

A STUDY ON STRESS MANAGEMENT OF EMPLOYEES IN SELECTED TEXTILE INDUSTRIES IN SOUTH INDIA

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Abstract : Impact of occupational stress on employees in textile industry has been recognized as an important area of concern for organizations. In recent times, Organizational life is quite stressful. The new technologies, global competition, and competitive pressures have multiplied the sufferings of Employees in Textile Industry. Employees who are stressed are also more likely to be unhealthy, poorly motivated and less productive and less safe at work. Stress is the adverse reaction what people experience due to excessive pressure or other types of demand placed on them. The generally accepted definition today is one of the interactions between the situation and the individual. This article focuses the available literature to understand the phenomenon of stress so as to develop appropriate stress management strategies to not only save the employees from variety of health problems but also to improve their performance and the performance of the organization. This paper also attempts to provide a framework to examine the objectives of the existing review of occupational stress and coping strategies.

Key factor: Employees, New Technologies, Stress Management.

Introduction

The role of Human Resource Management in organization has been evolving dramatically in recent times. The days of personnel management performing clerical duties such as record keeping paper pushing and life maintenance are over. Human Resource is increasingly receiving attention as a critical strategic partner, assuming stunningly different, for reaching transformational roles and responsibilities. Taking the strategic approved to human resource management involves making the function of managing human assets the most important priority in the organizations and integrating all human resource policies and programmes the frame-work of a company's strategy.

Human Resource Management is a process bringing people and organizations together so that the goals of each are met. In short, it may be defined as the art of procuring, developing and maintaining competent workforce to achieve the goals of an organization in an effective and efficient manner. The scope of Human Resource Management is very wide. Research in behavioral sciences, new trends in managing knowledge workers and advances in the field of training have expanded the scope of Human Resource in recent years.

The primary purpose Human Resource Management is to make people's strengths productive and to benefit customers, stock holders and employees. Human Resource Management requires that employees be motivated to exert their maximum efforts that their performance be evaluated properly for results and that they be remunerated on the basis of their contributions to the organizations.

Human Resource Management tries to prompt and stimulate every employees to realize his potential. To this end suitable programmes have to be designed and aimed at improving the quality of work life. It makes employment in the organization a desirable, personal and social situation. Without improvement in the quality of work life, it is difficult to improve organizational performance.

It is responsibility of Human Resource Management to communicate in the fullest possible sense: tapping ideas opinions and feelings of customers, non-customers, regulators and other external public as well as understanding the views of internal human resources. Human Resource Management ensure that organizations manage human resource in an ethical and socially responsible manner through ensuring compliance with legal and ethical standards.

Staff managers usually help and advise line managers in achieving organizational goals. Human Resource Managers are experts in assisting line managers in areas like recruiting, selecting, training and compensating.

LITERATURE REVIEW

The focus of this article is to review the literature about the impact of Occupational Stress on Textile Employees and its effects. It will briefly review the impact of Occupational Stress and also the Stress management strategies to reduce their stress in their working area.

1.1.1 STRESS

Organizational life is quite stressful new technologies, global competition, competitive pressures, have multiplied the woes of employees in recent times. Workers who are stressed are also more likely to be unhealthy, poorly motivated, less productive and less safe at work. Their organizations are less likely to be successful in a competitive market.

Stress is the “wear and tear” of our bodies experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings. As positive influences, stress can help compel us to action; it can result in a new awareness and an exciting new perspective. As a negative influence it can result in feelings of destruct, rejection, anger and depression, which in turn can lead to health problem such as headache, upset stomach, rashes, insomnia, ulcers, high blood pressure, heart diseases and stroke. Thus it badly affects the productivity of the person in his functional area.

Stress is an emotional, an intellectual or physical reaction to change or demands. Anything that cause change in routine is stressful. Anything that causes change in body health is stressful. Stress is any thing that physically, emotionally and psychologically pressures an individual.

The stress reaction prepares the mind and body reacts to any situation like, threatening or exciting. The way a person handles stress can cause headaches, backaches, loss of appetite, fatigue, depression and potentially serious physical problems.

1.1.2 STRESS MANAGEMENT

Stress management can be defined as interventions designed to reduce the impact of stressors in the workplace. These can have an individual focus, aimed at increasing an individual’s ability to cope with stressors. The goal of Stress Management is to manage the stress of everyday life among employees. Many different methods may be employed, such as bio-feedback, meditation and massage. Counselors work with individuals in order to determine what stress management program will work best for that person. Work plays a critical role in the lives of individuals which has contributed to the phenomenon of stress for both individual employees and the organizations. Stress, at work, is one of the threats in providing a healthy platform of work to employees. The stress induced due to roles performed by individuals as employees at workplace, has been one of the most persuasive

organizational stressors, the outcomes of which have been found to be costly to the organization.. Stress is something that happens in our daily lives and is usually associated with a particular event such as work, family or other responsibilities. There are many situations that we cannot control, but there are ways to control how we deal with certain situations.

Effective stress management is something that our lives can go a little more smoothly. Stress management is as simple as taking a walk. It was been proven that physical activities would improve a person's mental health, help with depression, and relieve the side effects of stress. This makes a person's heart rate increase and will be more likely to be affected by stress. It is vital that stress management techniques are implemented into our daily lives. Coping with stress is an individualized task and one method over another may not be superior. A person that is stressed takes so much away from his or her health and performance levels

STATEMENT OF THE PROBLEM

Work stress is a real phenomenon and it is associated with job satisfaction level of a worker in any place. In the case of Employees of Textiles industries there are many factors leading the employees in stressful situations. Some important factors associated with organizational stress among the employees are their over work load, working condition, role conflict, role ambiguity, relationship between managers and employees, society and family members, lack of experience in dealing the Human Resource procedures, lack of sense of belonging among the employees. Other than this, the employees find lack of availability and associability in department, lack of objectivity, multiple roles, lack of office space and time.

From this point of view we can find that the employees of textile industries facing lot of stress in the organizations. All these factors effect there physical, mental, social circumstances. It makes a employees ineffective and inefficient in their functional roles.

This made the researcher to opt for the study "A Study on Work Stress among Employees with special reference Textile Industries in South India". Through this research the researcher wanted to highlight the work stress faced by the employees.

OBJECTIVES OF THE STUDY

- 1.To study the factors related to level of Acceptance with Respect to Causes for the Stress of Employees in Selected textile Industries in South India
2. To assess factors related to the strategies to cope with stress of employees in Selected textile Industries in South India
3. To offer suggestions to mitigate the stress problems identified

TABLE NO.1
GENDER AND LEVEL OF SATISFACTION

S.NO	GENDER	NO.OF RESPONDENTS	%	MEAN	RANGE		STD
					MIN	MAX	
1.	MALE	563	75.1%	126.3321	97.00	155.00	8.76998
2.	FEMALE	187	24.9%	131.6845	111.00	156.00	7.30532
	TOTAL	750	100%	127.6667	97.00	156.00	8.73682

It is identified from table, that 75.1 per cent of the respondents are males and that employees on the males ranged between 97 and 155 with an average of 126.33 and remaining 24.9 per cent of the respondents are females and that impact of employees on the females ranged between 111 and 156 with an average of 131.68. Thus the table vividly reveals that had a high impact on male respondents of textile employees than female respondents. With a view to find the degree of association between the gender and the impact of textile employees, two-way table was prepared and the results are shown in the table below

TABLE-2
GENDER AND LEVEL OF SATISFACTION

S.NO	GENDER		TOTAL CODE IMPACT OF STRESS					TOTAL
			SA	A	NA	DA	SDA	
1.	MALE	COUNT	82	100	133	100	148	563
		%	58.6%	66.7%	78.7%	76.9%	91.9%	75.1%
2.	FEMALE	COUNT	58	50	36	30	13	187
		%	41.4%	33.3%	21.3%	23.1%	8.1%	24.9
	TOTAL	COUNT	140	150	169	130	161	750
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

It is observed from the above table that satisfaction level of employees was the Strongly Disagree (91.9 per cent) among the male respondents and the Strongly Agree (41.4 per cent) among the female respondents. The percentage of Neutral Agree level Satisfaction of employees was the (78.7 per cent) among the male respondents and the Agree level of satisfaction (33.3 per cent) among the female respondents. The Strongly Agree level of Satisfaction of employees was the (58.6 per cent) among the male respondents and the Strongly Disagree level of satisfaction (8.1 per cent) among the female respondents. In order to identify the difference between the gender of the respondents and satisfaction level of employees, ANOVA test was employed.

TABLE-3
ANOVA TABLE GENDER AND LEVEL OF SATIAFACTION

	SUM OF SQUARES	DF	MEAN SQUARE	F	SIG.
GENDER BETWEEN GROUPS (COMBINED)	4021	1	4021.394	56.593	.000
WITH IN GROUPS	53151.273	748	71.058		
TOTAL	57172.667	749			

It is identified from the table that the p-value is less than 0.01($p < 0.01$); and the results are significant. Hence, the hypothesis “there is no difference between gender and satisfaction level of employees” disproved. This shows that there is significant difference between gender and satisfaction level of employees.

TABLE 4
AGE AND LEVEL OF SATISFACTION

S.NO	AGE	NO.OF RESPONDENTS	%	MEAN	RANGE		STD
					MIN	MAX	
1.	UP TO 30	35	4.7%	126.8571	105.00	141.00	10.00336
2.	31-40	312	41.6%	126.3654	97.00	144.00	8.05215
3.	41-50	227	30.3%	126.5374	101.00	155.00	9.48600
4.	ABOVE 50	176	23.5%	131.5909	111.0	156.00	7.45215
	TOTAL	750	100.0%	127.6667	97.00	156.00	8.73682

It identified from table 4, that 4.7 per cent of the respondents belong to age group of upto 30 years and that satisfaction level of employees on this age group ranged between 105 and 141 with an average of 126.85, 41.6 per cent of the respondents belong to 31-40 years age group and that satisfaction level of employees on this age group ranged between 97 and 144 with an average of 126.3654 per cent of the respondents belong to 41-50 years of age and that impact of employees on this age group ranged between 101 and 155 with an average of 126.54, 23.5 per cent of the respondents belong to above 50 years of age and that level of satisfaction of employees on this age group ranged between 111 and 156 with an average of 131.59 and remaining 10.8 per cent of the respondents. With a view to find the degree of association between the age groups and impact of employees, two-way table was prepared and the results are shown in the table below.

TABLE NO. 5
AGE AND LEVEL OF SATISFACTION

S.N	AGE		TOTAL CODE IMPACT OF STRESS					TOTAL
			SA	A	NA	DA	SDA	
1.	UP TO 30	COUNT	6	7	10	2	10	35
		%	4.3%	4.7%	5.9%	1.5%	6.2%	4.7%
2.	31-40	COUNT	43	56	80	54	79	312
		%	30.7%	37.3%	47.3%	41.5%	49.1%	41.6%
3.	41-50	COUNT	37	40	47	44	59	227
		%	26.4%	26.7%	27.8%	33.8%	36.6%	30.3%
4.	ABOVE 50	COUNT	54	47	32	30	13	176
		%	38.6%	31.3%	18.9%	23.1%	8.1%	23.5%
	TOTAL	COUNT	140	150	169	130	161	750
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

It is observed from the above table that, satisfaction level of employees was the Strongly Disagree level of satisfaction (6.2 per cent) in the age group of up to 30 years and the Disagree level of

satisfaction (1.5 per cent) in the age group of years, the Strongly Disagree level of satisfaction (49.1 per cent) in the age group of 31-40 years and the Strongly Agree and (30.7 per cent) belong to the age group of 41-50years, the SDA of impact of employees was the highest (26.4 per cent) in the age group of above 50years and the SDA (8.1 per cent). The results of the test are shown in the following table.

TABLE 6
AGE AND LEVEL OF SATISFACTION ANOVA TABLE

	SUM OF SQUARES	DF	MEAN SQUARE	F	SIG.
AGE BETWEEN GROUPS (COMBINED)	3551.058	3	1183.686	16.468	.000
WITH IN GROUPS	53621.609	746	71.879		
TOTAL	57172.667	749			

It is identified from the table that the p-value is less than 0.01; and the results are significant. Hence, the hypothesis “there is no difference between age of the respondents and impact of employees” disproved. This shows that there is difference between age and impact of employees.

TABLE-7
CADRE AND LEVEL OF SATISFACTION

S.NO	CADRE	NO.OF RESPONDENTS	%	MEAN	RANGE		STD
					MIN	MAX	
1.	WORKMAN	424	56.5%	126.8255	97.00	155.00	9.08862
2.	SUPERVISORY STAFF	59	7.9%	127.7966	113.00	156.00	8.55163
3.	OFFICER	267	35.6%	128.9738	109.00	148.00	8.04891
	TOTAL	750	100.0%	127.6667	97.00	156.00	8.73682

It is observed from the above table that that satisfaction level of employees was the highest (56.5 per cent) among workman, and the lowest (7.9 per cent) among supervisory staff of respondents, The medium level of level of satisfaction of employees was (35.6 per cent) among officer.

TABLE-8
CADRE AND LEVEL OF SATISFACTION ANOVA TABLE

	SUM OF SQUARES	DF	MEAN SQUARE	F	SIG.
CADRE: BETWEEN GROUPS (COMBINED)	757.206	2	378.603	5.013	.007
WITH IN GROUPS	56415.461	747	75.523		
TOTAL	57172.667	749			

It is identified from the table that the p-value is more than 0.05; and the results are significant. Hence, the hypothesis “there is difference occupation of the respondents and satisfaction level of employees” disproved. This shows that there is difference between age and impact of satisfaction level of employees.

TABLE ---9
RELIABILITY OF SCALES AND ITEM-CONSTRUCT LOADINGS- FACTORS RELATED TO LEVEL OF ACCEPTANCE WITH RESPECT TO CAUSES FOR THE STRESS OF EMPLOYEES

S.NO.	ITEMS	SCALE MEAN IF ITEM DELETED	CRONBACH'S ALPHA IF ITEM DELETED
1	Inadequate salary	111.32	.785
2	Rigid rules and regulations	111.65	.789
3	Inhuman attitude	111.78	.786
4	Needless punishments	111.64	.785
5	No reward for hard work	111.37	.789
6	Lack of job security	111.51	.783
7	Too much responsibility	111.85	.788
8	Heavy workload	111.64	.785
9	Little scope for personal growth	111.99	.772
10	Lack of freedom to make decision	111.66	.769
11	Unsatisfactory working conditions	111.75	.771
12	Lack of clarity in job assignments	111.78	.777
13	Monotonous, repetitiveness and boredom nature of job	111.61	.778
14	Dogmatic nature of peers	112.34	.786
15	Poor relationship with subordinates and superiors	111.61	.773
16	Lack of cooperation from work group	111.99	.772
17	Ignorance of employees' suggestions, opinions and contributions	111.66	.769
18	Favoritism and biasness	111.75	.771
19	Absence of mutual help among employees	111.78	.777
20	Impish system set by employees	111.61	.778
21	Lack of recognition from society	112.42	.792
22	Social obligations and restrictions	111.40	.789
23	Criticism and gossips	111.61	.773
24	Culture and sub-culture	111.99	.772
25	Poor relations with relatives	111.66	.769
26	Less revenue	111.75	.771
27	Conflict with family members	111.96	.790
28	Staying away from family	111.69	.788
29	Problems from children	111.91	.791

30	Illness of the family members	112.22	.793
	MEAN		115.62
	VARIANCE		86.458
	STD. DEVIATION		9.298
	CRONBACH'S ALPHA BASED ON STANDARDIZED ITEMS		.783
	CRONBACH'S ALPHA		.786
	NO OF ITEMS		30

The reliability of scales used in this study was calculated by Cronbach's coefficient alpha. Cronbach's alpha reliability coefficient normally ranges between 0 and 1. However, there is actually no lower limit to the coefficient. The closer Cronbach's alpha coefficient is to 1.0 the greater the internal consistency of the items in the scale. Based upon the formula $\alpha = \frac{rk}{[1 + (k - 1) r]}$ where k is the number of items considered and r is the mean of the inter-item correlations the size of alpha is determined by both the number of items in the scale and the mean inter-item correlations. The coefficient alpha values exceeded the minimum standard of .70. It's provided good estimates of internal consistency reliability. As shown in Table 1, coefficient alpha values ranged from .769 to .793 for all the constructs. All constructs obtained an acceptable level of a coefficient alpha above .70, indicating that the scales used in this study were reliable. It provides the following rules of thumb: “ $\alpha > .9$ – Excellent, $\alpha > .8$ – Good, $\alpha > .7$ – Acceptable, $\alpha > .6$ – Questionable, $\alpha > .5$ – Poor and $\alpha < .5$ – Unacceptable”. While increasing the value of alpha is partially dependent upon the number of items in the scale, it should be noted that this has diminishing returns. It should also be noted that an alpha of .786 is probably a reasonable goal. It should also be noted that while a high value for Cronbach's alpha indicates good internal consistency of the items in the scale, it does not mean that the scale is unidimensional. Factor analysis is a method to determine the dimensionality of a scale.

TABLE ---10
RELIABILITY OF SCALES AND ITEM-CONSTRUCT LOADINGS- FACTORS RELATED TO THE STRATEGIES TO COPE WITH STRESS OF EMPLOYEES

S.NO	ITEMS	SCALE MEAN IF ITEM DELETED	CRONBACH'S ALPHA IF ITEM DELETED
1	Sharing problems with family members, friends and others	54.67	.823
2	Consulting with well-wishers	54.10	.811
3	Going to temple, park, shopping, and native place for relaxation	54.29	.806
4	Practicing of mediation to cope with stress	54.16	.793
5	Getting counseling from psychiatrist	54.33	.787
6	Playing with pet animals	54.29	.791
7	Walking to burnout stress	54.25	.795
8	Taking hydrotherapy to reduce stress	54.02	.793
9	Watching TV, hearing music, and indoor games	54.17	.809
10	Organizing wellness programmes like exercise, mediation, relaxation techniques to relieve employee from stress	54.11	.796
11	Management of job boredom by job rotation	54.49	.805
12	Management of job boredom by transfer	54.17	.799
13	Conduct of knowledge up gradation and training programmes	54.25	.804
14	Encouraging mutual consultation between individuals for purposes of redefining the job	54.29	.808
15	Arrangement for excursion tours, adventure trips and family picnic	54.12	.815
	MEAN		58.12
	VARIANCE		43.705
	STD. DEVIATION		6.611
	CRONBACH'S ALPHA BASED ON STANDARDIZED ITEMS		.811
	CRONBACH'S ALPHA		.813
	NO OF ITEMS		15

It clear that, all the fifteen measurement scale items are reliable as the Cronbach alpha coefficient of 0.958. It is greater than the threshold level of 0.70. It's provided good estimates of internal consistency reliability and also coefficient alpha values ranged from .791 to .815 for all the constructs. It is indicating that the scales used in this study were reliable. It clearly indicates that above scale items are consistent with each other and they are reliable measure of strategies to cope with stress of employees, so that it can be used for next analysis.

SUGGESTION :

The researcher point out some suggestions to regulate and prevent the stress level of employees Textiles Industry.

- Understand and solve their problems through proper counseling and awareness programs.
- Give more importance for recreational activities.
- Conducting training programs, organizing workshops and discussions are essential to employees to get more acquaintance relating to the job.
- A counselor should be appointed in the organization, who can look after the grievances to employees and can deal with social, emotional and psychological problems.
- Practice relaxation techniques like yoga and meditation. May be arranged by the organization.

CONCLUSION

Science and technology are advancing day by day in the society. Today's society is accepting all these changes. These changes causes to different problems in the society. The researcher conducted a study on Stress and Stress Management among employees in Textiles industries. In this competitive field they are facing a lot of psychological, Health problem and the problems from the society also. The study came out with certain findings. Nearly half of the respondents had very relaxed stress level and most of the respondent had the stress management. Though the stress can be reduced through counseling, recreational activities and relaxation techniques. Most of the respondents did not have stress. This is a good result got from the respondents.

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