AN EMPIRICAL STUDY ON WORK STRESS AMONG THE EMPLOYEES IN TEXTILE INDUSTRIES WITH SPECIAL REFERENCE TO ERODE DISTRICT

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ABSTRACT

The textile industry in India is an extremely well organized sector, garment manufacturers, exporters, suppliers and wholesalers are the gateway to an enterprising clothing and apparel industry in India. Organization life is quite stressful new technologies, global competition; competitive pressures have multiplied the woes of employees in recent times. Workers who are stressed are also more likely to be unhealthy, poorly motivated, less productive and less safe at work. As per this study, Stress is a dynamic condition in which an individual is confronted with an opportunity, constraints, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important. Work stress is the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources or needs of the worker.

Keywords: Textile, Industry, Stress.

INTRODUCTION

Stress is the "wear and tear" our body experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings. As a positive influence, stress can help compel us to action; it can result in a new awareness and an exciting new perspective. As a negative influence, it can result in feelings of distrust, rejection, anger, and depression, which in turn can lead to health problems such as headaches, upset stomach, rashes, ulcers, high blood pressure, heart disease, and stroke.

Stress is an internal state of mind which can be caused by environmental and social situations. So it is necessary for the organizations to identify stress level of the employees in order to rectify it for the betterment of both the employee and employer. A study on the work stress helps the management to know about the present level of work stress among the workers and reasons thereof. The study significantly helps towards increasing workers productivity and morale.

This study aims at studying the work stress among the employees in textile industries. The main purpose of the present study is to find out the level of work stress, that an employee faces, various factors such as creativity, organizational climate, peer relationship among the
workers and superiors were studied in detail and also suitable measures and suggestions have been recommended to manage the work stress.

REVIEW OF LITERATURE

Uma Devi. T (2011) in her study "A Study on Stress Management and Coping Strategies With Reference to IT Companies" stated that Stress issue has become contemporary, being an occupational hazard in fast pacing IT profession, needs to be addressed without delay. Hence the importance of the study of stress at various levels, among IT employee is growing. Stress can make an individual productive and constructive when it is identified and well managed. In times of great stress or adversity, it's always best to keep busy, to plow anger and energy into something positive. Positive attitude and meditation will be helpful for coping the stress.

Harish Shukla & Ms. Rachita Garg (2013) in their study "A Study on Stress Management among the employees of nationalised banks" found that As most of the employees feel that they feel stress at work, banks should take positive steps to make their employees free from stress so that they can work with optimum efficiency and effectiveness. Employees of the banks should be made free from not only fear of quality of performance also from other types of fear generating in their minds. Guidance and counseling, quality consciousness awareness programs, psychological support can be provided to employees.

Jins Joy. P & R. Radhakrishnan (2013), in their study A study on impact of work stress among the factory workers in trichur district" found that Work stress is a real challenge for workers and their employing organization. For the employers not only it is import to monitor the workplace, identity and deal with stress problems but to promote healthy work and reduce harmful aspects of work. A good employer designs and manages work in a way that avoids common risk factors and prevent as much as possible foreseeable problems.

Priyanka Das & Alok Kumar Srivastav (2015), in their study "A Study on Stress among Employees of Public Sector Banks in Asansol” explained about Organization must begin to manage people at work differently, improve physical work environment, treat them with respect and value their contribution. If we enhance the psychological well being and health of the employees, the organizational revenue will increase and there will be employee retention as well.

STATEMENT OF THE PROBLEM

Work stress is the real phenomenon and it is associated with job satisfaction level of a worker in any place. In case of textile industries there are many factors associated with organizational stress among the employees are their over work load, working condition, shift work, relationship between managers and employees, relationship between colleagues and employees, society and family members. Lack of experience in dealing human resource procedures. From this point of view the employees in textiles facing a work stress in the organizations. It makes the employees ineffective and in efficient in their functional roles. Hence present study is undertaken in the study area.

OBJECTIVES OF THE STUDY

• To find out the socio - demographic factors of the respondents
• To study the work stress among the employees in textile industries
• To study the superiors and workers coordination to overcome the stress level prevailing in the organization.

RESEARCH METHODOLOGY

Research Design
Research design is the preparation of the design of the research. The approach adopted in this research is descriptive research. This approach enabled the researcher to explore new areas of investigation. It is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

Sources of Data
The data were collected from both primary and secondary sources. Questionnaire method is used for collecting the primary data. The data were also collected from published records, Journals and Websites.

Sample size
To Study the Work Stress among the Employees in Textile Industries, 200 respondents were selected in Erode District by adopting convenience sampling method

STATISTICAL TOOLS FOR ANALYSIS
The collected data were analyzed by employing the statistical tools like
• Percentage analysis
• Chi-square test
• F test

LIMITATIONS OF THE STUDY
• The area of study is limited to Erode District only; hence the results may not be true for other geographical areas.
• Validity & Reliability of the data are obtained depends on the responses from the customer.
• The time factor of the researcher is limited.
• The size of the sample comparing to the population is very less and hence it will not represent the whole population

DIFFERENT TYPES OF STRESS

Eustress
Eustress is a type of short-term stress that provides immediate strength. Eustress arises at points of increased physical activity, enthusiasm, and creativity. Eustress is a positive stress that arises when motivation and inspiration are needed. A gymnast experiences eustress before a competition.
Distress

Distress is a negative stress brought about by constant readjustments or alterations in a routine. Distress creates feelings of discomfort and unfamiliarity. There are two types of distress. Acute stress is an intense stress that arrives and disappears quickly. Chronic stress is a prolonged stress that exists for weeks, months, or even years. Someone who is constantly relocating or changing jobs may experience distress.

Hyper stress

Hyper stress occurs when an individual is pushed beyond what he or she can handle. Hyper stress results from being overloaded or overworked. When someone is hyper stressed, even little things can trigger a strong emotional response. A Wall Street trader is likely to experience hyper stress.

Hypo stress

Hypo stress is the opposite of hyper stress. Hypo stress occurs when an individual is bored or unchallenged. People who experience hypo stress are often restless and uninspired. A factory worker who performs repetitive tasks might experience hypo stress.

SOURCES OF STRESS

In daily life we often have to make difficult decisions between one or more options. Many major source of stress is there. These can be divided into three broad categories.

Approach - Approach Conflict: A choice must be made between two attractive goals.

Avoidance Conflict: A choice must be made about both attractive and unattractive aspects.

Approach avoidance Conflict: In which the individual must choose between two or more alternatives, each of which has attractive and unattractive.

SYMPTOMS OF WORK STRESS

Stress can cause both mental and physical symptoms. The mental symptoms of stress include:

• Tension
• Irritability
• Inability to concentrate
• Feeling excessively tired
• Trouble sleeping

The physical symptoms of stress include:

• Dry mouth
• A pounding heart
• Difficulty breathing
• Stomach upset
• Frequent urination
• Sweating palms
RESULT AND ANALYSIS

Table 1: Demographic Profile of The Respondent

<table>
<thead>
<tr>
<th>S. No</th>
<th>Particulars</th>
<th>Options</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Age</td>
<td>Below 25 Years</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td></td>
<td>26 – 30 Years</td>
<td>66</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Above 30 Years</td>
<td>28</td>
</tr>
<tr>
<td>2</td>
<td>Gender</td>
<td>Male</td>
<td>82</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Female</td>
<td>18</td>
</tr>
<tr>
<td>3</td>
<td>Marital status</td>
<td>Single</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Married</td>
<td>57</td>
</tr>
<tr>
<td>4</td>
<td>Educational qualification</td>
<td>Below 10th</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>H.S.C</td>
<td>70</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Diploma/UG</td>
<td>21</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Others</td>
<td>6</td>
</tr>
<tr>
<td>5</td>
<td>Working experience</td>
<td>Less than 5 years</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5 – 10 years</td>
<td>48</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Above 10 years</td>
<td>15</td>
</tr>
<tr>
<td>6</td>
<td>Family</td>
<td>Nuclear</td>
<td>56</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Joint</td>
<td>44</td>
</tr>
<tr>
<td>7</td>
<td>Income Level</td>
<td>Less than Rs.5000</td>
<td>27</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rs.5001 - 10,000</td>
<td>55</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rs. 10001 - 20000</td>
<td>18</td>
</tr>
<tr>
<td>8</td>
<td>Kilometers to travel</td>
<td>Less than 5 kms</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5 – 10 kms</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td></td>
<td>10 – 15 kms</td>
<td>35</td>
</tr>
<tr>
<td></td>
<td></td>
<td>15 – 25 kms</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Greater than 25kms</td>
<td>20</td>
</tr>
</tbody>
</table>

Table 1 clearly explains the Demographic profile of the Respondents.

Table 2: Age and Level of Stress

Ho: Mean stress index does not differ among three groups of respondents classified on the basis of age

<table>
<thead>
<tr>
<th>Age</th>
<th>Total</th>
<th>Stress Index</th>
<th>Above Average</th>
<th>Below Average</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below 25 Years</td>
<td>24 (12.00)</td>
<td>67.80</td>
<td>13</td>
<td>11</td>
<td>45.45-90.91</td>
</tr>
<tr>
<td>26 – 30 Years</td>
<td>110 (55.00)</td>
<td>63.31</td>
<td>78</td>
<td>32</td>
<td>36.36-81.82</td>
</tr>
<tr>
<td>Above 30 Years</td>
<td>66 (33.00)</td>
<td>60.74</td>
<td>41</td>
<td>25</td>
<td>36.36-72.73</td>
</tr>
<tr>
<td>to Total</td>
<td>200</td>
<td>63.00</td>
<td>137</td>
<td>63</td>
<td>36.36-90.91</td>
</tr>
</tbody>
</table>

d.f: v1 2, v2 197; Table value one percent level: 3.889; Calculated F value: 5.889

Mean stress index is high with respondents who are below the age of 25 years and mean stress index is low with who are above the age of 30 years. Hence it can be said that respondents within the age of 25 years have high level of stress. As the calculated F value is greater than the table value at five percent level, there exists a highly significant difference among respondents in terms of level of stress, hence the null hypothesis is rejected.

Table 3: Gender and Stress Level

HO: Gender is not associated with level of stress

<table>
<thead>
<tr>
<th>Gender</th>
<th>Level of Stress</th>
<th>Low</th>
<th>Moderate</th>
<th>High</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td></td>
<td>11</td>
<td>106</td>
<td>46</td>
<td>163</td>
</tr>
<tr>
<td></td>
<td>(6.75)</td>
<td>(65.03)</td>
<td>(28.22)</td>
<td>(100.00)</td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td>1</td>
<td>25</td>
<td>11</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td>(2.70)</td>
<td>(65.57)</td>
<td>(29.73)</td>
<td>(100.00)</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>12</td>
<td>131</td>
<td>57</td>
<td>200</td>
</tr>
</tbody>
</table>

d.f: 2; Calculated X2 Value: 0.876; Table value at five percent level: 5.991
The percentage of respondents with high level of stress is high among the female respondents. The percentage of respondents with low level of stress is high with male respondents. Hence it can be said that female respondents have high level of stress. However, as the calculated Chi - square value is lesser than the table value at five percent level there does not exist any significant association between gender and level of stress. Hence the null hypothesis is accepted.

FINDINGS

• 66 percent of respondents are the age group between 26 - 30 years.
• 82 percent of the respondents are male.
• 57 percent of respondents are married.
• 70 percent of respondents are having the educational qualification of H.Sc.
• 48 percent of the respondents are 5 to 10 years of working experience.
• 55 percent of the respondent’s income level from Rs. 5,001 to 10,000.
• 56 percent of the respondents are belongs to nuclear family.
• The calculated F value is greater than the table value at one percent level, there exists a highly significant difference among respondents in terms of level of stress and age.
• The calculated chi-square value is lesser than the table value at five percent level, there does not exist any significant association between gender and level of stress.

SUGGESTIONS

• Try to avoid continuous working hours will help to reduce tirades. Focus on positive attitude towards the work and reduce boredom at work.
• The overload information to the workers can be reduced
• Establish good relationship with colleagues and clients.
• Provide proper training and motivate the employees to develop their skills.
• New methods like action model to reduce can be used to reduce the stress.
• Participating yoga and meditation is a useful method for stress reduction.

CONCLUSION

Stress is an everyday part of many of our lives. Though everyone is having stress in different forms, the cause of stress varies according to the works. If the work stress is more it affect both physically and psychologically well being of any human. Stress can make an individual productive and constructive when it is identified and well managed. Positive attitude and meditation will be helpful for coping the stress. Various factors relating to stress impact of stress in the family, work and individual, management of stress factors and organizational health factors. The aged employees are having more stress factors relating to stress factors organizational personal health and psychological. Stress can be minimized if companies take
the right steps. Stress–free employees perform better, work harder, feel happier and have a long term commitment to the organization as compared to their counterparts.

REFERENCES


[12] Pawar S. Capt Findings Relevant to Policy Formation’ Education.