

Job Satisfaction, Stress and Health Problems of Women Workers in Powerloom Sector

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ABSTRACT

The prime objective of this study is to identify the job satisfaction, Stress and Health problems faced by women workers in Powerloom sector. The primary data was collected for this study through a survey method among 200 women workers in powerloom sector. The study results revealed that women workers are highly satisfied with the attitude of co-workers. The study also concluded that respond irritably to any request from co-workers, health is running down; often have headaches and stomachaches and too tedious nature of work are the major stresses among women workers in powerloom sector and hearing problems, headaches and cold and constipation respiratory are the major health issues faced by the women workers in powerloom sector.

1. Introduction

The relationship between man and work has always attracted the attention of researchers, scientists and novelists. A major part of man's life would be spent in work. Work not only provides status to an individual but also bound him to the society. By working on a job, men could gratify many of their needs, but not financial needs alone (Saiyadain & Mirza, 2002). If men worked for money alone, there would be no way of explaining the fact that some men who had plenty of money still continued to work. Work in this regard, would be a potent source of need gratification of all types such as physical, security, social and ego needs (Pestonjee, 1991). People do work because getting on the job would enable them to achieve whatever they wanted to achieve off the job. The job would remain the means to achieve the desired ends.

Work life is a most important part of our day-to-day life. In this competitive world, majority of the populace are highly spending their time for job related purposes. Hence, they are more bother about outcome of their work which causes a great deal of stress (Sundar, 2012; Vasana 2014). The stress affects the behavior of individuals and how they communicate with their peer groups and customers. The people with high level of job stress may not be satisfied with their job. This dissatisfaction may negatively influence on the organizational performance (Sheena et al, 2005; Ajay Kumar, 2015). So, the modern organizations consider job stress and job satisfaction of their employees as two imperative workplace issues (Vasana, 2016).

The term 'Job Satisfaction' would be favourableness or unfavourableness with which employees viewed their job. It would reflect the amount of agreement between one's expectations of the job and the rewards that the job provided. A job would become satisfying when there are a match between the expectation of the job and the needs of the individuals (Mondy, R Wanye, 2009). When an employee are expected to perform well on a particular job, he, in turn would also expect that the management should fulfill his expectations in various job factors such as working environment, salary and

benefits (Davis Keith, 1961). With this background, the present study analysed working conditions, job satisfaction, stress and health problems of women workers in powerloom sector.

2. Statement of the problem

These women workers play a vital role in operating the powerloom units economically, thereby contributing positively to the growth and development of these units in the district. Despite being so, these women workers are not adequately compensated, denied basic working conditions and are being cheaply exploited. They are facing innumerable and untold miseries in the hands of powerloom owners and fellow men workers (Khanna, 2004). This sector is highly fragmented and heavily unorganised. Though the Government is initiated measures to provide adequate legal and other protections to the women folk working in powerloom sector in the district, the success of these measures yet to bear a fruit. In other words, the role of government in regulating and disciplining the powerloom sector meet number of road blocks in the form of heavy resistance from powerloom owners by the way of threats and agitations, thereby is preventing the government from being proactive in vigorously implementing women welfare measures (Lalitha, 2000). Moreover, there is a lack of awareness among women workers in powerloom sector in Namakkal district about their economic rights. Even if they know these rights, they are voiceless in claiming and demanding these, as their economic survival depends on their employment in this sector. Having known this clearly, the powerloom owners often resort to unethical means of forcing women workers to work for more number of hours with inadequate break and compensate them meagerly coupled with job insecurity (The Hindu, 2015). In this backdrop, the present study focuses the socio-economic status and reasons for going to job by women workers in powerloom sector in Namakkal district.

3. Objectives of the study

The study is carried out to examine the level of job satisfaction, job stress and health problems faced by the women workers in powerloom sector.

4. Research Methodology

The study is conducted based on survey method. It includes both primary and secondary sources of data. An interview schedule is designed to collect the primary data from the women workers in powerloom sector. The secondary data are to be collected from books, journals, magazines, reports, websites, etc.

The functioning of powerloom units in Namakkal district is high among all districts of Tamilnadu. So, Namakkal district is purposely selected for the study. A total of 200 women workers in powerloom sector have been chosen for the study.

The primary data collected from the respondents are analyzed with the help of Statistical Package for Social Sciences (SPSS). The statistical tools such as Descriptive Statistics, K-means cluster analysis and Friedman's Test have been applied for the study.

5. Job satisfaction of women workers in Powerloom sector

Job satisfaction would be a person's attitude towards the job. Positive attitudes towards the job would tantamount to job satisfaction whereas negative attitudes towards, the job would symbolize job dissatisfaction (Watson, 1994). In this connection, non-parametric Friedman's test has been used to find out the significant difference in the women workers' attitude towards various job related factors.

Table – 1: Job Satisfaction of Women Workers in Powerloom

Variables	Mean	Standard Deviation	Mean Rank	Chi-Square	Sig
Workload	2.78	1.106	6.32	142.80	.000
Safety measures	2.77	1.091	6.23		
Facilities for caring kids	2.43	1.071	5.34		
Overtime pay	2.72	1.155	6.16		
Rest room facility	2.78	0.999	6.45		
Job security	2.75	1.056	6.34		
Amount of wage	3.52	0.862	6.13		
Availability of medical aid	2.33	1.058	4.95		
Bonus	2.18	1.107	4.68		
Grievance redressal	2.62	1.137	5.75		
Working environment	3.22	1.154	7.52		
Leisure time given	3.33	1.059	11.55		
Availability of leave	3.23	1.212	11.09		
Working hours	3.35	1.124	11.69		
Attitude of co-workers	4.43	1.143	12.12		

The results of Friedman's Chi-Square test (Table 1) showed that there is a significant difference in the job satisfaction of women workers in powerloom sector ($P < 0.05$). The mean ranks revealed the fact that the women workers are dissatisfied with the bonus received and availability of medical aids (Mean Rank=4.68). The women workers are highly satisfied with the attitude of co-workers (Mean=12.12).

Classification of Women Workers in Powerloom Sector Based on Job Satisfaction

In this section, classification of different type of clusters based on job satisfaction of women workers in powerloom sector. K-means cluster analysis is applied to identify heterogeneous group of women workers in powerloom sector.

Table – 2: Number of Cases in each Cluster

Clusters	Number of Workers	Percent
Low	80	40.0
Medium	68	34.0
High	52	26.0
Total	200	100.0

The final cluster centre table revealed that there exist three heterogeneous groups of workers based on attitude of women workers towards job related factors. The third cluster of employees of 26 percent are in the high level of job satisfaction, 34 percent of the women workers are in the moderate level of job satisfaction and 40 percent of them in the low level of job satisfaction (Table 2).

6. Work stress among the women workers in Powerloom sector

Work stress can be defined as the harmful physical and emotional response that occurred when the requirements of the work did not match the capabilities, resources or needs of the worker. Work stress would lead to poor health problems ranging from cardiovascular disease to cancer. Stressful working conditions would also interfere with women workers

ability to work safely, contributing to work injuries and illness. In the workplace of the 1900s, the most highly ranked and frequently reported job stressors were potential job loss, technological advances and ineffective top management. At the work unit level, work overload, poor supervision and inadequate training have been the top-ranking stressors

(Bharathi & Gupta, 2017). Relationship demands, physical as well as mental health problems, gender discrimination, pressure at work places, meeting deadlines, growing-up tensions-all these conditions and situations have been valid causes of stress (Zahid et al, 2011).

Table - 3: Stress among Women Workers in Powerloom Sector

Particulars	Mean
I feel nature of work is too tedious	4.63
I unknowingly committed mistakes frequently	2.26
Not having enough help or equipment to get the job done well	3.36
Feeling that your job tends to interfere with your family life	3.79
Even over minor problems, I lose my temper	3.48
If someone criticizes my work, I take it as a personal attack	2.56
I respond irritably to any request from co-workers	4.75
I work overtime consistently, yet never feel caught up	3.46
My health is running down; I often have headaches and stomachaches	4.52
Relationships at work are strained	2.17

The mean scores revealed that respond irritably to any request from co-workers, health is running down; often have headaches and stomachaches and too tedious nature of work are the major stresses among women workers in powerloom sector followed by not having enough help or equipment to get the job done well, job tends to interfere with family life, losing temper over minor problems, overtime work, someone

criticizes the work are other reasons for work stress among women workers in powerloom sector (Table 3).

7. Classification of Women Workers in Powerloom Sector Based on Level of Work Stress

K-means cluster analysis has applied to measure the level of work stress among women workers in powerloom Sector.

Table – 4: Number of Cases in each Cluster

Clusters	Number of Workers	Percent
Low	52	26.0
Medium	63	31.5
High	85	42.5
Total	200	100.0

The final cluster centre table revealed that there exist three heterogeneous groups of workers based on level of stress among women workers. The third cluster of 26 percent women workers are in the low level of work stress, 31.5

percent of the women workers are in the moderate level of stress and 42.5 percent of them in the high level of work stress (Table 4).

Table – 5: Reasons for Stress

Reasons	Frequency	Percent
Adherence of strict job assignments	15	7.5
Treatment of supervisors	29	14.5
Heavy workload	44	22.0
Poor condition of the equipment	50	25.0
Managing the co-workers	18	9.0
Pampering Children	24	12.0
Nature of the job	20	10.0
Total	200	100.0

The reasons for stress among women workers in powerloom sector indicated that 25 percent of the women

workers expressed poor condition of equipment is a prime reason for work stress, followed by heavy work load, treatment

of supervisors, pampering children, nature of the job, assignments (Table 5).
 managing the co-workers and adherence of strict job

Table – 6: Methods Followed to Managing the Stress

Methods	Frequency	Percent
Positive thinking	8	4.0
Meditation/yoga	3	1.5
Reading Books	2	1.0
Prayer	43	21.5
Chatting with friends	56	28
Watching TV/ Hearing songs	19	9.5
No methods	69	34.5
Total	200	100.0

It is found that most of the women workers (69 percent) have no particular method followed to reduce their level of stress. Next to this, the women workers opined that chatting with friends and their family members, prayer and watching TV/hearing songs are the methods followed to relax themselves. Very few of them only engaged themselves in positive thinking, doing meditation or yoga and reading books (Table 6).

8. Health issues faced by women Powerloom workers

The term ‘health’ would be a positive and dynamic concept. In common parlance, health would imply absence of disease. However, industrial health implied much more than mere absence of disease (Shazli, 2014). The World Health Organization (WHO) has defined health as: a state of complete physical mental and social well-being and not merely the absence of disease or illness or infirmity (Khanka, 2007).

Table – 7: Health Problems Faced After entered in the Job

Health Problems Faced	Frequency	Percent
Yes	129	64.5
No	71	35.5
Total	200	100.0

It is found that more than 64.5 percent of the women workers in powerloom sector are facing health problems after entering into their job whereas 35.5 percent of the women

workers did not face any health problem after their entry in the job (Table 7).

Table – 8: Tired during the Working Hours

	Frequency	Percent
Very tired	94	47.0
Tired	76	38.0
Slightly tired	24	12.0
No tired at all	6	3.0
Total	200	100.0

Level of tired faced by the women workers indicates that 47 percent of the women workers felt very tired due to continuous work burden, followed by 38 percent of the women

workers felt tired, 12 percent workers felt slightly tired and 3 percent of the women workers felt no tired at all (Table 8).

Table – 9: Physical and Psychological Problems Faced by the Powerloom Workers

Physical Problems	Mean	Psychological Problems	Mean
Headaches and Cold	3.64	Depression	3.33
Constipation	3.46	Frustration	4.08
Hearing problems	3.81	Anxiety	4.43
Itching of Skin	3.35	Boredom	3.97
Urinal Infection	2.71	Forgetfulness	4.26
Body pain	3.42	Angry in work spot	4.04
Eye Irritation/ Problem	3.25	Feel of loneliness	3.87
Blood Pressure	2.64		
Sinus	2.69		

Physical problems faced by the women workers in powerloom sector shows that the hearing problems, headaches and cold and constipation respiratory are the major issues faced by the women workers in powerloom sector. Among the various physical problems listed by the women workers body pain, Itching skin and eye irritation/ problem are found more among them. Urinal infection, blood pressures and sinus are the other problems suffered by the women workers in powerloom sector.

Psychological problems faced by the women workers in powerloom sector indicate that anxiety, forgetfulness, frustration, Angry in work spot, boredom, lonely feelings and depression. Among these problems, anxiety (4.43), forgetfulness (4.26) and frustration (4.08) are common problems faced by the women workers. This is the root cause for all the physiological problems faced by the women workers in powerloom sector (Table 9).

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9. Conclusion

Job satisfaction of the women workers in the powerloom sector is low. It is due to the workers are dissatisfied with the bonus received, overtime pay, wage discrimination with male counter parts, rest room facility, poor wages, heavy workload and availability of medical aids women workers. This dissatisfaction caused to work stress which is a root cause for all the health related issues faced by the women powerloom workers. So, based on the results of this study it could be concluded that there is ample scope for improvement in work design, machine layout and working conditions in the powerloom sector in order to alleviate health disorders with the objective of providing maximum comfort to the women workers in powerloom sector for promotion of their health and well-being and consequently enhancement of productivity.