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## JOB STRESS AND PERFORMANCE AMONG THE EMPLOYEES IN TEXTILE INDUSTRY

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### ABSTRACT

Stress causes an adverse reaction, disrupting employees' work-life balance. Employers in the textile industry are raising awareness about stress management through various initiatives. The study aimed to find out the impact of job stress on the performance of textile employees in Tirupur District. 100 sample size were chosen by convenience sampling method. Questionnaire method was adopted to collect the data from the sample textile employees. The study revealed that stress management programs are expected to become an essential component of employee management processes in the coming years. Employers must assess workplace risks under health and safety legislation. Employers are responsible for implementing practical risk-reduction measures in the workplace. The risk assessment in the workplace determines whether existing control measures prevent harm to employee health. The management standard approach to stress management reduces work-related stress.

**KEYWORDS:** Stress, Awareness, Textile, Legislation, Workplace.

### INTRODUCTION

Stress is caused by emotional, physical, social, economic, or other factors that necessitate an adjustment to change. Workplace stress refers to the negative reactions that can occur when job requirements do not match an employee's capabilities, resources, or needs. Occupational stress, also known as workplace stress, is a major health risk in today's workplaces. It is responsible for a significant portion of the physical illness, substance abuse, and family issues that millions of blue and white-collar workers face. Occupational stress and stressful working conditions have been linked to decreased productivity, absenteeism, and an increase in workplace and off-work accidents. Work is an essential part of human life. Constructive stress encourages employees and prepares them to face various job challenges. Eventually, a time comes when stress reaches its maximum saturation point that corresponds approximately to the employee's day to day performance capability. Beyond this point, stress does not appear to improve job performance. Finally, if stress is excessive, it becomes a damaging force. Job performance begins to deteriorate at the same time because excessive stress

impairs performance. An employee loses the ability to cope, fails to make a decision, and acts inconsistently. If stress is increased further, it will reach a breaking point. At this point, an employee is extremely upset and emotionally devastated. He or she eventually breaks down completely. Performance drops to zero, employees no longer want to work for their employer, absenteeism rises, and employees eventually quit or are fired. Everyone experiences stress at some point in their lives, whether it's from family, health, work, or school. It is both physical and mental, and it is frequently triggered by life events such as a shift in responsibilities, job loss or promotion, the death of a loved one, or illness. Although stress can be beneficial, it can also be detrimental, particularly when it comes to job performance. Stress can have a significant impact on both physical and mental well-being, which can eventually affect productivity.

### **PROBLEM OF THE STUDY**

Employees who experience stress at work may become restless and want to switch to a less demanding position. Staff turnover eventually rises as a result, requiring your business to invest more money and time in recruiting and onboarding new hires. While there will always be a few individuals in every organization who struggle with punctuality from time to time, a rise in tardiness among normally on-time employees could be a sign of stress. This could be because anxiety and stress frequently interfere with sleep, making it harder to wake up in the morning. Stress can cause weariness, personality changes, social disengagement, and a loss of enthusiasm, all of which have a substantial negative effect on an organization's productivity. Regretfully, stress also keeps conversationalists who would otherwise be lively from interacting with their peers. This is frequently the result of their social isolation and lack of energy, which prevents them from engaging in courteous small talk or dialogue. The productivity of the company may eventually be impacted by the absence of peer relationships and communication.

### **OBJECTIVE OF THE STUDY**

The study aimed to find out the impact of job stress on the performance of textile employees in Tirupur District.

### **MATERIALS AND METHODS**

Havermans et al. (2018) sought to investigate employee and supervisor needs for organizational work stress prevention. This study found that employees and supervisors have a variety of work stress prevention needs. Despite the fact that employees and supervisors did not work in the same departments/organisations, their responses indicated common needs. At the same time, the two groups showed distinct differences. Employees and supervisors are both important stakeholders in workplace stress prevention, so mapping their needs could help with intervention implementation. Singh (2018) stated that stress is situational and more common in some people than others. It was discovered that



women are more likely to experience psychological stress, while men experience physical strain. Stress can have psychological, physiological, and behavioral consequences. Stress is simply the human body's physical and mental reaction to changes, situations, and events in their lives. These reactions of the human body are the result of their attitudes and perceptions. If a person has a negative perspective on a situation, he or she will experience distress, i.e. overwhelm. On the other hand, a person with a positive vision will experience Eustress (good stress). Stress has both positive and negative effects on individuals. So, for any organization, it is critical to maintain a healthy environmental culture, also known as corporate culture. Emotional intelligence is another important factor that can help people manage stress. It refers to an individual's ability to think logically. Many jobs have become more fragmented and job tasks have narrowed as a result of the introduction of new technologies, leaving workers increasingly disconnected from the final product. This "deskilling" process has increased boredom, making many workers' jobs less challenging and satisfying. Offices are becoming factories, with rows of workers connected to computers that can monitor every key pressed. The knowledge that every minute of one's working day is being recorded has increased the stress of the job, resulting in an increased rate of cardiovascular health problems/heart disease among office and clerical workers.

A method to approach research problems methodically is called methodology. It describes the various procedures typically used by the researcher to examine research problems and the reasoning behind them. Both primary and secondary data were used in this investigation. In the study, a field survey technique was used to gather primary data. Using questionnaires that were given to various employees, the researcher gathered 100 samples from the Tirupur district. Convenience sampling technique was used to choose the respondents. Multiple regression analysis was used for further analysis between the variables.

## RESULTS AND DISCUSSIONS

A statistical tool for determining the correlation between two or more variables is a multiple regression. The way one variable performs affects another one. The latent variable is referred to as the dependent and the former as the independent. Multiple regression analysis is the study that illustrates the correlation between two or more independent variables. Forecasting the dependent variable's inconsistency based on its covariants with all of the independent variables is the main goal of utilizing this tool. If the levels of the independent variables are known, multiple regression analysis can be used to predict the level of the dependent phenomenon.

The linear multiple regression problem is to estimate the coefficients of  $\beta_1, \beta_2, \beta_3, \beta_4, \dots, \beta_j$  and  $\beta_0$  such that the expression,

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_j X_k$$

gives a good estimate of an individual Y score based on the X scores,

Where,

Y = Impact of work stress

X = Job performance variables

$\beta_0 + \beta_1 + \beta_2 + \dots + \beta_j$  are the parameters to be estimated.

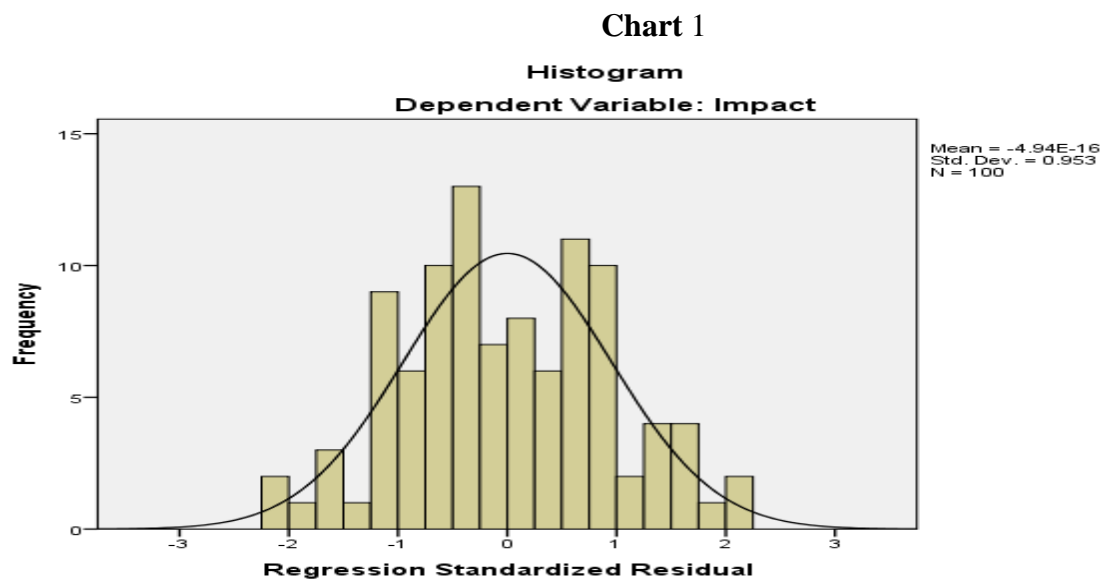
The results of the multiple regression analysis indicate a relationship between the degree of work-related stress and nine different independent variables that were examined in relation to job performance. The results of the analysis showed that, out of these nine variables, low productivity and a lack of teamwork were strongly linked to the impacts of work stress in the textile sector. The results of the analysis were subjected to multiple regression analysis in order to assess the interdependence of independent variables and their overall contribution to the degree of influence of work stress. The detailed results are provided in the following table.

**TABLE 1**  
**JOB STRESS AND PERFORMANCE AMONG THE EMPLOYEES IN TEXTILE**  
**INDUSTRY (MULTIPLE REGRESSION ANALYSIS)**

<b>Variables</b>	<b>B</b>	<b>Std. Error</b>	<b>T</b>	<b>Sig</b>
(Constant)	127.674			
Lack of teamwork	-17.394	3.550	-4.900	.000*
Low productivity	-5.670	2.257	-2.512	.014**
Product defect	-.362	1.996	-.182	.856 <sup>NS</sup>
Low performance	-.585	1.533	-.382	.704 <sup>NS</sup>
Frequent absenteeism	.024	1.716	.014	.989 <sup>NS</sup>
Emotional work	-2.334	2.100	-1.112	.269 <sup>NS</sup>
Poor energy efficiency	1.403	1.689	.830	.408 <sup>NS</sup>
Low accuracy	-10.616	8.226	-1.291	.200 <sup>NS</sup>
Lack of interest	1.032	4.293	.240	.811 <sup>NS</sup>
R Value	0.604	F Value	5.731	
R Square	0.364	Sig.	.000*	

- - Significant at 1% level; \*\* - Significant at 5% level; NS-Not Significant.

The multiple linear regression component (Dependent Variable) is found statistically a good fit as  $R^2$  is 0.364 which shows that the two independent variables contribute about 36.4% on the variations in impacts of work stress in the textile sector and this is statistically significant at 1% and 5% level.



The table indicates that the co-efficient of respondent’s absenteeism, poor energy efficiency and lack of interest are positively associated with the level of impacts of work stress in the textile sector. Further, it indicates that these variables that contribute to the impacts of work stress in the textile sector are statistically a good fit. The remaining job performance variables were not influenced by the work stress in the textile sector.

The study found that, out of the nine variables, low productivity and a lack of teamwork were strongly linked to the impacts of work stress in the textile sector. The study also found that the co-efficient of respondent’s absenteeism, poor energy efficiency and lack of interest are positively associated with the level of impacts of work stress in the textile sector.

**RECOMMENDATIONS AND CONCLUSION**

Workplace stress is a detrimental emotional or physical reaction that arises in employees of a company for a variety of reasons, including pressure from the workplace, unfavorable working conditions, and an imbalance between needs, resources, and capabilities. Stress has negative effects on employers as well, especially in tiny units of textile industry where employers are unaware of how stress affects

employees' performance. The proper identification and management of job stress is essential because it seriously compromises an employee's physical and mental health. Although there are plenty of resources available to help employees do their jobs reasonably well, there are also obstacles in the way of these efforts. When allocating tasks and completing them, textile company management must exercise extra caution. To keep staff happy and motivated to work, the organization can also concentrate on a stress-reduction program. One more significant stressor is the perception of job insecurity. To ensure that their staff members feel confident in their jobs, management must put in more effort. When businesses don't do this, it gets harder to keep employees on board and their output declines.

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