

Job Stress Among Laboures at Malabar Spinning and Weaving Mill Limited, Kozhikode.



Haya Jumana N. Anzad, Devika M., Rashmi J. Menon

Abstract: *The textile industry in India is a highly organized sector, with garment manufacturers, exporters, suppliers and wholesalers being the gateway to a garment industry in India. Organization life is stressful with the innovation of new technologies, global competition, Competitive pressures. Stressed workers are more likely to be harmful to health, inadequately motivated, not so much productive and unsafe at job. According to this study, stress is a dynamic state in which an individual is confronted with an opportunity, limitations, or need related to what he or she wants and the outcome is perceived as uncertain and important. Work stress is a harmful physical and emotional response that occurs when demands of the job do not match the skills, resources, or needs of the worker. Due to the time constrain, only 100 samples was collected for this study. A study of work stress helps to understand the current satisfaction level of employment of workers. Workload is the major factor which causes stress at work.*

Keywords: Textile industry, Stress.

I. INTRODUCTION

Malabar Spinning and Weaving Mill Ltd is one of the premier textile industrial establishment in Kerala. Ever since its inception this mill has played a dominant role in the industrialization of the whole Malabar. This mill has honoured a "CERTIFICATE OF MERIT" from India Government for its outstanding performance in exporting in 1975.

Stress is the wear and tear of our body and mind, stress will be experienced as we adjust to our continuously changing environment. It has physical and emotional effects and it create positive and negative feelings. In positive clout, stress helps create awareness and new incitement. As a negative sway it results in feeling of wariness, rejection, anger, and depression which in turn can lead to health problems such as headaches, upset of stomach, high blood pressure, heart disease and stoke.

Stress ruins the strength of the person and ultimately their ability to compete suffers. Human power is the most

important blessing of the almighty. Therefore it is very important to maintain it. Stress is not always negative or harmful and the absence of stress is death. The stress is non specific reaction of the body either positive or negative. Point out that decision making sector is one of the most stressful working sector that created stressful situation for the workers.

Stress is an internal situation in environmental and social conditions. So the organization needs to identify the pressure of the employers in order to empower it to improvement of both the employee and employer. A study of work stress helps to understand the current satisfaction level of employment of workers and its causes.

This Study aims to understand the effects of work related stress among employees in the Malabar Spinning and Weaving Mill Ltd. The main objective of the present study is to study in detail the various factors that an employee encounters such as workload, organizational climate, long working hours, and relationships between workers and superiors also to find measures to manage job Stress.

II. LITERATURE REVIEW

Jins Joy P and R Radhakrishnan (2013), in their study "A STUDY ON IMPACT OF WORK STRESS AMONG EMPLOYEES IN TEXTILE INDUSTRY" found that Job stress is a real challenge for employers in their organization. Employers are not only important to monitor workplace and identity, deal with stress issues but also promote healthy work and minimize the negative aspects of work. A good employer designs and manages the work in a way that avoids common risk factors and prevents anticipated problems.

Priyanka Das and Alok Kumar Srivastav (2015), in their study "A STUDY ON STRESS AMONG EMPLOYEES IN TEXTILE" explained about organizations must be managing people in the workplace, improving the physical work environment, treating them with respect, and appreciating their contributions. If we increase the mental wellbeing and health of employees, we will increase organizational income and retain employees.

Harish Shukla and Ms. Rachita Garg (2013), in their study "A STUDY ON STRESS MANAGEMENT AMONG THE EMPLOYEES OF NATIONALISED BANK" found that most employees feel stressed at work. Banks should like good measures to free their employees from stress so that they can work with efficiency and effectiveness. Employees in banks should be free not only from fear of the quality performance but also from other types of fears that may be on their minds. Guidance and counselling, quality awareness programmes and psychological support can be provided to employees.

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V. Sumathi and R. Velmurugan (2016), "AN EMPIRICAL STUDY ON WORK STRESS AMONG THE EMPLOYEES IN ORGANIZATION" found that organizations life is quite stressful new technologies global competitions competitive pressures have multiplied the works of employees in recent times.

Work stress is the harmful physical and emotional responses that occur when job demands do not match the skills or needs of the workers.

Moaz Nagib Gharib , Syed Ahsan Jamil, Moinuddin and Suhail Ghous (2016) , " THE IMPACT OF JOB STRESS AND JOB PERFORMANCE" explained that the modern societies face a wide spread increase in the number and size of organizations that serve the community. These organizations depends specialists and professionals who feel they have provided the right working environment to perform their roles effectively. It affects the individuals, it transcends not only the home but also the work environment and these stressors lead to personal life stress, emotions . Relationship with employees in the organization and even his health and safety.

Uma Devi T (2011), "A STUDY ON STRESS MANAGEMENT AND COPING STRATEGIES WITH REFERENCE TO IT COMPANIES" stated that the stress problems has become contemporary, and a fast-paced IT job hazard and needs to be resolved without delay . Therefore, the importance of learning about different levels of stress among IT employees is growing. When stress is identified and handled well ,it can be productive and constructive. In times of great stress or adversity, it is always best to stay busy and keep, the anger and energy flowing positively. Positive attitude and meditation can helps you cope with stress.

III. STATEMENT OF THE PROBLEM

Job stress is the real phenomenon and it is associated with job satisfaction level of a workers in any place. In case of textile industries there are many factors associated with organizational stress among the employees are there over work load , working conditions, work shift , relationship between manager and employees , relationship between colleagues, society and family members lack of experience in dealing human resource procedures. From this point of view the employees in textiles facing a job stress in the organizations are considered for the study . Hence present study is undertaken in the study area.

IV. SIGNIFICANCE OF THE STUDY

The study helps to increase the productivity and morale of workers .This study aims at the job stress among employees in textile industries. The main objective of the present study is to determine the level of job stress, where an employer's faces various factors such as long hours, heavy workloads, organizational climate and discrimination.

V. SCOPE OF THE STUDY

The study enables to reach at the factors responsible for work stress among employees employed in textile industry. This study provides accurate suggestions and measures to be taken to improve employees work strain , and the study

is also useful in the area where the workers faces work stress can be ascertained.

VI. RESEARCH METHODOLOGY

1. Primary Data

- The study is mainly based on primary data. It is the information collected by the investigator directly from the sample pool. In this study the primary data has been collected via questions and personal interviews.

2. Secondary Data

- For this study, secondary data has also been used from various published sources like websites, books , magazines etc.

VII. OBJECTIVES

1. Primary Objective

- a) To study in depth about the job stress among employees at Malabar Spinning and Weaving Mill Ltd.

2. Secondary Objective

- a) To identify the factors affecting stress among employees in Malabar Spinning and Weaving Mill Ltd.
- b) To find out the physical and emotional issues of stress faced by the employees.
- c) To study about the work life balance of employees.
- d) To recommend the coping strategies to manage stress.

VIII. HYPOTHESIS

1. H_0 : There is no significant association between factor causing stress and stress busters from outside.
 H_1 : There is significant association between factor causing stress and stress busters.
2. H_0 : There is no significant relationship between work life balance and health problems.
 H_1 : There is significant relationship between work life balance and health problems .

IX. LIMITATIONS OF THE STUDY

Following are the limitations of this study.

- Time constraint is a major limitation of the study.
- Financial constraints.
- Customer preference is not known to be consistent. It is always changing it will affect the survey result of this study.
- The respondent may have biased view in answering some of the questions.

X. DATA ANALYSIS AND INTERPRETATION

Chi- Square Test

Table .1 Factors causing stress and Stress Busters

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.050 ^a	4	.007
Likelihood Ratio	16.224	4	.003
Linear-by-Linear Association	.109	1	.741
N of Valid Cases	100		

Interpretation:

Since the value of Pearson Chi –Square is 0.007 which is less than 0.05 we accept the Null Hypothesis that is there is no significance association between factor causing stress and stress busters and reject the Alternative Hypothesis that is there is significance association between factor causing stress and stress busters from outsiders.

Correlation

Table .2 Work life balance and Health problems due to stress at work

	job affecting work life balance	health problems due to stress at work
Pearson Correlation	1	.082
Sig. (2-tailed)		.418
N	100	100
health problems due to stress at work	Pearson Correlation	.082
Sig. (2-tailed)		.418
N	100	100

Interpretation:

From these table the value of Pearson correlation is 0.082 which is significant at 0.05. It can be obtained that there is a low positive correlation between work life balance and health problems due to stress at work.

Table .3 The factors causing to stress at work.

Responds	Respondent	Percentage
Long Hours	0	0%
Workload	90	90%
Changes within the organization	0	0%
Changes to duties	10	10%
Discrimination	0	0%

Interpretation:

From the above table shows that, Workload is the major factor which causes stress at work and 10% of employees is also affecting the factor is changes to duties.

Table .4 Best stress relief method used in organization.

Responds	Respondent	Percentage
Entertainment	10	10%
Social Support Network	57	57%
Participative and Interactive sessions	7	7%
All of the above	26	26%
Others	0	0%

Interpretation:

Table shows that 10% employees are using Entertainment other 57% are using Social Support Network .7% of employees on Participative and Interactive sessions and 26% are engaged in all of the above activities to relief stress.

XI. FINDINGS

Most of the respondents maintain good relationship with their superiors. Most of the respondents are satisfied with their work. Workload is the major factor which causes stress at work. Respondents get adequate opportunity express their opinions. More respondents are motivated by the superiors. The respondents are satisfied with the work environment and nature of work. Majority respondents are comfortable with their working hours. Employers role in the organization are appreciated. Respondents are getting stress relief method in the organization. Employers job affected the family life and job stress need to be reduced. The organization should look into the health problems of the employees.

XII. SUGGESTIONS

- Try to avoid continuous working hours will help to reduce tirades. Focus on positive attitude towards the work and reduce boredom at work.
- To avoid work overload.
- Establish good relationship with colleagues and clients.
- Provide proper training and motivate the employees to develop their skills.
- New methods like action model can be used to reduce the stress.
- Participating yoga and meditation is a useful method for stress reduction.

XIII. CONCLUSION

All the conclusions are drawn based on analysis and interpretation of the primary data regarding the Job Stress Among Employees of Malabar Spinning And Weaving Mill Ltd. It is concluded that most of the employees are satisfied with the work place and only few employees are not satisfied with the workplace.

According to the analysis and interpretation majority of the employees Workload is the major factor which causes stress at work. Most of the employees are satisfied with the team spirit and relationship with superiors in the organization. From the study it is clear that majority of the employees were motivated and their role in organization is appreciated.

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