



A STUDY ON STRESS LEVEL MANAGEMENT OF THE EMPLOYEES IN EXPORT TEXTILE INDUSTRY WITH SPECIAL REFERENCE TO TIRUPUR CITY

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ABSTRACT

Stress is the factor which deviates from the normal behaviour of the employees in the organisation. To increase the productivity of the employees in the industries the employee have to work in peace of mind without any stress factor. So the employee have to work with normal behaviour without stress in the organisation. In this research work the design used for the study is a descriptive research design. This study deals with Probability sampling procedure where under this Simple Random sampling method is adopted. The total sample size constitutes of 120 employees in garment industries of Tirupur City. The tools used are percentage Analysis, Likert Scale Analysis, Rank Analysis to prove that the certain factors are dissatisfied by the respondents and the suggestions are given to improve the life of employees without stress factor in Garment industries of Tirupur city.

KEYWORDS: Stress, Work, Employees, Job Satisfaction.

1. INTRODUCTION

Stress management is a wide spectrum of techniques and psychotherapies aimed at controlling a person's level of stress. Stress produces numerous physical and mental symptoms which vary according to each individual's situation factors. Stress defines as "a state of psychological and its imbalance resulting from the disparity between situational demand and the individual's ability and motivation to meet those needs". Stress is a feeling of emotional or physical tension. It can come from any event or thought that makes you feel frustrated, angry, or nervous. Evaluating the effectiveness of various stress management techniques can be difficult, as limited research currently exists.

2. STATEMENT OF THE PROBLEM

Stress is one of the most important things that play a major role in human life, because all

companies depend on man power. The major problem in the company is occupational stress of employee in the workplace, long working hours, difficult work, amateur work climate, and low wages does not make men and women from serving the industry for their live hood. Under such circumstances, stress is a serious problem in the employees' life. Hence this research provides an insight about stress level, its causes and impact in the workplace of employees.

3. OBJECTIVES OF THE STUDY

- To study the Personal and Occupational Profile of the employees.
- To study the Measurement of stress from employee in the company.
- To find out the level of stress among the employees of different age groups.



4. RESEARCH METHODOLOGY

Research Design	Descriptive Research work
Area of Study	Tirupur city
Sample Size	120 Respondents
Source of Data	Primary and Secondary Technique
Sampling Technique	Simple Random Sampling Technique
Proposed Tools	Percentage Analysis, Likert Scale Analysis, Rank Analysis

5. STATISTICAL TOOLS

- Percentage Analysis
- Likert Scale Analysis
- Rank Analysis

6. REVIEW OF LITERATURE

Anis Ahmed (2013) "A stress conducted a research on job stress towards an organizational change in textile industries of North India" pointed out that the blue collar employees of textile industries are having 35.78% very high acceptability reactions towards organizational change, 39.33% have moderate perceived acceptability, and 24.89% of employees shown their low but favourable acceptability to organizational change.

Dr. C. Vijaya Banu, Mr. N. Santhosh & Mr. Y. B. Venkatakrishnan (2010) "A Study on Stress Management with Special Reference to a

Private Sector Unit" Concentrated on the pressure factors for the representatives (lower level) and the answer for limiting the pressure impacts. They found in their examination that they can watch out of their presentation and profitability. Representatives themselves are turning out to be mentors of overseeing pressure now-a-days.

Hemamalini. R (2014) "Stress Management among Women Workers in Textile Industry with Reference to Knitwear Industry in Tirupur" identified the various factors that stimulate stress level among women workers. 100 female workers were randomly selected as a sample. She found that high targets and high concentrations were the main cause of the stress, canteen, refreshment, transport, leadership, timing, lack of participative management, physical stress etc.

7. TABLE

TABLE SHOWING THE PROBLEMS OF STRESS MANAGEMENT AMONG THE RESPONDENTS

S.NO	PARTICULARS	1	2	3	4	5	TOTAL	RANK
1	Unpleasant & unsafe condition	41(5)	30(4)	12(3)	25(2)	12(1)	423	2
2	Physical and Emotional difficulties	21(5)	49(4)	33(3)	12(2)	5(1)	429	1
3	Unreasonable deadlines	9(5)	42(4)	7(3)	50(2)	12(1)	346	3
4	Difficult to express opinions or feelings	16(5)	12(4)	9(3)	47(2)	36(1)	285	5
5	Job Pressures interference	7(5)	39(4)	16(3)	8(2)	50(1)	305	4

PERCENTAGE ANALYSIS

- ❖ Majority of the Respondents (65.8%) belongs to the male group.
- ❖ Majority of the Respondents (50%) belongs to the age group of 31 to 50.
- ❖ Majority of the Respondents (55.8%) belongs to the urban area.
- ❖ Majority of the Respondents (64.1%) belongs to the unmarried group.
- ❖ Majority of the Respondents (69.1%) belongs to the nuclear family group.
- ❖ Majority of the Respondents (57.6%) belongs to family size 3-5.
- ❖ Majority of the Respondents (57.5%) belongs to own housing group.
- ❖ Most of the Respondents (36.6%) belongs to the UG & PG degree group.
- ❖ Majority of the Respondents (46.6%) belongs to the income group of 20000 to 40000.
- ❖ Majority of the Respondents (51.6%) belongs to the employee group.
- ❖ Majority of the Respondents (51.6%) belongs to the experience group up to 5 years.
- ❖ Majority of the Respondents (77.5%) belongs to the day group.



LIKERT SCALE ANALYSIS

- ✓ Likert Scale value is 1.566 which is lesser than the Mid Value (2), So that the Labour feel that they neither always nor sometimes feel comfortable in the work place.
- ✓ Likert Scale value is 1.891 which is lesser than the Mid Value (2), So that the Labour feel that they have neither sometimes nor always feel personal problems affect their job activity.
- ✓ Likert Scale value is 1.866 which is lesser than the Mid Value (2), So that the Labour feel that they neither always nor sometimes changes in work responsibilities (promotion) will lead to stress.
- ✓ Likert Scale value is 1.708 which is lesser than the Mid Value (2), So that the Labour feel that they neither sometimes nor always over workload in the organization will affect their personal life.
- ✓ Likert Scale value is 1.591 which is lesser than the Mid Value (2), So that the Labour feel that they have neither sometimes nor always overtime or long working hours make them feel stressful.
- ✓ Likert Scale value is 2.458 which is lesser than the Mid Value (3), So that the Labour feel that they have sometimes nor never overstressed will you continue to work.
- ✓ Likert Scale value is 1.588 which is lesser than the Mid Value (2), So that the Labour feel that they neither always nor sometimes individual confidence level help you to overcome stress.
- ✓ Likert Scale value is 1.925 which is lesser than the Mid Value (2), So that the Labour feel that they neither sometimes nor always training programme help you to reduce stress towards your work.
- ✓ Likert Scale value is 1.832 which is lesser than the Mid Value (2), So that the Labour feel that they neither sometimes nor always the Supervisor/Manager/Head of the department will guide employees to overcome job pressure.
- ✓ Likert Scale value is 1.591 which is lesser than the Mid Value (2), So that the Labour feel that they neither sometimes nor always the counselling from experts will help them to overcome stress.
- ✓ Likert Scale value is 1.755 which is lesser than the Mid Value (2), So that the Labour feel that they neither sometimes nor always the "Entertainment decrease our stress" are

you involved in entertaining your family after your working hours.

- ✓ Likert Scale value is 1.875 which is lesser than the Mid Value (2), So that the Labour has feel that they neither sometimes nor always Yoga or Meditation practices in the workplace reduce stress.

RANK ANALYSIS

- In this study the Majority of the Respondents ranked 1 for Physical and Emotional difficulties as the problems of Stress Management.
- In this study the Majority of the Respondents ranked 2 for Unpleasant & Unsafe condition as the problems of Stress Management.
- In this study the Most of the Respondents ranked 3 for Unreasonable deadlines as the problems of Stress Management.

8. SUGGESTIONS

The organization must give Recreation activity (games, other extra circular activity) to the employees to overcome the level of stress of employees and individual having in the textile industry.

The organization has to motivate the employees who are working night shift in the organization which give interesting cultural games, providing non-monetary subsidiary when the stress is increased in the textile industry.

The employees avoid continuous working hours will help to reduce stress. Focus on positive attitude towards the work and reduce boredom at work.

The employees in the organization has to take participation in yoga and meditation to reduce the stress of individual.

9. CONCLUSION

The Textile Industry is mainly based on employees, and they are the asset of industry, so employer should take care of their employees. The overall study shows that stress factors influences the organization performance because every employee is affected by stress. The stress can be classified in two types "positive stress and negative stress". Positive stress makes person to defend their action in case of sudden reflex. Negative stress comes with more impact than the positive stress because of environment factor is the core of the stress. Hence employers of textile firm in Tirupur is given in the study. Hence, the employer should notice the stress level of employees and finding out the reason for stress and help to overcome stress.



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