions affect training and job satisfaction in the banking business. Experimentally testing these assumptions will do this. This

study examines workload stress, training and job satisfaction in a selection of Bangladeshi banks.

Therefore, three hypotheses have been developed.

H1: There is no significant relationship between workload stress and Job satisfaction.

H2: There is significant relationship between training and job satisfaction.

H3: There is no significant relationship between workload stress and training.

4 Methodology

This empirical study examines how workload stress and training affect Bangladeshi bank workers' job satisfaction. The major data were used for this investigation. The core data came from a survey of 110 female bank personnel at the top six Dhaka banks. A 5-point scale questionnaire was used to collect data. One hundred and ten female bank personnel aged 24 to 59 provided data. Purposeful sampling was used to choose research participants. However, the surveys were randomly distributed based on working hours. Bangladeshi public and private commercial bank employees participated in the study. Research participants must be senior officers and personnel. The sample excludes clerical staff.

After data collection, incomplete, biased, or improperly answered data were thoroughly examined and removed. The 'Smart PLS' software assessed the dependability of 24 questionnaire items. The factor loading was larger than 0.7 (Table 3), which Shrestha, N., (2021) regarded satisfactory. Both descriptive and inferential statistics were used to analyse the data. Inferential statistics like Factor Analysis (FA) were used to identify the key factors affecting Bangladeshi bank workers' training and job satisfaction. Factor analysis revealed variables that affected training and work satisfaction, therefore "Smart PLS" was used to identify them.

Sample: The sample for this study included employees from six Dhaka banks. This includes four private banks, and two Islami private banks. All 110 polled workers were women. All staff were of various ages. Minimum age 24; maximum age 59. See Table 1 for the study's sample dispersion.

Table-1: Distribution of Sampled Bank Employees

Bank Name	Bank Type	Frequency	Percent
City Bank Ltd	Private	15	13.6
Islami Bank Bangladesh Ltd	Islamic Private	28	25.5

AB Bank Ltd	Private	8	7.3
Shahjalal Islami Bank	Islamic Private	22	20.0
Jamuna Bank Limited	Private	16	14.5
Bank Asia Limited	Private	21	19.1
Total		110	100.0

Sample selection: Each bank questioned 15–20 employees to acquire data. The data was collected using a 24-question, closed-ended questionnaire. For data collection, staff were picked from six departments: Card, Cash, General Banking, Loan, Human Resources, and Credit. Table 2 lists departmental samples.

Table-2: Distribution of Department Based Respondents

Department	Frequency	Percent
Cash Department	22	20.0
Card Department	21	19.1
General Banking	16	14.5
Loan Section	15	13.6
Human Resource Section	17	15.5
Credit Section	19	17.3
Total	110	

5 Result and Analysis

Statistical tools used: Both descriptive and inferential statistics were used to analyze the data. Inferential statistics like Factor Analysis were used to determine the factors linked with workload stress, training and job satisfaction among Bangladeshi female bank workers. Partial least squares were used to identify relevant factors from factor analysis elements (Sarstedt et al., 2021).

Convergent validity: When using numerous items to examine a construct, the researcher should prioritize convergent validity (Basak, S., 2021). The concept convergent validity comes from research. Factor loadings, composite reliability, and average variance extracted can provide convergent validity, according to Hair et al., (2017). In Table 3, the measurement model showed that all item loadings were greater than Hair et al., (2017) value of 0.50. The composite

reliability (CR) values ranged from 0.868 to 0.971, significantly different from the proposed 0.70 (Hair et al., 2017).

Average variance extracted: All values of the average variance extracted (AVE), which measures the variation captured by the indicators in relation to measurement error, were greater than 0.50, proving the constructs' acceptability (Bervell et al., 2021). Table 3 shows that these indicators met the component average variance requirement.

Discriminant Validity: The instrument's discriminant validity was confirmed throughout this study. According to Henseler et al., (2015), discriminant validity shows how much a construct's measurements differ from those of other constructs in the same model. For excellent discriminant validity in a PLS, a construct must have more variance with its items than with any other construct in the model (Rasoolimanesh, S.M., 2022). Acceptable discriminant validity depends most on this. Table 3 shows that the square root of the average variance extracted (AVE) for each construct is larger than off-diagonal items in rows and columns. It appears that discriminant validity is adequate (Khatun et al., 2023). Inter-construct correlations show that each concept has more variance in its own measurements than in others. In conclusion, the measuring model confirmed adequate convergent and discriminant validity.

Test of Reliability: In this study, Cronbach's alpha and composite reliability (CR) values were used to analyze variable reliability (internal consistency). Table 3 shows that all Cronbach's alpha values are over 0.60, per Kalkbrenner, M.T., (2023).

Table-3: Results of Reliability and Validity test

Latent Variable	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)	Cronbach's Alpha
TRI	0.868	0.892	0.675	0.847
WS	0.971	0.977	0.934	0.964
JS	0.912	0.924	0.752	0.891

Coefficient of determination: The reliability research table 4 show also found that training has a R square of 0.509 and job satisfaction 0.315. This suggests that training and job satisfaction explain 50.9% and 31.5% of the variance in workers workload stress, respectively. R Square Adjusted for training is 50.4%, while job satisfaction is 30.2%. Survey participants numbered

110. Exploratory factor analysis, a common social science statistical tool, was used to analyze the data. Factor analysis was used to study Bangladeshi female bank workers' workload stress, training and job satisfaction. A rotational factor matrix revealed three components in this study (Table 4). Criteria include workload stress, training and job satisfaction.

Table 4: R-square and R-square adjusted

	R-Square	R-square adjusted
TRI	0.509	0.504
JS	0.315	0.302

Table 5: Training, Job satisfaction and job performance factor loading

	Training	Job Satisfaction	Job Performance
TRI 1	0.871		
TRI 2	0.863		
TRI4	0.832		
TRI 6	0.710		
WS 1		0.985	
WS 4		0.975	
WS 7		0.937	
JS 2			0.879
JS 5			0.858
JS 6			0.893
JS 8			0.837

Based on factor analysis, "Smart PLS" multivariate analytic was used to assess workload stress, training, job satisfaction. According to the Path Diagram (Figure 1), training (0.713) has the greatest impact on workload stress. Based on their loading values (standardized estimates) and statistical significance, Table 5 shows that workload stress, training and job satisfaction items were valid measures of their constructs (Jermsittiparsert et al., 2021). The statistically significant loadings results showed this.

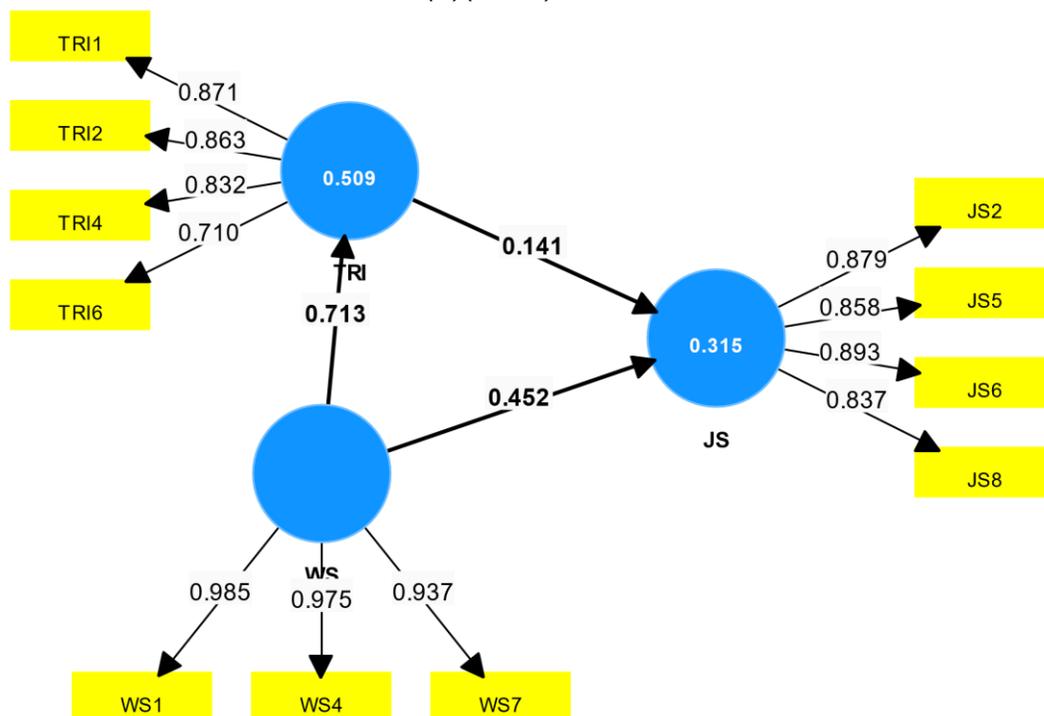


Figure-1: Relative Importance of the workload stress, training and job satisfaction of female bank employees of Bangladesh

The analysis also shows relationships of the variables constituted the workload stress, training factors and job satisfaction factors and their relative importance and relationships with the factors of the bank employees of Bangladesh (Figure 1&Figure 2).

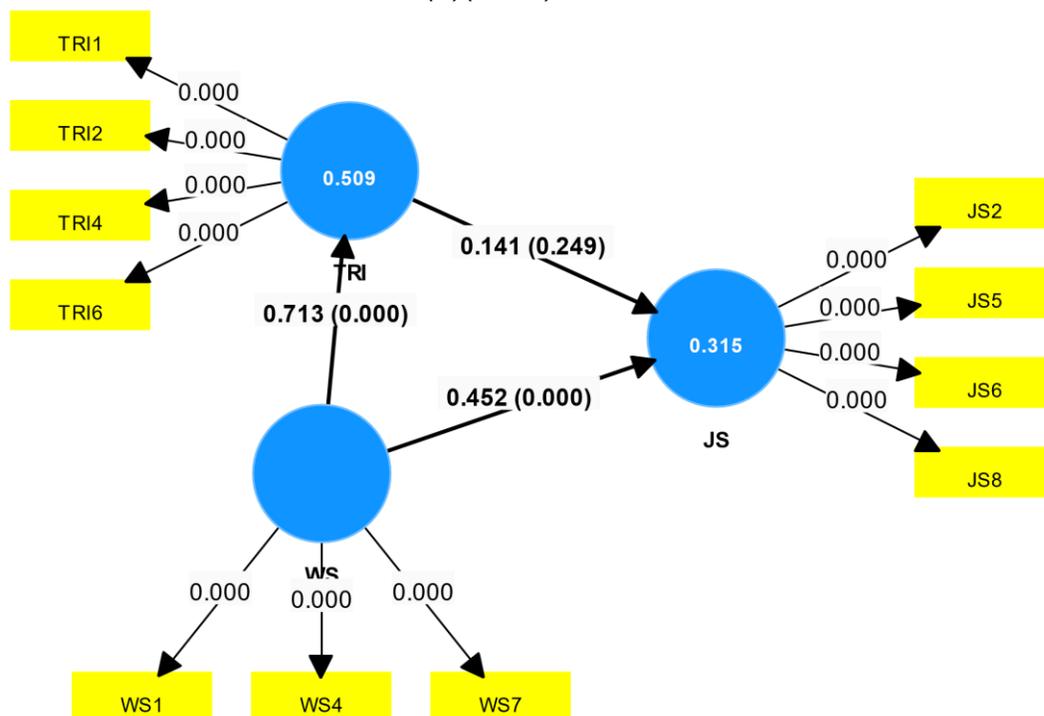


Figure-2: Path Diagram and P value of workload stress, training and job satisfaction of bank employees of Bangladesh

Work stress is the most important factor of training (0.713), followed by workload stress (0.452) to job satisfaction and training (0.141) to job satisfaction (Table 5). This was found by assessing work satisfaction and performance.

Table-5: Path Coefficient of the workload stress, training and job satisfaction factors of female bank employees of Bangladesh

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P Values	Support
TRI ->JS	0.141	0.151	0.122	1.154	0.249	No
WS ->JS	0.452	0.449	0.105	4.304	0.000	Yes
WS ->TRI	0.713	0.716	0.027	26.166	0.000	Yes

Hypotheses Testing

Table 5 shows the hypothesis results. The table shows that H1 was supported by the inquiry since the t-value is less than 2.56 at the 1% level of significance. This implies that the alternative

hypotheses are rejected but null hypotheses is accepted. On the other hand, H2, and H3 were not supported by the inquiry since the t-value is more than 2.56 at the 1% level of significance. This implies that the alternative hypothesis is accepted but null hypothesis is rejected.

6 Discussion:

This study examined the relationships between workload stress, training, and job satisfaction in Bangladeshi female bank staff. The study provides valuable insights into banking employee satisfaction by surveying 110 female bank employees from the top six Dhaka banks, using purposeful sampling, and using statistical analyses like factor analysis and partial least squares (PLS). The study concentrates on banks. The study found interesting relationships between workload stress, training, and job satisfaction in Bangladeshi female bank workers. The study revealed these conclusions. First, the study found that workload stress strongly affects job satisfaction in female bank employees. This supports earlier studies showing that excessive workload stress harms people and companies (Gray et al., 2020). The research also indicated that training is a major determinant in female bank workers' workload-related stress. Training courses greatly affect how workers see workload stress. Based on this research, excellent training programmers may reduce workload stress and increase job satisfaction in the banking business. The findings suggest investing in comprehensive female bank staff training courses. These courses should equip these workers to handle their duties.

However, there was no evidence to support the hypothesis that training directly affects female bank workers' work satisfaction. Training has a substantial role in determining workload-related stress, but its direct effect on job satisfaction may be mediated by other factors not included in the current study. Future research may incorporate organizational culture, leadership style, and work-life balance to better understand female bank workers' job satisfaction. The research also proved the measurement model's convergent and discriminant validity using rigorous statistical analysis. The findings inspire confidence in the data's accuracy and trustworthiness, which supports the study's conclusions. This study adds to the literature on banking staff happiness, particularly among Bangladeshi women. This is especially relevant given this study's conclusions. The study can help financial companies boost employee well-being and success. These consequences result from identifying workload stress, training, and job satisfaction factors. Targeted interventions to reduce workload stress and improve training programmers for female bank workers can create a more supportive and conducive work environment, improving job satisfaction and retention.

This study emphasizes the urgent importance of designing specific training programs targeting female bank employees and the conditions that they face in their academic environment. This finding is similar to the research by Hasan, M.M. and Chowdhury, S.A. (2023) who results that job satisfaction and productivity of female employees increases when they received customized training programs. But this study has extended these findings highlighting the importance of capacity building and workload stress management strategies among the female bank staff which is less explored in the extant literatures.

Our findings are contrary to the results reported by Riya, R.J., (2023) argued that generic training programs are appropriate for all employees regardless of gender. This difference may be due to differences in sample characteristics or community specific characteristics indicating that gender needs in the workplace exist for particularly work environments Bangladeshi financial institutions. This emphasises the need for interventions to be context specific and the dangers of blanket interventions.

7 Theoretical Implications

Theoretical Implications and Future Research It is argued that these findings have key theoretical implications for conceptualizing gender dynamics in the workplace. The Social Exchange Theory is extended to include gender-specific stressors and supports into its framework to exemplify the importance of tailoring interventions in order to support job satisfaction and productivity among female employees. This indicates that traditional concepts of work stress and associated training have to be renegotiated to consider gender a significant determinant.

Second, new theoretical perspectives on the professional development for women in banking can be suggested by the findings. Based on an examination of the distinct requirements and hurdles of female bank employees, the research makes the case for the reformed interpretations of traditional theories of career advancement to include gender-centric variables. Having a cross-perspective offers a more complete view when it comes to career growth, and highlights the necessity of differentiated guidance structures.

The findings also imply the need for interdisciplinary research combining knowledge from gender studies, organizational psychology and human resource management to formulate robust well-being models in the workplace. Finally, by taking this cross-disciplinary perspective we

highlight the potential in exploring female employees' experiences through multiple theoretical lenses, furthering theoretical diversity.

8 Conclusion

The findings of this study on workload stress, training, and job satisfaction among Bangladeshi female bank employees have several implications and suggestions. These findings can inform banking sector organizational practices and policies. The study found a strong correlation between workload stress and job satisfaction in Bangladeshi female bank staff. Workload stress lowers job satisfaction. The importance of overcoming workload issues to boost employee well-being and company performance is highlighted. According to the study, training courses significantly affect how female bank workers view their workplace stress. Successful training programmes may provide workers the skills and tools they need to handle their jobs. This can reduce workload stress and boost job satisfaction. The study emphasizes the need of assessing training's indirect effects on workload stress. The study found no direct benefit of training on work satisfaction, but it did emphasize the importance of indirect impacts. Comprehensive training courses for female bank professionals may indirectly boost job satisfaction by lowering workload challenges. This investigation proves the measuring model's validity and reliability, bolstering the conclusions. Convergent and discriminant validity studies support the measurement model, boosting the study's credibility.

9 Future Research

The present findings are suggestive of several intriguing avenues for future inquiry. To ensure the generalizability of the findings, it is also important to replicate this study with larger sample sizes in the different cultural and organizational contexts. The benefits of tailor-made training programs suited to the stressors individual to your banking environment could offer some valuable insight on the efficacy of these interventions, and whether you should implement them across the board.

Future studies could also investigate the potential underlying neuropathological mechanisms that might explain the clinical benefits derived from personalized training and stress management programs. Longitudinal research tracking the longer-term effects of such interventions on female bank employee job satisfaction, stress levels and career progression could also be conducted. They would also provide evidence on the causal relationships of individual components of programs with outcomes.

Further, researchers need to examine moderating as well as mediating variables along with possible effect mechanism of the interventions. For example, studying how organizational culture, leadership styles and personal characteristics impact training success or the acceptance of stress management program can add richness to the data. It would be useful to find the mediators of job satisfaction or productivity since the program will not have the same effect on those productivity outcomes.

Future research may also investigate the broader implications of these findings for gender equality in the workplace. The insights from this study could be integrated into current models of organizational behaviour and human resource management to potentially create more inclusive and supportive workplace policies. Such a line of inquiry additionally opens new ways to think about how gender diversity might be leveraged to promote further gender equality and to well-being across a range of sectors. By focusing this discussion on these areas, future research may further theorize what is different about gender-specific work needs, as well as provide implications that can be used in practice to advance organizational development and human resources management.

10 Recommendation:

Banks must invest in customized training courses for female bank staff to accommodate their unique needs. Programmers should focus skill development, professional growth, and strategies to manage workload stress. Organizations should establish stress management programmers to identify and address workload stress in female bank staff. This may include offering employee assistance initiatives, promoting work-life balance, and creating a friendly workplace. Financial institutions should strive to create a supportive and inclusive workplace that values female contributions and promotes gender equality. Mentoring, professional development, and networking may empower and satisfy female bank personnel. Organizations should periodically assess and evaluate training programmers and stress management techniques to minimize workload stress and increase job satisfaction among female bank personnel. Regular performance assessments and comments can help identify development areas and guide future activities. These guidelines can help Bangladeshi financial institutions create a more supportive and inclusive workplace for women, which will boost job satisfaction, productivity, and organizational success.

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