



## The Effect of Managers Genders on Workers Mental and Physical Health: An Application in Banking Sector

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## Extensive Summary

### Introduction

There are a lot of items that influence the workers physical and mental health in organizations. Working conditions, relationships with work friends, organizational climate, competition, technology and discipline rules are some of them. There are very limited researches about whether the gender of the managers is one of the items that affect the health of the workers.

In this research it is evaluated the workers physical and mental health differences according to their managers gender. To find out the differences a research is handled in banking sector.

### The Goals and Hypotheses of The Research

This research has three goals; 1. To find out the physical and mental health differences between male and female workers. 2. To find out whether the workers physical and mental health changes in spite of their manager's gender. 3. To find out whether the workers physical and mental health changes in spite of their demographic situations.

This research has 8 hypotheses as below.

- H<sub>1</sub>: There are meaningful differences between workers mental health according to their gender.
- H<sub>2</sub>: There are meaningful differences between workers physical health according to their gender.
- H<sub>3</sub>: There are no mental health differences between male and female workers working with male managers.
- H<sub>4</sub>: There are no physical health differences between male and female workers working with male managers.
- H<sub>5</sub>: There are mental health differences between male and female workers working with female managers.
- H<sub>6</sub>: There are physical health differences between male and female workers working with female managers.
- H<sub>7</sub>: There are mental health differences of workers according to their demographic situations.
- H<sub>8</sub>: There are physical health differences of workers according to their demographic situations.

### **Methodology**

Research is realized in the cities of Turkey; Kayseri, Mersin, Adana, Nevşehir, Yozgat and Istanbul. Using easy sampling method data gathered from 21 banking department. In this research we reached 443 banking workers; 242 of woman and 201 of man. Warwick-Edinburg scale (2006) is used to evaluate the mental health of workers. Scale contains 14 expressions. The reliability of the scale is 0.926. In the scale “1” reflects low mental health and “5” reflects high mental health. Moss’s (1986) physical health scale is used to evaluate the workers physical health. Scale contains 19 expressions. The reliability of the scale is 0.908. In the scale “1” reflects high physical health and “5” reflects low physical health.

### **Findings and Discussion**

According to the results of the research, workers in which working with the male managers; there are differences between male and female workers according to physical health and there are no differences between male and female workers according to mental health. There are differences between male and female workers, in which working with woman manager, according to physical and mental health. The health of woman workers, working with woman managers, looks like worse.

According to the results of the research, there are health risks for woman workers in banking sector. Health risks come from work/family conflicts. To prevent these risks bank managers should manage their organization with family friendly policies. There is a need for new researches to find out the reasons and solving methods why the woman workers don’t want to work with woman managers. This kind of researches can contribute to the literature and practice.