Research Paper

STRESS MANAGEMENT OF WORKING WOMEN IN CHENNAI SILKS TEXTILE SHOP WITH SPECIAL REFERENCE TO TIRUNELVELI DISTRICT, TAMIL NADU

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Abstract:

The human resource of any firm plays an essential role in earning financial gains, which have to be appropriately maintained by the top management by giving importance to the workers. Most organisations worldwide are now prioritising human resources by training and developing them in various domains as they look forward to extracting the maximum from the human resources. Since women have been a vital position in the organisation, occupying a very talented position and being an example for the upcoming generation, it is necessary to analyse the job positions of the women candidates.Stress is caused both by external and internal factors. Wolff (1968) described stress as an inherent characteristic of

life. He also alluded to the individualistic nature of stress, giving considerable importance to the idea that different stressors will have different meanings for other individuals in line with his past experiences and characteristics. This Study analysis the stress management of working women in Chennai silks textile shop with special reference to tirunelveli district, Tamil Nadu.

Introduction

Women constitute nearly half of the Indian Population Everybody believes that a women's proper place is the home, and motherhood is her expected role. Especially in the ancient Indian social setup, women's employment outside the family was not favourable. "In a traditional Hindu family, it is uncommon for a woman to accept employment outside the home." At present, however, the scene has changed. The women of the lower-income families and women of affluent families seek employment.[1] Over the past few decades, women have been working steadily, their talent, dedication and enthusiasm forming the bedrock of economic growth and prosperity in India. At present-day, there are 432 million working-age women in India, of which 343 million are not in paid formal work. A report by McKinsey Global Institute has estimated that India could add $770 billion to its G.D.P. by 2025 simply by giving equal opportunities to women. Yet, women's contribution to the G.D.P. remains at 18%.

Review of Literature

Jaakkola v Rao and K. Chandraiah (2012), in their investigation titled "Occupational stress, mental health and coping among information technology professionals", investigated the differences between executives and shop floor workers on occupational stress, mental health, job satisfaction and coping. A random 200 executives and floor employees were collected from the Nuclear Fuel Complex of Hyderabad City. It is well-established sub-scales of Occupational Stress indicators like Mental Fitness and Managing behaviour 25 were used in this study. Office environment stress is the insecure emotional and physical responses that can occur when there is an argument between job demands on the employee and the amount of governance an employee has over meeting these demands. In general, the mixture of high needs in a job and a low amount of dominance over the situation can cause stress. Stress in the work environment can have many roots or come from one occasion. It can impact both

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employees and employers. Materials and Methods the study found that the executives are better with work-home balance and concluded that the executives are better with work-home balance.

Shyam Lata Juyal (2012)[2], in his study on Occupational Stress and Job Involvement among Managers, opined that since themodern world is a 33 world of achievement, it has also become a world of stress. The study added that globalisation is the primary cause of all the disorders in the workplace and work-related stress. In the context of an organisation, occupational stress is also called job stress or work stress. Job stress has two significant dimensions such as physiological stress and psychological stress. While Physiological stress is the physiological reaction of the body like headache, migraine, abdominal pain, limp, backache, chest pain, fatigue, heart palpitation, sleep disturbance and muscle ache, as well as changes in eating, drinking, sleeping and smoking habits etc. Psychological stress is viewed as an emotional reaction like anxiety and depression, burnout, job alienation, hostility, depression, tension, anger, fear, nervousness, irritability and frustration due to workplace stimuli.**Satija S. & Khan W. (2013)**[3]- According to him, Occupational Stress is the same as Job Stress that must be controlled in the workplace. Otherwise, it will affect employees' work attitudes and behaviour negatively. He conducted a study to investigate the relationship between Emotional Intelligence and Occupational Stress. The findings of his research revealed that Emotional Intelligence as a significant predictor of Occupational Stress

Sinan Yılmaz (2013)[4] viewed that the iron-steel sector and Karabuk as a whole have undergone many transformations which had brought about a rapid and favourable effect on society. According to the author, it becomes essential to understand the steelworkers' socioeconomic status, job satisfaction, and sector visions. The study found that the level of income in terms of workers'" years of seniority, almost all of the workers who have high revenues have consisted of those withincreased years of seniority. When the findings such as the number of people working in wage-earning jobs, the number of dependent people and monthly incomes are evaluated together, it is possible to state that the socioeconomic levels of the subjects in the study group are low. On the other hand, it could be noted that there is

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[2] *Shyam Lata Juyal, 2010, „Occupational Stress and Job Involvement among Managers", Global Journal of Management Science and Technology, vol. 1 , no. 4.*
[3] *Sarvesh Satija and Waheeda Khan Emotional Intelligence as Predictor of Occupational Stress among Working Professionals, Vol. XV Issue 1 March 2013, A Peer Reviewed Research Journal*
[4] *Sinan Yılmaz 2013, „Management of Stress among Women Employees in BPO Industry in India: A Contemporary Issue", International Journal of Migration and Border Studies, vol. 1, no. 3.*

partial financial welfare for the workers despite their low incomes since three-quarters of them either do not have rent costs or have low rent costs. It could be defined as overcoming the difficulties with the strong family bonds of Turkish society and commitment to heredity and 35 heritage traditions. But the workers should be supported in social facilities to be socially robust.

Swaminath & Rajkumar S. (2013)[5] 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 the work environment on the degree of stress faced by employees. Pressureon an employee is very individual. His study indicates an optimum level at which every individual can perform with his total capacity. He has identified three conditions responsible for work stress they are a) Role overload, b) Role self-distance c) Role stagnation.

Significance of the Study:

The human resource of any firm plays an essential role in earning financial gains, which have to be appropriately maintained by the top management by giving importance to the workers. Most organisationsworldwide are now prioritising human resources by training and developing them in various domains as they look forward to extracting the maximum from the human resources. Since women have been a vital position in the organisation, occupying a very talented position and being an example for the upcoming generation, it is necessary to analyse the job positions of the women candidates. This study might be a roadmap to determining women's job satisfaction in textile shops. Thus, women workers have a tough time balancing their everyday work life and their personal family life, and hence it becomes quite difficult for the women workersto cope with the stress they face in their daily course of work. Thus, there is a need to study the stress factors of women working in textile shops.

Objectives of the Study:

Concerning the gap existing in the collected works and based on the inventiveconventions of the researcher, this research work is confined to analysing the following objectives

[5] *P.S. Swaminath, Dr. S. Rajkumar, Stress levels in Organizations and their Impact on Employees' Behaviour, BVIMR Management Edge, Vol. 6, No. 1 (2013) PP 79-88*

❖ To identify the demographic constructs of the women workers occupied under textile shops in the Tirunelveli District

❖ To find out the factors influencing work-related stress and its manifestation inthe sector.

Research Design:

Research design is a master plan specifying the methods and procedures guiding researchers to collect their data and analysis for their research. A research design is a definite plan, sketch, or drawing of a research project structure to obtain a population sample. It comprises a series of prior pronouncements that provide a roadmap for a research project. The descriptive study is undertaken to ascertain and describe the characteristics of the variables under occupational stress and how they cope with their daily proceeding to identify their satisfaction level. The methodology part of the study consists of

→ Selection of the Sample Size

→ Formation of the Questionnaire

→ Collection of Data

→ Consolidation of Data

→ Statistical tools used

Details of Study Area, Sample Units and Sample size

Sl.No	Sample units selected	Population	Questionnaires Distributed	Fully completed Responses Received
Palayamkottai Taluk				
1.	The Chennai silk	355	320	245

Null and Alternative Hypotheses

The following hypotheses have been framed for the analysis

Ho: There is no significant relationship between the profile variables of respondents and the reasons behind their discomfort in the workplace.

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H1: There is a significant relationship between the profile variables of respondents and the reasons behind their discomfort in the workplace.

Limitations of the Study:

Every research work has to be confined to be an undoubtedly focused scope. Hence, the research work is subjected to a few genuine limitations. Identifying the study's boundaries is essential to extend the future scope.

❖ The study focuses on women workers working in the textile shop (The Chennai silk) in Tirunelveli District.

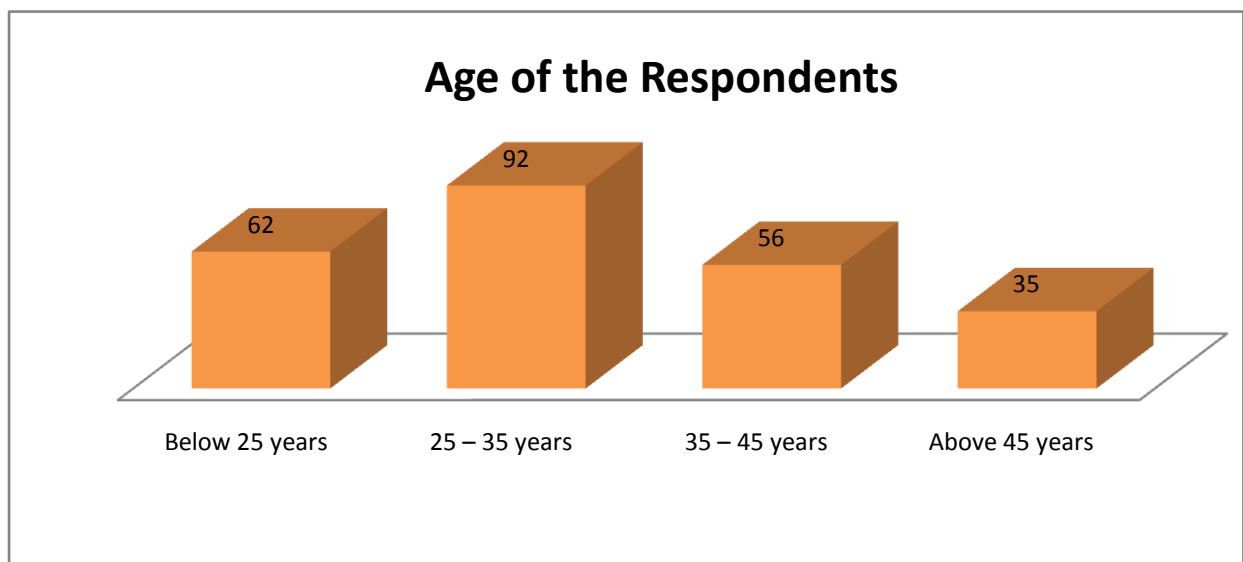**Data analysis and Interpretation**

Table 1

Age of the Respondents

Sl.No	Age of the Respondents	Number of Respondents	Percentage
1.	Below 25 years	62	25.30
2.	25 – 35 years	92	37.55
3.	35 – 45 years	56	22.86
4.	Above 45 years	35	14.29
	Total	245	100

(Source: Primary Data)

Fig 1

Age of the Respondents

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From the above table and fig 1, it is clear that 62 respondents (25.30 per cent)fall below the age group of 25. It might be because of the fresh job opportunities in textile shops after studying. At the same time, 37.55 per cent of the respondents belong to the age category of 25 - 35 years of age. It is high because women who fall between these ages look forward to enrolling themselves with a job to earn their daily bread. It is further noted that 22.86 per cent of the respondents fall between the age group of 35 – 45 years, and only 35 (14.29 per cent) belonged to the above 45 years category.

Table 2

The religion of the Respondents

Sl.No	The religion of the Respondents	Number of Respondents	Percentage
1.	Hindu	151	61.63
2.	Muslim	43	17.75
3.	Christian	50	20.81
	Total	**245**	**100**

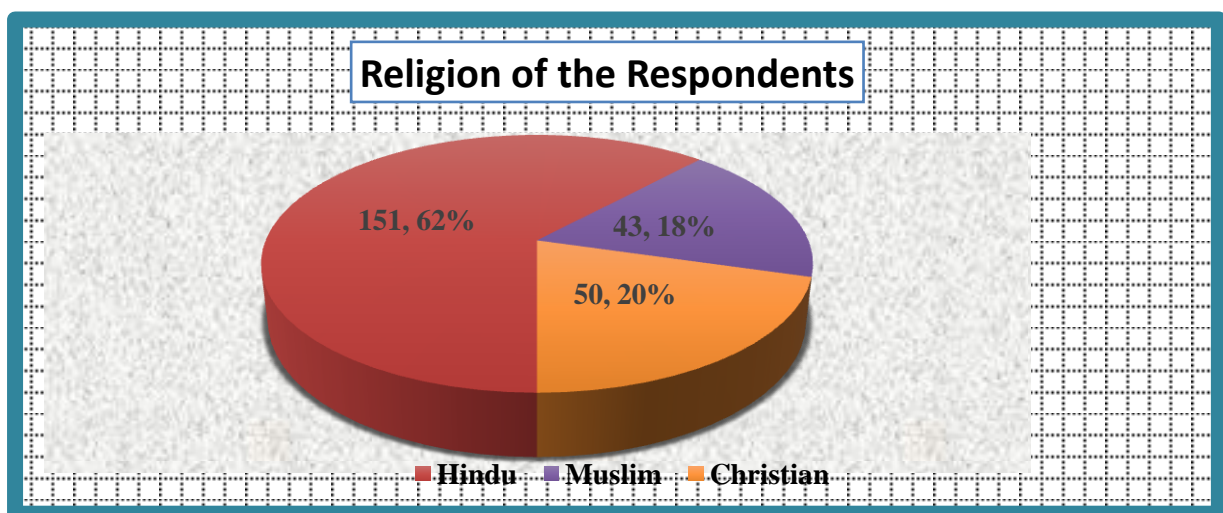**(Source: Primary Data)**

Fig 4.2

Table discloses the religion-wise classification of the selected respondents. It was found that a maximum of 151 respondents (61.63 per cent) belonged to Hinduism, 50 respondents (20.81 per cent) were Christian, and only 43 respondents (17.75 per cent) were Muslims.

Table 3

Educational Qualifications of the Respondents

Sl.No	Academic Qualifications of the Respondents	Number of Respondents	Percentage
1.	School education	57	23.27
2.	Graduate	107	43.67
3.	Post Graduate	51	20.81
4.	Other	30	12.25
	Total	**245**	**100**

(Source: Primary Data)

Education is one of the powerful gears for employment in modern times. Women also are actively engaged in gathering knowledge through education. Based on the results, 57 respondents (23.27 per cent) are educated at the school level, and 107 respondents (43.67 per cent) are educated at the graduate level. Finally, the study also identifies that some people were educated but not settled in the right job and remainedweak. Notably, 20.81 per cent of the respondents are postgraduate, and only 30 (12.45 per cent) qualified with I.T.I and diploma courses.

Table 4

Residential Area of the Respondents

Sl.No	Residential Area of the Respondents	Number of Respondents	Percentage

1.	Rural	83	33.87
2.	Semi-urban	106	43.27
3.	Urban	56	22.86
	Total	**245**	**100**

(Source: Primary Data)

Table 4 discloses the classification of the respondents based on their residential area. It is understood that a majority of the respondents (43.27 per cent) resided in the semi-urban area, followed by 33.87 per cent of the respondents in rural areas, and only 22.86 per cent of the respondents lived in the metropolitan area.

Reasons for discomfort in the textile shops

The researcher analyses the reasons for the discomfort in the following table 5.1. Misery is one of the primary reasons for stress, and fourteen variables were selected for the analysis.

Table 5

Reasons for Discomfort of Respondents in the Textile Shops

Sl.No	Variables	Mean	S.D	C.V	"t" value	Rank
1	Overtime work	3.5918	0.9272	25.814	85.754	**IX**
2	No support from manager	3.9837	1.3819	34.690	63.811	**XIII**
3	Indifferent behaviour of a co-worker	4.0755	0.8267	20.285	109.126	**II**
4	Indifferent behaviour of customers	4.6980	0.4856	10.336	214.166	**I**
5	Inadequate infrastructural facility	4.2082	1.2555	29.834	74.196	**XI**

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6	Inability to change with the new technology	3.3531	0.8579	25.586	86.515	**VIII**
7	Recurrent changes	3.8388	1.0315	26.870	82.382	**X**
8	Hectic Work	2.9980	0.9938	33.150	66.774	**XII**
9	Boredom in Work	4.2184	0.8694	20.610	107.402	**III**
10	Impossible Targets	2.9612	0.6557	22.144	99.964	**IV**
11	Incorrect Pay Scale	3.0224	0.6749	22.331	99.129	**V**
12	Lack of Recognition	3.4245	0.8111	23.685	93.458	**VI**
13	Lack of Training	3.3980	0.8621	25.370	87.253	**VII**
14	Lack of product knowledge	3.1184	1.1957	38.344	57.730	**XIV**

(Source: Primary Data)

Table 5 reveals the respondents' opinions about the reasons for discomfort in the workplace. It is found that the rank one given to the variable "Indifferent behaviour of customers" with a mean score of 4.6980, S.D 0.4856 and "t" value 214.166. The second rank is allotted to the variable "Indifferent behaviour of a coworker" with a score of 4.0755, S.D 0.8267 and "t" value of 109.126. The third rank is Boredom in Work, and the last position to lack of product knowledge.

Table 6 Regression Analysis

Tests of Between-Subjects Effects					
Dependent Variable: Respondents' Opinion about Reasons for Discomfort					
Source	**Type III Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
Corrected Model	381.473[a]	27	14.129	167.827	.000
Intercept	89.777	1	89.777	1066.409	.000
Age	8.304	5	1.661	19.728	.000**
Education	1.280	2	2.640	17.602	.001**

Marital Status	2.020	1	1.020	11.237	.007**
Error	38.894	462	.084		
Total	6742.000	490			
Corrected Total	420.367	489			
a. R Squared = .907 (Adjusted R Squared = .902)					

*Significant at 5 per cent level

** Significant at 1 per cent level

***Not Significant at 5 per cent level

Table 5.9 reveals the two-way Anova between the dependent variable "Respondents Opinion about Reasons for Discomfort" and independent variables profile variables of the selected respondents. "R" squared 0.907 indicates the goodness of fit, and the "F" value for all the independent variables shows the convergent strength. The significance value is also less than 0.01 in all the cases. Hence, it is concluded that the selected respondents' profile variables influence their opinion about reasons for discomfort in the workplace.

Suggestions of the study:

→ The textile Shop owners should give job security to the women workers.

→ The textile shop management should explain work procedures to their women workers.

→ Proper training for the women workers encourages them to maintain better relationships with their colleagues and customers.

→ The H.R. plans the work correctly and allocates adequate workers to each department.

→ Women workers should know the excellent customer relationship practices and tactfully avoid gender-based issues.

Conclusion

Changing times have necessitated revising one's attitude and outlook towards people and society around us. Roles assigned to women have undergone drastic changes in both resistance and support. While opposition to newfound roles for women, especially the avatar of women, has considerably reduced, a lot has to be implemented to establish a safe and secure environment for women at work and home. Though women have scaled many heights in finding jobs to suit their educational qualifications and meet their economic demands, their

efforts toward career development are not without obstacles. From sales jobs to political leadership, women have forayed into every dominion earlier assumed for males only. It does not ensure the transformation of their lifestyle at par with men and essentially leads to living up to a role combining both men and women.

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