



## Stress Management Among Women Workers in Textile Industry- With Reference to Knitwear Industry in Tirupur

### KEYWORDS

Stress, Workplace, Environment, Subordinates

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**ABSTRACT** *Human resources are the biggest assets for any organization. In this competitive world it is very essential to retain the best employees to have a competitive edge in the business. The Organization must be a learning organization so that both the organization and the Individual get benefitted. In the competitive world of globalization, Textile industry is in a crucial stage where stress is an unavoidable one. The concept of stress and the stress management techniques are stereotypically aligned with modern lifestyle in the economically developed world. To increase the productivity employees who are the assets of the organization should provide a healthy, stress free environment to its employees. The research was carried out with a sample size of 100 female workers. This study falls under descriptive research and hence descriptive research design was followed. Data was collected based on structured questionnaire method using Stratified Random Sampling. Likert five point scale was adapted to rate the determining factors that cause stress. Simple percentage analysis and statistical tools such as Weighted Average method, Chi square, ANOVA were employed for this study.*

Now-a-days stress has become an integral part of jobs in every sector. Competition is growing day by day thus increasing the levels of stress among employees. The financial crisis and recession of 2008 around the world further contributed in mounting higher levels of stress among employees. The organizations, to make themselves efficient in utilization of resources, have gone through entire restructuring, layoffs, downsizing, and mergers. This has resulted in unstable employee-employer relationship which has caused a great deal of stress among employees and research has shown that high levels of stress seriously affect employee's job performance and commitment towards organization.

The word 'Stress' originally emerged in physics and then it was taken by psychology and life science. As in physics we talk about pressure, stress or forces, all these terms can be used interchangeably; however, they have different meanings. The term stress as used in physics and now in psychology basically means that human beings are inclined to resist the external forces acting upon them like other physical objects and bodies. Pressure has a positive connotation; it helps in improving performance.

### LITERATURE REVIEW:

Richard S Lazarus defines that stress is a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize.

Aston and Lavery (1993) collected data from women managerial or professional occupations and 1 clerical occupation. Managerial women reported more intrinsic rewards, and extrinsic fewer intrinsic concerns, and higher on self-esteem. However no differences were found in depression, quality of life and symptomatology

Ames and Rebhun, 1996; Davidson and Cooper, 1985; La-Rosa, 1990; Moore et al., 1999, 2003; Richman and Rospenda, 1992; Shore, 1992, 1997 Women, particularly managerial women or women working in traditionally male-dominated environments, are one such group whose drinking vis-à-vis work has been examined in previous investigations.

Lim and Teo (1999) identified the four factors that generated stress: lack of career advancement work overload resulting in spillover of workload at home and guilt and dissatisfaction for being less attentive to family, Risk taking and decision making consisting of fear of making mistakes and Employee

morale & organizational culture and difficulty in team work considering the fluid and non-involved nature of work.

### 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.

### 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.

### 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.

can even rewire the brain, leaving you more vulnerable to anxiety and depression.

### OBJECTIVES OF THE STUDY

#### Primary Objective

The primary objective of the project is to know the various factors that stimulate stress level among women workers.

#### Secondary Objectives

1. To identify the various causes for stresses that affects women in the working atmosphere
2. To assess the perception of the personnel towards their Job Stress.
3. To know the consequences of stress among women workers.
4. To identify the different ways in which the women workers manage stress
5. To suggest ways to manage stress

**Scope of the Study**

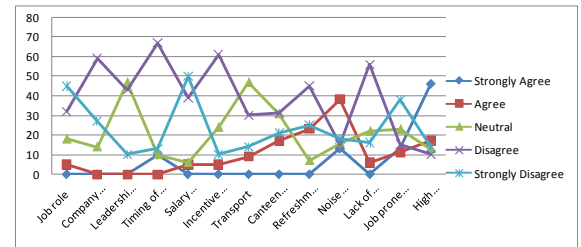
The present world is fast changing and there are lots of pressures and demands at work. These pressures at work lead to physical disorders. Stress refers to individual's reaction to a disturbing factor in the environment. Hence this study would help the organization to know the factors of stress and to reduce the stress in employees. Since it is a well known fact that healthy employee is a productive employee.

**Limitations of the Study**

1. The results of this study cannot be generalized as it is specific to Poppys Knitwear Ltd.
2. The results of this study may be biased after the time of study and may be applicable only for a particular period of time.

Particulars	Strongly Disagree*	Disagree*	Neutral*	Strongly Agree*	Agree*	Total	Average
Job Role	45	32	18	0	5	100	1.88
Company Infrastructure	27	59	14	0	0	100	1.87
Leadership (Task oriented)	10	43	47	0	0	100	2.37
Timing of the job	13	67	10	10	0	100	2.17
Salary allowances issues	50	39	6	0	5	100	1.71
Incentive issues	10	61	24	0	5	100	2.29
Transport	14	30	47	0	9	100	2.60
Canteen facilities	21	31	31	0	17	100	2.61
Refreshment facilities	25	45	7	0	23	100	2.51
Noise pollution	18	15	16	13	38	100	3.38
Lack of participative management	16	56	22	0	6	100	2.24
Job prone to physical stress	38	15	23	13	11	100	2.44
High targets and High concentration	14	10	13	46	17	100	3.42

**ORGANIZATIONAL STRESSORS**



Organizational Stressors have a significant importance. There is a considerable amount of investment in human resources in an organization and it increases if people work in unhealthy and stressful environment. Organizational culture that leads to "dysfunctional culture", when the human resources have negative view, stressed, they feel worthless in working such organization. They also show less interest in achieving organizational objectives the self esteem of the individual is lost and self - pity and stress is results in lesser productivity, creativity and job dissatisfaction.

The above table is helpful in analyzing the various organizational factors that create impact on stress level of employees. Various factors like Job Role, Company Infrastructure, Leadership (Task oriented), Timing of the job, Salary allowances issues, Incentive issues, Transport, Canteen facilities, Refreshment facilities, Noise pollution, Lack of participative management, Job prone to physical stress, High targets and high concentration. In the percentage analysis, each and every factor is analyzed and the percentage of people agreement and disagreement are clarified. About 38% of the respondents have said noise as a stressor. About 17% of the people agree that high targets and high concentration creates stress. 50% of the respondents have said that salary allowances are not a stressor to the organization.

Above all these factors 46% of the people accept strongly that high target is one of the major stressors of the organization. Work pressure and targets are unavoidable in the workplace but if it becomes excessive and unmanageable it creates stress it can damage employee's health and ultimately business performance. High targets can be a reason if there is mismatch between the work demand on one hand and employee potential, skill level on the other hand. As per WHO (1986) health doesn't mean that absence of disease but also mental and physical Well - being. Excessive and unmanageable targets are due to poor planning and work design. Based on research, work related hazards can be monotonous job, long duration of job and Heavy targets and work load.

**WEIGHTED AVERAGE METHOD FOR ORGANIZATIONAL STRESSORS**

Particulars	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Weighted Average	Rank
Job Role	45	32	18	5	0	12.53	11
Company Infrastructure	27	59	14	0	0	12.46	12
Leadership (Task oriented)	10	43	47	0	0	15.80	7
Timing of the job	13	67	10	0	10	14.46	10
Salary allowances issues	50	39	6	5	0	11.40	13

Incentive issues	10	61	24	5	0	15.26	8
Transport	14	30	47	9	0	17.33	4
Canteen facilities	21	31	31	17	0	17.40	3
Refreshment facilities	25	45	7	23	0	16.73	5
Noise pollution	18	15	16	38	13	22.53	2
Lack of participative management	16	56	22	6	0	14.93	9
Job prone to physical stress	38	15	23	11	13	16.26	6
High targets and High concentration	14	10	13	17	46	22.80	1

From the above table it can be inferred that

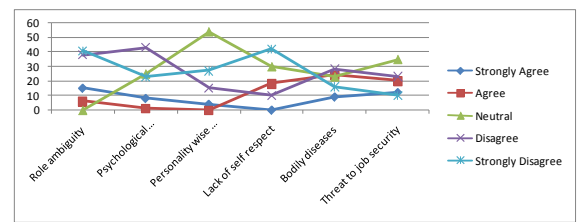
- High targets and High concentration is the major cause of stress with an average of 3.42 and a weighted average of 22.80, Noise pollution comes in rank 2 with an average of 3.38 and a weighted average of 22.53, Canteen facilities comes in rank 3 with an average of 2.61 and a weighted average of 17.40, Transport facilities comes in rank 4 with an average of 2.60 and a weighted average of 17.33,
- Refreshment facilities comes in rank 5 with an average of 2.51 and a weighted average of 16.73, Job prone to physical stress comes in rank 6 with an average of 2.44 and a weighted average of 16.26, Leadership (Task oriented) comes in rank 7 with an average of 2.37 and a weighted average of 15.80, Incentive issues in rank 8 with an average of 2.29 and a weighted average of 15.26, Lack of participative management in rank 9 with an average of 2.24 and a weighted average of 14.93,
- Timing of the job in rank 10 with an average of 2.17 and a weighted average of 14.46,
- Job Role in rank 11 with an average of 1.88 and a weighted average of 12.53, Company Infrastructure in rank 12 with an average of 1.87 and a weighted average of 12.46, Salary allowances issues in rank 13 which is the lowest cause of stress with an average of 1.71 and a weighted average of 11.40. The Organization must concentrate on Targets given to workers to reduce their stress level. They must also give importance to control Noise pollution which is the second factor causing stress.

**INDIVIDUAL STRESSORS**

Particulars	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Average	Total
Role ambiguity	41	38	0	6	15	2.16	100
Psychological hardness	23	43	25	1	8	2.28	100

Personality wise flexibility	27	15	54	0	4	2.39	100
Lack of self respect	42	10	30	18	0	2.24	100
Bodily diseases	16	28	23	24	9	2.82	100
Threat to job security	10	23	35	20	12	3.01	100

**INDIVIDUAL STRESSORS**



**INTREPRETATION:**

The above table and chart helps in analyzing the perception of people towards the individual factors that have an impact on stress level. Among the reasons bodily diseases, lack of job security and role ambiguity are noted factors that create stress in. In the percentage analysis, each and every factor is analyzed and the percentage of people agreed and disagreed are clearly found out.

This table clearly shows that 12% of the total respondents strongly agree that threat to job security is one of the major factors of stress. 20 % of them agree that job security is a factor of stress if not provided by the organization. 42 % of employees agreed that lack of self respect is never a stressor in the organization. 15 % of the employees strongly disagree to the fact that the role ambiguity in the organization creates a stress. Their view is to reveal that the role ambiguity is not an issue in the

**LIFE STYLE MANAGEMENT TECHNIQUES**

S.No	Particulars	Yes	Mean	SD
1	Yoga	42	10.5	10.87
2	Meditation	37	9.25	11.28
3	Time Management	10	2.08	4.33
4	Hearing Music	4	1	1.41
5	Reframe of strategies	2	0.5	0.57

6	Acceptance	3		
			0.75	0.95
7	Hobby	2		
			0.5	0.57

The personality and personal well being determines what sort of perception and mindset individuals need to cope with stress. An integrated holistic approach is needed to increase the positive urge or energy with in individual, which let out stress. The composition of Yoga, Meditation, Time Management, Hearing Music, Stop the action and reframe, Acceptance, Getting into a hobby is called "Life style management techniques"

## FINDINGS

The findings of the study are as follows

- 5 percentages of the respondents belong to the age group of  $\leq 20$ , 42 percentages belong to 21 - 30, 45 percentages were 31- 50 and 8 percentages were above the age group of 50. It is found that majority of the female respondents (45%) are in the age of 31 – 50. The next one is the age group of 21 – 30. As the majority of female respondents are in middle age group focus must be given to them.
- 35 percentages of the respondents were "Single" and 36 percentages of them were "Married". Majority of the respondents were "Married". 95% of women respondents had educational level of Schooling and only 5% were in Diploma level.
- 70 percentages of respondents had experience of less than 5 years. 20 percentages of the respondents had 6 – 10 years of experience. 8 percentages of the respondents had 11 - 15 years of experience, 2 percentages of the respondents had 16 – 20 years of experience and none of them had experience greater than 20 years. Majority of the respondents had experience of less than 5 years (i.e.70 percentage)
- 10 percentages of respondents had their income level less than 50,000. 80 percentages of the respondents had their yearly income of 50,000 – 75,000. 5 percentages of the respondents had their income level of 75,000 – 1, 00,000. 5 percentages of the respondents had their income level above 1, 00,000. Hence, it has been inferred that majority of the respondents had their yearly income of 50,000 – 75,000.
- High targets and High concentration is the major cause of stress , Noise pollution comes in rank 2 , Canteen facilities comes in rank 3, Transport facilities comes in rank 4, Refreshment facilities comes in rank, Job prone to physical stress comes in rank 6, Leadership (Task oriented) comes in rank 7, Incentive issues in rank 8, Lack of participative management in rank 9 , Timing of the job in rank 10, Job Role in rank 11, Company Infrastructure in rank 12, Salary allowances issues in rank 13. As the lead time given by the buyer is limited high targets and high Concentration are the major cause of stress.
- Threat to job security is the major cause of stress with a weighted average of 20.06,

Bodily disease comes in rank 2 with a weighted average of 18.80, Personality wise flexibility comes in rank 3 with a weighted average of 15.93, Psychological hardness comes in rank 4 with a weighted average of 15.20, Role ambiguity is the least factor which cause stress with a weighted average of 14.40.

- Majority of the respondents had chosen Yoga (42%) as the coping strategy to manage their life style and keep them free from stress. The next rank is for Meditation with 37% followed by Time management with 10%. Hearing Music is the next coping strategy with 4% of acceptance ,next place goes to acceptance with 3% followed by Re-frame of strategy and Hobby with 2% of response.

## CONCLUSION

Thus the effectiveness of the stress management in Poppys Knitwear Ltd is surveyed using questionnaire method, and the data collected are analyzed and the solutions and recommendations suggested by the employees are enlisted. The stress management is a leading fact that each and every organization should concentrate so that they can keep an eye on their performance and productivity. The organizations should be a watch dog in the stress management process. All the employees regardless of his age, experience, income or any other priority should be treated equally and the business tactic of managing without any dissatisfaction is necessary

## SUGGESTIONS

The suggestions from the study are

- As majority of the respondents are married facilities like crèches are to be provided to them.
- 95% of women respondents had educational level of Schooling only. It is a crucial situation; Proper education must be given to them.
- As 70% of the respondents had experience less than five years proper training must be given to them.
- The targets must be fixed according to the performance level of the respondents, so that it does not cause stress. And Special allowances must be given to the respondents who perform well.
- The Organization must create a smooth competition among the workers so that targets can be achieved easily. and The management must provide ear muffs to the workers to prevent them from noise pollution.
- The management of the organization must provide job security to the workers.
- As majority of the respondents chosen Yoga as a stress relief technique, organization must provide proper training on yoga.

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