Original Research Paper　　　　　　　　　**Management**

STRESS MANAGEMENT IN THE TEXTILE INDUSTRY EMPLOYEES IN TIRUPUR

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ABSTRACT

Indian Textile industry has contributed an important percentage of the GDP. This industry is the second largest provider of employment after agriculture. Tamilnadu is one of the main states for the development of textile industry in India. Tirupur is a textile city. Most of the workers in Tirupur are found to work hard and work overtime under hectic schedules under great pressure to meet targets. On the other hand employees invariably sufferings from stress due to a lot of managerial inconvenience in the working place. Stress management is one of the factors of QWL. Stress management significantly higher QWL of Textile Industry employees. The stress management helps to handle the tension within the job and personal life of the employees. Stress management improves the QWL a lot and it leads to increase the production of the firm. So, the present study helps to know the stress having the employee and ways to overcome the stress by analysis their personal and occupational aspect. Hence, Employers should concentrate on providing a stress-free environment.

KEYWORDS | stress management, QWL, GDP,

Introduction

Indian Textile industry has contributed to the not only own growth of the particular industry development and also the all-around development of Indian economy. Tamilnadu state also engaged in the development of textile industry in India. Tirupur has gained universal recognition as the leading source of hosiery, knitted garments, casual wear, and sportswear. Tirupur has emerged as the Knitwear capital of the country. Tirupur Textile employees not only doing their normal working, but also most of them work overtime at the time of order completion. The individual perceives excessive pressure and feels stress at work. That is high stress is associated with high pressure. The factors like attitude, environment, opportunities, nature of the job, people are inter-related and interdependent. Stress namely mental stress or physical stress and psychological or emotional stress. Usually, the employees have mental stress and employees have physical stress. Both stress cause more damage. So an employer should understand and try to overcome the stress of employees and themselves. Because job satisfaction indicates the positive response from employees to their job environment.

Literature Review

1.Wadud .N (1996)in his study on " Job stress and QWL among working women", found that QWL was significantly higher among the private sector women employees. It also showed that younger group and higher experienced groups had a significantly higher perception of QWL.

2. Biswajeet Pattanayak (2003), in his study on "Towards building a better HRD climate: A Study on organizational role stress and QWL. It revealed that the employees are suffering from stress it provides negative results in all aspect of their working environment.it leads to absenteeism, less production and increases wastage, lack of concentration.

Scope

The present study seeks to analyses the human resource problems related with one of the influencing factors of QWL is stress management. This study attempt to provide an insight issues in stress management of textile employees in Tirupur. Stress management becomes a problem for employees and employer take action on to reduce the stress of employees. Because it affects the health of employees and also reflecting in their work area. The employer should notice the stress position of employees and also helps to complete the order, with efficient production by employees. So the research concentrate on the stress position of employees with their personal and occupation area.

Objectives.

- To study the personal and occupational profile of the employees' of Textile Industry in Tirupur.
- To study stress management among the employees of Textile Industry in Tirupur.

Methodology

It is descriptive nature of the study. The data were collected by using questionnaire. The study has engaged both primary and secondary data. The analysis tools are T-test, and F-test. The sample respondents are selected based on non-probability sampling technique, "Convenient Sampling ". The sample size is500.

Analysis and Interpretation

Ho: There is no significant association between employees' opinion towards stress management and their personal/ occupational profile.

Table 1
Association between personal profile and opinion towards stress management

S. No	Variables	Group	Mean	SD	No.	F test	T Test	df.	Table Value	Sig.
1	Age	18 - 25 yrs	11.78	1.78	113	18.941		499	3.357	significant
		25 - 35 yrs	11.41	1.27	179					
		35 - 45 yrs	10.85	1.44	95					
		45 - 55 yrs	9.64	4.42	76					
		Above 55 yrs	8.70	3.83	37					
2	Gender	Male	11.50	2.38	289	6.133		498	2.586	significant
		Female	10.13	2.58	211					
3	Marital Status	Unmarried	11.42	1.83	124	4.792		499	3.821	significant
		Married	10.92	2.67	248					

		Divorced	10.79	2.54	85					
		Widowed	9.74	3.28	43					
4	Educational Qualifications	Illiterate	9.79	3.55	58	5.086		499	3.357	significant
		Primary	10.84	2.60	283					
		Higher Secondary	11.40	1.83	137					
		Graduate	11.93	1.49	15					
		Diploma	11.86	2.12	7					
5	Family Members	1 - 3	10.40	2.96	120	7.527		499	4.648	significant
		4- 6	10.91	2.42	315					
		Above 6	11.91	2.07	65					
6	Family Income	Rs.5001 - Rs.10000	10.30	2.11	33	6.621		499	3.821	significant
		Rs.10001 - Rs.15000	10.51	2.57	71					
		Rs.15001 - Rs.20000	10.61	2.74	222					
		Above Rs.20000	11.60	2.25	174					
7	Family Debt	No	10.80	2.62	88	0.503		498		Not
		Yes	10.95	2.54	412					

T-test and F-test results show that *the calculated value is lower than the table value in the case of family debt at 1 percent significance level. The hypothesis is accepted and therefore, there is no association found between these personal variables and the stress management. At the same time, the calculated value is higher than the table value at 1 percent significance level in the case of variables such as age, gender, marital status, educational qualifications, family size and family income. Therefore, a null hypothesis is rejected* in these cases.

The influence of these variables on opinion towards the stress management identified with mean values were the respondents whose age group is between 18 and 25 years are found to agree more on stress management. The male respondents are found to agree more on stress management compared to female respondents. The respondents who are unmarried are found to agree more on stress management. The respondents who are graduates found to agree more on stress management. The respondents whose family has above 6 members are found to agree more on stress management. The respondents who earn above Rs.20000 are found to agree more on stress management. The respondents who have family debt are found to agree more on stress management.

Table 2
Association between occupational profile and opinion towards stress management

S. No	Variables	Group	Mean	SD	No.	F test	T Test	df.	Table Value	Sig.
1	Size of Unit	Small	9.71	3.08	200	45.614		499	4.648	significant
		Medium	11.56	1.74	200					
		Large	12.07	1.63	100					
2	Type of job Activity	Fabrication, Compacting and Calendaring	11.04	2.09	106	10.029		499	3.821	significant
		Dyeing, Bleaching, and Printing	11.44	2.48	52					
		Cutting, Sewing, Embroidering and packing	10.23	2.64	205					
		Composite unit	11.66	2.54	137					
3	Total Experience in Textile Industry	Less than 5	11.95	1.95	59	50.084		499	3.357	significant
		5 - 10	11.45	1.46	250					
		10 - 15	8.57	3.11	122					
		15 - 20	11.87	2.42	15					
		Above 20	12.39	2.45	54					
4	Wage (p.m)	Below Rs.3000	10.90	.88	10	7.605		499	3.357	significant
		Rs.3001 -Rs. 6000	10.94	1.77	49					
		Rs.6001 -Rs. 9000	10.41	2.52	107					
		Rs. 9001 -Rs. 12000	10.35	3.27	155					
		Above Rs.12000	11.71	1.83	179					
5	Work Schedule	Day shift	10.26	2.65	165	5.055		499	3.357	significant
		Afternoon shift	10.45	2.64	29					
		Night shift	11.11	1.76	9					
		Irregular shift on cal	11.38	2.58	93					
		Rotating shift	11.30	2.38	204					

F-test results show that the calculated value is higher than the table value either at 1 percent significance level in the case of unit size, type of job activity, experience, wage, and work schedule. The null hypothesis is rejected in these cases and therefore, there is association found between these occupational variables and stress management.

The influence of these variables on employee opinion towards stress management, the respondents who are working in large units is found to agree more on stress management .The respondents who are working in composite units are found to agree more on stress management. The respondents who are having above 20 years' experience in Textile Industry are found to agree more on stress management .The respondents who are earning above Rs.12000 are found to agree more on stress management. The respondents who are working in irregular shifts are found to agree more on stress management.

Findings
- There is an association of employees' opinion on stress management with age, gender, marital status, educational qualification, family member and family income is found.
- Graduate, Unmarried, Male , age group is between 18 and 25 years, family has above 6 members and earn above Rs.20000 are found to agree more on stress management.
- There is an association of employees' opinion on the stress management with unit size, type of job activity, experience, and wage and work schedule.

- Working in irregular shifts, working in large units, working in composite units, above 20 years' experience, earning above Rs.12000 are found to agree more on stress management.

Suggestions

- The employers should concentrate on dissatisfied employees who are married, female and work in small and medium units. The employer should provide proper transport facilities, help to solve the employees' personal problems through counseling and provide the better working environment.

- Employers have to take necessary steps to reduce the stress of their employees who are working in their firms. Stress reduces productivity, low-quality product produces, increases absenteeism and increases labor turnover. So the employers have to find ways to reduce stress by sharing their workload with other department and create cordial relationships among employees and with the employer.

- Employers should create ample opportunities for fun at work. This is the best medicine to get rid of employee's stresses easily.Surprise birthday gifts, parties, display of achievers name in notice board can be used to have fun among employees. Such situations will excite employees and make them feel that their employers respect and recognize them.

Conclusion

In the Globalization era, Textile industry is mainly based employees, and they are the asset of industry, so employer should take care of their employees. Stress management enhance the physical and mental of employees and it leads to balance work life and get a cordial relationship between employer and employee, improve job satisfaction and through employees get better QWL and it leads to increases productivity. From the study, it is evident that Tirupur Textile industry are struggle to manage their stress position. Most of the personal and occupational variables identified are found to stress management is a problem and it affects the QWL and hence employers of textile firms in Tirupur should focus more on improving one of a factor of QWL identified in the study. The QWL not only retains the existing employees but also attracts the potential talented employees. Hence, the employer should notice the stress level of employees and find out the reason for stress and help to overcome the stress. It creates better relationship among them and indirectly boost their productivity.

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