

Measure the Level of Stress among the Women Workers of Daniya Exports a Garment Manufacturing Unit of Bangalore City

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Abstract

The garment industry is a very labour intensive industry and hence welfare of women workers is an important issue. Stress is usually considered to be negative and caused due to something bad. Stress is also a source of inspiration. When there is a stress for any work it leads to higher performance. When stress is gravest, it reduces employee productivity. The present study highlights the crucial need to measure the level of stress of women workers based on their demographic profile. Convenient random sampling method and a sample of 50 is used. A well structured questionnaire is used to collect the data from the respondents. The SPSS software version 25 is used to proceed with analysis of data and to test the hypothesis chi-square technique was used. The findings of the study reveal that there is a relationship of the level of stress with the age, marital status, level of education, experience, savings etc.

Key Word - Demographic profile, Level of stress, Women Workers

1.1. Introduction

In today's changing and competitive work environment, stress level is increasing both in the workers as well as the managers. In most cases, stress leads to reduced efficiency in even the best of individual's. which intern leads to reduced productivity. Stress is a problem in almost all the countries of the world, irrespective of whether the economy is strong or weak. Stress is body's general response to environmental situations. For every individual, there is an optimum level of stress under which he or she will perform to full capacity. Stress is more likely to occur if an individual caught in a particular situation against his will and he cannot shape and amend himself or his lifestyle to suit that situation. Stress is a condition or feeling expressed when a person perceives that demand exceeds the personal and social resources of the individual.

1.2. Review of Literature

Akshaya and Usha (2017) examined stress management among women employees in textile industry. The results supports that level of acceptance towards withdrawal has an influence towards the age of the respondents and age has to be taken into consideration for the decision making process when taking decision on the factors related to level of acceptance towards withdrawal with the respondents and while taking decisions' on the level of acceptance towards work performance.

Spoorthy, Ranganath, Mohammed, Shanmugapriya (2017) examined professional stress levels among health care workers of Nelamangala. The results supported that work related factors have been the main stressors and higher stress levels might impede the performance of the workers and hence addressing this is necessary.

Jaganathan and Sathish (2017) examined work stress among the employees of small scale garment industries with special reference to Tirupur district..The results supports that stress free employees perform better, work harder, feel happier and have a long term commitment to the organization as compared to their counterparts.

Pranambika, Poornima, Mithila (2017) examined stress towards women employees in textile industry, Karur. The results supports that the women employees working in textile sector suffering with less welfare facilities and even with night shift by which they feel difficult to look over their family. The organization have to provide welfare facilities which cause stress and also the employees can provide with relaxation program monthly once to reduce the stress and get refreshed both mentally and physically.

1.3. Aim of the Study

The study aims to focus on the issues faced by the women workers of garment manufacturing units. The issues like low wages, long working hours, marital issues etc.and also to measure the level of stress faced by the blue collar workers in their day today life.

1.4. Need of the Study

Working women in India have to face a lot of challenges. The major burden of running the family is on the shoulders of women. Women have started sleeping lesser than before because only when they wake up early they can cook for the family ,get themselves ready for the work ,get their children's ready for the school so on. The women workers have to finish their household chores, have lost their sleep and be on time in the workplace, work in a highly pressurized workplace where they have to finish targets, need to face tantrums thrown at them, need to do overtime ,Such a lifestyle builds stress. The stress is passed on to the family and frustration level builds up in the family. This leads to relationship problems. The stress level piles up and affects the health and well being of a woman and also affects the productivity of the garment manufacturing units.

1.5. Statement of the Problem

The Indian garment sector directly employs more than 45 lakh, only second to agriculture. Bangalore may primarily be known as the IT capital of India but there are almost 1200 garment factories in and around the city. Stress is a major problem among the blue collar workers. Stress is a relative term and it differs from women's to women. The matters which give stress to one woman need not give stress to another woman. Also even it gives stress that may be in different levels. All the garment manufacturing units are labour intensive and workers at all levels play a crucial role in processing garments to meet deadlines. This industry which predominantly employs women is rampant with all known forms of exploitation, extreme work pressures; lack of job security, absence of basic facilities, extended working hours without adequate overtime allowance, sexual harassment, low wages and unhealthy working conditions does not mar women from serving the industry for want of their livelihood. Hence, stress is a fatal problem in the women workers life.

1.6. Objectives of the Study

- To study the demographic profile of the women workers of garment manufacturing units.

- To identify the level of stress among the women workers based on their demographic profile.

1.7. Research Methodology

The sample size consists of 50 respondents, all 50 were female workers selected from Daniya Exports a garment manufacturing units in Bangalore city. Convenience sampling method under non-probability sampling was employed in selecting the sample. The study was based on both primary and secondary sources of information. Percentage Analysis, cross tabulation and Chi-square were used for testing the hypotheses.

1.8. Data Analysis and Interpretation

Table. 1.1. Cross Tabulation between Age and Level of Stress

H₀: There is no association between the age and the level of stress.

			Level of Stress			Total	
			High	Medium	Low		
Age	Below 25 Years	Count	10	7	3	20	
		Per cent	35.7%	43.8%	50.0%	40.0%	
	25 Years – 30 Years	Count	8	7	2	17	
		Per cent	28.6%	43.8%	33.3%	34.0%	
	31 Years - 35 Years	Count	4	0	1	5	
		Per cent	14.3%	0.0%	16.7%	10.0%	
	36 Years - 40 Years	Count	3	1	0	4	
		Per cent	10.7%	6.3%	0.0%	8.0%	
	41 Years - 45 Years	Count	2	0	0	2	
		Per cent	7.1%	0.0%	0.0%	4.0%	
	Above 45 Years	Count	1	1	0	2	
		Per cent	3.6%	6.3%	0.0%	4.0%	
	Total		Count	28	16	6	50
			Per cent	100.0%	100.0%	100.0%	100.0%
Pearson Chi-Square		Value	df		Sig.		
		6.232	10		.795		
* <i>Significance At 0.05 Level</i>							

The analysis revealed that respondents age, below 25 representing 40% increase in the level of stress, 25 years - 30 years, 31 years - 35 years, 36 years - 40 years, 41 years - 45 years and above 45 years representing decrease 34 Per cent,10 Per cent,8 Per cent,4 Per cent,4 Per cent

respectively. It is observed through chi-square test as shown in table1.1, p value is more than 0.05, i.e., $0.795 > 0.05$, therefore there is no association between age and the level of stress.

Table. 1.2. Cross Tabulation between Marital Status and Level of Stress

H₀: There is no association between the marital status and the level of stress.

			Level of Stress			Total	
			High	Medium	Low		
Marital Status	Married	Count	5	3	2	10	
		Per cent	17.9%	18.8%	33.3%	20.0%	
	Unmarried	Count	3	3	1	7	
		Per cent	10.7%	18.8%	16.7%	14.0%	
	Widow	Count	5	3	2	10	
		Per cent	17.9%	18.8%	33.3%	20.0%	
	Separated	Count	8	3	1	12	
		Per cent	28.6%	18.8%	16.7%	24.0%	
	Divorced	Count	7	4	0	11	
		Per cent	25.0%	25.0%	0.0%	22.0%	
	Total		Count	28	16	6	50
			Per cent	100.0%	100.0%	100.0%	100.0%
Pearson Chi-Square			Value	df	Sig.		
			3.786	8	.876		
<i>* Significance At 0.05 Level</i>							

The analysis revealed that respondents representing separated shows 24 % increase in the level of stress. While 22 percent represents divorced. Married and widow representing 20 percent, unmarried represents 14 percent decrease in the level of stress. It is observed through chi-square test as shown in table 1.2, p value is more than 0.05, i.e., $0.876 > 0.05$, therefore there is no association between marital status and the level of stress.

Table. 1.3. Cross Tabulation between Level of Education and Level of Stress

H₀: There is no association between the level of education and the level of stress.

			Level of Stress			Total
			High	Medium	Low	
Level of Education	None	Count	21	15	4	40
		Per cent	75.0%	93.8%	66.7%	80.0%
	Primary	Count	7	1	2	10
		Per cent	25.0%	6.3%	33.3%	20.0%
Total		Count	28	16	6	50
		Per cent	100.0%	100.0%	100.0%	100.0%
Pearson Chi-Square			Value	df	Sig.	
			2.995	2	.224	
<i>* Significance At 0.05 Level</i>						

The analysis revealed that respondents with “none “level of education experiences 80 percent level of stress and respondents with primary level of education experiences 20 percent of stress. It is observed through chi-square test as shown in table 1.3, p value is less than 0.05, i.e., $0.224 < 0.05$, therefore there is association between level of education and the level of stress.

Table. 1.4. Cross Tabulation between Experience and Level of Stress
H₀: There is no association between the experience and the level of stress.

			Level of Stress			Total
			High	Medium	Low	
Experience	Below 5 Years	Count	7	1	0	8
		Per cent	25.0%	6.3%	0.0%	16.0%
	5 Years to 10 Years	Count	11	6	2	19
		Per cent	39.3%	37.5%	33.3%	38.0%
	10 Years to 15 Years	Count	9	5	1	15
		Per cent	32.1%	31.3%	16.7%	30.0%
	Above 15 Years	Count	1	4	3	8
		Per cent	3.6%	25.0%	50.0%	16.0%
Total		Count	28	16	6	50
		Per cent	100.0%	100.0%	100.0%	100.0%
Pearson Chi-Square		Value	df		Sig.	
		11.631	6		.071	

** Significance At 0.05 Level*

The analysis revealed respondents with 5-10 years of experience represents 38% level of stress. 10-15 years of experience represents 30 percent, below 5 years and above 15 years experience 16 percent of level of stress. It is observed through chi-square test as shown in table 1.4, p value is less than 0.05, i.e., $0.071 < 0.05$, therefore there is association between Experience and the level of stress.

Table. 1.5. Cross Tabulation between Wages Per Month and Level of Stress
H₀: There is no association between the wages per month and level of stress.

			Level of Stress			Total
			High	Medium	Low	
Wages Per Month	Less than Rs.9000	Count	6	7	4	17
		Per cent	21.4%	43.8%	66.7%	34.0%
	Rs.9000- Rs.10000	Count	15	5	1	21
		Per cent	53.6%	31.3%	16.7%	42.0%
	More Than Rs.10000	Count	7	4	1	12
		Per cent	25.0%	25.0%	16.7%	24.0%
Total		Count	28	16	6	50
		Per cent	100.0%	100.0%	100.0%	100.0%
Pearson Chi-Square		Value	df		Sig.	
		6.034	4		.197	

** Significance At 0.05 Level*

The analysis revealed that respondents with wages of 9000-10000 represents 42 percent increase in the level of stress and less than 9000 represents 34 percent. And more than 10000 represents 24 percent decrease in the level of stress. It is observed through chi-square test as shown in table 1.5, p value is less than 0.05, i.e., $0.197 < 0.05$, therefore there is association between Wages and the level of stress

Table. 1.6. Cross Tabulation between Savings per month and Level of Stress

Ho: There is no association between the savings per month and level of stress.

		Level of Stress				Total
		High	Medium	Low		
Savings per month	Less than Rs.3000	Count	20	8	2	30
		Per cent	71.4%	50.0%	33.3%	60.0%
	Rs.3000 - Rs.5000	Count	8	8	4	20
		Per cent	28.6%	50.0%	66.7%	40.0%
Total		Count	28	16	6	50
		Per cent	100.0%	100.0%	100.0%	100.0%
		Value	df	Sig.		
Pearson Chi-Square		3.968^a	2	.138		

** Significance At 0.05 Level*

The analysis revealed that respondents with savings of less than 3000 represent 60 percent increase and respondents with savings of 3000-5000 represent 40 percent decrease in the level of stress. It is observed through chi-square test as shown in table 1.6, p value is less than 0.05, i.e. $0.138 < 0.05$ and therefore there is association between Savings and the level of stress.

Table. 1.7. Cross Tabulation between Number of Working Hours and Level of Stress

Ho:- There is no association between number of working hours and level of stress

		Level of Stress				Total
		High	Medium	Low		
Number of Working Hours	8 Hours	Count	18	9	5	32
		Per cent	64.3%	56.3%	83.3%	64.0%
	More Than 8 Hours	Count	10	7	1	18
		Per cent	35.7%	43.8%	16.7%	36.0%
Total		Count	28	16	6	50
		Per cent	100.0%	100.0%	100.0%	100.0%
		Value	df	Sig.		
Pearson Chi-Square		1.391^a	2	.499		

** Significance At 0.05 Level*

The analysis revealed that respondents with working hours of 8 represents 64 percent increase and respondents with working hours of more than 8 shows 36 percent decrease in the level of stress. It is observed through chi-square test as shown in table 1.7, p value is less than 0.05, i.e., $0.499 < 0.05$, therefore there is association between Number of working hours and the level of stress.

1.9. Conclusion

The desire to maintain high standard of living or the obstacles of day to day life or to develop one's identity is contributing to the economic push of women into the workforce. Women need to be versatile in the present scenario but stress brings fallout in it. Women experience high level of stress in the garment manufacturing units. They face both internal as well as external stress which hinders their capacity of being competitive and productive towards the organizations. Hence it is also crucial to the women that they acquire their physical, psychological well being by overcoming stress. And organization should also have to play incredible role in conducting counseling, yoga, health checkups etc. So that the women workers can balance their family and work lives stress.

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