



Impact On Occupational Stress And Work Life Balance Of Export Oriented Textile Employees In Karur District

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Abstract:

This study explores the nature and extent of occupational stress among textile workers in various organizations across the Karur District of Tamil Nadu. It examines whether the stress experienced by workers is actual or perceived and identifies key contributing factors. The primary stressors analyzed include role overload, role insufficiency, role ambiguity, responsibility, and the physical work environment. The study also reviews the strategies adopted by organizations to manage work-related stress, highlighting practical approaches used to support employee well-being. A sample of 252 textile workers was selected for data collection and analysis. The findings provide insights into the real challenges faced by workers and the effectiveness of current stress management practices. This research serves as a useful reference for organizational leaders and policymakers to develop informed decisions and policies aimed at reducing workplace stress and improving overall employee satisfaction and productivity in the textile industry.

Key Words: Occupational Stress, Work life balance, Managing Stress level, Work-related Stress.

1.0 INTRODUCTION

Stress operation has come a most important and precious fashion to boost the hand morale and the company's productivity in all companies. All the associations have understood that the workers play a crucial part. And they should be out of stress to give a high performance atmosphere. There are kinds of ways to manage stress in textiles. High stress jobs relate to work, which involves excited schedule and complex job liabilities that effect into imbalance between particular and work life.

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Overwork may impact physical health of individual performing into ineffective work and dissatisfaction among workers leading to imbalance in family or particular life also. Due to indecorous job part assignment, indecorous working conditions, under application of chops and organizational politics the workers could be stressed. There are lots of individual stressors like part nebulously, cerebral hardiness, and type of personality that modify the morale of the workers as a whole.

Effective stress operation should overcome the stressors, and it's egregious that no fashion can fully remove stress but only can minimize it to negligible position and the textile are trying to minimize and manage up with the stress factors by enforcing colourful trends and ways in minimizing stress.

The places of men and women have changed significantly over once 50 times. Now both textile employees earn for the betterment of the family. Workers are a crucial person in the family, as it plays different places in the family. Due to so important responsibility for the association and the family increase the workload of the women and it becomes delicate for there to produce a balance between their professional life and particular life. The exploration shows that work pressure has boosted. Heavy work pressure creates an adverse impact on the performance of the workers in the textiles as well as in the family which in turn affects the textile development and also creates absenteeism problem in the association. In order to avoid all this, it's necessary, to maintain a balance.

When commodity happens to us, we automatically estimate the situation mentally, we decide if it's hanging to us how we need to deal with the situation and what chops we cause. However and also we say the situation as "Stressful" if we decide that our managing chops over weigh the demands of the situation, also we do not see it as stressful, if we decide that the demands of the situations over weigh the chops. Stress can come from any situation or study that makes you feel frustrated, angry, or anxious. Everyone sees situations else and has different managing chops.

1.1 OBJECTIVES OF THE STUDY

1. To identify the factors contributing to the stress level of Textile Employees.
2. To assess the stress management practices of textile employees.
3. To know the strategies adopted to balance the work by the textile employees.

2.0 REVIEW OF LITERATURE

Lockwood, N.R. (2003) analysed challenges such as global competitiveness, personal life and aging workforce that are causing problems in work-life balance. Further suggested that companies should invest in and take care of these factors to meet the challenges to be a step ahead in the global market.

Rajadhyaksha, Yu. (2012) analyzed the problems faced by Indians in work-life balance through a case study of various organizations such as caste system, gender inequality in the workplace, large informal work sectors that create difficulties in work-life balance. We do. The author also discussed about the suggestive policies and measures that should be implemented by the organizations to strengthen the morale of their employees.

Kanthishree, G (2013) studied that more than 89 percent of the employees of the target organization have a positive response to the work-life balance and are able to manage both personal and professional life smoothly but the rest due to various reasons are not able to do so. Reasons like lack of motivation, low morale, labour turnover, etc.

The researcher further suggested that the organization should adopt some good practices like recreation facilities, restrooms, regular breaks to keep the employees motivated to help them in balanced work-life.

Kim, H. K. (2014) found in his study on Work-Life Balance and Employee's performance that there is no direct relationship between work life balance and employees 'performance. But it was found after the quantitative study that experience of work-life balance has enhance the attitude has a positive impact on in-role performance.

TJ Newton (2014) considers problems in the conceptualization and rationalization of four concepts in occupational stress research: stress, strain, coping behaviour, and coping style. The conduct and the interpretation of occupational stress and coping research some examples from the literature to support and illustrate this argument, as well as re-analysing previous research.

Urska Trevor, Sonja Traven and Simona Srotar Zizek (2015) have found that, in any organization, there is a direct relationship between stress and job performance. In order to improve the performance of every employee in an organization, it must get good support from its leaders.

Satija S and Khan W (2016) According to them occupational stress is similar to job stress which needs to be controlled at workplace otherwise it will have negative impact on employee's work attitude and behaviour. In this study explores the relationship between emotional intelligence and occupational stress.

Viljoen and Rothmann, (2017) they found that organizational stressors contributed significantly to ill health and low organizational commitment. Job security contributed to both physical and psychological remedies to stressed employees.

Fisher, J. et al. (2020) in their empirical study found that there is a positive relationship between employees' work-life balance and job satisfaction as well as the reputation of an organization. They also studied on how support of employers of any organization can help to enhance and motivate employees for a balance work-life.

Anderson, D., & Kelliher, C. (2020) examined that the situation of pandemic, the employee managed to work from home without fail and both organization as well as employees should be grateful towards each other for such working arrangements.

3.0 RESEARCH METHODOLOGY

The present study is conducted in the limits of Karur District. For the purpose of this study, both primary and secondary data are collected. The primary data has been collected through the personnel interview and survey schedule from 252 respondents of various employees by adopting convenience sampling method to understand the textile employee's stress and work-life balance and their problems. The secondary data have been collected from various sources like newspapers, internet and journals.

3.1 SAMPLING SIZE

Sampling for the purpose of the study convenience sampling technique is adopted. Sampling size is restricted to 252. Since the population is very large but there is no time availability to collect data on the basis of random sampling method. However, sample size was designed to include all categories of employees.

3.2 TOOLS FOR ANALYSIS

To facilitate better understanding of the study, the analysis is simply supplemented by tables, diagrams; pie-charts and percentage analysis are worked out. The primary data collected through the interview schedule were analysed by using the following statistical techniques.

1. Percentage analysis
2. Factor Analysis
3. ANOVA
4. Multiple Regression

3.3 PERIOD OF THE STUDY

The study was conducted during December 2021 to March 2022.

3.4 LIMITATIONS OF THE STUDY

Any study based on employees survey through pre-designed interview schedule suffer from the basic limitation of the possibility of difference between what is recorded and field investigation has been conducted.

Besides the usual limitations of any behavioural and additional study, the present study posed the following limitations.

1. The employees may hesitant to provide the necessary information.
2. The employees may not spend proper time with answer the questions.
3. They are not giving true and reliable answers with the questions.
4. Only 252 respondents were selected for sampling.

4.0 ANALYSIS AND INTERPRETATION OF DATA:

Table : 1
Socio-Economic Characteristics of Respondents

S. No	Socio Economic Factors	Category	No. of Respondents	Percentage (%)
1.	Area of Residence	Urban	130	51.6
		Semi-Urban	37	14.7
		Rural	85	33.7
		Total	252	100%
2.	Gender	Male	142	56.3
		Female	110	43.7
		Total	252	100%
3.	Age	Up to 30Years	43	17.1
		31 to 50 Years	177	70.2
		Above 50 Years	32	12.7
		Total	252	100%
4.	Marital Status	Married	215	85.3
		Single	37	14.7
		Total	252	100%
5.	Nature of Family	Joint Family	36	14.3
		Nuclear Family	216	85.7

		Total	252	100%
6.	Size of family	Up to 3 Members	59	23.4
		4 to 6 Members	172	68.3
		Above 6 Members	21	8.3
		Total	252	100%
7.	Educational Status	Up to School Level	205	81.3
		Diploma	10	4.0
		UG	37	14.7
		Total	252	100%
8.	No. of earning member in the family	Only one Member	12	4.8
		Two Members	207	82.1
		Above 2 Members	33	13.1
		Total	252	100%
9.	Nature of Job	Permanent	138	54.8
		Temporary	114	45.2
		Total	252	100%

Table 1 clearly states that the sociolect economic factors of the sample respondents. An urban Area (130) respondent is high as compared to semi & rural area respondents. Majority of respondents is male (142). Up to School level (205) is high as compared to other educational groups. Majority of respondents falls in the age group of 31 to 50 Years (177). Majority of the respondent's marital status is fall in Married respondents (215). Out of 252 respondents, majority are in the nature of family members is nuclear family (216), size of family respondents is highly denotes that 4 to 6 members (172), No. of earning member in the family is two members (207), and that the respondents nature of job is permanent is high (138).

Table : 2
KMO AND BARTLETT'S TEST

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.711
Bartlett's Test of Sphericity	Approx. Chi-Square	8458.181
	df	253
	Sig.	.000

Table 2 reveals that the KMO test yields a result of 0.711 which indicates that factor analysis can be carried out appropriately for the 23 variables that are taken for the study.

Table : 3

Rotated Component Matrix

Factors affecting Work Life Balance	Components				
	1	2	3	4	5
My Superior give importance towards the well-being of employees	.962	Workplace support factor			
I am able to perform my best because of the work place support I receive	.943				
I get high degree of respect and fair treatment from my superiors	.924				
My co-workers understands and share my work in my emergency time	.908				
I have cordial relations among the employees at my work place	.866				
Homely atmosphere is created in the industry		.953	Work life factors		
Sufficient time is provided to complete the orders		.927			
Pleasant orderly physical working environment is provided		.921			
Loan facilities are made available for labour welfare		.920			
I feel stress with changing work time		.911			
Stress caused by family members affects my work performance	Family to work conflict		.907		
Stress caused by the children affects my work performance			.907		
Helpless family life situations create work-stress at my work place			.907		
My family responsibilities prevent me from effectively discharging my duties			.903		
I discharge my work annoyance at worksite			.884		
Due to work load I am incapable to give sufficient time to my family members	Work to family conflict			.926	
The stress from my job seldom makes me irritating when I get home				.912	
I discharge my work annoyance at home				.862	

My work infrequently interferes with my family responsibilities				.805	
I spend time for my personal development	Overall Work Life Balance				.819
I can devote sufficient time for household responsibilities					.804
I can manage my personal and professional life well					.667
I often complete my work with in stipulated time					.619
Total	6.496	4.007	3.768	2.550	2.014
% of Variance	28.244	17.420	16.383	11.088	8.757
Cumulative %	28.244	45.664	62.047	73.135	81.892
Extraction Method: Principal Component Analysis					
Rotation Method : Varimax with Kaiser Normalisation					
Rotation Converged in 5 iterations					

Table 3 explain that the total percent of variation in Factor I is 28.244, Factor II is 17.420, Factor III is 16.383, Factor IV is 11.088, Factor V is 8.757. The five factors formed explain a total variance of 81.892.

Table : 4

Model summary for the multiple regression models to Work Life Balance

R	R ²	Adjusted R ²	S.E of the estimate	F	Sig.
.888	.789	.785	.93298	230.694	.000

As seen in Table 4 the value of R, the multiple correlation coefficient. R can be considered to be one measure of the work life balance of the dependent variable; in this case, satisfaction towards work life balance. A value of .888 indicates a good appearance of the statements.

The R Square value also called the coefficient of determination or power of the modal, which is the proportion of variance in the dependent variable that can be explained by the independent variables, is 0.789 this shows that our independent variables explain 78.9% of the variability of our dependent variable satisfaction towards possibilities to developing work life balance. The F-ration $F=230.694$, $p < .05$ shows that the independent variables significantly predict the dependent variable.

Table : 5

Multiple regression model to estimate the work life balance

STATEMENTS		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
R	R ²	Adjusted R ²	S.E of the estimate		F	Sig.
.888	.789	.785	.93298		230.694	.000

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Table : 5

Multiple regression model to estimate the work life balance

STATEMENTS	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(overall work life balance)	-.685	.136		-5.017	.000
Work life factors	.251	.073	.236	3.441	.001
Work place support factor	-.182	.075	-.181	-2.435	.016
Work to family conflict	.710	.079	.712	8.941	.000
Family to work conflict	.144	.066	.138	2.179	.030

As seen in Table 6, all the four factors analysis namely work life factors, workplace support factors, work to family conflict and family to work conflict are significant in the overall work life balance statement. Of these factors, overall work life balance highly influence their performance.

5.0 FINDINGS

The study found that 51.6 per cent of the respondents living in urban area and 56.3 per cent of the respondents are male. 70.2 per cent of the respondents belong to the age group of up to 31 to 50 Years and 85.3 per cent of the respondents are married. 85.7 per cent of respondents are nuclear family and the size of the family of the respondents holds 96 per cent on 4 to 6 members. The respondents who have their education up to school level are 81.3 per cent. 82.1 per cent of the respondents are earning in their family 2 members and that the 54.8 per cent respondent's nature of job is permanent.

KMO and Bartlett's Test reveals that the KMO test yields a result of 0.711 which indicates that factor analysis can be carried out appropriately for the 23 variables that are taken for the study. The five factors formed explain a total variance of 81.892. Overall work life balance hold high level of influence on their performance. The work life balance factors like, work life factors, workplace support factors, work to family conflict and family to work conflict of the respondents have a significant impact on the employee work life.

6.0 SUGGESTION

The study makes guidance to the textile industry employees to reduce stress level and how to manage the stress in their work life balance. The industry can be provide more training programmes to improve employees' knowledge and skills of their job and advance them by providing more incentives for improving work output. Industry can arrange some advanced industrial visits to the willing employees. Promoting fairness in management of rewards is thought to be crucial in this situation.

7.0 CONCLUSION

This study analysed the employee's occupational stress and work life balance of the textile industry in karur. Job description, working relationship and co-workers, working environment, carrier Development and money related aspects were the five factors evaluated. Of these, stress management practices were found to have a greater impact on employees' performance than the other aspects. An employees' attitude will improve if male or female is managed their stress level and work life balance. Therefore, the management should prioritise solving the many issues they face and ensuring the psychological stability of the employees. It can be inferred that the textile industry should focus more on employee work-related aspects in order to manage employee stress at work efficiently and increase employee productivity and reduce their stress. The study also emphasises the value of funding on skill based training programmes for productivity and reduce the cause of stress also. This is the right time to improve the quality of work life and eliminate job stress, employers can also make efforts to be more aware of the workload and job demands. Employers need to examine employee training, communication, reward systems, co-worker relationships, and work environment. Employees often are able to give employers the best advice on reducing work stress.

8.0 Scope for Further Research

The study can be widely conducted in specific working sector and it can be extended to other districts also. The relationship between stress management practices and work life balance can further be analysed. The study can also be conducted among other working employees to know whether they are aware about how to reduce stress and how to manage their work and family for their future life.

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