CAUSES OF ORGANIZATIONAL STRESS AMONG EMPLOYEES WORKING IN SELECT GARMENT COMPANIES IN TIRUPUR DISTRICT

THAMARAI SELVI [1]   SHANTHI RANGASAMY[2]   MANIMEKALAI[3]

[1]Research Scholar in Management, Kaamadhenu Arts & Science College, Sathyamangalam, Erode.

[2]Assistant Professor in Management, Kaamadhenu Arts & Science College, Sathyamangalam, Erode

[3]Research Scholar in Management, Kaamadhenu Arts & Science College, Sathyamangalam, Erode

ABSTRACT

The success of any manufacturing organization depends largely on the employees. The study mainly undertaken to find out the potentials of stress among the employees working in garment companies. This study can be helpful in knowing, why the employees feel stressed and how to make them to work without stress and which factors make employee stressed. The main objective of the study is to study the employee's stress and the factors that contributes stress for the employees. The research design used is descriptive. 200 employees are selected from five top companies of Tirupur Taluk. Appropriate statistical tools are used for analysis.

Keywords: organization stress, satisfaction & stress management

Introduction

Textile manufacture is a major industry. It is based in the conversion of three types of fiber into yarn, then fabric, then textiles. These are then fabricated into clothes or other artifacts. Cotton remains the most important natural fiber, so is treated in depth. There are many variable processes available at the spinning and fabric-forming stages coupled with the complexities of the finishing and coloration processes to the production of wide ranges of products. There remains a large industry that uses hand techniques to achieve the same results. Cotton is the world's most important natural fiber. In the year 2007, the global yield was 25 million tons from 35 million hectares cultivated in more than 50 countries.

Review of Literature

Upson, John W. Ketchen Jr., David J.; Ireland and R. Duane (2007) focused on potentially dangerous role of stress among supply chain members, and how this stress can be addressed, after identifying supply chain activities that create employee stress. The researchers concluded that by using the suggested initiatives, both employees' quality of life and the organization's performance can improve.

Buddeberg-Fischer, B, Klaghofer, R, Stamm, M, Siegrist, J and Buddeberg,(2008) in their study investigated the perceived job stress, its Association with the amount of working hours, and its impact on young physicians' self-reported health and their satisfaction with life during residency. Stress at work in young physicians, especially when be experienced over a longer period in postgraduate training, has to be a matter of concern because of its negative impact on health and life satisfaction and the risk of developing symptoms of burnout in the long run.

Kassegne Damtew and Venkat Pagidimarrithe (2013) in their study, "The role of "trust" in building customer loyalty in insurance sector" found that customer trust is an important antecedent of customer loyalty and insurers need to focus on the construct of trust which contains belief in the company employees and insurance company as a whole.

Scope of the study
Stress experienced by the employees in their job has negative impact on their health, performance and their behavior in the organization. Thus, stress needs to be managed effectively so as to set off these harmful consequences. So the study is felt needed by the researcher. This study has a wider scope in any kind of organization since stress is general one and makes the employees to put forth their practical difficulties and need factors in the organization. This study can help the management to know the causes of stress in the organization and suggest some ways to remove stress among employees in the organization.

Objectives of the study
- To study the socio-economic background of the employees of garment industry.
- To study the employee's stress in garment industry in Tirupur
- To study the level of satisfaction towards the working condition of the organization

Research design
The method followed for the study is descriptive method Employees of garment companies in Tirupur are the target respondents. From the total population, 200 respondents were selected from the top ten companies. 20 samples were selected from each company. Convenience sampling is the method used to select the sample. Percentage method, Garrrett Ranking method, and Chi-square test.

Results and Discussion
Table 1: Shows demographic profile of respondents to the survey (n = 200)

Characteristics		Frequency	Percentage
Age	< 25	50	25
	25-42	112	56
	> 42	38	19
Gender	Male	94	47
	Female	106	53
Marital Status	Single	30	15
	Married	170	85
Education	Illiterate	19	9.5
	School Level	39	19.5
	Graduate/ Post-Graduate	94	47
	Others	49	24.5
Income group	< 8000	62	31
	8000 to 12000	90	45
	> 12000	48	24
Experience	Below 5 years	100	50
	6-10 years	80	40
	More than 10 years	20	10
Family members	Two	0	0
	Three	14	07
	Four	60	30
	More than four	86	63

	Knitting	38	19
	Embroidery	16	28
	Fabrication	22	11
Department	Compacting	12	06
	Cutting	24	12
	Stitching	36	18
	Ironing	12	06

(Source :Primary data)

The Majority of the respondents are female within the age group of 25 – 42 years under married category. Most of the respondents are experienced below 5years and are w o r k i n g i n t h e embroidery department. Most of the respondents have four members in their family.

Table 2: Shows Mean value of causes of stress

	Causes of Stress -Cope with stress	
1	Excessive workload	2.51
2	Tedious or meaningless tasks	2.75
3	Long hours and low pay	2.41
4	Infrequent rest breaks	3.00
5	Unreasonable performance demands	2.80
6	Noise and overcrowding	2.78
7	Poor air flow	2.53
8	Health and safety risks	2.89
9	Technological changes	2.40
10	Changes in the production and product	2.99
11	Changes within the organization	2.72
12	Layoffs	2.80
13	Unorganized poor	3.04
14	Workforce diversity	2.48
15	Reward system	2.51
16	Promotional policies	2.73
17	Job security	2.78
18	Leadership style	3.00
19	Job characteristics	2.57
20	Pressure of responsibility	2.43

(Source :Primary data)

The above table shows most of the respondents felt that insufficient training (3.07), unorganized poor (3.04), infrequent rest breaks (3.00) and leadership style (3.00) are the causes of stress.

H_1:There is no association between gender and cause of stress

Table 3: Shows t test between gender and cause of stress

Gender	**Mean**	**Standard deviation**	**t**	**P value**
Male	66.02	6.511		
Female	65.42	6.729	.600	.439

(Source :Primary data)

The above table shows that P value (0.439) is greater than 0.05 which indicates that Null hypothesis is accepted at 5 % level of significance. Hence it is concluded that there is no significant difference between male and female with regard to the causes of stress.

Table 4 : Shows association between type of gender and level of satisfaction towards working conditions

	Hypothesis	χ^2	Sig	Accepted or Rejected
H$_2$	There is no association between marital status and satisfaction level towards working conditions.	1.344	0.511	Accepted
H$_3$	There is no association between marital status and the latest mechanisms or system introduced by the organization	6.133	0.047	Accepted

(Source :Primary data)

Since P value (0.511) is greater than 0.05 null hypothesis is accepted at 5% level of significance. Hence, we conclude that there is no association between marital status and satisfaction level towards working conditions & type of marital status and the latest mechanisms or system introduced by the organization.

Table 5: Shows Garrett's rank method for Health problems of the respondents

Factor/value	I (75)	II (60)	III (50)	IV (40)	V (20)	Total	Mean score	Rank
Body or muscle pains	52 (3900)	32 (1920)	14 (700)	10 (400)	8 (160)	7080 (200)	35.4	I
Dizziness	32 (2400)	52 (3120)	6 (300)	18 (720)	16 (320)	6860 (200)	34.3	II
Occasional pain in the chest	16 (1200)	14 (840)	34 (1700)	8 (320)	26 (520)	4580 (200)	22.9	V
Headache	20 (1500)	16 (960)	28 (1400)	18 (720)	16 (320)	4900 (200)	24.5	IV
Frequent tiredness	12 (900)	10 (600)	28 (1400)	30 (1200)	16 (320)	4420 (200)	22.1	VII
Upset Stomach	14 (1050)	14 (840)	38 (1900)	24 (960)	20 (400)	5150 (200)	25.75	III
Shortness of breath	14 (1050)	12 (720)	12 (600)	34 (1360)	26 (520)	4250 (200)	21.25	VIII
High blood pressure	12 (900)	10 (600)	18 (900)	26 (1040)	24 (280)	3720 (200)	18.6	IX
Mental overload	22 (1650)	18 (1080)	14 (700)	18 (720)	20 (400)	4550 (200)	22.75	VI
Difficulty In Sleeping	4 (300)	22 (1320)	6 (300)	14 (560)	28 (560)	3040 (200)	15.2	X

(Source :Primary data)

The above table shows that the most of the respondents have ranked body or muscle pain as first with mean score of 35.4, dizziness as second with mean score of 34.3, upset stomach as third with mean score of 25.75, headache as fourth with mean score of 24.5, occasional pain in the chest as fifth with mean score 22.9, mental over load as sixth rank with mean score of 22.75, frequent tiredness as seventh rank with mean score 22.1, shortness of breath as eighth with mean score 21.25, high blood pressure as ninth with mean score of 18.6, difficulty in sleeping as tenth with mean score 15.2 . It shows that the respondents are felt that body or muscle pains is the most sensed medical problem among the stress level garments.

It is found that respondents are not satisfied and love their job. It is observed from our study that insufficient training (3.07) was the major cause of stress and Technological changes (2.40) was the least cause of stress identified by the employees. Among the medical problems muscle and body pain was ranked 1 with a mean score of (35.4) and difficulty in sleeping was ranked last with a mean score of (15.2).

Mostly new employees experience stress due new environment, new job and new superior. Conducting orientation program is a good way to cope up with the stress of the new comers. It is important to appoint a counselor in a company where there are more employees to find out the sources of stress and coping strategies used by the employees so that they can be helped to cope well with upcoming problems and situations.

Self-Exploration is the starting point in discovering oneself. It allows one to find out about the attitude towards life, what is important to us and what is not. It gives confidence and poise to face daily living with effectiveness and without stress. By eliminating Conflicts, exercising the right controls to make the correct choices, an employee can direct himself properly to make a right path for smooth and stress-free life.

Conclusion

The main aim of any organization is to earn profit. But to attain the maximum profit, the organization should concentrate more on employees and the ways to retain them for long run.Stress plays an important role in the work performance of employees in the garment industry. It is high time for the owners of garments to realize that the impact of stress on their employees   and also have an impact on organizations performance. Any adverse impact of stress on employees intelligence, emotions and relationships will reduce the overall organization performance and hence employers should also give importance for the well-being of their employees. Therefore organizations should take responsibility for improving employee's physical, mental and emotional well-being through taking appropriate stress management measures parallel to their core operation.

References

1. Buddeberg-Fischer, B; Klaghofer, R; Stamm, M; Siegrist, J; Buddeberg, C (2008),"Work stress and reduced health in young physicians: prospective evidence from Swiss residents. International Archives of Occupational and Environmental Health, Vol. 82 No.(1): pp.31-38.

2. Kassegne Damtew and Venkat Pagidimarrithe (2013) in their study, "The role of "trust" in building customer loyalty in insurance sector" IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 14, Issue 4 (Nov. - Dec. 2013), PP 82-93

3. Upson, John W.; Ketchen Jr., David J.; Ireland, R. Duane. —Managing Employee Stress: A Key to the Effectiveness of Strategic Supply Chain Managementǁ, Organizational Dynamics, 2007, Vol. 36(1), pp.78-92.