



A study on stress management of textile shop employee to with reference to Coimbatore city

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Abstract

The Textile Shop in Coimbatore city plays a pivotal role in the local economy, with a substantial workforce employed in textile shops however the well-being of textile shop employees is increasingly threatened by workplace stress, this study seeks to address this issue by conducting a comprehensive analysis of stress management among textile shop employees in Coimbatore. To assess factors related to the strategies with stress of employees in Textile Shop

Keywords: Employee, textile shop, stress, management, analysis

Introduction

Human resources management (HRM) is the strategic and operational process of managing an organization's workforce. It involves various activities and functions related to personnel with the aim of maximizing employee performance to achieve the company's objectives. HRM encompasses tasks such as recruitment, training, compensation, benefits, performance evaluation, employee relations, and compliance with labour laws and regulations. Its primary goal is to attract, develop, retain, and effectively utilize human resources to ensure the organization's success and the well-being of its employees.

Now days the textile shop employees 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.

Objectives of the study

- To identify the factors affecting the Stress Management of Employees in Textile Shop
- To understand, review and analyse the textile shop.
- To study the factor related to the level respondent with causes for the stress of employees in Textile Shop.
- To assess factors related to the strategies with stress of employees in Textile Shop

Scope of the study

The demographics of textile shop employees, such as age, gender, education, and years of experience, to understand how these factors relate to stress levels. The type of stressors investigate the specific stressors that affect employees in textile shops. This could include factors like long working hours, customer interactions, job insecurity, or workplace conditions. To assess the coping mechanisms used by employees to manage stress. This could involve looking at strategies like mindfulness, exercise, and seeking support etc.

Limitation of the study

- If your sample size is small, it may not represent the entire population of textile shop employees in

Coimbatore limiting the generalizability of your findings.

- The selection bias participants who agree to be part of the study may have different stress levels or coping mechanisms than those who decline to participate, introducing bias.
- The self-reporting reliance in self-reported data through surveys or interviews may result in response bias, where participants may provide socially desirable answers rather than their true experiences.

Statement of the problem

The Textile shop employees in Coimbatore city face significant and potentially detrimental levels of workplace-related stress, which can have adverse effects on their overall well-being and job performance. The Textile Shop is a vital part of the region's economy, employing a large workforce, but there is a lack of comprehensive research focused on identifying the sources of stress, the coping mechanisms used, and the effectiveness of stress management strategies in this specific context. Understanding and effectively addressing these stressors are critical for the employees' health and productivity, as well as the long-term sustainability of the Textile Shop in Coimbatore City.

Review of literature

Viljoen And Rothmann, (2017), They found that the work stress of employees contribute significantly to the low organisational commitment. Job security contributed to the both physical and psychological remedies to the stress employees.

SATIJA S. & KHAN W. (2016) "According to employees their work stress is same as a job stress that needs to be controlled at the workplace. In other way the negative effect on employee's work attitude and behaviour. This study of statement research with the relationship between the emotional intelligence and occupational stress.

Priyanka Das & Alok Kumar Srivasta (2015), in this statement "A study on stress among employees of public sector banks in Asansol explained about the "Organisation must begin to manage the people at work differently to improve physical work environment to treat them with the value of contribution.

Urska Treven & Simona Sarotar Zizek (2015), have found that there is a relationship between stress and job performances in any organisation. To improve the performances of each employee in organisation should get good support from their respective members.

Tj Newton (2014) considers problems in the ways of conceptualization of occupational stress as stress, strain, coping behaviour and style. To illustrate this and re-analysing previous research.

Harish Shukla (2013) in this statement “A study about stress management of employees in textile shop” found that as a many employees feel with their work as a stress at work, they should take a positive ways to their employees feel free from stress then they can work with optimum efficiency and effectiveness.

Research methodology

Research Methodology refers to the systematic process and techniques used to conduct research. It involves a structured approach to gathering, analyzing, and interpreting, data to answer research questions or hypotheses. Common research methodologies include qualitative and quantitative methods, experimental designs, surveys, case studies, and more. The choice of methodology depends on the research objectives

and the nature of the research topics. It’s essential to select an appropriate methodology to ensure the validity and reliability of the research findings.

Method of data collection

The data collected for this study is

Primary Data: The Primary Data are those which are collected from Textile Shop Employee with Google form used as a tool.

Secondary Data: The Secondary Data is data collected from the internet, book, journals, etc....

Area of Study: The area of study is through Coimbatore City.

Sample Size: Nearly 50 respondents from Textile Shop Employee of Coimbatore City were selected.

Tools used for Analysis: Data analysis tools are simple percentage and chi-square tests.

Data analysis and interpretation

Percentage analysis

Table 1: showing the age of the respondents

Age of the Respondents	Percentage	Respondents
18-25 years	78	39
26-35 years	18	9
36-45 years	3	1
Above 45 years	NIL	NIL

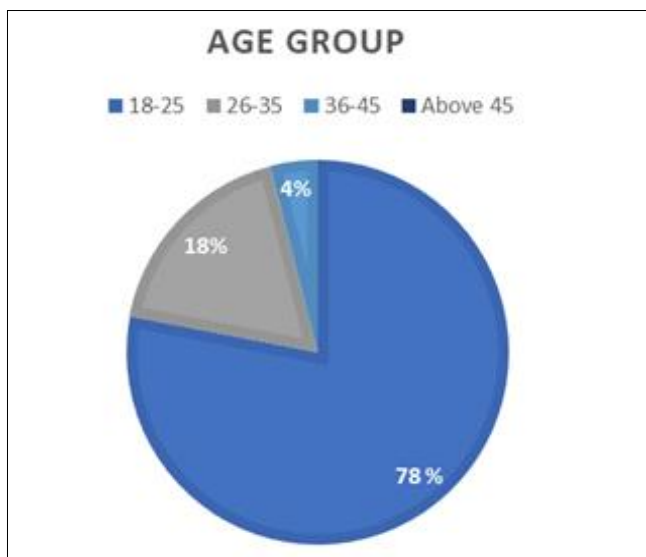


Fig 1: chart showing the age of the textile shop employee

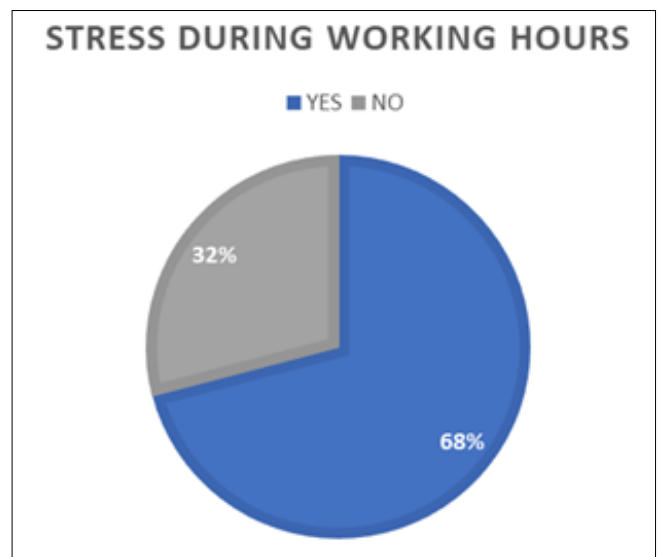


Fig 2: chart showing the employee feel stressed as an during working hours

Interpretation

It is interpreted that it was found that the majority (78%) of the respondents are age group in 18-25 years.

Interpretation

It is interpreted that it was found that the majority (68%) of the respondents are employee feel stresses as an during working hours.

Table 2: showing that employee feel stressed as an during working hours

Particulars	Percentage	Respondents
Yes	68	31
No	32	19

Chi-Square analysis

Chi-square analysis formula: $\chi^2 = \sum (O_i - E_i)^2 / E_i$

Degree of Freedom = (r-1) (c-1)

H1: There is a relationship between gender and employee personal stress.

Table 3

Particulars	Time management	Sleepless	Financial Crises	Health issues	Total
Male	7	8	3	1	19
Female	5	14	8	4	31
Grand total	12	22	11	5	50

Table 4: Chi-square

O	E	O-E	(O-E) ²	(O-E) ² /E
7	4.56	2.44	5.95	1.30
8	8.36	-0.36	0.1	0.01
3	4.18	-1.18	1.39	0.33
1	1.9	-0.9	0.81	0.42
5	7.44	-2.44	5.95	0.79
14	3.64	10.36	107.32	29.48
8	6.82	1.18	1.39	0.20
4	3.1	0.9	0.81	0.26
			Total	32.79

Source: Primary Data
Significance level: 0.05

Result

The Calculated chi-square value is (32.79) higher than the (7.815) table value. Hence the hypothesis is not accepted and it is a Alternative Hypothesis (H1).

Findings

- The Majority of the respondents (77%) are aged 18-25.
- The Majority of the respondents (62%) are female.
- The Majority of the respondents (50%) are Unmarried.
- The Majority of the respondents (82%) are private.
- The Majority of the respondents (60%) level of income below 20,000.
- The Majority of the respondents (58%) family members.
- The Majority of the respondents (76%) are nuclear family.
- The Majority of the respondents (64%) are urban area.
- The Majority of the respondents (68%) are feel stress during working hours.
- The Majority of the respondents (44%) employee faced as a sleepless.
- The Majority of the respondents (34%) employee faced as a work pressure.
- The Majority of the respondents (42%) the symptom level of stress is frequent headache.
- The Majority of the respondents (30%) the factor affecting the stress is time.
- The Majority of the respondents (74%) put high demands on yourself at work.
- The Majority of the respondents (36%) work after ordinary working hours finish your assignment
- The Majority of the respondents (32%) find it hard time to be with your nearest.
- The Majority of the respondents (68%) are below 2 years.
- The Majority of the respondents (46%) are organisation provides any employee benefits are increment.
- The Majority of the respondents (72%) are burnout workshop reduces stress.
- The Majority of the respondents (74%) are feel that the relaxation reduces stress.
- The Majority of the respondents (34%) that employee feel listening music will reduces stress.

- The Majority of the respondents (64%) are find it hard to sleep because your mind is occupied with work.

Suggestion

The Employee Training provides stress management training programs for textile shop employees. These programs can teach stress reduction techniques, time management, and coping strategies. The Workplace support create a supportive work environment where employees feel comfortable discussing their stress and seeking assistance when needed. Implement an open-door policy for communication. The Flexible Schedules whenever possible, offer flexible work schedules to help employees balance their work and personal lives, reducing stress associated with long working hours. The Mental Health Resources collaborate with mental health professionals or organisations to provides access to counselling and support services for employees facing mental health.

- The Physical Health Initiatives promote physical well-being through initiatives like on site exercise facilities etc.

Conclusion

The study on stress management of textile shop employees in Coimbatore city reveals several key insights. It is evident that textile shop employees face a myriad of stressors, ranging from long working hours to customer interaction and job insecurity. These stressors have a significant impact on the physical and mental health of employees, contributing to issues like absenteeism and high turnover rates.

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