



“A Study on Operative and Non- Operative Employees Stress Attitudes in Textiles with Special Reference to Erode District “

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ABSTRACT

The article is entitled “A study on empowerment of the employees in”, analyses the empower existing in the company. Employees are very important for any business as they are the backbone of its success. The research is based on the following methodology. Descriptive research design is adopted for this study. A sample of 150 employees was chosen as a respondent based on probability sampling method. A questionnaire is defined based on the factors of empowerment to collect data from the respondents. The collected data is analyzed using percentage analysis method, and chi-square test. From the analysis it is found that majority of the respondents are empowered in the organization. High percentage of respondents says that there is significant relationship between employee’s education and habits of starting the work



before finalizing all steps. The researchers suggest the company to be promoting empowerment hence in order to develop our business and reduce the cost and time. Management has to take necessary steps to change working culture. The management should become highly systematic and employees should understand clearly about their role in the organization.

Keywords: empowerment, backbone, factors, analysis, significant, relationship

CHAPTER- I

1. INTRODUCTION

Organizational life is quite stressful. Work pressures, tight schedules, meetings that never seem to end on time, unhelpful colleagues, critical bosses, incompetent subordinates and a host of other irritating factors may all have a cumulative effect in making the lives of modern-day executives quite miserable. As we all know, stress is the body's reaction to any demand made on it. Perceptions of events, whether positive or negative, activate stress.

It is, therefore, a highly individual affair. Stress is severe and persists for long periods of time, it can be harmful. Stress can be disruptive to an individual as any accident. It can lead to poor performance on the job, excessive use of alcohol or other drugs, poor attendance or even overall poor health.

In fact, there is growing evidence that undue stress is related to the diseases that are major causes of death: coronary heart disease, stroke, hypertension, diabetes, cancer, cirrhosis and also suicide. The role of human resource management in organization has been evolving dramatically in recent times.



It tries to secure the best from people by winning their wholehearted cooperation it bringing people and organizations together so that the goals of each are met. Human resource plays many roles plays, partnerships with internal and external customers. It gives transformational change leader and initiator.

It also fast, proactive and integrated with human oriented. It related to short medium and long term basis. Control the organic-flexible and what is necessary to succeed. It improves job design to broad, flexible, and cross-training teams. People and knowledge is the key investments.

CHAPTER- II

2.1 OBJECTIVES OF THE STUDY

- ❖ To find out the employees stress towards the Textiles
- ❖ To know the over all performance of employees work environment.
- ❖ To measure the various leadership qualities to Textiles.
- ❖ To measure the various attributes relating stress level and performance appraisal with relevance to Textiles

2.2. SCOPE OF THE STUDY

- Employees face the many psychological problems from work situations.
- The human element plays a significant role in the decision process and introduces subjectivity and bias.
- In current Situation, difficult to observe employees behavior and interpret it in terms of its causes, effects and desirability.



- Low-level awareness of the human Resource solutions (counseling coaching, mentoring, burnout- self test or remedies, etc.) among employees.

2.3.LIMITATIONS OF THE SUTUDY

- The researcher has exclusively confided this study only on Textiles
- Rating behavior on an appraisal of employees is quite difficult.(Time & Situation basic)
- This study conducted only 150 respondents Textiles

CHAPTER- III

3.1.RESEARCH METHODOLOGY

RESEARCH:

Research is a systematic method consisting of identifying the problem, formulating a hypothesis, collecting the facts or data, analyzing the facts and reaching certain conclusions in the form of solutions towards the concerned problem.

RESEARCH DESIGN:

A research design is the arrangement of conditions for collections and analysis of data in the manner that aims to combine relevance to the research purpose with economy in procedure.

Descriptive Research



This research includes surveys and fact-finding enquires of different kinds. The major purpose of descriptive research is the description of the state of affairs as it exists in present. This can also be called as Ex-post facto method. In this project, description about the stress attitude in Textiles is given and hence the research is descriptive.

SAMPLING AND SAMPLE SIZE

The sample method used for this project is simple random sampling method which comes under probability sampling.

SIMPLE RANDOM SAMPLING

This type of sampling is also known as chance sampling or probability sampling where each item in the population has an equal chance of inclusion in the sample and each one possible samples, in case of finite universe, has the same probability of being selected. For this study, respondents were approached in random and their responses were recorded in the questionnaire provided to them.

SAMPLE SIZE

Sample size refers to the number of the respondents included in the project. The sample size of this project is 150 employees in the middle level management.

DATA COLLECTION

PRIMARY DATA



Primary data is collected using questionnaire and the personal interview.

SECONDARY DATA

Secondary data is collected through various sources like books, and Internet.

QUESTIONNAIRE

- Dichotomize
- Likert scale
- Open End
- Closed End

TOOLS FOR RESEARCH

- Simple Percentage Analysis
- Chi- square Test

SIMPLE PERCENTAGE ANALYSIS

The analysis is done based on the response given by the employees for the questionnaire. The various parameters that are related to the stress have been analyzed in the selection. Five point scales is used in questionnaire and several factors related to stress is analyzed using simple percentage analysis. It is one of the powerful tools of analysis to calculate single average value that represents entire sample.

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Formula: No. of respondents

Percentage = ----- * 100

Total No. of respondents

CHI-SQUARE TEST

The chi-square test is used to test whether there is a significant difference between the observed number of responses in each category and the expected number of responses for such category under the assumptions of null hypothesis. It is one of the simplest and most widely used non-parametric tests in statistical work.

Formula:

$$\chi^2 = \sum_{i=1}^n \frac{(O_i - E_i)^2}{E_i}$$

Where,

O_i = Observed frequency

E_i = Expected frequency

3.2.REVIEW OF LITERATURE

The terms ‘Stress’ and ‘Strain’ were first coined in 1822 by the French Mathematician Augustine Cauchy. He defined ‘stress’ as the pressure per unit area and ‘strain’ as the ratio of the increase or decrease in the length of an object to its original length.



In the twentieth century, the stress concept entered the field of the biological sciences. **Walter cannon (1914)** conducted physiological research which resulted in his describing the stress response as a ‘fight or flight’ response.

Hans selye (1936), a Canadian endocrinologist, continued this work and devised the general Adaptation Syndrome, a model of how the body responds to stressful situations in the short and long term. He began the trend to describe pressures with the term ‘**Stressor**’ and the biological response as ‘**Stress**’. He defined biological stress as the sum of non – specific changes in the body caused by function or damage.

THE WORK FACTOR

There have been huge changes in the way we work over the past few decades. Many organizations have downsized so that fewer staff have to work harder and for longer, while others have become temporary contracts. We in the UK also work longer hours than anywhere else in Europe, and technological and technological advances mean we are bombarded with e-mails, faxes and phone calls wherever we are.

THE HOME FACTOR

Many people have moved away from their extended families. And they cannot turn to relatives – our ‘natural counselors’ – for moral support.

THE FOLLOWING ARE EXAMPLE OF SOURCES OF STRESS

- Change in working hours
- Change of job, Death of a partner
- Debt, Divorce or separation
- Getting married, Holidays
- Money problems, Moving House



- New child
- Trouble with the boss
- Trouble with the in – laws

PHYSICAL REACTIONS TO STRESS

Physical reactions to strong emotions were designed to save us in the days of the cave man. To stone – age man, the bodily response termed “fight – or- fight” prepared him for action. This reaction was very useful for the rare occasions when he was being chased by a saber – tooth tiger or was hunting a mammoth for food. Now, millions of years on, it have the same effect, but it is counterproductive with all the pressures we face in our daily lives.

When the stress response goes on for far too long, or occurs frequently and at the wrong time, it may lead to unpleasant feelings. Humans get fed warning signs from the brain that say STOP AND RELAX. When we refuse to take the advice given from the brain, it given us physical signs. These may differ from person. The table below highlights the most common physical reactions to stress.

PHYSICAL RESPONSES TO STRESS

- Butterflies in the stomach, change in appetite, chest pains
- Dilated pupils, dry mouth, Frequently passing urine,
- Headaches, Indigestion, Muscle tension, Over – alertness
- Pins and needles, rapid, uneven heartbeat, Diarrhoea
- Sleep problems, Sweating, Unexplained pains

CHAPTER- IV

DATA ANALYSIS AND INTERPRETATION



CHI-SQUARE TEST

COMPARISON BETWEEN LIFE STYLE CHANGES & PROBLEM HANDLING SKILLS

To find out the significant relationship between life style changes & problem handling skills.

NULL HYPOTHESIS (Ho)

There is no significant relationship between life style changes & problem handling skills.

ALTERNATE HYPOTHESIS

There is significant relationship between life style changes & problem handling skills.

OBSERVED FREQUENCY TABLE

LIFE STYLE CHANGES PROBLEM HANDLING SKILL	TAKE IS AS A CHALLENGE	BLAME OTHERS	THINK AND DEAL	TOAL
Accept the changes	3.3	15.6	6	25
Learn how to Deal	4.4	20.68	7.92	33
Complain about it	12.26	57.65	22.08	92

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Total	20	94	36	150
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EXPECTED FREQUENCY TABLE

O	E	O-E	(O-E) ²	(O-E) ² /E
3	3.3	-0.3	0.09	0.02727
16	15.6	0.4	0.16	0.010256
6	6	0	0	0
4	4.4	-0.4	0.16	0.03636
21	20.68	0.32	0.1024	0.00495
8	7.92	0.08	0.0064	0.000808
12	12.26	-0.26	0.0676	0.005513
58	57.65	0.35	0.1225	0.002124
22	22.08	-0.08	0.0064	0.00028
150	149.89	0.71	0.7153	0.087561

Calculated value of chi-square =0.087561

Degrees of freedom =4

Table value at 5% level=5.998



INTERENCE

The calculated value of chi square test is less than the table value the hypothesis formed was accepted. It could be concluded that there is no relationship between life style changes & problem handling skills of the employees.

CHAPTER- V

5.1 FINDINGS

- 75% of the employee's self – confidence level with successfully managing any problem.
- 58% of the employees are having stable mental attitude & situation oriented persons.
- 61% of the employees are accepting the changes with creative thinking attitude.
- 54% of the employees work over time in.
- 44% of the employees are amusing work with heavy stress full situation.
- 78% of employees gives favorable opinion about the seminar and counseling which is useful to reduce the employee stress.
- 64% of employees having excellent working condition.
- 69% of employees having seldom in meals taken.
- 58% of employees can feel difficult during vacation



5.2. SUGGESTIONS

- An employee makes the job intrinsically meaningful, challenging and rewarding.
- Employee give respect to time is infinite and it needs utilization when it is available.
- Employees praise the results after you have delegated the tasks
- Employees give equal important to work and rest of the time utilize (keep a pet, children& partner).
- Stress techniques are avoiding big problems ,some techniques advice to employees

5.3. CONCLUSION

Stress is a complex concept . It involves an interaction between the demands of the Environment and now how an individual perceives their ability to cope with these. A Person experiences stress when the perceived demands of the environment are greater than their perceived ability to cope with these. Undoubtedly stress is a modern day health risk. Our bodies are well adapted and have evolved to deal with short-term physical threats but we are not well equipped to deal with long term psychological stressors of modern life. Our understanding of stressors and the stress response has lead to a greater awareness of the dangers of stress and the development of both psychological and physical methods of managing stress. Employers and employees recognize the dangers and have implemented effective strategies with the help of occupational psychologists.



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