AN ANALYTICAL STUDY ON OCCUPATIONAL STRESS AMONG THE EMPLOYEES OF TEXTILE COMPANIES IN ERODE DISTRICT, TAMILNADU.

Ms.R.Akalya,

Ph..D Research Scholar,

Department of Management Studies

Nandha Arts and Science College,

Erode-52.

Dr.P.Mohanraj,

Associate Professor and Head,

Department of Management Studies

Nandha Arts and Science College,

Erode-52.

ABSTRACT:

Human Resources Management is an art of managing people at work in such a manner that they give their best to the organization. In simple word human resources management refers to the quantitative aspect of employees working in an organization. Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. In our fast-paced world, it is impossible to live without stress, whether a student or working adult. Occupational stress refers to the ongoing or progressing stress an employee experiences due to the responsibilities, conditions, environment, or other pressures of the workplace. Occupational stress can also be termed as "Job Stress", "work place Stress" and "Organizational Role Stress". In this study statistical tools such as percentage analysis, ANOVA and Hentry Garrot ranking analysis has been used for analyzing the employees stress. Greater care should be taken by the textile companies for giving job security and also reduce the work load in order to reduce the stress and also retain the employees.

Key Words: Human Resource Management, Occupational Stress, Textile Companies.

INTRODUCTION:

Human Resource Management is a management function concerned with hiring, motivating, and maintaining workforce in an organization. Human resource management deals with issues related to employees such as hiring, training, development, compensation, motivation, communication, and administration. Human resource management ensures satisfaction of employees and maximum contribution of employees to the achievement of organizational objectives. In today's competitive business world, no organization can imagine surviving without a team of efficient employees or human resources. To retain this efficient pool of employees, it is important to manage human resources effectively. Human resource management is defined as the process of acquiring, recruiting, and retaining employees in an organization. HRM serves multiple essential purposes in an organization for the growth of employees and the company. It is essential for both an organization and its employees. For an organization, HRM aims to maintain a positive work culture and fulfil the organizational goals. For employees, HRM provides them with a direction to achieve organizational goals, motivating them to perform more efficiently in the future.

REVIEW OF LITERATURE:

Y.Tatheer (2013) Majority of the bankers of Pakistan claim that they are highly stressed because their jobs that not only affect their performance in banks but also equally affect their health and personal life. They also declare that the organization politics and bureaucracy are the main reasons of stress in their banks.

P.S. Swaminathan & Rajkumar S. in their work on —Stress levels in Organizations and their Impact on Employees' Behaviour **(2013).** They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employees' individual in nature. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress they are 1) Role overload 2) Role self-distance 3) Role stagnation.

STATEMENT OF THE PROBLEM

Occupational stress is the state of uneasiness felt and perceived at the individual level and generated during occasions, events or circumstances that are too severe and common in nature so as to exceed any person's capabilities to cope with the situation and handle it passionately. Today many organizations and employees are experiencing the effects of stress on work performance. The effects of stress can be either positive or negative. What is perceived as positive stress by on person may be perceived as negative stress by another, since everyone perceives situations differently negative stress is becoming a major illness in the work environment, and it can debilitate employees and be costly to employers. Work stress had to be rightly identified at the right time and measures should be taken to control the stress among the employees. Hence this study attempts to find out the level of stress among the employees of selected textile companies in Erode district.

OBJECTIVES OF THE STUDY

1. To analyze the level of occupational tress among the employees of selected textile companies in Erode district.

2. To find out the causes of occupational tress among the employees of selected textile companies in Erode district.
3. To offer suitable suggestions to reduce the occupational stress among the employees of selected textile companies in Erode district.

METHODOLOGY:

Sources of Data:

Primary Data:

This study is mainly based on primary Data. Questionnaire method has been adopted to collect primary Data. Secondary data also used which are collected from journals, websites, books and newspapers etc…

Sampling technique:

The researcher selected 25 leading Textile companies in Erode district. Convenient sampling technique has been used for collecting data.

Sample size:

110 Employees have been chosen as sample in this study.

Area of the study:

Area chosen for the study is Erode District.

Statistical Tools used:

Percentages analysis, ANOVA and Hendry Garratt Ranking analysis has been used in this study.

Hypothesis:

There is significant association between age and level of Occupational stress.

There is significant association between monthly salary and level of Occupational stress.

Limitations of the study:

1. Due to economic and time constraints of the researcher, the number of respondents was limited to 110 only.
2. The area of the study is confined to Erode District only. Hence the finding and suggestions are not applicable to other areas.

TABLE 1

GENDER OF THE RESPONDENTS

Gender	No of respondent	Percentage
Male	64	58.2%
Female	46	41.8%
Total	110	100

 Source: Primary Data

Majority (58.2%) of the respondents were Male.

TABLE 2

MARITAL STATUS OF RESPONDENT

Marital status	No .of respondent	Percentage
Married	47	43.1%
Unmarried	62	56.9%
Total	110	100

 Source: primary Data

Majority (56.9%) of the respondents are belonging to unmarried category.

TABLE 3

AGE OF THE RESPONDENTS

Age	No. of respondents	Percentage
Below 30	21	19.1%
30-40	44	40%
40-50	32	29.1%
50-60	10	9.1%
Above 60	3	2.7%
Total	110	100%

 Source: primary Data

Majority (40%)of the respondents are coming under the age group of 30 to 40 years.

TABLE 4

MONTHLY SALARY OF THE RESPONDENTS

Monthly salary	No. of respondents	Percentage
Below 20000	25	22.7%
20000 - 30000	38	34.5%

30000 - 40000	35	31.8%
Above 40000	12	10.9%
Total	110	100

Source: primary Data

Majority (34.5%)of the respondents have monthly income between 20000 to 30000.

TABLE 5

LEVEL OF JOB SATISFACTION

Level of satisfaction	No .of respondents	Percentage
Highly satisfied	27	24.5%
Satisfied	61	55.5%
Dissatisfied	19	17.3%
Highly Dissatisfied	3	2.7%
Total	110	100

Source: primary Data

Majority (55.5%)of the respondents are satisfied in their job.

TABLE 6
LEVEL OF OCCUPATIONAL STRESS OF THE EMPLOYEES

Level of stress	No. of Respondents	Percentage
Very stressed	20	18%
Stressed	36	32.4%
Not very stressed	26	23.4%
Not at all stressed	18	16.2%
May be stressed	11	9.9%
Total	110	100

Source: primary Data

Majority (32.4%)of the respondents Stressed in their work.

TABLE 7

CAUSES OF OCCUPATIONAL STRESS

Cause	Total score	Rank
Office environment	**545**	V
Heavy Work load	**698**	II
Competition at work	**530**	VI
Pressure from dept. Heads	**495**	VII
Poor salary	**655**	III
Long working hours	**605**	IV
Job insecurity	**712**	I
Changes within the organization	460	VIII

Source: primary Data

From the above table it can be concluded that the main cause of stress is job insecurity.

Hypothesis:

There is no significant association between age and level of Occupational stress.

TABLE 8

AGE AND LEVEL OF OCCUPATIONAL STRESS

(Two Way Table)

AGE	LEVEL OF STRESS			TOTAL
	HIGH	MEDIUM	LOW	
Below 30	11	6	4	21
30-40	23	13	8	44
40-50	25	5	2	32
50-60	6	2	2	10
Above 60	1	1	1	3
Total	66	27	17	110

Source: primary Data

TABLE 9

AGE AND LEVEL OF OCCUPATIONAL STRESS

(ANOVA TEST)

SOURCES	SUM OF SQUARES	DF	MEAN SQUARE	F	F. CRT
Between Groups	268.133	2	134.067	2.867	3.89
Within Groups	561.200	12	46.767		
Total	829.333	14			

Source: Calculated result from primary Data

The table 9 shows that the calculated value of F is < F Critical value (at 5% level of significance). The hypothesis is accepted. Hence it is concluded that there is no significant association between age and level of Occupational stress.

Hypothesis:

There is significant association between monthly salary and level of Occupational stress.

TABLE 10

MONTHLY SALARY AND LEVEL OF OCCUPATIONAL STRESS

(Two Way Table)

MONTHLY SALARY	LEVEL OF STRESS			TOTAL
	HIGH	MEDIUM	LOW	
Below 20000	15	5	5	25
20000 - 30000	23	10	5	38
30000 - 40000	21	9	5	35
Above 40000	7	3	2	12
Total	66	27	17	110

Source: primary Data

TABLE 11

MONTHLY SALARY AND LEVEL OF OCCUPATIONAL STRESS

(ANOVA TEST)

SOURCES	SUM OF SQUARES	DF	MEAN SQUARE	F	F .CRT
Between Groups	335.167	2	167.583	7.754	
Within Groups	194.500	9	21.611		4.86
Total	529.667	11			

The table 11 shows that the calculated value of F is > F Critical value (at 5% level of significance). The hypothesis is rejected. Hence it is concluded that there is significant association between monthly income and level of Occupational stress.

FINDINGS:

Majority (58.2%) of the respondents are male.
Majority (56.9%) of the respondents are belonging to unmarried category.
Majority (40%)of the respondents are coming under the age group of 30 to 40 years.

Majority (34.5%)of the respondents have monthly income between 20000 to 30000.Majority (55.5%)of the respondents are satisfied in their job.

Majority (32.4%)of the respondents Stressed in their work.

The main cause of stress of the respondents is job insecurity and heavy workload.

There is no significant association between age and level of Occupational stress.

There is significant association between monthly income and level of Occupational stress.

SUGGESTIONS:

1. The management should give job security to their employees in order to retain them**.**
2. The companies should reduce the employees' workload and also provide more recreational facilities.
3. Employee's engagement cum motivational programs should be conducted periodically to sensitize the staff towards public service motive.
4. The management can redesign the job to reduce work stress.
5. The top management should try to give additional breaks during the working hours.

CONCLUTION:

Human resource is the most important resource of any organization and therefore it must be taken care of. The employees are the assets of the firm hence the factors which cause stress to them must be identified and eliminated because this stress will prevent from doing their job effectively. Greater care should be taken by the companies for giving job security to their employees and also reduce the work load in order to retain the employees.

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