

Occupational Stress Among Employees of Textile Industries in Coimbatore District



Management

KEYWORDS : Occupational stress, Percentage analysis, Organizational Commitment, Emotional Stability

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ABSTRACT

Occupational stress has become one of the most serious health issues in the modern world, as it occurs in any job and is even more present than decades ago. The recognition of the harmful physical and psychological effects of stress on both individuals and organizations is widely studied in many parts of the world. The objectives framed for the present study formed the basis of the identification of the relevant statistical techniques such as Percentage analysis and Multiple regression. The demographics such as age, gender, educational qualification, experience, income, etc. are taken into consideration to compare with the contributing factors for stress such as Emotional Exhaustion, Vulnerability, Physical Fitness, Organizational Commitment, Sociability, Emotional Stability, Health and finally, Relationship which are considered to be the determinants to measure the level of stress among the employees of select Textile mills in Coimbatore.

INTRODUCTION

Occupational stress has become one of the most serious health issues in the modern world, as it occurs in any job and is even more present than decades ago. Main components of the work-stress process are potential sources of stress (stressors), factors of individual differences (moderators/mediators), and consequences of stress (strain). Stressors (job-related and extra-organizational) are objective events, stress is the subjective experience of the event, and strain is the poor response to stress. The nature and effects of stress might be best understood by saying that some environmental variables (stressors), when interpreted by the individual (cognitive interpretation), may lead to stress.

STATEMENT OF THE PROBLEM

Occupational stress is the state of uneasiness felt and perceived at the individual level and generated during occasions, events or circumstances that are too severe and common in nature so as to exceed any person’s capabilities to cope with the situation and handle it passionately. The study is to examine the determinants (sub-dimensions) related to organizational stress is compared with the demographic variables. The demographics such as age, gender, educational qualification, experience, income, etc. are taken into consideration to compare with the contributing factors for stress such as Emotional Exhaustion, Vulnerability, Physical Fitness, Organizational Commitment, Sociability, Emotional Stability, Health and finally, Relationship which are considered to be the determinants to measure the level of stress among the employees of select Textile mills in Coimbatore.

OBJECTIVES OF THE STUDY

To understand the demographic variables of the employees working in Private and Public Sector Textile Mills in Coimbatore District.

To examine the correlation between various determinants contributing to stress among the employees of select textile mills in Coimbatore District.

To understand the physical and psychological stress faced by the employees of select Textile mills.

To findout the strategies adopted to overcome stress by the employees of the textile mills in Coimbatore District

Methodology

In this study the research is analyzing the perception of employees occupational stress working in Textile spinning mills in Coimbatore District. For effective data collection, the simple random sampling technique and the study was focused on 5 National Textile Corporation mills and 50 Private Mills in Coimbatore district.

Analysis and Results

The independent variables chosen for the study were type of mills, gender, age, marital status, educational qualification, department and monthly income. The data thus collected were arranged in simple tabular form suitable statistical tools were employed to analyze the data.

DEMOGRAPHIC VARIABLES

Table 1 : Demographic Variables of the respondents working in various mills in Coimbatore District

Sl. No.	Demographics	Respondents (916 Nos.)	Percentage (100%)
01.	Type of Mill respondents working		
	NTC	90	9.83
	Private Ltd.	826	90.17
02.	Age		
	Below 25	194	21.18
	25 to 40	422	46.07
	Above 40	300	32.75
03.	Gender		
	Male	646	70.52
	Female	270	29.48
04.	Marital Status		
	Married	582	63.54
	Unmarried	334	36.46
05.	Educational Qualification		

	Secondary Level	376	41.05
	Higher Secondary	105	11.46
	Graduates	303	33.08
	Post Graduates	28	3.06
	Technical Degree	104	11.35
Sl. No.	Demographics	Respondents (916 Nos.)	Percentage (100%)
06.	Department		
	HR, Finance and Administration	127	13.86
	Plant and Production	667	72.82
	Supply chain and Marketing	122	13.32
07.	Monthly Income		
	Below Rs.10000	224	24.45
	Rs.10000 to 20000	251	27.40
	Rs.20000 to 30000	229	25.00
	Above Rs.30000	212	23.14

From the above table it is clear that majority (90.17%) of the respondents are working in Private Textile Mills and 9.83% of the respondents are working in NTC Mills. Majority (70.52%) of the respondents are male and 29.48% of the respondents are female. Less than half (46.07%) of the respondents belong to the age between 25 and 40 years, while 32.75% of the respondents belong to the age above 40 years and the remaining 21.18% of the respondents belong to the age below 25 years. Most (63.54%) of the respondents are married and 36.46% of the respondents are unmarried. Less than half (41.05%) of the respondents have qualified upto secondary level, 33.08% of the respondents are qualified with graduation, 11.46% of the respondents are qualified with higher secondary, 11.35% of the respondents are qualified with technical degree and the remaining 3.06% of the respondents are post graduates

Correlations

The different factors leading to organisational stress are classified as codes that are representing the factors X1 : Emotional Exhaustion, X2 : Vulnerability, X3 : Physical Fitness, X4 : Organisational Commitment, X5 : Sociability, X6 : Emotional Stability, X7 : Health and finally, X8 : Relationship. The results are presented in the following table :

Source : Survey Data

Factors Contributing Towards Occupational Stress

	X1	X2	X3	X4	X5	X6	X7	X8
X1	1							
X2	.221(**)	1						
X3	.067(*)	.371(**)	1					
X4	.262(**)	.393(**)	.213(**)	1				
X5	.139(**)	.312(**)	.306(**)	.334(**)	1			
X6	.117(**)	.156(**)	.117(**)	.224(**)	.234(**)	1		
X7	.045	.073(*)	.066(*)	.045	.016	.089(**)	1	
X8	.201(**)	.381(**)	.244(**)	.654(**)	.291(**)	.146(**)	.023	1

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

From the above table indicated that the correlation among employees perception towards organizational stress. The correlation found to be significant at 1% level between the variables such as X1 and X2, X2 and X3, X4 & X2, X3, X5 & X1, X2, X3, X4, X6 and X1, X2, X3, X4, X5, X7 and X1, X2, X3, X4, X5, X6, X8 and X1, X2, X3, X4, X5, X6, X7 are positively and significantly correlated with each other and such that it is concluded that the eight factors namely, X1: Emotional Exhaustion, X2 : Vulnerability, X3 : Physical Fitness, X4 : Organisational Commitment, X5 : Sociability, X6 : Emotional Stability, X7 : Health and finally, X8 : Relationship are considered to be most significant variables leading to organizational stress among the respondents working in Public and Private Sector Textile Industries.

GARRETT RANKING

1 PHYSICAL STRESS

The highest level of stress among the employees working in textile industries had rated their physical consequences leading to occupational stress is presented in the following table.

Garrett Ranking showing Physical Consequences leading to occupational stress

Physical	Garrett Score	Garrett Mean	Rank
Headache	57238	62.49	1
Diabetes	39160	42.75	8
Hypertension	43654	47.66	6
Chest & Back pain	46218	50.46	5
Ulcers	47158	51.48	3
Hair loss	51754	56.50	2
Upset stomach	43582	47.58	7
Others	46796	51.09	4

The rating of the respondents towards physical consequences leading to occupational stress was highly (M=62.49) rated towards Headache, followed by, the rating obtained the 2nd position towards Hair loss,, M=56.50, Ulcers, M=51.48 4th position, Others consequences, M=51.09, 5th position, Chest & Back pain, M=50.46, 6th towards Hypertension, M=47.66, 7th position, Upset stomach, M=47.58,

and finally, the least (M=42.75) rating of the respondents was towards falling sick with diabetes as a physical consequence leading to organizational stress.

2 PSYCHOLOGICAL STRESS

The highest level of stress among the employees working in textile industries had rated the psychological consequences leading to occupational stress is presented in the following table.

Garrett Ranking showing Psychological Consequences leading to occupational stress

Psychological	Garrett Score	Garrett Mean	Rank
Anxiety	57028	62.26	1
Boredom	51770	56.52	2
Low self esteem	48338	52.77	3
Forgetfulness	48104	52.52	4
Depression	41194	44.97	7
Angry	38160	41.66	8
Apathy / worry	43956	47.99	6
Insomnia (Sleepless)	47010	51.32	5

The Garrett ranking reveals that based on the psycho stress some of the attributes taken to assess the perception of the respondents of the private and public sector mills in Coimbatore in which the highest rating was opined towards Anxiety, M=62.26, followed by, Boredom, M=56.52 third position towards Low self esteem, M=52.77, fourth position, Forgetfulness, M=52.52, fifth position, Insomnia (Sleepless), M=51.32, sixth position towards Apathy / worry, M=47.99, seventh position for Depression, M=44.97 and finally, the least rating was towards Angry, M=41.66 that leads to occupational stress among the respondents working in private and NTC mills.

3 MULTIPLE REGRESSIONS

To assess the strategies adopted to overcome stress among employees working in textile industries in Coimbatore and to assess the factors that have impact on the various predictor variables (independent variables) of this study are explained by Multiple Regression analysis. Totally four predictors were identified for regression analysis. Multiple regressions are mainly based on equation wherein the predictor variables coefficients are found out. The general Multiple Regression equation is.

$$Y = a_0 + a_1x_1 + a_2x_2 + \dots + a_nx_n$$

Where Y is the dependent variable

a_0 is constant.

a_1, a_2, \dots, a_n are the regression coefficients for the independent variables x_1, x_2, \dots, x_n respectively.

Table : Regression Analysis Result

R Value	R Square Value	Degree of Freedom - V_1	Degree of Freedom - V_2	F-Value	Significance
0.981	0.963	4	911	5943.365	@ 1% level

The co-efficient of Multiple determinations (R^2) shows 96.3% of variation explained by all the independent variables to that of the dependent variable. When this R^2 was tested for its significance by using ANOVA, F value was found to be highly significant at 1% level.

Table : Regression Analysis on strategies adopted to overcome occupational stress

Variables Name	Reg. Co-efficient	Std. Error	't' Value	Sig.	Result
Meditation Yoga	.999	.025	39.401	.000	Significant
Diversion	2.012	.030	67.328	.000	Significant
Organisational support	1.292	.043	30.295	.000	Significant
Situation findings	.991	.039	25.223	.000	Significant

Summary of Results

1 .FINDINGS

Majority (90.17%) of the respondents are working in Private Textile Mills

Majority (70.52%) of the respondents are male

Less than half (46.07%) of the respondents belong to the age between 25 and 40 years

Most (63.54%) of the respondents are married

Less than half (41.05%) of the respondents have qualified upto secondary level

Majority (72.82%) of the respondents are working in Plant and Production departments

Maximum (27.4%) of the respondents are having income between Rs.10000 and 20000.

SUGGESTIONS

With respect to physical fitness is concerned the highest level of difference was found based on the opinion towards having frequent headache while doing the job. Headache and occupational stress are always the contributing factors that always complement each other. With respect to physical fitness factors, the respondents need to be provided with sufficient rest and proper restroom with suitable rest timings shall be allotted that shall help them overcome the physical consequences due to occupational stress.

The change is the need of the hour and it is recommended that the company shall adopt policies, which is not stringent to comply with or not a stereotype and not fit with the current situations shall be evaluated to help the respondents to respect the management

CONCLUSION

The nature and effects of stress might be best understood by saying that some environmental variables (stressors), when interpreted by the individual (cognitive interpretation), may lead to stress. Coimbatore is the second largest city and urban agglomeration in the Indian state of Tamil Nadu, and the sixteenth largest urban agglomeration of India The current study is focused on the textile sector, which is the back bone of all the industrial economy of Coimbatore. However, it is essential to maintain the competence which may have indirect influence that may be the contributing factor of occupational stress among the respondents working in Public and Private Sector Mills. The demographics such as age, gender, educational qualification, experience, income, etc. are taken into consideration to compare with the contributing factors for stress

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