

A STUDY ON EFFECTS OF JOB STRESS AND MOTIVATION ON PERFORMANCE OF EMPLOYEES IN SELECT SPINNING MILLS

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Abstract

Motivation is an influencing aspect that causes the win-win strategy of an organization. Motivation factors determines the process of attainment of organizational goals or productivity in an efficient and effectively. These motivational factors play major role to create job satisfaction and reduce job stress. This empirical study continues in this area as the phrase workplace motivation is a practical slogan in today's organizational culture. The data were collected with the help of well-structured questionnaire developed by the researcher, specifically for this study. A set of descriptive statistics were used to present the results of the study. The suitable suggestion is given by researcher for the betterment of employees' performance.

Key words: Motivational factors, job satisfaction, stress, occupational stress, employee performance, etc.

1. Introduction

The management has tried uncountable paths to improve employee efficiency and drive motivation and moral. The organization environmental situations vary significantly. The work creation of knowledge work has rendered much of Taylorism inadequate. Some of the companies are driving employees through fierce competition though other workers attempts to ensure a pleasant, cooperative or team based working atmosphere. Everyone cannot claim with entire guarantee that they have originated a way for driving efficiency that works constantly. Motivating of employees is a challenge that needs not less than an annual review a few notes in employee's personnel file. Much the same as getting as a suitable or knowledge in new dialect, supporting the motivation and efficiency levels of workers won't occur incidentally.

2. Importance of the study

Organizations are run by peoples, hence managers cannot afford to avoid a concern with human behaviour at work is because the motivated employees are more productive and quality conscious than apathetic ones. Organizational effectiveness becomes, to some extent, the question of management's ability to motivate its workers. Hence, an appreciation of motivation helps the managers how to motivate their workers. The study has observed that there are many

factors that can influence the satisfaction of the workers; employee motivation is one of the important factors. This study covered the monetary and non-monetary factors of the motivation. This study hopes to slight the information gap on this issue and explore the potential motivational factors.

3. Objectives of the study

The study has the following objectives:

1. To study about existing motivational schemes extended to employees in spinning mills.
2. To study the demographic classification among employees in spinning mills.
3. To examine the association between demographic characteristics and motivation factors.

4. Research methodology

In this study, the descriptive study was followed. Data collection is the process of collecting and analysing information on variables of interest through stated research questions, test hypotheses, and evaluate outcomes. The sampling size is 116 workers selected from various spinning mills, Salem.

5. Results and discussions

TABLE 1
Non-Financial Factors Exist in Spinning Mills

Non-Financial Factors	N	Min	Max	Mean	Std. Deviation
How much you satisfied with promotion provided by the company?	116	1	5	2.84	.802
What is your opinion about appreciation and recognition done in spinning mills?	116	1	5	3.72	.776
What do you feel about pension scheme in spinning mills?	116	1	5	2.78	1.148
How you feel about staff welfare schemes?	116	1	5	4.63	.666
Are you satisfied with good working condition?	116	3	5	4.82	.449
Are you flexible with your work timing?	116	3	5	4.79	.536
How do you feel about medical facilities provided by the organization?	116	1	5	3.28	1.171
What do you think about recreational services provided in spinning mills?	116	1	5	2.15	.989
Are you aware about staff training / growth opportunities for your own?	116	1	5	4.32	.851

Are you aware about festival party done inside the organization?	116	1	5	3.40	.874
How helps scholarship award?	116	1	5	2.36	1.008
Do you feel joyful with company picnics / sports / social activities?	116	1	5	1.54	.828
How do you feel about free time pass like newspaper / magazines provided by the organization?	116	1	5	1.51	.937
Are you aware about accessing company facilities for personal works?	116	1	4	1.65	.907
How much you satisfied with job enrichment (work with variety of tasks and responsibilities)	116	0	5	3.98	.894
What do you feel about job rotation?	116	0	5	4.32	.753
How do you think about participation in decision making in organization?	116	0	5	4.16	.840
Are you comfortable with relationship with co-workers inside the organization?	116	0	5	4.59	.698
Are you satisfied with emergency/sick leave/compassionate leave?	116	0	5	4.53	.691
How do you feel about grievances facilities provided in the organization?	116	0	5	4.35	.887
Valid N	116				

The working condition has the most primary factor with a mean 4.82 and standard deviation 0.449, followed flexible with work timing with a mean 4.79 and standard deviation 0.536 staff welfare schemes comfortability with a mean 4.63 and standard deviation 0.666, and relationship with co-workers inside the organization with a mean 4.59 and standard deviation 0.698. The following factors do not exist in the organization such as scholarship award with a mean 2.36 and standard deviation 1.008 and next factor recreational services with a mean 2.15 and standard deviation 0.989.

TABLE 2

Financial Factors Exist in Spinning Mills

Financial Factors	N	Minimum	Maximum	Mean	Std. Deviation
Salary	116	2	5	3.22	.606
Incentives	116	1	5	3.15	.772
Bonus	116	2	5	3.63	.598
Medical allowance	116	1	5	2.84	.983
Overtime allowance	116	1	5	4.03	1.046
Children educational allowance	116	1	5	2.27	1.007
Provident fund	116	1	5	2.87	1.191
ESI	116	1	5	2.97	1.295
Gratuity	116	1	5	2.91	1.258
Other benefits	116	1	5	3.05	.893
Valid N	116				

Overtime allowance is the primary factor with a mean 4.03 and standard deviation 1.046 and the next factor bonus with a mean 3.63 and standard deviation 0.598 followed by salary with a mean 3.22 and standard deviation 0.606, and incentives with a mean 3.15 and standard deviation 0.772.

TABLE 3
Salary of the Respondents and Level of Non-financial Factors

Salary (Rs.)	Level of Non-financial Factors			Total
	Low	Medium	High	
6000 - 10000	27	9	5	41
10000 - 12000	10	14	23	47
12000 - 15000	2	14	8	24
Above 15000	0	2	2	4
Total	39	39	38	116

	Value	dF	Sig. (2-sided)
Pearson chi-square	36.667*	6	.000
Likelihood ratio	38.077	6	.000
Linear-by-linear association	18.955	1	.000
No. of valid cases	116		

The calculated chi-square value is greater than the table value. It indicates that the p value is <0.05 . Hence, null hypothesis is rejected. Therefore, there is significant difference between salary of the respondents and level of non-financial factors.

TABLE 4
Salary of the Respondents and Level of Financial Factors

Salary (Rs.)	Level of Financial Factors			Total
	Low	Medium	High	
6000 - 10000	23	10	8	41
10000 - 12000	8	18	21	47
12000 - 15000	5	9	10	24
Above 15000	1	1	2	4
Total	37	38	41	116

	Value	DF	Sig. (2-sided)
Pearson chi-square	17.906*	6	.006
Likelihood ratio	17.810	6	.007
Linear-by-linear association	9.155	1	.002
No. of valid cases	116		

The calculated chi-square value is greater than the table value. It indicates that the p value is <0.05 . Hence, the null hypothesis is rejected. Therefore, there is significant difference between salary of the respondents and level of financial factors.

6. Suggestions

1. Improvements are required in the field of recreational services.
2. Most of the respondents are not satisfied with medical facilities. Management must take care of workers and should avoid partiality of workers.
3. Respondents can be provided PF and ESI benefits.
4. Workers are not satisfied with the promotion policy of the company.
5. Existing benefits are to be properly maintained by the management and must aware with the workers in every meeting.
6. New facilities should be added to the existing ones by early action taken by management.

7. Conclusion

The study evidently illustrate that majority of the workers are satisfied with the existing facilities provided by the spinning mills. Only few of the respondents are not satisfied with the benefits provided in the organization. Workers are satisfied with the good working conditions, flexible work timing, staff welfare schemes, relationship with co-workers inside the organization, emergency/sick leave/compassionate leave, grievances facilities provided in the organization, job rotation and staff training / growth opportunities. In financial motivation factors, almost all respondents are satisfied overtime allowance, bonus, salary, incentives, ESI, gratuity, provident fund and medical allowance.

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