

Work Stress Gauge Study on Cotton Industry Employees

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INTRODUCTION

Stress has received a great deal of coverage in recent year in the media and has been the subject of considerable psychological and management research. STRESS – affects millions of people but it operates in more silent and subtle ways. Stress has interested management people, as stress in the workplace is costly to employees as reflected in lower productivity, reduced motivation and increased errors and accidents. Present life is full of stress. Stress at work place is a common feature and the majority of the people experience it.

Some jobs are associated with stress. The persons holding this job come under stress and suffer from the consequence. Stress at work has become an important topic of study of organizational behavior. It has become important for effective practice of human resource management. Stress affects employees at all levels and types of jobs. It is unlikely that one can avoid the consequences of stress during his career, some level of stress will properly affect the quality of working life and in turn, other aspects of the daily living.

STATEMENT OF THE PROBLEM

The modern world, which is said to be a world of achievements, is also a world of stress. One finds stress everywhere, whether it is a family or an organization – economic, social or political. Right from the time of birth till the last day of life, an individual is invariably exposed to various stressful situations.

Role- based stress has an impact on the continuing pattern of inter personal relations and the psychological and even physical well being of the focal person as well as on their role performance. A scientific study is essential to understand the level of organizational role stress experienced by workers in the industries and the present study is one such attempt.

REVIEW OF LITERATURE

Review of literature is the study of the prevalent materials related to the topic of research. This helps the researcher to get a clear idea about the particular field. It is further intended to serve as a means of exchanging information with the hope that it could prevent further duplications of the respondents to determine what is already known form similar research. According to DeBare (1996), computers introduced a whole new level of electronic. Supervision – allowing managers to track the number of keystrokes, the number of accounts handled, ever the number of seconds spent logged off from the

computer for a bathroom break. Apart from the physical disorders, arising from the use of computers, there is situations capacity of the user.

OBJECTIVES OF THE STUDY

- ✓ To study the stress among the employees of Cotton Industry
- ✓ To study the factors influencing the work stress among the employees
- ✓ To study the reaction of the employees towards work stress.

NEED & SCOPE OF THE STUDY

A study of stress among employees is necessary to know the stress level experienced by the employees. Employees are the backbone of the company. It also aids the organization in improving their working condition and develops them further.

Stress among the employees at work place must be assessed; so that it would reduce their workload and can result in increase in production at the right time. Study of stress is very important in order to find out answers for the following:

- ✓ How the organization’s stress reduction programs have contributed to decrease stress among employees?
- ✓ To measure the steps taken by the employees to reduce their stress by themselves?
- ✓ How stress can be controlled? What other stress control tools can be used to improve the effectiveness of the programme?

INTERVIEW SCHEDULE TO RESPONDENTS

Interview schedule method was adopted. Objective and descriptive nature of questions Were prepared based on the objectives of the study. The researcher used the following statistical tools to analyze and interpret the data.

- ✓ Simple Percentage Analysis
- ✓ Chi-Square

INTERPRETATIONS

DAILY DEMANDS AT WORK AND PERSONAL FACTORS

H0 =“There is no significant difference between the daily demands at work and personal factors”.

Personal Factors	Calculated Values	Table Values	Significant/ Not-Significant
Age	22.143	26.296	Not Significant
Gender	10.501	9.488	Significant

Educational Qualification	5.906	15.507	Not Significant
Work Experience	23.469	19.675	Significant
Marital Status	14.526	9.488	Significant
Family Size	5.648	15.507	Not Significant

The hypothesis is accepted in case of age, educational qualification and family size and the hypothesis is rejected in gender, work experience and marital status.

CIRCUMSTANCES BASED ON STRESS AND PERSONAL FACTORS

H₀ = "There is no significant difference between the circumstances based on stress and personal factors".

Personal Factors	Calculated Values	Table Values	Significant/ Not-Significant
Age	18.947	26.296	Not Significant
Gender	7.473	9.488	Not Significant
Educational Qualification	9.733	15.507	Not Significant
Work Experience	11.963	19.675	Not Significant
Marital Status	4.536	9.488	Not Significant
Family Size	8.188	15.507	Not Significant

The hypothesis is accepted in case of all the personal factors.

DAILY DEMANDS AT HOME AND PERSONAL FACTORS

H₀ = "There is no significant difference between the daily demands at home and personal factors".

Personal Factors	Calculated Values	Table Values	Significant/ Not-Significant
Age	15.102	26.296	Not Significant
Gender	6.413	9.488	Not Significant
Educational Qualification	10.989	15.507	Not Significant
Work Experience	11.566	19.675	Not Significant
Marital Status	7.565	9.488	Not Significant
Family Size	8.888	15.507	Not Significant

The hypothesis is accepted in all the personal factors.

CHANGE OF CAREER AND PERSONAL FACTORS

H₀ = "There is no significant difference between the change of career and personal factors".

Personal Factors	Calculated Values	Table Values	Significant/ Not-Significant
Age	13.531	26.296	Not Significant
Gender	13.164	9.488	Significant
Educational Qualification	2.824	15.507	Not Significant
Work Experience	16.635	19.675	Not Significant
Marital Status	3.233	9.488	Not Significant
Family Size	4.808	15.507	Not Significant

The hypothesis is accepted in age, educational qualification, work experience, marital status and family size and the hypothesis is rejected in gender.

PERSONAL FACTORS AND TO MAKE OTHERS HAPPY AT WORK PLACE

H₀ = "There is no significant difference between the personal factors and to make others happy at work place".

Personal Factors	Calculated Values	Table Values	Significant/ Not-Significant
Age	15.605	26.296	Not Significant
Gender	7.769	9.488	Not Significant
Educational Qualification	12.310	19.675	Not Significant
Work Experience	16.159	19.675	Not Significant
Marital Status	6.634	9.488	Not Significant
Family Size	10.222	15.507	Not Significant

The hypothesis is accepted in case of all the personal factors.

PERSONAL FACTORS AND DISCOURAGES AT WORK PLACE

H0 = “There is no significant difference between the personal factors and discourages at work place”.

Personal Factors	Calculated Values	Table Values	Significant/ Not-Significant
Age	14.756	26.296	Not Significant
Gender	8.631	15.507	Not Significant
Educational Qualification	9.466	15.507	Not Significant
Work Experience	5.654	19.675	Not Significant
Marital Status	5.202	9.488	Not Significant
Family Size	4.667	15.507	Not Significant

The hypothesis is accepted in case of all the personal factors.

PERSONAL FACTORS AND CRITICISM

H0 = “There is no significant difference between the personal factors and criticisms”.

Personal Factors	Calculated Values	Table Values	Significant/ Not-Significant
Age	19.784	26.296	Not Significant
Gender	3.785	9.488	Not Significant
Educational Qualification	4.311	15.507	Not Significant
Work Experience	20.547	19.675	Not Significant
Marital Status	3.784	9.488	Not Significant
Family Size	11.113	15.507	Not Significant

The hypothesis is accepted in case of all the personal factors.

PERSONAL FACTORS AND CHANGE OF MANAGEMENT

H0 = “There is no significant difference between the personal factors and change of management”.

Personal Factors	Calculated Values	Table Values	Significant/ Not-Significant
Age	14.951	26.296	Not Significant
Gender	14.850	9.488	Significant
Educational Qualification	7.128	15.507	Not Significant
Work Experience	19.091	19.675	Not Significant
Marital Status	6.599	9.488	Not Significant
Family Size	5.110	15.507	Not Significant

The hypothesis is accepted in case of age, educational qualification, work experience, marital status and family size with the change of management and hypothesis is rejected in case of gender with the change of management.

PERSONAL FACTORS AND ORGANISATIONAL CLIMATE

H0 = “There is no significant difference between the personal factors and organizational climate”.

Personal Factors	Calculated Values	Table Values	Significant/ Not-Significant
Age	21.643	26.296	Not Significant
Gender	8.845	9.488	Not Significant
Educational Qualification	16.682	15.507	Significant
Work Experience	22.395	19.675	Significant
Marital Status	14.195	9.488	Significant
Family Size	6.426	15.507	Not Significant

The hypothesis is accepted in case of age, gender and family size with the organizational climate and hypothesis is rejected in case of educational qualification, work experience, marital status with the organizational climate.

WORK LOAD AND PERSONAL FACTORS

H0 = “There is no significant difference between the work load and personal”.

Personal Factors	Calculated Values	Table Values	Significant/ Not-Significant
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Age	23.284	26.296	Not Significant
Gender	14.604	9.488	Significant
Educational Qualification	26.940	15.507	Significant
Work Experience	6.460	19.675	Not Significant
Marital Status	16.529	9.488	Significant
Family Size	8.535	15.507	Not Significant

The hypothesis is accepted in case of age, work experience and family size with the work load and hypothesis is rejected in case of gender, educational qualification and marital status with the work load.

SUGGESTIONS

- ✓ Sufficient leave must be provided.
- ✓ Employees suggest that they should be provided with extra benefits like increments and bonus etc.,
- ✓ Working time must be reduced and more refreshment should be provided. So the above suggestions can be implemented in the concern to increase the profit margin of the organization.

CONCLUSION

There research work reveals that employees are exposed to stress situation. In most of the cases their level of stress is above normal that is problem level. It is interesting to note that the employees do not face stress at dangerous level. The salary and perks provided might reduce their stress either to normal or problematic level but not at dangerous level. So the factory should conduct stress level program to influence the employee to work in the organization.

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