

**A STUDY ON STRESS TOWARDS WOMEN EMPLOYEES IN TEXTILE INDUSTRY,
KARUR**

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ABSTRACT

In this wide society women's are facing huge problem. And their role played in the society is also more. As their contribution to their family increased, earning number of women also increased, this made them to play a dual role in the society as a home maker and as employees. This cause stress and also affects their physical and mental health. Society the working world and daily life have changed almost beyond recognition in the past 50 years. These changes have contributed to a major increase in stress. Stress is caused from both outside & inside the organization & from groups that employees are influenced by & from employees themselves. The agents or demands that evoke the potential response are referred to as stressors. According to Selye a stressors is "Whatever produces stress with or without functioning hormonal or nervous systems". The present study was conducted among the women employees working in textile industry, Karur. Both primary and secondary data has been collected for the study. Primary data was collected by means of a structured questionnaire; copies of the questionnaire were given to respondents by hand. And secondary data was collected through journals, articles, books and newspaper etc., Due to time constrain, only 100 samples was collected to interpret the result. As the study was not particular about one company, as it is open research convenient sampling technique was adapted for this research. This study enumerates the problem faced by women employees working in textile industry. And it highlighted the factors caused stress to them.

Keywords: Stress, performance, ambiguity, resistance and depression

INTRODUCTION

Another definition of Stress by Udai Pareek says, "Stress is the term used to denote a stimulus (or cause); the response (physiological, behavioral, or cognitive changes); or the resultant state of the organism." Work-related stress is defined as a harmful reaction that people have to undue pressures and demands placed on them at work. By its very nature, stress is difficult to measure and have two different data sources from which to conduct analysis. The process of stress management is

one of the keys to a happy and successful life in modern society. The treadmill of pressures of existing and performing in contemporary society is quick to dislodge the inner peace necessary for optimum physical and mental health and the ability to be at our highest level of productivity and happiness. It is time to recognize that our effortful, anxious, performance-based approach to life systematically undermines our potential". This study deals with the women employees in the textile sector. Stress plays a tedious role in every person's life. It entered in various ways in family, in workplace, while traveling, from the stranger so on. We cannot avoid those situations or those happenings but it is possible to overcome it before or after it arrive.

REVIEW OF LITERATURE

We generally use the word "stress" when we feel that everything seems to have become too much - we are overloaded and wonder whether we really can cope with the pressures placed upon us.

The difference between "stress" and "a stressor" - a stressor is an agent or stimulus that causes stress. Stress is the feeling we have when under pressure, while stressors are the things we respond to in our environment. Examples of stressors are noises, unpleasant people, a speeding car, or even going out on a first date. Generally (but not always), the more stressors we experience, the more stressed we feel.

According to experts, stress is a burst of energy that basically advises you on what to do. In small doses, stress has many advantages. For instance, stress can help you meet daily challenges and motivates you to reach your goals. In fact, stress can help you accomplish tasks more efficiently. It can even boost memory.

Prof. P. Deepa Ananda Priya in her study she investigated the Job Stress of Women Employees in IT and ITeS Industries, Tamilnadu. In her research she found the the impact of demographic variables on job stress and to study the impact of job stress on physical, psychological well being and turnover intention of employees. The results shows that Meeting deadlines and Job Insecurity is the there is a impact of demographic variables on job stress and job stress on turnover intention. Due to job stress the women employees are experiencing more psychological stress than the physiological stress. The suggestions are given based on the results.

Maryam Zarra-Nezhad, University of Jyväskylä in his study he Work and family are the two most important aspects in women's lives. Balancing work and family roles has become a key personal

and family issue for many societies. There are many facets in working mother's lives that subject to stresses. They deal with home and family issues as well as job stress on a daily basis. Imbalance between work and family life arises due to a number of factors. Various factors appear to strengthen the brunt of pressure on women. The question was raised whether there is a relationship between occupational stress and family difficulties of working women in Iran. There is a great need for research on working women, especially concerning the impact and occurrence of job stress on children mental health. Longitudinal data on young childbearing families are needed to examine the complex issues of work-family surrounding the family in today's world.

NEED OF THE STUDY

- To find the factors cause stress at work environment
- To know the hurdles women employees in textile industry
- To inculcate the both physiological and psychological effects on stress.

OBJECTIVES OF THE STUDY

- To analysis the problem faced by working women in the work environment
- To identify factor influencing stress.
- To view both the external and internal cause of stress.
- To suggest the remedial measures to avoid job stress.

SCOPE OF THE STUDY

The study entitled with on the problems faced by working women. The main reason for analyzing the working women's problem is to understand their difficulties at work place with the personal / managerial activities. This study inculcated the stress affecting factors both internally and externally. And it gives remedial measures to avoid stress. It also suggests the organization to give solution for avoiding stress for their employees.

LIMITATIONS

- Employees feel complicated to share their personal activities
- Stress related problems cannot be identified immediately
- It was not possible to cover all employees in a limited period of time.

- The study totally depends on respondents views which may be biased in nature.
- The study has been targeted towards sample size of 100.

RESEARCH METHODOLOGY

Descriptive study has been implemented for this research. The major purpose of descriptive research is description of the state of affairs as it exists at present. The research has been focused on women employees preferred in working Textile industry. As the study is open, convenience sampling has been used for the research and 100 samples have been collected for further analysis. Data has been collected through both primary and secondary. Primary data collected by framing questionnaires and secondary data collected through books, journals and web sources

Statistical tools used for this study is Garrett ranking method.

The percentage score is calculated as

$$\text{Percentage score} = 100(R_{ij} - 0.5) / N_j$$

Where, R_{ij} is Rank given for i^{th} item j^{th} individual

N_j is Number of items ranked by j^{th} individual

The percentage score for each rank from 1 to 5 are calculated. The percentage score thus obtained for all the five ranks are converted into scale values using Scale Conversion Table given by Henry Garrett. The scale values for first rank to fifth rank is 75, 60, 50, 40, and 24 respectively. The score value (fx) is calculated for each factor by multiplying the number of respondents (f) with respective scale values (x). The total scores are found by adding the score values (fx) of each rank for every factor. The mean score is then calculated to know the order of preference given by the respondents for the factors. Based on the mean score, the overall ranks are assigned for each. The ranking analysis of the factors influencing the reason for going job and the factors which is very delicate for their imbalance of work life Garrett's Ranking Technique is shown in the below tables.

DATA ANALYSIS AND INTERPRETATION

Though more and more women are coming out in search of paid employment and their families also need their income, the attitude towards women and their role in the family has not undergone much change. Women continue to be perceived as weak, inferior, and second-class citizens. In capitalist society, this feudal attitude is utilised by the capitalist classes to further

exploit women and increase their profits. For working women, this discrimination is extended to the workplace also.

Even today, looking after the family and children is generally perceived to be the primary responsibility of women. With the State retreating from its minimum responsibilities of providing welfare measures and privatisation of basic services like health, education etc, and women are forced to spend more time and energies on these responsibilities towards their children and other family members. The unpaid labour of women in providing these services to the family increases their burden while at the same time helping the employers in keeping the wages low.

This study reveals about the causes of stress for the women employees working in textile industry. And also it indicates the effects of stress both internally and externally. The job stress also collapse the work life balance, this cause problem in smooth functioning of the family.

Table No: 1 Factors influencing the stress in organization

Factors		Rank Scale					Total	Total Score	Mean Score	Rank
		I (75)	II (60)	III (50)	IV (40)	V (24)				
High work load	F	38	27	20	9	6	100	5974	59.74	1
	Fx	2850	1620	1000	360	144				
Women exploitation	F	20	25	20	15	20	100	5080	50.8	3
	Fx	1500	1500	1000	600	480				
Discrimination	F	9	19	28	27	17	100	4703	47.03	4
	Fx	675	1140	1400	1080	408				
Short time period to achieve the target	F	27	21	18	12	22	100	5373	53.73	2
	Fx	2025	1260	1080	480	528				
Sexual harassment	F	6	8	14	37	35	100	4090	40.9	5
	Fx	450	480	840	1480	840				
Total $\sum f$		100	100	100	100	100				

It is clear from the above Table that the employees in textile companies rank the factors cause stress in the organization. They gave (59.74) for high work load followed by Short time period to achieve the target (53.73), Women exploitation (50.8), Discrimination (47.03) and the least importance is given to sexual harassment (40.9).

Table No: 2 Physical effects due to job stress

Factors		Rank Scale					Total	Total Score	Mean Score	Rank
		I (75)	II (60)	III (50)	IV (40)	V (24)				
Hypertension	F	21	27	18	22	12	100	5263	52.63	2
	fx	1575	1620	900	880	288				
Hair fall	F	9	19	28	27	17	100	4703	47.03	4
	fx	675	1140	1400	1080	408				
Sleeping difficulties	F	25	20	20	15	20	100	5155	51.55	3
	fx	1875	1200	1000	600	480				
Head ache	F	39	26	20	9	6	100	6189	61.89	1
	fx	2925	1560	1200	360	144				
Stomach upset	F	6	8	14	37	35	100	4090	40.9	5
	fx	450	480	840	1480	840				
Total $\sum f$		100	100	100	100	100				

It is interpreted from the above Table that the employees reveals the physical effect of stress. They gave head ache with the score of (61.89) followed hypertension (52.63), sleeping difficulties (51.55), hair fall (47.03) and the least importance for stomach upset (40.9).

Table No: 3 Psychological effects due to job stress

Factors		Rank Scale					Total	Total Score	Mean Score	Rank
		I (75)	II (60)	III (50)	IV (40)	V (24)				
Feeling of insecurity	F	27	22	15	19	17	100	5263	52.63	2
	Fx	2025	1275	1350	900	1950				
Burnout	F	17	18	25	24	16	100	4949	49.49	4
	Fx	1320	1080	1140	960	1500				
Fatigue	F	18	19	32	17	14	100	5106	51.06	3
	Fx	750	1250	1600	750	650				
Forgetfulness and restlessness	F	12	16	15	21	36	100	4314	43.14	5
	Fx	760	960	680	840	760				
Anger	F	26	25	13	19	17	100	5268	52.68	1
	Fx	408	384	336	864	408				
Total $\sum f$		100	100	100	100	100				

It is interpreted from the above Table that the employees reveals the job stress which results in psychological effects. They gave head ache with the score of (61.89) followed hypertension (52.63), sleeping difficulties (51.55), hair fall (47.03) and the least importance for stomach upset (40.9).

SUGGESTION AND CONCLUSION

In the era of globalization, working women have become more vulnerable to intense exploitation; they are exposed to more and more risks and are forced to endure more and more stress and strain, both physical and mental. Not all stress can be avoided, and it's not healthy to avoid a situation that needs to be addressed. You may be surprised, however, by the number of stressors in your life that you can eliminate. In general to avoid the stress the employees can avoid people who stress them, take control of the environment and focus on the positive. 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 the more impact than the positive stress because of environmental factor is the core of the stressors. Stressors i.e. stress stimulus like family, relationship, not satisfied in job, feel depress while working...etc. As the private sector now a days, extracting work form the employees in turn giving less remuneration with less benefits. The women employees working in textile sector suffering with less welfare facilities. And even with night shift by which they feel difficult to look over their family. The organization have to provide welfare facilities which cause stress and also the employees can provided with relaxation program monthly once to reduce the stress and get refreshed both mentally and physically

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