



A study on stress faced by the women employees in selected textile industry (with special reference to Coimbatore city)

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Abstract

The study is conducted to the employees in the selected textile shop. It studies the existence or non – existence of stress among the employees in the textile shop and identifies the factors which are contributing for stress. It also provides the various steps adopted by the concern for managing the work stress of the employees. It can be used as future reference for decision making and policy making with regard to the women employees. This study reveals the morale of the women employees.

Keywords: stress level, women employees

Introduction

Every individual will face stress in their day-to-day life. Stress differs from person to person. An optimum amount of stress can always act as an energizer or motivator and proper people to apply the efforts and complete the work. But a high level of stress can be serious threat to the personality trails of the individual and can cause physiological and social problems. In the history of human development, women have been made history as men have been. There are many reasons and problems that forced Indian's women to work in textile industry. The financial demands on the Indian families are increasing day by day. Cost of living, expenses on education of children, and cost of housing properties in India raised and these reason force every family in India to look for ways and means of increasing the household income. As a result, women in India who were mostly known as homemakers, and are also forced to go for jobs and take up even careers that were considered.

Now a day there is increasing need for getting some income for the family then women have to work harder. Women workers have to handle Persecution's at their work place, sometimes just over look things to ensure that their job is not jeopardized in anyway. This may increase their stress further because they have to please all the family members of her husband. By Listening to their complaints they make against her and turn deaf ears towards them and so on. Overall, majority of women in India looking towards that those things will change.

Statement of Problem

Stress is one of the most important things that play a major role in human life. Since all the companies depend upon man power, it is one of the important issues to be taken care of and also it has become a major concern of the modern times. Stress can cause harm to employee's health and performance. Work related stress may lead to sickness, and may cause heavy loss to the organisation. Job stress is that interacting people with harsh words. As a result, it becomes

necessary for every organization to know about the level of stress among the employees and its consequences so that the company can overcome it.

Objectives of the Study

1. To know the problems faced by women employees in selected textile industry.
2. To identify the level of stress faced by women employees in textile industry.
3. To suggest the remedial measures to avoid job stress.

Review of Literature

1. TJ Newton (2014) ^[1] Considers problems in the conceptualization and rationalization of four concepts in occupational stress research: stress, strain, coping behaviour, and coping style. The conduct and the interpretation of occupational stress and coping research, some examples from the literature to support and illustrate this argument, as well as re-analysing previous research.
2. Urška Treven, Sonja Treven & Simona Sarotar Zizek (2015) ^[2], Have found that, there is a direct relationship between stress and job performance in any organization. To improve the performance of each employee in an organization should receive good support from their leaders.
3. Satija S. & Khan W. (2016) ^[3] According to them Occupational Stress is as same as Job Stress that needs to be controlled at the workplace otherwise it will negatively effect on employee's work attitudes & behaviour. This study investigates that, the relationship between Emotional Intelligence and Occupational Stress.
4. Viljoen and Rothmann, (2017) ^[4] They found that organizational stressors contributed significantly to ill health and low organizational commitment. Job security contributed to both physical and psychological remedies to stressed employees.

Research Methodology

Primary Data

Primary data was collected within the selected textiles in Coimbatore city (Pothis, The Chennai Skills, Kalanikathan, ganapathi) through survey and personnel interview.

Secondary Data

Secondary data was collected from various published books, companies’ web sites and company old records.

Research Design

The research designs under taken for the study is in descriptive one. The methodology involved in this design is mostly qualitative in a nature.

Sample Design

The study covers only the selected textile shops where women employee facing stress. In this study satisfied random sampling technique has been used and 110 employees were selected on random basis.

Satisfied Tool used

The data collected was analysed through percentages, frequencies and chi – square test are applied for applied for analysis of data. Charts are also prepared.

Period of the Study

The study was conducted during July 2019 to September 2019.

Limitations of the study

1. The consumers may hesitant to provide the necessary information.
2. Only 110 respondents were selected for sampling.
3. Data is restricted only from Coimbatore city.

Hypothesis Testing

1. There is no significant relationship between Age and stress faced by women’s in textile shop.

Analysis and findings

Table 1: Demographic Profile of the Respondents

S.No.	Demography	No. of respondent	Percentage (%)	
1	Educational Qualification	SSLC	32	29
		HCS	42	38
		Diploma	18	17
		Graduate	18	16
		Total	110	100
2	Family Type	Joint Family	44	40
		Single	26	24
		Only Two	40	36
		Total	110	100
3	Age	18-25 Years	36	32
		26-35 Years	38	35
		36-45 Years	36	33
		Above 46 Years	0	0
		Total	110	100
5	Monthly Income	Rs.5000 – Rs.10000	36	33
		Rs.10000 –Rs.15000	66	60
		Rs.15000 – Rs.20000	8	7
		Above Rs.20000	0	0
		Total	110	100
6	Experience	Less than 5 years	28	25
		5- 10 Years	74	67
		11-15 Years	4	4
		Above 15 Years	4	4
		Total	110	100
7	Work Time	Part Time	30	27
		8- 10 Hours	64	58
		6-8 Hours	16	15
		Total	110	100

Source: Primary Data

Table 1 clearly states that demographic profile of the sample respondents. SSLC qualification is high as compared to other education groups. Majority of respondent’s family is join family system. Majority of respondents falls in the age

group of 26- 35. Majority of the respondent’s family monthly income fall under Rs.10, 000-15000. Majority of respondents experience is 5-10 years. Majority of the respondents are working till 8-10 hours daily.

Table 2: Problems faced bywomen employees in Textile industry.

S. No.	Particular	Frequently	Rarely	Never
1.	Depression	86	24	0
2.	Mental Pressure	70	28	12
3.	Gender Discrimination	5	15	90
4.	Sexual Harassment	0	0	110

5.	Target	52	56	2
6.	Timing	44	60	8
7.	Suffer in Silence	16	94	0
8.	Feeling insecurity	70	38	2
9.	Feeling Excessively Tired	0	14	96

Source: Primary data.

The above table states that the (86%) of employee’s frequently facing their problems.

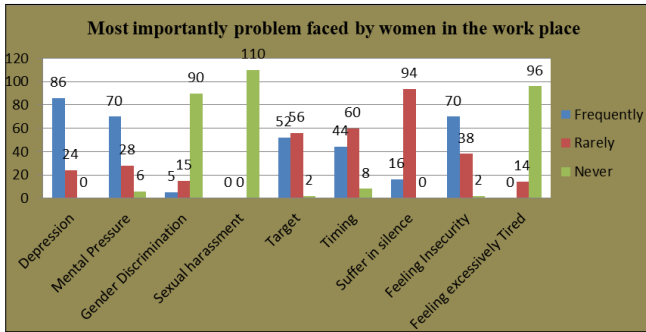


Chart 1: Problems Faced by women employees in Textile shop.

Table 3: Stress Faced By the Women Employees in Textile Industry

S.No.	Particulars	Frequently	Sometime	Never
1	High Work Load	86	24	0
2	Discrimination	20	22	68
3	Short time to achieve	92	18	0
4	Hyper Tension	74	36	0
5	Restless	70	40	0
6	Women Exploitation	0	26	84
7	Job Clarity	40	52	18
8	Irritability	42	34	34

Source: Primary data.

The above table clearly shows that the stress level for women customers is happening frequently.

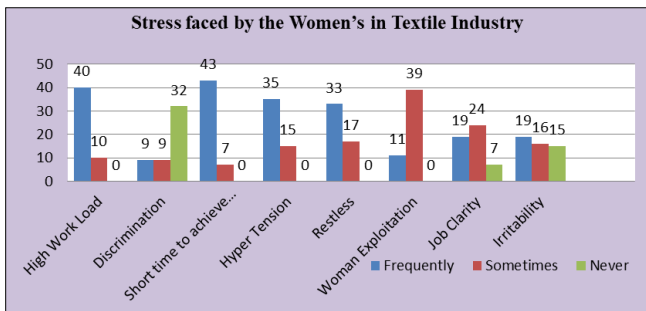


Chart 2: Stress Faced by the Women Employees in Textile Industry

**Chi-Square Test
Null Hypothesis 1**

There is no significant association between Age and stress level for women employees in the textile shop.

Alternative hypothesis

There is significant association between Age and stress level for women employees in the textile shop.

Level of significant = 5% or 0.05

Chi-square value = 24.3

Table value = 14.1

Result

Thus the χ^2 value is greater than the table value we reject the hypothesis. Therefore there is significance relationship between Age and Stress level for women customer in the textile shop.

Suggestions

1. Management must take initiative to organize innovative courses for working women employees to reduce stress.
2. Management must adopt an optimistic appraisal system.
3. Social and emotional support should be made available to working women employees to reduce the stress level.
4. Appreciation and reward for achievements can give to employees to enhance the achievements.

Conclusion

This study found in the various problems like work load, work condition, time management and environment among women employees in Coimbatore district. Therefore it is necessary to provide the working women employees with appropriate trainings and counselling program to cope with their stress level as well as their career.

Management can arrange some hangout with employees, and by arranging staff meeting regularly, at least twice in a month so that institution could able to take decision upon complaints of the working staffs in the textile shop.

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