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Impact of Occupational Stress Among Employees in Textile Industry – an Emprical Study

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KEYWORDS:

Introduction:

In the fast changing world of today, no individual is free from stress and no profession is free from stress free. Modern life is full of stress. As organizations becomes more complex the potential for and amount of stress increases. Urbanization, industrialization and increase in scale of operations in the society are causing increasing stresses. These are inevitable consequences of socio-economic complexity and to some extents are simulating causes as well. People fell in stress, as they can no longer have complete control over what happens in life. In 1970 the American journalist and sociologist Alvin To offer predicted that the rate of change in modern civilization would accelerate to such a degree that enormous numbers off people would experiences shattering stress and disorientation, Toffler described this "future shock" a new word has been coined in the social sciences to described stress toughness…I that word is HARDINESS

Objectives

- To assess impact of occupational stress in work ability index
- To examine the psychological and physiological relation to occupation stress
- To give suggestions for preventing occupational stress

Need and Importance of stress management

- Stress is the primary cause of several illnesses, both major and minor. Doctors and mental wellbeing specialists agree that stress reduction techniques can prevent several illnesses, and disorders, as well as fuel a patient's facility to get better following the development of a variety of health issues.
- The human response to stress is activated inside the brain, developing chemical and physical changes right through the body, which affect each aspect of it's functioning. Throughout moments of all consuming stress the brain's creation of such chemicals as Dopamine, Epinephrine, and Norepinephrine rise, causing the distribution of larger amounts of these Catecholamines right through the body.
- The intensification of the presence of such chemicals brings about physiological changes such as increased heart rate, and blood pressure, increased cell reproduction, and withdrawing of the immune system. As time goes on, unmanaged stress can lead to the development of ulcers and other digestive problems, heart disease, even heart attack and stroke. The immune systems' ability to fight off infection and disease is hindered, allowing for the beginning of all manner of illnesses and viral infections. Additionally, the development of chronic conditions such as Diabetes and Asthma, have been linked to stress.
- Stress is also interconnected to a myriad mental and emotional disorders, such as Depression, Anxiety, extreme Phobias, and panic attacks. The "Fight or Flight" instinct caused in the brain throughout moments of extreme stress is also interconnected to the on-set of these chronic mental health issues. Learning to deal with stress in healthy ways can help limit the chemical changes happening within the brain and body, in this manner improving both physical and mental health.

Kinds of stress in Textile industry:

Eustress

Eustress is one of the helpful types of stress. What is the definition for Eustress? It is the type of stress you experience right before you have the need to exert physical force. Eustress prepares the muscles, heart, and mind for the strength needed for whatever is about to occur. Eustress can also apply to creative endeavors. When a person needs to have some extra energy or creativity, Eustress kicks in to bring them the inspiration they need. An athlete will experience the strength that come form Eustress right before they play a big game or enter a big competition. Because of the Eustress, they immediately receive the strength that they need to perform. When the body enters the fight or flight response, it will experience Eustress. The Eustress prepares the body to fight with or flee from an imposing danger. This type of stress will cause the blood to pump to the major muscle groups, and will increase the heart rate and blood pressure to increase. If the event or danger passes, the body will eventually return to its normal state.

Distress

Distress is one of the negative types of stress. This is one of the types of stress that the mind and body undergoes when the normal routine is constantly adjusted and altered. The mind is not comfortable with this routine, and craves the familiarity of a common routine. There are actually two types of distress: acute stress and chronic stress.

Acute Stress

Acute stress is the type of stress that comes immediately with a change of routine. It is an intense type of stress, but it passes quickly. Acute stress is the body's way of getting a person to stand up and take inventory of what is going on, to make sure that everything is OK

Chronic Stress

Chronic stress will occur if there is a constant change of routine for week after week. Chronic stress affects the body for a long period of time. This is the type of stress experienced by someone who constantly faces moves or job changes.

Causes of Stress

Whenever our body feels something not favorable, then it tries to defend itself. If this situation continues for a long time, then our body is working overtime.

There are several causes of stress. For example, you are under stress when you are worried about something, worried about your children, worried about the illness of your father, worried about your job security, or worried about your loans or similar things.

You may be under stress due to several causes. Look at the following causes of stress.

1. Causes of Stress at Home

- Death of spouse, family, near relative or friend.
- Injury or illness of any family member.
- Marriage of self or son or daughter or brother or sister.
- Separation or divorce from partner.
- Pregnancy or birth of a new baby.
- Children's behavior or disobedience.
- Children's educational performance.
- Hyperactive children.
- Sexual molestation.
- Argument or heated conversations with spouse, family members or friends or neighbors.
- Not sufficient money to meet out daily expenses or unexpected expenditure.

- Not sufficient money to raise your standard of living.
- Loss of money in burglary, pick-pocketed or share market.
- Moving house.
- Change of place or change of city or change of country.

2. Causes of Stress at Work

- To meet out the demands of the job.
- Your relationship with colleagues.
- To control staff under you.
- To train your staff and take work from them.
- Support you receive from your boss, colleagues and juniors.
- Excessive work pressure.
- To meet out deadlines.
- To give new results.
- To produce new publications if you are in research area.
- Working overtime and on holidays.
- New work hours.
- Promotion or you have not been promoted or your junior has superseded you.
- Argument or heated conversations with co-workers or boss.
- Change of job.
- Work against will.
- Harassment.
- Sexual molestation.

3. Other Causes of Stress

- Fear, intermittent or continuous.
- Threats: physical threats, social threats, financial threat, other threats.
- Uncertainty.
- Lack of sleep.
- Somebody misunderstands you.
- Setback to your position in society.

Opinion of the Employees about Occupational Stress

- Majority of the employees disagree with the opinion regarding shift work makes stress.
- Most of the employees get angry when they are stressed due to Psychological consequences
- Most of the respondents felt that Changes of work place will pre vent stress.
- Most of the respondents get Headache when they are stressed due to Physical consequences

Review of literature

Knots, "workplace stress doesn't have to kill you" Business journal, 1996,july 1996 is directly related to the specific characteristics of the job itself. this the of stress involve role ambiguity, conflicting task demands, work overload, inadequate resources support, no provision for meaningful participation in decision-making, and insecurity, among others. Adams, John D. "creating and maintain comprehensive stress management in workplace settings, 1989 this article focuses on the creation and maintence of stress management program in the workplace. The author provides a step by step by step process designed for implementation by management in organizations. Starting with the conceptualization of the program, the articles move to directions for acquiring support and planning. the article ends by recapping the steps necessary in the development and maintenance of a stress-management program in the workplace. Bain, chris 2000 investigative occupational stress among schoolteachers and offers suggestions for its cure. the occupational causes of stress comes from a variety of sources. among them are pressure from admistration, classroom pressure from parents and students, and lack of recognition from peers. Recommendations at the local and state wide levels are given. the authors suggests become informed of issues affecting both entities. Randolfi, E. "Stress management evaluation, 1996 workers may also experience effects in their psychological consequences may include anxiety, boredom, low self-esteem, forgetfulness, depression, anger, apathy, or worry. Physical consequences may include headaches, diabetes, fatigue, studies show that 85% of physical illness is stress related. these results are just a few of many stress outcomes that may result from the effect of occupational stress.

Methodology

n this research the pollster has used descriptive research design to analysis the employee's attitudes / views towards occupational stress and also it determines how two variables vary together.

The pollster has selected probability sampling technique because of finite population and the researcher has used simple random sampling method to select the samples from the universe.

The researcher has used structured non-disguised questionnaire to get the information from the employees

Analytical tools used

The data are analyzed by using Percentage analysis, Chi –square test, rank correlation Some of the less significant factors were omitted to prefect realistic interpretation of collected data both primary and secondary data.

Findings:

- More than 75% of the respondents have agreed that the heavy work, the additional responsibility in their role is the reasons for their stress and hence, the role of overload may be one of the reasons for stress.
- Nearly 75% of the respondents agreed that the stress is because of the situational changes from the house and the office.
- Nearly 70% of the respondents have agreed that the role ambiguity creates stress. Hence the role ambiguity of an individual or the support of team workers or the lack of information from the boss may create stress.

The healthy ways of reliving the stress can be listed as follows.

- Relaxation therapy, in a cool and silent place.
- Doing Meditation and Yoga
- Bathing with cold water.
- Wandering in a cool and calm natural place and enjoying the beauty of nature.
- Playing games
- Listening to music.
- Drinking lot of water.

One can practice the above mentioned healthy practices to manage stress in their life. Holding the stress within ourselves, would make us lose confidence in ourselves, it may even result in the psychological problems. Therefore stress management is very important that too in a healthy and right way.

Suggestions:

- Since, employees in the age group of 31 to 40 years having the highest level of stress, the management may encourage them to take up relation exercises, meditation and yoga classes.
- The graduate employees may be given better perks and additional responsibilities so as to enrich their position in the organization.
- The management may train the employees in interpersonal relations so as to reduce organizational politics.

Conclusion

Occupational stress is one such factor which often proves detrimental to the quality of work & workers in the organization. The study on the occupational stress conducted reveals the impact of various stressors namely work, family, resource utilization structure and policy, gender role and such other factors. The result of the study shows the intensity of work stressors on the coping mechanisms and shows light on the behavioral aspects of the respondents in the study area

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