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ISSN (Online) : 2455 - 3662
SJIF Impact Factor :5.148

EPRA International Journal of Multidisciplinary Research

Monthly Peer Reviewed & Indexed
International Online Journal

Volume: 4 Issue:12 December 2018



Published By :
EPRA Journals

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**EPRA International Journal of
Multidisciplinary Research (IJMR)**

**A STUDY ON OCCUPATIONAL STRESS AMONG
WORKING EMPLOYEE IN TIRUPUR GARMENT
INDUSTRIES**

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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 study the Researcher analysed the occupational stress factor in the organisation which is a important concept to boost the turnover and the solutions given to employee to deviate from stress.

In this research work the design used for the study is a descriptive research design. This study deals with non-probability sampling procedure where under this convenience sampling method is adopted. The total sample size constitutes of 100 employees in garment industries of Tirupur City. The tools used are percentage 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.

KEY WORDS: *Stress, Work, Employees, Job Satisfaction.*

INTRODUCTION

Stress is a result of social relationship in such a way that a person may undergo this factor because of the people in his social circle. A person may undergo stress especially when the employee assumes a danger to his social respect. Stress possesses both negative and positive outcomes. Stress is normally a response to the danger. When a person perceives danger, automatically signals are transferred to the mind and reaction to that danger is generated. In positive sense, stress pulls us towards a

necessary reaction of the employee in the organisation and solution against the threat posed to us. While in negative sense, stress is a barrier of the employee which reduces productivity and plays a major role in creating hurdles to achieve our 95 targets in the organisation. In an organization, stress brings behavioural changes which ultimately decrease the cooperation between the employees of an organization. It is a well-established fact now that the stress is becoming more complex at working area in many industrial areas. With the sizeable increase

in stress problems, there is also a sizeable loss in term of money in all over the world collectively and also millions are badly affected individually. The stress causes the problems like Absenteeism because of disease, psychological health problems, unexpected events and many more are the outcomes of the stress at working areas. The negative outcomes of workplace stress are pushing the governments towards for making laws in favour of employees due to an increase quantity of the publications and research done in this field. The problems created because of workplace stress are not limited to a particular profession in the organisation as it has caused long-term effects everywhere in the world .

STATEMENT OF THE PROBLEM

Tirupur is facing a crisis in terms of excessive mobile population as well as frequent stress in all the parts of the organisation. The basic infrastructure facilities like roads, drinking water, recreational space, adequate housing for stress affected employees are missing adding further woes for workforce which survives in an already dampened working conditions in most of the small and medium knitting, stitching, packing, compacting, dyeing and bleaching units of this region. Employee wages and expenditures are not in balance, so often they fall in debt. Expenditures in terms of drinking water during summer, payment of rent during off season or low garment production seasons, children's education, frequent shifting of house on account of rising house rent and medical expenses due to both work related physical stress. Also, the enrolment rates of migrant workers under ESI scheme is very low compared to the regular workers from the same city. This will further insist on the necessity for conducting a research for improving the status of Employee in the garment city. This study is an attempt to know about the job satisfaction of the employees in Tirupur City.

OBJECTIVES OF THE STUDY

Primary Objective:

To study about the Occupational Stress faced by the Employees in Tirupur Garment Industry.

Secondary Objective:

1. To study the demographic factors of the employees working in the Tirupur garment industry.
2. To identify the opinion on stress factors of Employees in Garment industries.
3. To study the various factors those are influencing the job satisfaction of employees in Tirupur city.
4. To give better solutions to reduce stress level among Employees.

SCOPE OF THE STUDY

The huge export orders of Tirupur are achieved only through the ability and efficiency of garment Employees but when it is spelt out in the market, the entire credit is taken over by the garment exporters. Without the sincere efforts of employees and co-operation of labour , the dream of exports will never materialize in Tirupur. This research will identify the best potentialities and job satisfaction of

employees without affecting stress in promoting garment exports and sourcing of orders in the Apparel industry.

LIMITATIONS OF THE STUDY

- The management has not allowed the researcher to collect the information from the night shift operators.
- The opportunities are very limited to get the data from night shift employees.
- This research includes only the middle level and low level migrant employees of the garment industry.
- The research sample does not include the high level employees.

REVIEW OF LITERATURE

Kumar Amarendra Narain (2012)¹ He explained that the stress in fact, a boon for industrial advancement. It is also a blessing for jobless persons who spend their time wastely and uselessly. It can be easily emphasized that the migration (seasonal and permanent) of agricultural labourers has reasonably improved the socio-economic position of the migrants of Bihar. Their outlook has changed and their perception of narrow outlook based on caste and social taboos has also changed for the good. They have received exposure to modern civilized life and their intermingling with the advanced section of society of Cachar has widened their mental horizon. This, in the long run, will improve the socio – economic faces of the migrants as well as the state as a whole.

Paramjit S.Sahai, Krishnan Chand (2012)² They observed that by promoting safe and legal throw the light on stress certain areas as: Need to focus on blocks, where there is lack of awareness on legal migration. Awareness campaigns should focus on matriculates. Need to pay greater attention to women migrants and hence concentrate more on Women's institutions.

shree (2012)³ she argued that by providing ideas for employment – related reasons, the stress factor rate of women of general category is less compared to tribal women. Thousands of tribal women and girls migrate from their hinterlands to urban city centres mainly in search of better employment. Unemployment, lack of resources or infrastructure, land alienation etc, are reasons for migration. They are basically new to this environment in which they migrate. They have to encounter many problems in the cities to which they migrate. Migration is not a new phenomenon in any part of the world. Ever since the world existed, people have been and are still migrating.

National Sample Survey (2008)⁴ This survey explained that occupational stress is defined as "A household member whose last usual place of residence (UPR) anytime in the past, was different from the present place of enumeration was considered as a migrant member in a household". Migration can be seen as in various perspectives. It

has acquired significance because of the labour mobility. Rural to urban migration is most significant. The migration rate in the urban areas was 35 percent which was far higher than the migration rate in the rural areas, that is, 26 percent.

RESEARCH METHODOLOGY

In this study, the methodology followed in conducting the research has been described. Details regarding the research design, data collection instrument, sampling procedure, source of the data and statistical tool are also given.

RESEARCH DESIGN

Research design is purely and simply the framework or plan for a study that guides the collection and analysis of the data. The research design indicates the methods of research ie, the method of gathering information and the method of sampling.

DATA COOLECTION INSTRUMENTS

A well structured questionnaire was designed to collect qualitative and quantitative data. The questions related to the objective of the study from a major portion of the questionnaire. It mainly consist of multiple choice questions, ranking , so that the respondent can answer easily by just putting a mark on any of choice of answer furnished. The questions are arranged in an orderly way so as to provide a logical progression.

SAMPLING PROCEDURE

Sampling technique

In this study, the Researcher has used convenient sampling. In convenient sampling, a sample is obtained by selecting convenient population elements from the entire population

Non probability sampling

Non probability sampling is that sampling procedure which does not effort any basis for estimating the probability that each item in the population has of being included in the sampling.

Convenient sampling

Convenient sampling is the matter of taking what you get. It is an accidental sample although selection may be unguided, is probably not random; using the correct definition of everyone in the population is having equal chance of being selected. Volunteers would constitute a convenience sample.

SOURCE OF DATA

Pilot study was conducted to identify the data sources relevant to the study. Thus research approach, contact method and simple design were used for data collection and other measurements. Instruments meant for data collection are questionnaire and opinions. A commonly used instrument of measurement in the rating scales. Of these questionnaire and rating scales and fundamental to the collection and measurement of data for this project study.

Data can be classified into

- a) Primary data
- b) Secondary data

PRIMARY DATA

The primary data are those, which are collected afresh and for the first time, and thus happen to be original in character. There are several methods of collecting primary data, particularly in survey and descriptive research. Some important ones are observation method, interview method, through questionnaire, through schedules etc. The data were collected through structured questionnaire.

SECONDARY DATA

Secondary data means, data that were already available that is they refer to the data which have already been collected and analyzed by someone else and which have already been passed through the statistical process. Secondary data may either be published data or unpublished data and can be gathered through Internet, books, magazines, manuals, journals etc. The secondary data were collected from official records, internets and magazines.

STATISTICAL TOOLS -

PERCENTAGE ANALYSIS

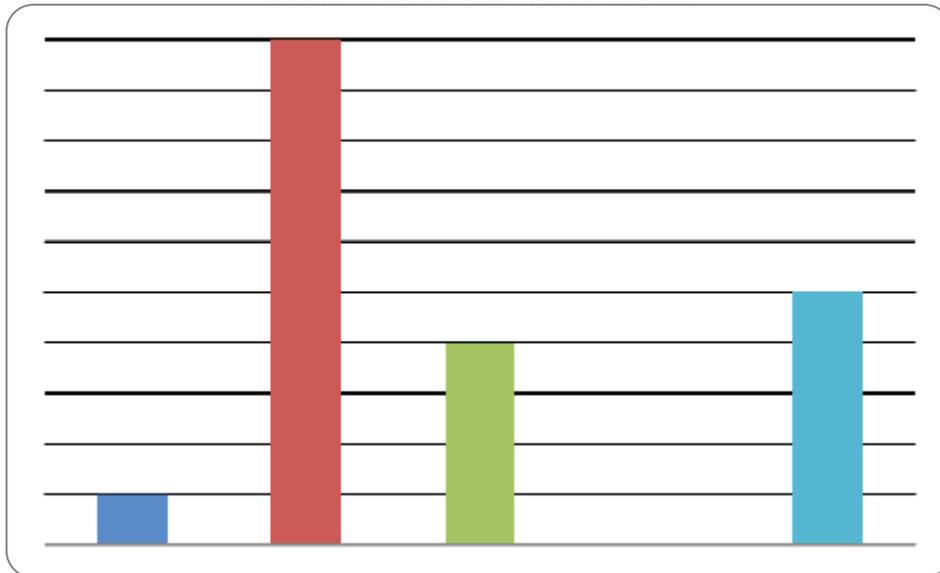
The Percentage analysis is an effective tool to study the attributes of the respondents. Each response by the respondent to a particular statement is plotted into frequency table and quantified. The entire response to the statement is considered as 100 percent and each of the choice within the statement is measured as what percentage does it holds to the total response to that particular statement.

$$\text{Percentage of respondents} = \frac{\text{Number of respondents}}{\text{Total respondents}} \times 100$$

PERCENTAGE ANALYSIS - AGE OF THE RESPONDENTS

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Below 20	05	05
2	21-30	50	50
3	31-40	20	20
4	Above 40	25	25

CHART - AGE OF THE RESPONDENTS



INTERPRETATION

From the above table it is clearly understood that 05 respondents are in the category of Below 20, where the respondents in 21-30 are 50, 20 respondents are in the age group of 31-40 and the respondents in Above 40 are 25

INFERENCE:

Majority respondents are in the Age group of 21-30.

SUGGESTIONS:

The garment industry should concentrate on the areas in which the employees are dissatisfied. It should take necessary steps to enhance the employees by making employees satisfied. There is a quote that ‘a happy and satisfied worker with proper motivation definitely contributes more’.

1. The industry should concentrate on the environment to make it safe and comfortable to the employees by reduction of working hours, changes in shift system and thereby reducing stress.
2. The industry should take steps to satisfy the migrant employees in terms of monetary benefits such as increment, annual paid leave and dearness allowance. So that employees were attracted and stimulated to do work.
3. The industry should provide enough measures that promote health of the workers because a healthy worker contributes more to the upliftment of the organization.
4. Workers operational efficiency can be increased by motivating them with financial and non financial

incentives such as Increase in Pay, Incentives, Promotion, Recognition of work, Respect, Less Supervision, Freedom of work and finally Rewards/awards.

5. Interpersonal relations at work serve a critical role in the development and maintenance of trust and positive feelings in an organization

6. Career development and training can help employees move ahead in his career. Companies that offer career development and training opportunities to their existing staff, can get benefit from the increased knowledge and efficiency, the trained employees would possess.

CONCLUSION

The major research issue of the study is to find the influence of personal and organizational variables on morale of Garment industries. The findings makes it clear that employees is influenced by organizational variables such as work itself, working condition, communication, motivation, advancement, recognition, pay structure to avoid stress factor.

This study would help the industry in identifying the areas where they have to concentrate to increase productivity. Going through the various findings it is clear that the employees are satisfied with some factors and dissatisfied with some factors by the employees. The employees’ perception towards satisfaction regarding various factors is sailing between neither satisfied nor dissatisfied.

The industry should carefully pay special attention to make the migrant employees satisfied. Thus, it is concluded that enhanced morale of employees in turn increase the efficiency of the workers and it can be channelized for maximum of productivity in the Garment industries.

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