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**Tamilnadu-636121, India**

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**“A Study on Work Stress of Employees in Textiles at Erode”**

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**Abstract**

A Stress is major problem of our daily life and affects both physical as well as mental health of people. Stress is the way human beings react both physically and mentally to changes, events, and situations in their lives. Stress refers to individual's reaction to disturbing factors in the working environment. The objectives of the study were to find out the symptoms of stress, causes of stress and suggest overcoming the stress. Survey method was adopted to collect data from 250 employees. While designing the questionnaire all the primary and secondary objective was kept in mind and designed. Primary data is been collected through well-structured questionnaire and secondary data through websites, books and company records. Research design is descriptive and sampling design is non-probability convenience sampling. This study was concluded that majority of employees facing stress in working place and some stepladder also taken to overcome the stress. Based on the analysis the finding, recommendation and conclusions were given.

**Keywords: major problem, changes, events, working environment, overcoming the stress**

**I- INTRODUCTION:**

Stress is the way human beings react both physically and mentally to changes, events, and situations in their lives. People experience stress in different ways and for different reasons. The reaction is based on your perception of an event or situation. If you view a situation negatively, you will likely feel distressed- overwhelmed, oppressed, or out of control. Distress is the more familiar form of stress. The other form, *eustress*, results from a - positive view of an



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event or situation, which is why it is also called - good stress. Stress is your body's response to change. The body reacts to it by releasing adrenaline (a hormone) that causes your breathing and heart rate to speed up, and your blood pressure to rise.

#### Sources of Stress

##### 1.The Environment: –

The environmental stressors such as weather, noise, crowding, pollution, traffic, unsafe and substandard housing, and crime.

##### 2.Social Stressors: –

Social stressors such as deadlines, financial problems, job interviews, presentations, disagreements, demands for your time and attention, loss of a loved one, divorce, and co-parenting. These stressors arising due to demands of the different social roles such as parent, spouse, caregiver, and employee.

##### 3.Physiological: –

Physiological stressors include rapid growth of adolescence, menopause, illness, aging, giving birth, accidents, lack of exercise, poor nutrition.

##### 4.Thoughts: –

Human brain interprets and perceives situations as stressful, difficult, painful or pleasant, in such situation our brain determines whether they are problems to us or not.

#### Types of Stress

##### 1.Distress:

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This is called as Negative Stress, bad stress. This is opposite to Eustress. Death of someone you love, Illness, Financial crisis, Heavy work load etc, leads to Distress. It has two types such as Acute Stress and chronic Stress.

### **2.Hyper-Stress:**

If the person pushed beyond what one can handle, which turns in to Hyper-stress. More times it occurs because workload or over worked. This type of stress occurs when constant heavy financial difficulties, work both at home and office, Continuous tension, travelling day and night etc.

### **3.Hypo-stress:**

This is directly opposite to Hyper-stress. This type of stress experienced by people when they constantly feel bored, same task over and over again, restless work.

## **RECOGNIZING THE SIGNS AND SYMPTOMS OF STRESS**

Head ache, Fatigue, Increased absenteeism , Altered performance, Changes in attitude, mood or behaviour, Becoming irritable, volatile or aggressive , Conflict with others, Diminished work relationships, Tiredness /lethargy/lack of interest, Difficulty in concentrating or making decisions, Changes to appearance or personal hygiene, Becoming withdrawn or isolated, Demonstrating unrealistic standards or Expectations for self or others and Uncharacteristically labile.

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## OBJECTIVES OF THE STUDY

- To study levels of work stress among employees in textile at erode.
- To analyze the various factors related to work stress.
- To identify the causes of unwanted stress.
- To analyze the impact of stress in working environment.

## II- RESEARCH METHODOLOGY

A research design is arrangement of conditions for collection and analysis of data in a manner that aim to combine with relevance of the research purpose with economy in procedure. Sample design refers to the technique or the procedure the research would adopt in selecting item for the sample. The study contains a sample size 250 employees. Convenient random sampling is adopted as sampling technique. It is also known as non-probability sampling. Where each and every item in the population has an equal chance of inclusion in the sample and each one of possible in case universe has the same probability of being selected. The primary data are those data, which are collected freshly for first time, and they are original in character. The structured questionnaire was used for collecting the data. It is very easy and convenient for the respondents answer. It offers three or more answer choices. The secondary data as those which have been collected by someone else and which have already been passed through the statistical process.



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### III- REVIEW OF LITERATURE

- Kavitha in her research titled —Role of stress among women employees forming majority workforce at IT sector in Chennai and Coimbatorel (2012), she has focuses on the organizational role stress for the employees in the IT sector. She found in her research that, women face more stress than men in the organization and she viewed to be more specific married women faces more stress than the unmarried women.
- P.S. Swaminathan,& Rajkumar S. in their work on —Stress levels in Organizations and their Impact on Employees’ Behaviourl (2013). They have 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 work environment on the degree of stress faced by employees. Stress in an employees’ individual in nature. This study indicates that, an optimum level in which every individual can perform with his full capacity and identified three conditions responsible for work stress they are 1) Role overload 2) Role self distance 3) Role stagnation.Satija S. & Khan W. in their research work titled —Emotional Intelligence as Predictor of Occupational Stress among Working Professionalsl (2013). According to them Occupational Stress is as same as Job Stress that needs to be controlled at the workplace otherwise it will negatively affect on employee’s work attitudes & behavior. This study investigates that, the relationship between Emotional Intelligence and Occupational Stress. This study revealed findings that, Emotional Intelligence is a most significant predictor of Occupational Stress.

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- Amir Shani and Abraham Pizam (2009) —Work-Related Depression among Hotel Employees|| have conducted a study on the depression of work among hotel employees in Central Florida. They have found that, incidence of depression among workers in the hospitality industry by evaluating the relationship between the occupational stress and work characteristics
- Viljoen and Rothmann, have investigated the relationship between —occupational stress, ill health and organizational commitment (2009). They found that organizational stressors contributed significantly to ill health and low organizational commitment. Stress about job security contributed to both physical and psychological ill health. Low individual commitment to the organization was predicted by five stressors, such as Work-life balance, Overload, Control, Job aspects and Pay.
- Schmidt, Denise Rodrigues Costa; and et al, in their work on —Occupational stress among nursing staff in surgical settings||. They aimed at evaluating the presence of occupational stress among nursing professionals working in surgical settings and investigating the relations between occupational stress and work characteristics.

#### **IV- FINDINGS**

Majority of the employees are completed their UG degree. Employees are countenance high level of stress while change in technology. The employees were tolerating different levels of work stress in working hours. Employees were not satisfied with the stress reducing measures taken by the organizations. 70% of employees were not as much of choice in deciding what they

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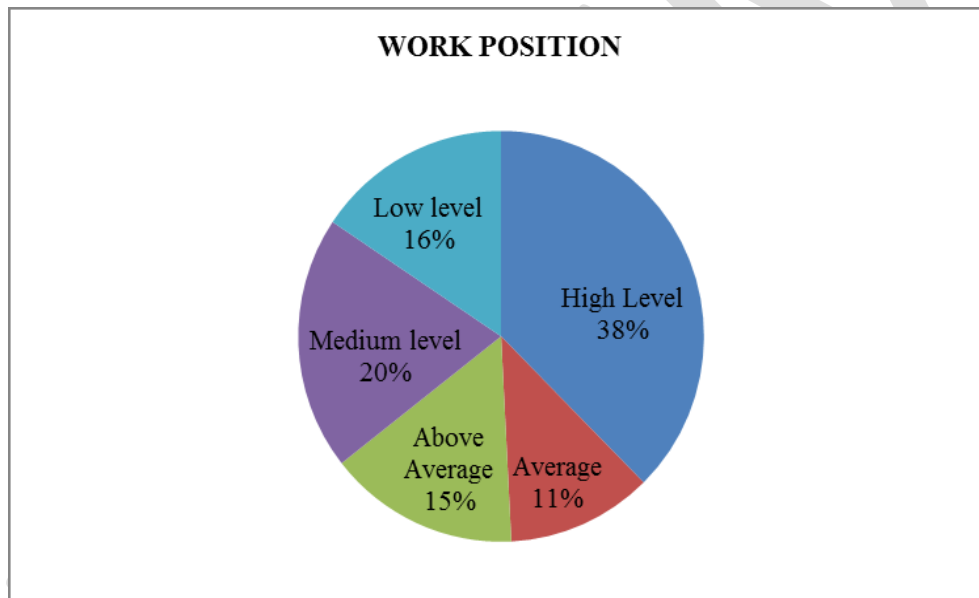
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do at work in company. Only few employees can talk to their line manager about something that has upset or annoyed about work. 65% of employees were facing health related issues due to work stress. They were accepting due to cause of stress productivity get reduce.

**Chart Showing Level of Stress experienced due to change in position from the present one of the respondents in a company.**





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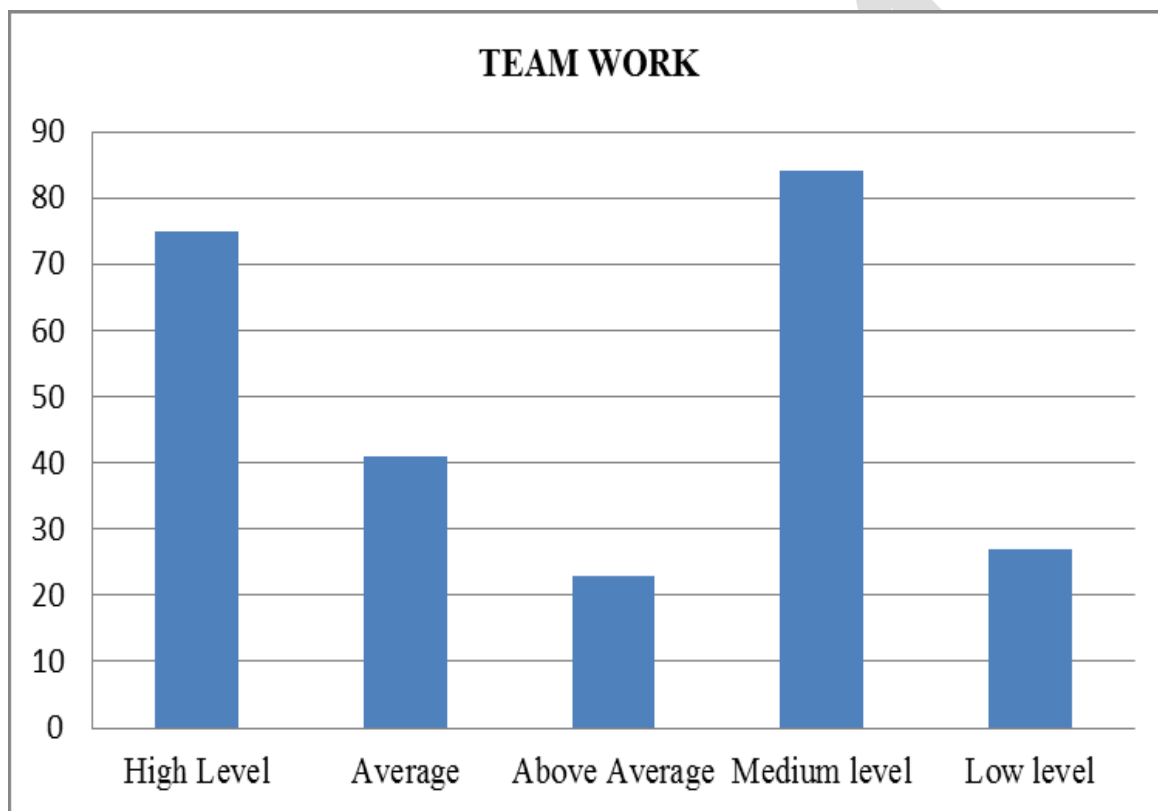


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Chart Showing Level of Stress experienced while working in group of the respondents in a company.



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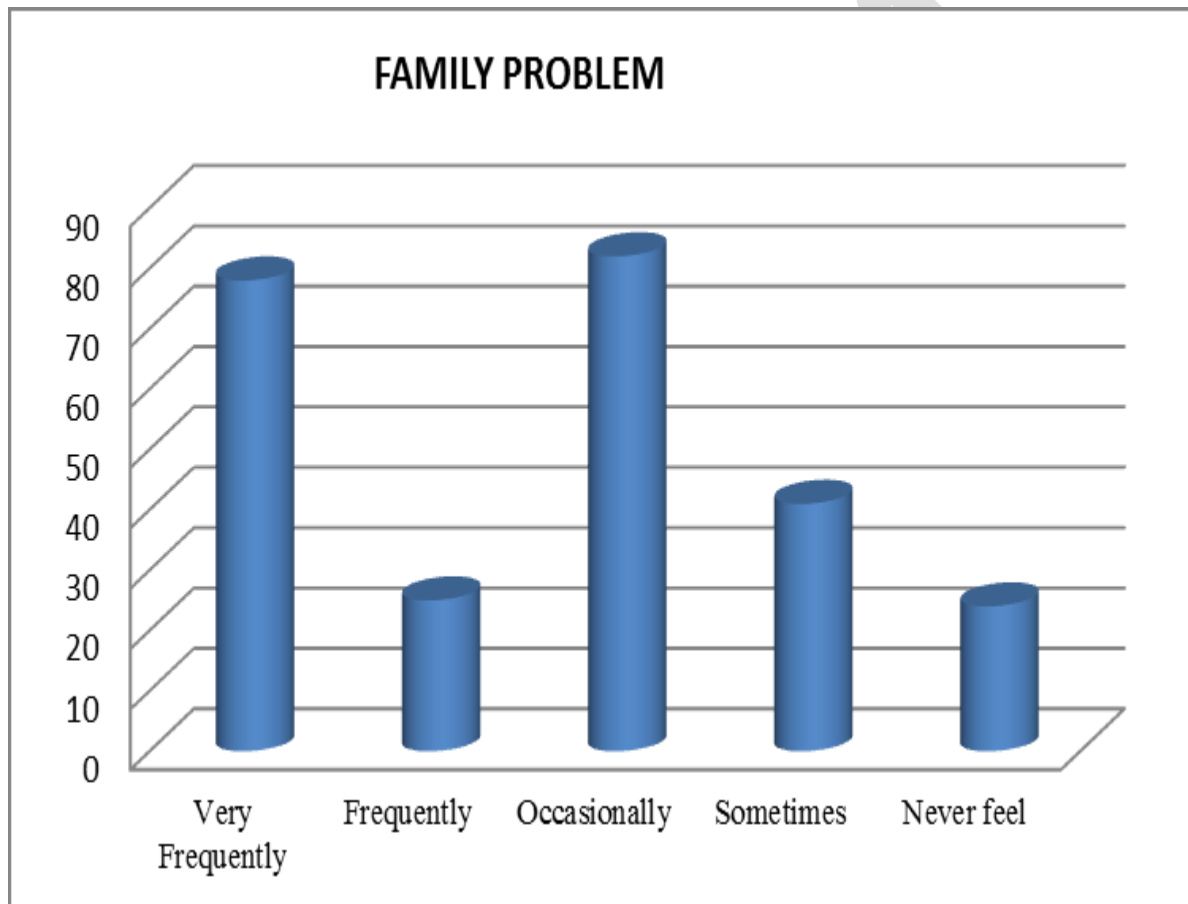


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Chart Showing Level of Stress experienced due to family problems of the respondents in a company



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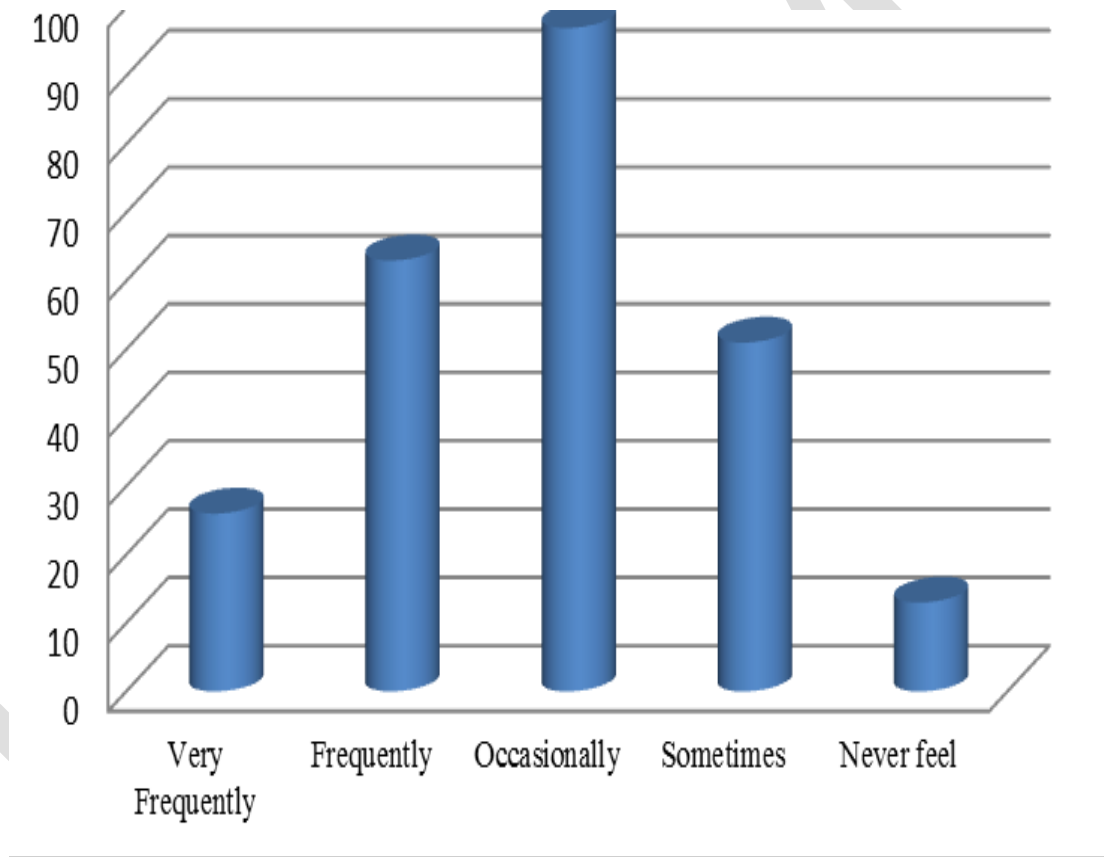


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Chart Showing Level of Stress about the inability to satisfy the conflicting demand of various people of the respondents in a company



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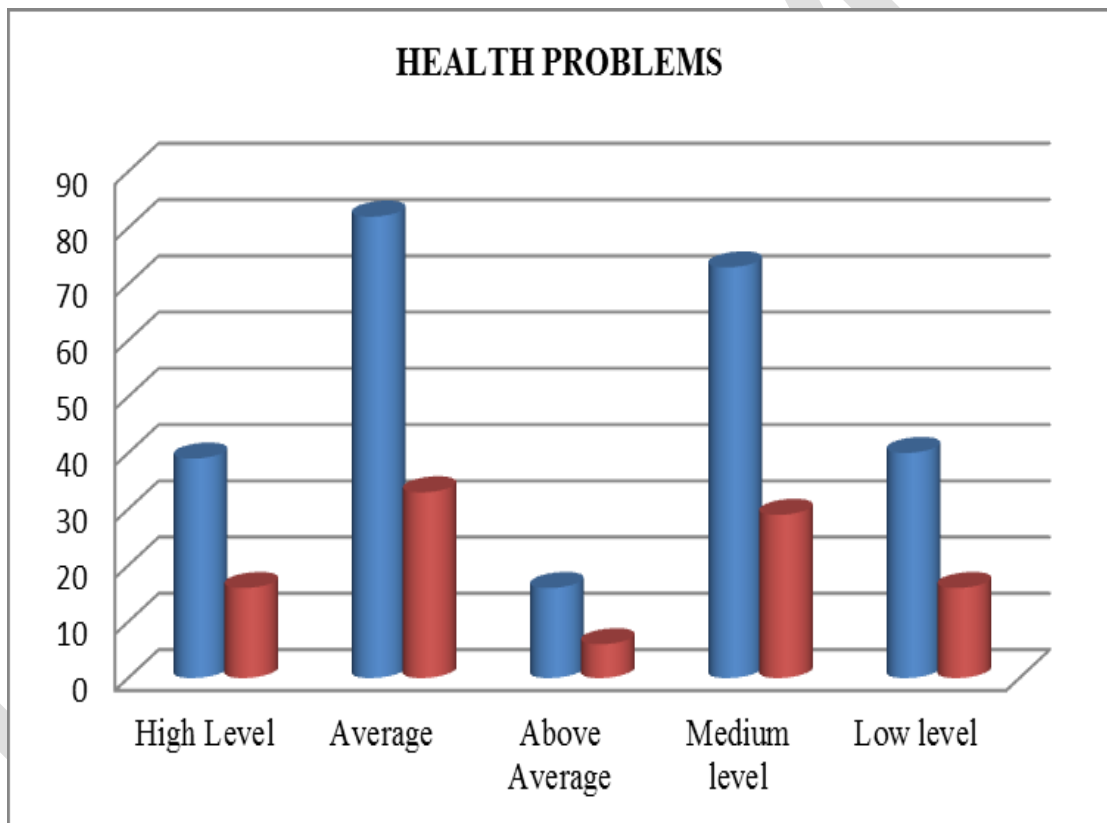


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Chart showing our opinion regarding Level of Stress experienced due to health Problems in our working life of the respondents in a company.



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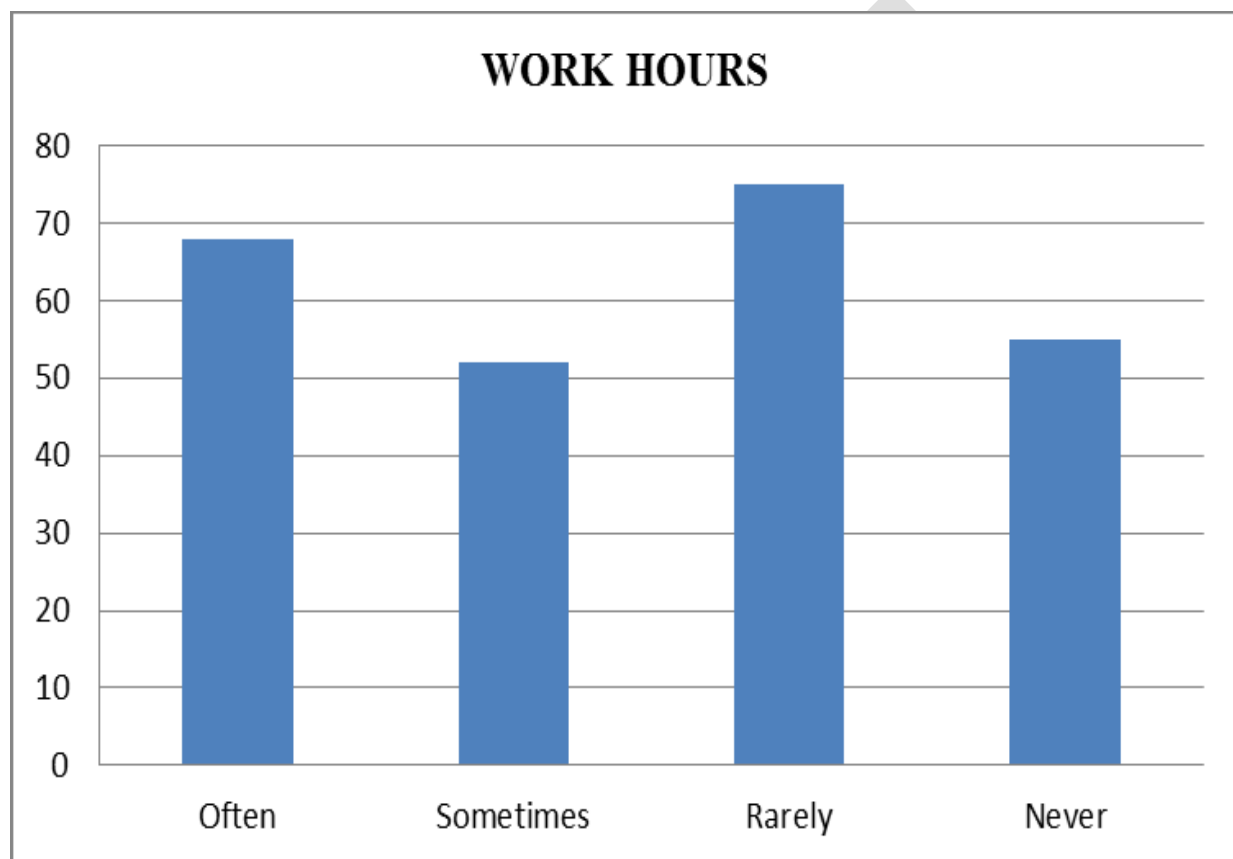
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Chart Showing You Has Pressure to Work Long Hours



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## V- RECOMMENDATION

The company can reduce the over work load to the employees, and could provide the salaries and other benefits at correct time. The superior make the employees to know their nature of work and the expectation of co-workers. The company may have to make good working atmosphere. The employers should explain to the employees about the benefits of job rotation and the superior have to take suitable measure to utilize the training effectively by the employees through counseling. The company may have to improve the two way communication with employees by that reduce the employee grievances. The superior should build a good relation with the employees to make them effectively in the group

## VI- CONCLUSION

This research is concluded that the employees are facing stress. Stress can be positive and negative, which has an impact on the employees performance at work, if taken positively, the result are positive, and if taken in a negative way, may yield disastrous result for most of the people, low to moderate amount of stress enable them to perform their jobs better. However, a high level of stress or for that matter even a low level stress spread over a long period, eventually takes its toll, and the performance declines. By using time management skills effectively, management can reduce work stress by being more in control of time, and it will increase productive. Stress depends a lot on people's perceptions of a situation and their real ability to cope with it.



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