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## “A Study On Job Stress With Special Reference To Textile Industries In Tirupur”

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### ABSTRACT

*Job stress is the harmful physical and emotional response that occurs when there is a poor match between job demands and the capabilities, resources, or needs of the worker. Every individual is unique. No two personalities are identical. No one can be 'clubbed' together for common habits. The different stress personalities. Job stress results from the interaction of the worker and the conditions of work. Views differ on the importance of worker characteristics versus working conditions as the primary cause of job stress. The differing viewpoints suggest different ways to prevent stress at work. In other words, what is stressful for one person may not be a problem for someone else. This viewpoint underlies prevention strategies that focus on workers and ways to help them cope with demanding job conditions. Hence, it is concluded that Job stress should not neglect the management aspect of the industries. Management need to understand the complications of the job stress and prevention factors of job stress.*

**Keywords : Job stress, Management, Personalities, Prevention Worker.**

### INTRODUCTION

Modern life is full of stress. Dynamic technological evolutions have spawned mega-bureaucracies, micro task specialization and greater urbanization. These developments are intrinsically tied with work settings which have numerous systems such as finance, production; marketing, administration as well as macro organizational subsystems like inter organizational systems and organizational level goals. Strategies, climate, cultures, structures, management styles and performance very often the human element is reduced to a mere insignificant in the wheel of the total technological system. This tends to generate a feeling of powerless, meaningless, formless and consequent stress. The conflicted demand of the role senders and the environmental constraints put an individual always under pulls and pressures.

### RESEARCH METHODOLOGY

“A research design 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”.

The researcher has undertaken a descriptive type of research. It describes the characteristics of population (or) presentation of answers for the question like whom, what, where, when and how relating to a field (or) matter. This study will present the state of affairs as it exists. This type of study mainly helps to know the past and to predict the future.

### SAMPLE SIZE

A sample size of 250 employees, who was working in textile Industries.

### REVIEW OF LITERATURE

- Karasek and Theorell (1990) have found in their study that higher level of stress is presented in the blue collar workers and in those with lower occupational status than in managers.
- Cobb and Karl (1970) observe that individuals with high education achievements but low-level status exhibit ab-

normally high level of anger, tiredness, depression and low self-esteem. Based on the above studies it was hypothesized that senior executive experience more stress than lower level executives.

- Balaraman (1981), shows that the manager's peak efficiency will be lower at level of stress, which are above and below the optimum stress level.
- Andrews and Farris, (1972); Beehr, Walsh and Taber, (1976) observe “A five year penal study was conducted” for managerial grade finally they concluded that eustress and positive mental health are of potent measures of managerial effectiveness.
- Corneille (1996) suggests: ‘We triumph without glory when we conquer without danger’. The total elimination of stress could therefore greatly reduce the quality of life.

### DATA ANALYSIS AND INTERPRETATION

#### A. SIMPLE PERCENTAGE METHOD

Percentage is useful chiefly for the purpose of aiding comparison. A percent is the number of hundredth part one number is of another. By using the algebraic notation as follows.

$$P = (F_i/N) \times 100\%$$

where  $F_i$  is the number of respondents and  $N$  is the total sample.

**Table: 1. Age group of the respondents**

Age Group	Number of Respondent	Percentage (%)
Less than 25 years	25	10
26-35	80	32
36-45	84	34
46-55	36	14
above-55	25	10
<b>Total</b>	<b>250</b>	<b>100</b>

**INTERPRETATION:**

From the above table most of the respondents i.e., 34% are in the age group of 36-40 years. Between the age group of 26-35 there are 32% of the respondents. There are 14% of the respondents are above 46 -55 years. Remaining 10% of the respondents belong to the age group less than 25 years and above -55.

**Table: 2. Gender of the respondents**

Gender	Number of Respondent	Percentage (%)
Male	148	59
Female	102	41
<b>Total</b>	<b>250</b>	<b>100</b>

**INTERPRETATION:**

From the above table, it is inferred that out of the total respondents, 59 % of respondents are male and the remaining 41% are female.

**Table: 3. Experience of the respondents**

Experience	Number of Respondent	Percentage (%)
Less than 2 years	35	14
3 to 5	70	28
6 to 8	64	26
9 to 11	35	14
above11 years	46	18
<b>Total</b>	<b>250</b>	<b>100</b>

**INTERPRETATION:**

From the above table most of the respondents i.e., 28% of the respondents having 3 to 5 years experience. And 26% of the respondents having the 6 to 8 years experience. Here 14 % of the respondents having less than 2 year and 9-11 years each. Remaining 18% of the respondents having above 11 years experience.

**Table: 4. Work satisfaction of the respondents**

Work satisfaction	Number of respondent	Percentage (%)
Highly satisfied	58	23
Satisfied	95	38
Neutral	30	12
Dissatisfied	42	17
Highly dissatisfied	25	10
<b>Total</b>	<b>250</b>	<b>100</b>

**INTERPRETATION:**

From the above table, most of the respondents i.e., 38% of the respondents are satisfied in their job. And 23% of the respondents are highly satisfied, the neutral satisfied respondents only 12%. There are 17% of the respondents having dissatisfied. Remaining 10% of the respondents having highly dissatisfied.

**Table: 5. Job stress level of the respondents**

Job stress level	Number of respondent	Percentage (%)
Very high level	73	29
High level	71	28
Medium level	35	14
Low level	46	18
Very low level	25	10
<b>Total</b>	<b>250</b>	<b>100</b>

**INTERPRETATION**

From the above table most of the respondents i.e., 29% are facing very high level of job stress. And 28% of the respondents are facing high level of job stress, Medium level of job stress respondents are only 14%. There are 18% of the respondents having low level of job stress. Remaining 10% of the respondents having very low level of job stress.

**1. GENDER AND JOB STRESS LEVEL OF THE RESPONDENTS**

**Null Hypothesis: There is no significant relationship between Gender of the respondents and level of job stress.**

**Table: 1.1 Gender and Job stress level**

Gender	Job stress level					Total
	Very High Level	High Level	Medium Level	Low Level	Very Low Level	
Male	52 (43.21)	45 (42.03)	25 (20.72)	20 (27.23)	6 (14.8)	148
Female	21(26.78)	26 (28.96)	10(14.28)	26(18.768)	19(10.2)	102
<b>Total</b>	<b>73</b>	<b>71</b>	<b>35</b>	<b>46</b>	<b>25</b>	<b>250</b>

**Table: 1.2 Chi-Square test**

Factor	$\chi^2$ Value	df	P Value at 5% level	Remark
Gender group	39.58	4	9.48	Significant

**INTERPRETATION**

From the above table the calculated value of  $\chi^2 = 39.58$ , which is higher than the table value of 9.48, the null hypothesis is rejected. Hence we concluded that there is a significant relationship between Gender and the Job stress level.

## 2. EXPERIENCE AND JOB STRESS LEVEL OF THE RESPONDENTS

**Null Hypothesis:** There is no significant relationship between Experience of the respondents and level of Job stress.

**Table: 2.1 Experience and Job stress level**

Experience	Job stress level					Total
	Very High Level	High Level	Medium Level	Low Level	Very Low Level	
Less than 2 years	12(10.22)	5(9.94)	8(4.9)	7(6.44)	3(3.5)	35
3 to 5	25(20.44)	15(19.88)	4(9.8)	19(12.88)	7(7)	70
6 to 8	10(18.68)	34(18.17)	7(8.96)	7(11.77)	6(6.4)	64
9 to 11	8(10.22)	2(9.94)	4(4.9)	13(6.44)	8(3.5)	35
above11 years	18(13.43)	15(13.06)	12(6.44)	0(8.46)	1(4.6)	46
<b>Total</b>	<b>73</b>	<b>71</b>	<b>35</b>	<b>46</b>	<b>25</b>	<b>250</b>

**Table: 2.2 Chi-Square test**

Factor	$\chi^2$ Value	df	P Value level	at 5% Remark
Experience	70.98	16	26.29	Significant

### INTERPRETATION

From the above table the calculated value of  $\chi^2 = 70.98$ , which is lower than the table value of 26.29, the null hypothesis is rejected. Hence we concluded that there is a significant relationship between Experience and the Job stress level.

## 1. AGE AND JOB STRESS LEVEL OF THE RESPONDENTS

**Null Hypothesis:** There is no significant difference between age of the respondents and level of job stress.

**Table: 1.1 Age group and Job stress level**

Age Group	Job stress level					Total
	Very High Level	High Level	Medium Level	Low Level	Very Low Level	
Less than 25 years	6	9	5	2	3	25
26-35	25	20	10	20	5	80
36-45	29	25	10	10	10	84
46-55	8	10	8	6	4	36
above-55	5	7	2	8	3	25
<b>Total</b>	<b>73</b>	<b>71</b>	<b>35</b>	<b>46</b>	<b>25</b>	<b>250</b>

**Table: 1.2 ANOVA Table**

Sources of Variance	Sum of Squares (SS)	Degree of freedom (d.f)	Mean Square (MS)	F-ratio	F limit at 5% (table value)
Between group	367	4	91.80	1.77	F(4,20) = 2.87
Within group	1,035	20	51.74		
<b>Total</b>	<b>1,402</b>	<b>24</b>			

### INTERPRETATION

From the above table the calculated value of  $F = 1.77$ , which is lower than the table value of 2.87, the null hypothesis is accepted. Hence we concluded that there is no significant difference between Age and the Job stress level.

### FINDINGS

#### SIMPLE PERCENTAGE ANALYSIS

- Majority of the respondents 34% & 32% are belongs to the age group of 36-40 years, and 26-35 years.
- Majority of 59 % respondents are male and the remaining 41% are female.
- Majority of the respondents 28% & 26% having 3 to 5 years & 6 to 8 years experience, and 14% of the respondents having less than 2 year and 9-11 years each. Remaining 18% of the respondents having above 11 years experience.
- Majority of the respondents 38% & 23% are having satisfied & highly satisfied in their job, and 12% of the respondents having neutral satisfied. Remaining 17% & 10% of the respondents having dissatisfied & highly dissatisfied.
- Majority of the respondents 29% & 28% are having satisfied & highly satisfied in their job, and 14 % of the respondents having neutral satisfied. Remaining 18% & 10% of the respondents having dissatisfied & highly dissatisfied.

#### SUGGESTIONS



- Majority of the respondent belongs to the middle age group. Every management should utilize the manpower in prompt manner, it helpful to the growth of the company.
- Textile industries job is routine work, so we can adopts some time relaxation to avoid the high level of job stress.
- Majority of the employees affected by the high level of job stress and physical problem like (asthma, allergy, breathing problem) in textile industries. It should be minimized in textile industries by providing medical benefits.
- The organization can adopt the new techniques in work assignment among the employees; it can reduce the high level of job stress.

#### CONCLUSION

In the current scenario, job stress is an increasing problem in the organizations. So it becomes important for each and every organization to manage the employee stress level and keep it down by many innovative methods. Against this, the study has been conducted for textile industries.

Further the study attempted to determine the stress level on Textile employees. The employees have good opinion about the job and the suggestions given can be taken into consideration for further growth of the company.

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