



A STUDY ON STRESS AND ITS CONSEQUENCES AMONG WOMEN EMPLOYEES IN SELECT GARMENT COMPANIES – WITH REFERENCE TO GARMENT INDUSTRY IN CHENNAI CITY

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ABSTRACT

In the competitive world of globalization stress is unavoidable among employees and Garment industry is no exception to this. Stress not only affect mental and physical health of employees but also affects the growth of organization. Work related stress cost companies millions of rupees through absenteeism and turnover. In reality female undergoes more stress when compare to their counterparts. Stress in female not only affects the organization but also have negative impact on their family to great extent. In this study we considered women employees working in garment industry, there are subjected to stress every day. Few selected garment companies in Chennai were selected for the study. The main objective of this descriptive study was to evaluate various stressors that affects woman employees and also to ascertain consequences of stress and strategies to manage stress. The primary data collected through a structured questionnaire, 246 respondents were selected using convenience sampling. The collected data was analyzed using Percentage Analysis, Weighted Average Ranking, Correlation, ANOVA, Chi Square and Mann Whitney U test. The study shows that age, marital status and family type has a relationship with family problem causes stress. Employees consult others to solve problems and associate with people and listening to music are the most preferred strategies to manage stress.

KEYWORDS: Stressors, Consequences of Stress, Stress Management Strategies, Women Employees, Garment Industry.

Introduction

Stress has effect on all walks of life. In layman language stress means difficulty to cope up with a specific situation. Rapid modernization, continuous change, omnipresent learning and cut throat competition in all fields and at all levels contributes to stress. Richard Lazarus defined Stress as “a condition or feeling experienced when a person perceives that demand exceeds the personal and social resources the individual is able to mobilize”. In simple words stress is an experience when there is an awareness of substantial imbalance between demand and capability. In our society it is immaterial that a woman is a home maker or a bread winner, she has to perform certain functions in her personal lives without any privileges. She has to balance personal life and professional life to fulfill the duties vested with the different roles assigned to her. So women are more prone to stress than male employees in the organization. In addition to that she has to handle the imposition levied on her by the society.

Garment Industry

Indian garment industry has been rapidly growing in last few decades. Indian garment industry has an advantage of producing garments for men and women at economical prices due to cheap labour. The growth of garment industry is also attributed to growing fashion consciousness and enhancement in lifestyle. Indian garment industry is pegged at more than 900 billion with nearly 13% growth per annum. The men’s garment segment constitutes nearly 45% of total apparel market. In next few years India’s garment industry is expected to expand in multiple fold.

Statement of Problem

Stress management is significant for the healthy functioning of the organization. Stress among women employees is not being given the attention it deserves and so very little has been done as far as assessing the level of stress and consequences of stress among women employees. It is in this light of this study is deemed important as working women faces acute stress from both personal role and official role. Women employees in Garment industry faces stress due to various reasons, so this study is necessitated to understand the consequences of stress among women employees and also stress coping strategies.

Objectives of the Study

- To ascertain various stressors that affect women employees.
- To examine the consequences of stress among women employees.

- To rank the stress management strategies adopted by them.
- To ascertain the impact of demographic factors on reason for stress and consequences of stress.

Literature Review

Massaran Bamba (2016), author states that physical and mental disorders and problems such as lack of satisfaction, high absenteeism and high turnover are the major consequences of stress.

Dr.R.Hemamalini (2014), she states that high targets and high concentration are the major causes of stress and physical stress comes leadership, incentives, timing of work. Through Weighted average method she found that threat to job security is the major cause of stress. Yoga is used as the most preferred stress coping strategies.

Harish Shukla & Rachita Garg (2013), they expressed that employee undergoes stress because of overload work, non-achievement of work, family related problems. Majority of employees states that Yoga is the best method to get relieved from stress.

Geeta Kumari & K M Pandey (2011), they concludes that much of stress in a workplace is caused by lack of rewards and praise and not providing freedom to work as they like. If organization takes care of psychological well-being and health of the employee would increase retention.

Jins Joy P & Radhakrishnan R (2011), they found that the main sources of stress are family circumstances, daily travel, quality of life, economic conditions, psychological problems, working conditions. Among these sources family circumstances has the highest incremental value. It is concluded that stress have impact on work performance of employees.

Research Methodology

Research Design: Descriptive research was adopted to carry out the study.

Data Collection: Primary data collected through a personal interview to fill the questionnaire. Secondary data collected from books, articles, journals, and websites.

Research Instrument: The well-designed structured questionnaire consists of six demographic questions and thirteen statements related to sources of stress, five statements related to physical consequences, ten related to behavioral consequences, seven statements is

about psychological consequences and one statement related to overall satisfaction of employee. Likert's scale has been used to measure the stress.

Sampling Techniques: Non Probability Convenience Sampling method used for the study.

Sampling Size: About 246 woman respondents have been selected as samples from selected garments companies in Chennai City.

Software: To analyze the data SPSS version 16.0 is used.

Statistical Technique: In addition to the percentage analysis, Correlation, ANOVA, Mann Whitney U test, Chi Square and Weighted Average rankings were used to analyze the data.

Limitations for the Study

- Respondents were reluctant to provide actual data.
- Contacting respondents was a difficult task.
- The respondents may be biased in furnishing the questionnaire

Data Analysis

Percentage Analysis

Table 1: Family Type and Marital Status of the respondents

S.No	Family Type	Percentage	Marital Status	Percentage (%)
1.	Nuclear	52	Single	53
2.	Joint	48	Married	47

Table 2: Age and No of Children for the respondent

S.No	Age(yrs.)	Percentage	No of Children	Percentage
1.	21-28	41	No Children	42
2.	29-36	29	One	25
3.	More than 36	30	Two Children	23
			More than Two	10

Salary(Rs)	Percentage	Years of Experience	Percentage
5,000-10,000	53	Less than 2yrs	30
Below 5,000	31	3-5yrs	54
10,001-15,000	15	6-8yrs	11
15,001 and above	1	Above 8yrs	6

Table 3: Monthly Salary and Years of Experience of the Respondents

Table 4: Percentage distribution for Sources and Consequences of Stress

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
SOURCES OF STRESS					
When someone find faults	46	21	8	16	8
Family Problems	20	44	15	10	11
When work is not recognized	29	29	29	10	5
Financial problems	28	21	20	21	10
Lack of Superior support	37	24	22	10	7
Unknown depressed feelings	33	29	24	3	11
Inadequate Salary	37	28	23	7	6
Work Load	27	24	31	13	6
Conflict with colleagues	25	15	24	15	22
Monotonous Task	25	22	29	15	10
Lack of support from family	9	11	17	27	37
Long Working Hours	16	32	18	15	19
Physical Environment	46	21	8	7	8
CONSEQUENCES OF STRESS					
PHYSICAL CONSEQUENCES					

Headache because of tension	55	28	7	4	7
Physical Weakness	21	42	23	11	6
High Blood Pressure	17	33	20	13	16
Fatigue	20	24	27	22	7
Lack of Sleep	23	29	15	19	15
BEHAVIOURAL CONSEQUENCES					
Hiding from Threats	39	16	17	17	11
Over Eating	37	24	14	17	7
Intolerance	24	26	29	16	5
Distrust	18	17	24	26	15
Feeling Isolated	23	22	28	18	10
Excessive Talk/ Abnormal silence	35	23	20	16	6
Withdrawn from family	35	19	22	8	15
Fail to concentrate on family	36	24	18	13	10
Fail to meet organizational target	46	29	18	4	2
No time for my personal interest	19	9	20	29	24
PSYCHOLOGICAL CONSEQUENCES					
Feeling Tense	57	23	11	7	3
Anxiety	32	33	21	14	1
Mental Depression	30	27	30	9	4
Irritation	27	22	21	22	7
Temper Outburst	40	18	15	19	9
Confusion	25	25	23	15	12
Poor Concentration	30	22	17	15	15

Table 5: Percentage distribution of Strategies to manage stress

STRATEGIES TO MANAGE STRESS	Never	Sometimes	Often	Always
Accepting the situation as I can't change it	38	22	16	24
Leave the office and go home early	28	32	18	23
Divert myself in some other work	25	34	27	14
Consult others to solve my problem	20	33	22	26
Take situation as opportunity	21	30	34	15
Take appropriate immediate action	26	34	15	24
Meditate or Yoga	71	11	13	5
Listen to music	26	37	14	24
Ignore problems	21	39	24	16
Deviate by chatting	22	25	29	23
I Can cool down myself and work	31	23	15	31

Table 6: Overall satisfaction of respondents towards the organization

Overall Satisfaction	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Overall Satisfaction of Women Employee	12	42	20	11	15

Statistical Analysis

Correlation Test

Relationship between Feeling Tense with Number of children using Correlation Test

Null hypothesis (Ho) : There is no significant difference between feeling tense and number of Children

Alternative hypothesis (H1): There is a significant difference between feeling tense and number of Children

Table 7: Correlation value between Feeling Tense and Number of Children

		Feeling Tense	Number of Children
Feeling Tense	Pearson correlation	1	.669
	Sig (2-tailed)		.000
	N	246	246
Number of Children	Pearson correlation	.669	1
	Sig (2-tailed)	.000	
	N	246	246

P value is less than 0.05 and Pearson correlation value is 0.669.

Therefore, the variables feeling tense and number of Children are positively correlated.

ANOVA

Analysis of Age with Psychological Consequences using One Way ANOVA Test

Null hypothesis (Ho) : There is no significant difference between age and psychological consequences.

Alternative hypothesis (H1) : There is a significant difference between age and psychological consequences.

Descriptive

Table 8: Descriptive analysis for Psychological consequences

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
21-28yrs	101	2.5857	.73596	.07758	2.4316	2.7399	1.14	4.57
29-36yrs	71	2.8750	.79183	.16163	2.5406	3.2094	1.71	4.71
>36yrs	74	3.2222	.92613	.30871	2.5103	3.9341	2.00	4.57
Total	246	2.6887	.77797	.07015	2.5499	2.8276	1.14	4.71

Table 9: ANOVA for Age and Psychological consequences

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	4.349	2	2.175	3.755	.026
Within Groups	69.489	120	.579		
Total	73.838	122			

Inference

P value is less than 0.05, hence H0 is rejected and H1 is accepted.

Therefore, there is a significant difference between age and psychological consequences.

CHI-SQUARE

To determine the relationship between the marital status, family type and age with family problem causes stress.

H0- There is no significant relationship between the marital status, family type and age with family problem causes Stress.

H1- There is significant relationship between the marital status, family type and age with family problem causes Stress.

Table 10: Relationship between Marital Status, Family type and Age with Family Problem causes Stress

No relationship between	Dof	Table Value	Calculated Value	Result
Marital Status and Family Problem causing stress	4	9.488	12.592	Rejected
Family type and Personal Family Causing Stress	4	9.488	15.634	Rejected
Age and Personal Family causing Stress	8	15.507	23.693	Rejected

There is a significant relationship between marital status, family type and age with family problem causes stress.

MANN-WHITNEY U TEST

H0: There is no difference between age and mental depression of the respondents.

H1: There is a difference between age and mental depression of the respondents

Table 11: Test Statistics between Age and Mental Depression of the respondents

Mann-Whitney U	1.125
Wilcoxon W	2.15
Z	-.583
Asymp. Sig. (2-tailed)	.035

As shown in the table significance value is 0.035 which is lesser than 0.05, Therefore null hypothesis is rejected and alternate hypothesis is accepted. Thus there is a significant difference between age and mental depression of the respondents.

WEIGHTED AVERAGE RANK

Table 12: Frequency distribution for Strategies to Manage Stress

STRATEGIES TO MANAGE STRESS	Never	Sometimes	Often	Always
Accepting the situation as I can't change it	94	54	39	59
Leave the office and go home early	69	78	43	56
Divert myself in some other work	62	84	66	34
Consult others to solve my problem	48	80	54	64
Take situation as opportunity	52	74	84	36
Take appropriate immediate action	64	84	38	60
Meditate or Yoga	175	27	32	12
Listen to music	63	91	33	59
Ignore problems	52	96	59	39
Deviate by chatting	54	62	72	58
I Can cool down myself and work	76	57	37	76

Table 13: Weighted Average Rank for Strategies to Manage Stress

STRATEGIES TO MANAGE STRESS	Weighted Average	Rank
Accepting the situation as I can't change it	55.5	9
Leave the office and go home early	57.8	6
Divert myself in some other work	56.4	8
Consult others to solve my problem	62.6	1
Take situation as opportunity	59.6	3
Take appropriate immediate action	58.6	4
Meditate or Yoga	37.3	10
Listen to music	58.0	5
Ignore problems	57.7	7
Deviat by chatting	62.6	1
I Can cool down myself and work	60.0	2

Most of the respondents consult others to solve problem and deviate them by chatting to manage stress, then it is followed by cooling down themselves, taking situation as opportunity, take immediate action, listening to music in the same order as the stress management strategies.

Conclusion

This study has been made to ascertain the reasons for stress, level of stress and strategies to manage stress among women employees working in selected garment industry in Chennai City. There is a positive correlation between feeling tensed and number of children they have. It also found that there is a significant difference between age and psychological consequences. Through Chi square it is inferred that there is a relationship between marital status, age and family type with family problem causes stress. There is a difference between age and mental depression. Most of the respondents prefer consulting others to solve problem and deviate by chatting to manage stress. The study also can further extended by doing comparative analysis between different industries and by including more number of samples. Other demographic details can be included for in-depth study.

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