

## **A study on level of Stress among the employees of Sanghu knit lands in Tirupur district, Tamilnadu**

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**Abstract:** *Stress is the most common problem nowadays. It is a situation, which can disturb the normal physical and mental health of an individual. Stress can either force you to act and make you excited over something new or it can make you feel depressed, rejected, disgusted and angry. There are several types of stress one of them is job stress. There are plenty of general problems that people at work worry about - increasing job competition, globalization, terrorism, annual appraisals, financial crisis, and even new technology. Beside these, employees are put under pressure to meet their targets, attend meetings on time, fit in with changes in organization by learning and following up new procedures. All these can result different levels of Stress. Nowadays, Working Stress is the fastest growing cause of absence from work. Inefficient management, lack of decision-making by management, excessive working hours, and uncertainty as to future employment prospects and the pressure of the job are some of the causes of stress described by employees. Therefore, employers should consider organizational stress as a serious problem and they must take measures to prevent employees suffering stress arising from their work. This study is to identify the level of Stress, find out the effects of Stress among the employees in Sanghu knit lands and prescribed suitable suggestions to management for to reduce the Stress level in the organisation.*

**Keywords:** *Globalization, Working stress, Level of stress, Organization.*

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### **I. Introduction**

**Employees stress** is a growing concern for organizations today. Stress can be defined as a lively circumstance in which people face constraints, opportunities, or loss of something they desire and for which the consequence is both unpredictable as well as crucial. Stress is the response of people to the unreasonable/excessive pressure or demands placed on them.

Stress is not always negative. It may also bring out the best in individuals at times. It may induce an individual to discover innovative and smarter way of doing things. This positive dimension of stress is called as enstress. But usually, the term stress has a negative implication and this negative aspect of stress is termed as distress. For instance - When a subordinate is harassed or warned by his superior, unhappiness of unsuitable job, etc. We can say that "Stress causes some people to break, and other to break records.

Stress is a state, which is accompanied by physical, psychological or social complaints or dysfunctions and which results from individuals feeling unable to bridge a gap with the requirements or expectations placed on them. Stress in the workplace can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Workplace stress can lead to poor health and even injury. Stress occurs when one is faced with events or encounters that they perceive as an endangerment to their physical or psychological well being. Additionally stress levels will increase when controllability and predictability in a situation decrease. (McGowan, 2001).

### **Symptoms of Stress**

*Some of the symptoms of stress at workplace are as follows-*

- Absenteeism, escaping from work responsibilities, arriving late, leaving early, etc.
- Deterioration in work performance, more of error prone work, memory loss, etc.
- Cribbing, over-reacting, arguing, getting irritated, anxiety, etc.
- Deteriorating health, more of accidents, etc.
- Improper eating habits (over-eating or under-eating), excessive smoking and drinking, sleeplessness, etc.

It is thus very essential to have effective stress management strategies in an organization so that the detrimental repercussions of stress on the employees as well as their performance can be reduced and controlled.

### **Sources and Causes of Stress**

The factors leading to stress among individual are called as stressors. Some of the factors/stressors acting on employees are :

**Organizational factors** - With the growth in organizational stress and complexity, there is increase in organizational factors also which cause stress among employees. Some of such factors are :

- a. Discrimination in pay/salary structure
- b. Strict rules and regulations
- c. Ineffective communication
- d. Peer pressure
- e. Goals conflicts/goals ambiguity
- f. More of centralized and formal organization structure
- g. Less promotional opportunities
- h. Lack of employees participation in decision-making
- i. Excessive control over the employees by the managers

**Individual factors** - There are various expectations which the family members peer, superior and subordinates have from the employee. Failure to understand such expectations or to convey such expectations lead to role ambiguity/role conflict which in turn causes employee stress. Other individual factors causing stress among employees are inherent personality traits such as being impatient, aggressive, rigid, feeling time pressure always, etc. Similarly, the family issues, personal financial problems, sudden career changes all lead to stress.

**Job concerning factors** - Certain factors related to job which cause stress among employees are as follows :

- a. Monotonous nature of job
- b. Unsafe and unhealthy working conditions
- c. Lack of confidentiality
- d. Crowding

**Extra-organizational factors**- There are certain issues outside the organization which lead to stress among employees. In today's modern and technology savvy world, stress has increased. Inflation, technological change, social responsibilities and rapid social changes are other extra-organizational factors causing stress.

## **II. Literature Review**

Numerous researchers have focused primarily on the relationship between employee job stress and organizational commitment. Literature revealed that job role conflict and ambiguity did not have any impact on the organizational commitment in law enforcement agencies in USA; however literature supports the existence of positive relationship of supervisor support, group cohesiveness and promotion opportunity to the organizational commitment (Jaramillo, Nixon & Sams, 2005) affective, normative, and continuance commitment earlier discussed by (Allen & Meyer, 1990). Others explored the antecedent and consequences of stress as Lower stress leads to higher job satisfaction, feeling that the job met expectations, and higher organizational commitment. Higher job satisfaction and commitment to the organization are associated with lower propensity to leave (Moncrieff, Cravens, Babakus & Johnston, 1996).

Values and experiences of employees did interact in the prediction of affective commitment and normative commitment, (Meyer & Allen, 1998). Elangovan (2001) results indicate that there are strong causal links between stress and satisfaction (higher stress leads to lower satisfaction) and between satisfaction and commitment (lower satisfaction leads to lower commitment), and a reciprocal relationship between commitment and turnover intentions (lower antecedents to intentions to quit, While few relevant variables have employed mis-specified commitment that leads to greater intentions to quit which, in turn, further lowers commitment). It's not only the stress which affects the level of commitment but organizational communication has also a significant and positive relationship with organizational commitment (Chen, Silverthorne & Hung, 2005).

Wiener (1982) founds that commitment can be influenced by organizational intervention and Personal predisposition. The work of Yourself (2002) in United Arab Emirate is of foremost important because the research concluded that the job role conflict and the job role ambiguity negatively affects the different facets of the organizational commitment specifically the role ambiguity affects negatively the affective and normative aspects of organizational commitment.

## **III. Need for the Study**

To maintain the industrial democracy in the organisation to help the management to identify and remove the basic reason that causes Stresses. The attitudes, feelings and emotions of employees play a vital role

in determining their performance and behaviour determines the success of the organisation. The management has now paying attention to reduce the stress level in the workplace and helps the organizational growth to a greater extent.

**Objectives of the study**

**Primary objective**

- 1) To identify the level of Stress among the employees in Sangu Knit Lands, Tirupur district.

**Secondary objective**

- 2) To find out the effects of Stress and identify the way to reduce the stress among the employees.
- 3) To identify the relationship exists between department and stress receiving sources.
- 4) To find out the relationship exists between age and the way of affecting stress.
- 5) To evaluate and ranking the opinion of the employees about the causes and effects of stress.
- 6) To suggest suitable measures to reduce the Stress level in the organisation.

**IV. Methodology Of The Study**

The research design of the study was descriptive in nature, Non-Probabilistic Convenience sampling technique was employed in selecting the sample. For the purpose of the study a sample of 150 respondents were selected to collect the data in Sanghu Knit Lands, Tirupur District with the help of structured questionnaire through interview method. The statistical tool used for the data analysis in the study is Simple Percentage, Chi-square Analysis, Weighted average method. The period of the research was done during October to December 2012.

**Limitations of the study**

- The Study cannot be generalized to the whole organization because the researcher was personally contacted only the days shift employees.
- The survey sample is only from industrial area location are Sanghu Knit lands, Tirupur.
- Unwillingness of the respondent to provide information properly.
- Variation between the facilities required and available.
- The survey is basically based only on primary data.
- The result depends on the answers received from respondent which may be biased.

**Analysis and Interpretation of Data**

The results of the analysis of the collected data are presented below. The composition of the sample is given

**Chi-square Analysis**

**I) Department Vs Stress receiving sources**

Department	Stress Receiving Sources				Total
	Working Environment	Welfare Measures	Management Techniques	Others	
Manufacturing	8	19	14	1	42
Administration	9	6	1	0	16
Merchandiser	15	28	11	4	58
Marketing	15	11	5	3	34
Total	<b>47</b>	<b>64</b>	<b>31</b>	<b>8</b>	<b>150</b>

Chi-square (X2) Value	17.079
Table value	16.919

**Inference:**

A comparison of the calculated value with that of the table value indicates that the calculated value is higher than the table value and it's significant at 5% level. So the null hypothesis is rejected. Hence, there exists a close significant relationship between department and stress receiving sources.

**Weighted Average method**

**I) Ranking among - Types of intervention to reduce the stress level**

S.No	Intervention	Weighted Avg	Rank
1	Physical exercise	910	1
2	Mini Vacation	820	2
3	Music	779	5
4	Reflective thinking	654	8
5	Training & Development	753	6
6	Working Condition	545	9
7	Time management	679	7
8	Meditation	817	3
9	Sleeping	794	4

**Inference:**

From the above table, it can be inferred that majority of the respondents have ranked the Physical exercise as a first intervention to reduce the stress level.

**II) Ranking among – Effects of stress faced by the respondents**

S.No	Effects of Stress	Weighted Avg	Rank
1	High Blood Pressure	843	1
2	Heart Problem	760	2
3	Ulcer	607	6
4	Loss of Sleep & appetite	664	5
5	Headache	665	4
6	Body pain	585	7
7	Hair fall	562	8
8	Restless Behaviour	711	3

**Inference:**

The analysis of the above table shows that majority of the respondents ranked the blood pressure as a first one faced the effects of stress in the organisation.

**V. Findings**

- ❖ It is clear from the analysis that majority 42.7% of the respondents are receiving the stress among Welfare measures.
- ❖ It is found from the analysis that majority 50.7% of the respondents are Earning Rs.10000 to Rs.20000 in a month.
- ❖ It is noted from the analysis that majority 46.7% of the respondents are distributed the stress for their Family members.
- ❖ The respondents have ranked Physical exercise (weighted Avg score = 910) as First in respect to reduce the stress level.
- ❖ The respondents have ranked Mini Vacation (weighted Avg score = 820) as Second in respect to reduce the stress level.
- ❖ The Effects of stress, respondents have ranked high blood pressure (weighted Avg score = 843) as first among all the stress.
- ❖ The respondents have ranked working condition (weighted Avg score = 545) as ninth in respect to reduce the stress level.
- ❖ It is observed from the analysis, there exists close significant (Chi square value = 17.079) relationship between Designation and Stress receiving sources.
- ❖ It is analyzed, there is no significant (Chi square value = 8.398) relationship between Salary and level of stress.
- ❖ It is inferred from the analysis, there exists close significant (Chi square value = 19.723) relationship between Age and Way of affected by the stress.

## **Suggestions**

- ✚ The Employees in the age group of 30 to 40 years experience have occurred highest level of stress, the management may encourage them to take up relaxation exercises, meditation and yoga classes.
- ✚ The professional may be given better perks and additional responsibilities so as to enrich their position in the organisation.
- ✚ The Pay structure may be revised in such a way that it considers the qualification and the past experience.
- ✚ New facilities should be added to the existing ones by early action taken by management.
- ✚ Safety provisions should be applied for every labourer in the organization and more incentives should be provided.
- ✚ Scope of reducing the stress level and increase the labour welfare measures in the organization.

## **VI. Conclusion**

Occupational stress is one such factor which often proves detrimental to the quality of work & workers in the organisation. This study on the Occupational stress conducted with 150 respondents reveals the impact of various stressors namely work, family, resource utilization, organisation, policy, gender role and such other factors. The results of the study show the intensity of work stressors on the coping mechanisms and shows light on the behavioral aspects of the respondents in the study area. The relationship exhibited between industry, salary and level of stress may help the industries in designing training programmes. Almost all the organisations have now started realizing the importance of stress. In this Scenario such studies may enhance the accomplishments of the organisations to keep the stress level at minimum. The organizations maintaining smooth relationship between workers and management, which leads to attainment of organization efforts.

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