

AN EMPIRICAL STUDY OF JOB STRESS AND ITS IMPACT ON EMPLOYEE WELL-BEING IN THE DYEING INDUSTRY, ERODE.

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ABSTRACT:

This study looks into the levels of job stress, its main sources, and how it affects workers in Erode's dyeing industry. The study intends to determine the main stressors and evaluate the impact of occupational stress on worker productivity and well-being using a descriptive research approach. 104 employees provided information via questionnaires, and techniques such as Garrett ranking, chi-square analysis, and percentage analysis were used. The results show that most workers have moderate levels of stress, and that their main worries are typical stressors like workload and working hours. Physical strain and unclear job tasks, on the other hand, have a smaller impact on overall job stress. Additionally, the study demonstrates that the organization has successfully managed stress, with staff members proposing additional improvements. The study also demonstrates that the organization has successfully put stress management strategies into place, and staff members have recommended additional improvements including social events and sports. In order to further reduce stress and enhance staff well-being and productivity, the study suggests continuous feedback mechanisms, stress management training, and continual employee engagement.

Key Words: Job Stress, Workload, Employee and Well-being.

INTRODUCTION:

Increasing workloads, strict deadlines, and frequent changes have made job stress a major worry in today's fast-paced workplace. Globalization and the rapid evolution of technology increase employee strain and frequently result in elevated stress levels. When a person can't handle the responsibilities of their job, they experience job stress. It can be

constructive (eustress), encouraging workers to do better, or destructive (distress), leading to worry, annoyance, and burnout. Distress can negatively impact mental and physical health, resulting in exhaustion, sadness, and decreased job satisfaction, whereas eustress increases productivity. Unmanaged workplace stress costs businesses more money in medical expenses, lowers productivity, increases absenteeism, and increases turnover. A healthier and more productive workforce depends on identifying and successfully managing workplace stress.

STATEMENT OF THE PROBLEM:

Stress at work is affecting the general well-being and productivity of the workers at Cotton Blossom (India) Private Limited's dyeing unit in Erode. Prior research on the precise consequences of this stress on the company's personnel has been lacking. The purpose of this study is to determine the degree of stress, the primary stressors, and how they affect workers' well-being in order to suggest ways to enhance their working environments.

OBJECTIVES OF THE STUDY:

1. To figure out the primary causes of stress at workplace.
2. To determine the impact of job stress on employee performance and family life.
3. To assess the coping strategies employed by staff members.

SCOPE OF THE STUDY:

This study examines the main causes of workplace stress and how they affect workers' productivity, health, and family lives in the Cotton Blossom Company's dyeing division in Erode. It looks at major stressors such role conflict, job insecurity, work pressure, and the physical workspace and evaluates how they affect productivity, job satisfaction, and mental and physical health. The study also examines difficulties in attaining work-life balance and assesses coping mechanisms adopted by employees. Additionally, it evaluates the company's current stress management procedures and offers suggestions to improve job satisfaction, employee well-being, and turnover.

LIMITATIONS:

1. The study's findings can't be applied to other departments or industries because it only includes 104 employees from dyeing industry.
2. Personal prejudices or Erode cultural norms may have an impact on employee replies, which could compromise the data's accuracy and generalizability to other areas.
3. Since the study was completed in a short amount of time, it was not possible to thoroughly examine long-term stress patterns and outside variables that influence workers.

REVIEW OF LITERATURE:

1. **Kumar, S., & Bhattacharyya, A. (2022)** – *Impact of Remote Work on Job Stress During the COVID-19 Pandemic: A Study of Indian IT Professionals*. This study investigated how the shift to remote work during the pandemic affected job stress levels among IT professionals in India. It found that while some experienced reduced job stress due to flexible working hours, others reported increased stress due to isolation and difficulties in work-life balance.
2. **Teng, C. I., & Wang, H. Y. (2022)** – *The Role of Emotional Intelligence in Reducing Job Stress Among Employees in the Service Industry*. This study explored how emotional intelligence can mitigate **job stress** among service industry employees. The findings indicated that higher emotional intelligence was associated with lower levels of **job stress** and better coping strategies, emphasizing the importance of emotional skills in managing workplace stress.
3. **Ali, F., & Ahmad, M. (2023)** – *The Influence of Leadership Styles on Job Stress and Employee Performance: A Comparative Study*. This study analysed how different leadership styles (transformational, transactional, and laissez-faire) impact job stress and employee performance. The results indicated that transformational leadership significantly reduced job stress and enhanced performance, highlighting the role of effective leadership in managing workplace stress.

RESEARCH METHODOLOGY:

Using primary and secondary data, research methodology methodically tackles the research topic in order to comprehend job stress among Cotton Blossom Pvt. Ltd. employees in

Erode. The research design that was employed was descriptive. To ensure impartial selection, a basic random sampling technique was employed in conjunction with probability sampling. Structured questionnaires were used to gather primary data, and books, scholarly journals, and corporate documents were used to gather secondary data.

The analysis is done with the help of the following statistical tools:

- Percentage analysis
- Weighted average
- Henry Garrett ranking method

S.No.	Particulars	No. of Respondents	Percentage
1.	Gender		
	a) Male	69	66
	b) Female	35	34
2.	Age		
	a) Under 25 years	8	8
	b) 25 – 34 years	18	17
	c) 35 – 44 years	58	56
	d) 45 – 54 years	19	18
	e) 55 years & above	1	1
3.	Job Title		
	a) Manager	11	10
	b) Engineer	8	8
	c) In-Charge	7	7
	d) Executive	11	10
	e) Supervisor	18	17
	f) Operator	10	10
	g) Chemist	9	9
	h) Helper	11	10
	i) Technician	4	4
	j) Assistant	7	7
	k) Maintenance Staff	6	6
	l) Others	2	2

4.	Years of Employment a) Less than 1 year b) 1 – 5 years c) 6 – 10 years d) More than 10 years	5 57 28 14	5 55 27 13
5.	Educational Background a) Not Educated b) School level c) Diploma d) Bachelor's Degree e) Master's Degree f) Doctorate Degree	4 16 27 49 7 1	4 15 26 47 7 1
6.	Errors at work due to job stress a) Always b) Often c) Sometimes d) Rarely e) Never	1 8 51 28 16	1 8 49 27 15
7.	Influence of job stress in overall productivity and performance at work a) Increases b) No impact c) Slightly decreases d) Moderately decreases e) Significantly decreases	6 71 22 4 1	6 68 21 4 1
8.	Influence of job stress in quality of family time a) Increases the amount of quality time. b) Decreases c) Has no effect	6 18 80	6 17 77
9.	Frequency of conflicts with family due to job stress a) Always b) Often	1 4	1 4

c) Sometimes	54	52
d) Rarely	19	18
e) Never	26	25

Factors	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Average	Weights
Workload	5 ⁽²⁵⁾	18 ⁽⁷²⁾	24 ⁽⁷²⁾	31 ⁽⁶²⁾	26 ⁽²⁶⁾	104 ⁽²⁵⁷⁾	2.47	1
Working hours	0	18 ⁽⁷²⁾	32 ⁽⁹⁶⁾	31 ⁽⁶²⁾	23 ⁽²³⁾	104 ⁽²⁵³⁾	2.43	2.5
Disagreement /Clash with colleagues	9 ⁽⁴⁵⁾	14 ⁽⁵⁶⁾	19 ⁽⁵⁷⁾	33 ⁽⁶⁶⁾	29 ⁽²⁹⁾	104 ⁽²⁵³⁾	2.43	2.5
Time management	4 ⁽²⁰⁾	13 ⁽⁵²⁾	18 ⁽⁵⁴⁾	37 ⁽⁷⁴⁾	32 ⁽³²⁾	104 ⁽²³²⁾	2.23	6
Work environment	2 ⁽¹⁰⁾	17 ⁽⁶⁸⁾	18 ⁽⁵⁴⁾	32 ⁽⁶⁴⁾	35 ⁽³⁵⁾	104 ⁽²³¹⁾	2.22	7
Work- life balance	2 ⁽¹⁰⁾	14 ⁽⁵⁶⁾	26 ⁽⁷⁸⁾	38 ⁽⁷⁶⁾	24 ⁽²⁴⁾	104 ⁽²⁴⁴⁾	2.35	4
Internal Politics	1 ⁽⁵⁾	9 ⁽³⁶⁾	21 ⁽⁶³⁾	38 ⁽⁷⁶⁾	35 ⁽³⁵⁾	104 ⁽²¹⁵⁾	2.07	11
Insecure Job	2 ⁽¹⁰⁾	7 ⁽²⁸⁾	22 ⁽⁶⁶⁾	39 ⁽⁷⁸⁾	34 ⁽³⁴⁾	104 ⁽²¹⁶⁾	2.08	10
No control Over job	0	8 ⁽³²⁾	17 ⁽⁵¹⁾	46 ⁽⁹²⁾	33 ⁽³³⁾	104 ⁽²⁰⁸⁾	2.00	14
Confusing Job Tasks	0	5 ⁽²⁰⁾	27 ⁽⁸¹⁾	38 ⁽⁷⁶⁾	34 ⁽³⁴⁾	104 ⁽²¹¹⁾	2.03	13
Physical strain	2 ⁽¹⁰⁾	7 ⁽²⁸⁾	19 ⁽⁵⁷⁾	42 ⁽⁸⁴⁾	34 ⁽³⁴⁾	104 ⁽²¹³⁾	2.05	12
Compensation (Salary, Bonus, Other benefits)	3 ⁽¹⁵⁾	21 ⁽⁸⁴⁾	20 ⁽⁶⁰⁾	20 ⁽⁴⁰⁾	40 ⁽⁴⁰⁾	104 ⁽²³⁹⁾	2.30	5
Management style	3 ⁽¹⁵⁾	8 ⁽³²⁾	22 ⁽⁶⁶⁾	35 ⁽⁷⁰⁾	36 ⁽³⁶⁾	104 ⁽²¹⁹⁾	2.11	9
Training and Development	2 ⁽¹⁰⁾	11 ⁽⁴⁴⁾	24 ⁽⁷²⁾	33 ⁽⁶⁶⁾	34 ⁽³⁴⁾	104 ⁽²²⁶⁾	2.17	8
Equipment and Resources	0	12 ⁽⁴⁸⁾	14 ⁽⁴²⁾	37 ⁽⁷⁴⁾	41 ⁽⁴¹⁾	104 ⁽²⁰⁵⁾	1.97	15

Strategies for dealing job stress	Ranks given by the respondents							
	1st	2nd	3rd	4th	5th	6th	7th	8th
Exercise or physical activity	7	6	10	5	6	3	48	19
Seeking social support from management, colleagues, friends or family	15	19	6	40	5	6	13	0

Meditation practices	6	7	5	8	8	58	9	3
Taking breaks during work hours	11	11	9	4	57	8	3	1
Entertainment	9	45	9	18	9	8	6	0
Hobbies	2	5	61	10	12	9	3	2
Professional counselling	3	17	2	7	3	8	12	52
I'll leave as it is	59	5	5	10	4	2	3	16

INTERPRETATION:

According to the survey's results, most participants are men (66%) and between the ages of 35 and 44 (56%), and the majority have one to five years of job experience (55%). The majority of workers are engineers, managers, and executives, and the most prevalent educational backgrounds are diploma and bachelor's degrees. Employee performance is impacted by job stress; 26% indicate a small to significant drop in productivity, and 49% report making mistakes occasionally at work. Furthermore, 52% of respondents say they occasionally have disagreements with family members, and 77% say that job stress has little effect on the quality of family time. Workload, working hours, and conflicts with coworkers are the main stresses that have been found; job insecurity and a lack of control over one's work are less important. Although they are not the main issues, compensation, management style, and training and development all contribute to stress. While professional counseling is the least preferred method, employees typically use hobbies, entertainment, and social support to manage stress. It's interesting to note that 56% of respondents would rather not engage in any stress-reduction exercises.

FINDINGS:

- 1. Demographic Information:** The majority of responders are men between the ages of 35 and 44, own a bachelor's degree, and have worked for the organization for one to five years.
- 2. Job Stress Factors:** Most respondents stated that conflicts with coworkers, workload, and working hours were important causes of job stress.
- 3. Impact of Job Stress:** Performance and family time are marginally impacted by job stress. Occasionally, it causes family disputes.

4. **Coping Strategies:** The majority of workers stated that they don't apply any specific coping mechanisms. The two main methods for managing work-related stress are seeking out social support and engaging in entertainment.

SUGGESTIONS:

1. **Targeted Stress Management & Well-Being Programs:** Depending on the demographics of your workforce, conduct workshops on stress management, health and wellness initiatives, and mindfulness training.
2. **Work Environment & Support Systems:** To promote social support, implement buddy programs and management training, as well as flexible working hours and frequent workload assessments.
3. **Frequent Anonymous Feedback & Evaluation:** Inform staff members about current programs and evaluate the efficacy of stress management techniques via anonymous surveys.
4. **Positive Work Culture & Employee Engagement:** To improve employee satisfaction and productivity, foster a positive work environment through open communication, recognition initiatives, and ongoing monitoring.

CONCLUSION:

This study explored job stress among employees at Cotton Blossom Company, focusing on major stressors, their impact on work and family life, and coping strategies. The primary stressors identified were workload, working hours, and interpersonal conflicts. Stress had an impact on work performance, sometimes leading to mistakes, and occasionally causing family disputes. Common coping mechanisms included social support, entertainment, and taking breaks. The organization should put in place wellness initiatives, flexible work schedules, and more robust support networks to enhance employee well-being, and it should periodically assess how effectively these strategies are working.

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