

An Assessment on Level of Stress among the Workers in Cotton Mill Industries in India

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***Abstract---** In this fast moving world, people are held up both professionally and personally. The physical and mental effort people put in different works are very high. Hence majority of the people around the world are prone to stress. Human daily life is full of stress and tension. Work stress is an increasing concern for administrations today. Stress can be defined as a likely situation in which people face constrictions, opportunities. Stress is the reply of people to the irrational pressure or difficulties placed on them. The employer will take many measures to condense employee stress instantaneously and therefore increase his or her efficiency and health, physical and mental skills, attentiveness, self-esteem and overall efficiencies. This study aims to identify the physical and psychological symptoms of stress and to reveal the purpose of managing the stress which helps the employees to perform their work in a better way. It was focused on analysis of level of stress among the workers in cotton Mills in Rajapalayam district, Tamil Nadu, South India. The study revealed that stress in the working conditions is due to work load, poor salary, Time pressures and deadlines, lack of security offered by the Cotton Mills.*

***Keywords:** Stress, Healthiness, Self-esteem, Attentiveness, Cotton mill, Worker.*

I. INTRODUCTION

Stress is an extensive phenomenon in human lifespan. All people have it throughout their history and throughout human history (Amir M.S, Esfandiar A. M. A., & Maryam H. K. ,2015). Stress is the body's response to injurious situations-whether they're factual or observed. (Chen & et.al.,2009). When a sensation triggers, the body gets ready for an action for making a response. Such stress occurs a number of things happen within the body like increased heart rate, breathing quickens, blood pressure, and muscles tightness (Cox, T. (2004). Furthermore, stress influences the abilities like thinking, behaviour, emotions, ability, attitude, physical health and even life. Stress can have advantages and disadvantages on a person (Lambert E, & Paoline EA.,2008) Advantages of stress are better concentration, better performance, and optimum results, build motivation, boost confidence. Disadvantages of stress are poor memory, low self-esteem, high blood pressure, sleep deprivation (NHS, 2018). The physical symptoms of stress low energy, nausea, fatigue, irregular cold and heartbeats, quick heartbeats, dry mouth and difficulty swallowing are feelings of stress, depression and anxiety in psychological sciences. Emotional symptoms of stress feeling bad about self, lonely, worthless, avoiding others and depressed (Thomas W.C,& Eileen M.H. 2005). There has been lot of studies on the stress level of employees working in different industries. Here the researcher is taking the workers of specifically cotton mills. It has been noted that the employees working in these mills are prone to lot of mental and physical stress which adds on the reasons for varied level of stress on these people. The studies related to cotton mills in Rajapalayam is low. Hence this study focused on the level of Stress among workers working in Cotton Mills in Rajapalayam city in India.

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Review of literature

This research aimed to find the level of stress of workers working in cotton mills in Rajapalayam city in India. There have been studies related to stress level of employees working in different sectors. Tharakan (1992) observed that women working as professionals suffered more work-related stress than women who were not professional. Technocrats wanted much more than non-technocrats. Usha Tiwari (2014) studied various measures in favor of welfare that the employer provides and contributes to greater productivity, and will have immediate effects on the employee's health, physical and mental efficiency, moral and overall effectiveness. She also stated that the satisfaction of employees with the social facilities will increase productivity, quality and production quantity. She recommended that different steps be taken to improve the social services facilities, to make employees happy and to increase employee performance. The stressors were identified such as work freedom, handling and bureau policies as well as a climate of faith or mistrust identified by Swaminathan and Rajkumar (2013) were investigated. In terms of work type, the field work involved a lot of stress and a great deal of pressure because of the fulfillment of objectives, frequent travel, meeting all kinds of customers, working in uneven hours, daily reporting and strict management control. He proposed that good relations with colleagues reduce manipulation and bureaucracy and promote understanding.

Objective of the study

The main aim of the study was to analyze the level of stress among the workers in cotton mill industries in Rajapalayam and also the study analyzed the cause and effects of stress among workers.

Methodology

In order to gather information, researcher conducted a survey among workers in various Cotton Mill industries Rajapalayam, Tamil Nadu, India. Interview schedule for collecting the data from the samples was used. A total of 386 samples by using Simple Random method were collected and then analyzed.

Result and discussion

The study revealed the major stress factors among the workers in cotton mill industries in Rajapalayam, Tamil Nadu, South of India. Socio, economic, and demographic features of the mill workers were stipulated as age, gender marital status, work experience, educational qualification, monthly income, number of family members, type of family, locale and type of employment. Table 1 represents the socio demographic details of the workers in cotton mill

industries.

Table 1. Socio economic and demographic profile.

Source : Primary Data

Variables	Group	Frequency	Percentage (%)
Age	30 ≥	126	32.6
	31- 50	224	58.2
	51 ≤	36	9.2
Gender	Male	149	38.7
	Female	237	61.3
Marital Status	Married	266	69.3
	Unmarried	120	31.7
Educational Qualification	Illiterate	18	4.6
	Elementary	139	36.0
	Secondary	180	46.7
	Graduation and Above	49	12.7
Type of Family	Nuclear	203	52.7
	Joint	183	47.3
Locale	Urban	73	18.9
	Semi Urban	103	26.8
	Rural	210	54.3
Salary	Below 5000	70	18.2
	5000-10000	203	52.6
	Above 10000	110	29.2
Family Income	Below 1000	110	29.2
	10000- 20000	220	56.9
	Above 20000	56	13.9
Work experience	5 ≥	129	33.4
	6- 10	187	48.3
	Above 10	67	18.3
Type Employment	Daily Wage	206	53.4
	Contract	130	34.0
	Permanent	50	12.6

Socio economic and demographic profile of the cotton mill workers in the study showed that 58.2% of them under the age group of 31-50 years and among them 61.3% were females. 69.3% of the respondent were married and 52.7% of the workers from nuclear family and 54.3% belongs in rural area. The study further revealed that 46.7% have secondary education and 36% have elementary education. 48.3% of the respondents have 6-10 years of experience in the same company and 12.6 % have more than 10 years of experience. But it also evidenced that 33.4% of the respondents have only 5 years and among them very few where newly entered in to the particular company. 53.4% of the works were under the category of daily wage and 34.0% of them were working on the basis of contract with the employer.

Table 2. Physical and mental issues related to job stress.

Issues	Responses (%)			
	Regularly	occasionally	Very rarely	Not at all
Head ache	34.3	48.6	10.9	6.2
Blood pressure	42.6	36.7	13.6	7.1
Chest pain	18.4	25.8	18.9	36.9
Anxiety	32.9	52.1	9.3	5.7
Depression	38.9	39.9	18.1	3.1
Sleeping difficulties	35.8	51.7	5.5	4.5

Source : Primary data

Table 2 represents the various physical and mental health issues related to job stress among the employees. Head ache, high blood pressure, chest pain, anxiety, depression and sleeping difficulties are major issues due to stress among the workers in cotton. Mill industries. It is evidence with table 3. 34.3% of the workers had head ache often and 48.6 % felt head some times. According to the opinion of 42.6% and 36.7%, blood pressure was the common among workers due stress. But chest pain was not at all felt by 36.9% and very rarely by 18.9%. Anxiety and depression were the common phenomena of the workers due to job stress, this according to the opinion of 85.0% and 78.8% respectively. 35.8% of the worker felt sleeping difficulties regularly and 51.7% have the same occasionally but very few (4.5 %) does not have any sleeping difficulties.

The research by Thomas et al. (2005) has shown a number of factors that are leading to stress in the workplace, including a stressful work environment, a negative workload, loneliness, hours of work, position conflict, uncertainty in the role of individuals, lack of autonomy, barriers to job progress, hard ties with managers and/or workers, handling bullying, harassment and organization. They cannot be able to relax, focus or sleep, stressed and irritable, low back pain or pain of the joint and of the neck rank were the major physical issues (Colin et al. 2004). This finding is consistent with previous research that shows substantial connections between illness and physical load, and risk factors in the workplace. The present investigation also tried to analyse factors leads to stress among the workers in cotton mill industries.

Table 3. Causes of stress among the workers.

Stress Factor	Responses (%)		
	Yes	No	No Opinion
No Job Security	86.7	10.9	4.2
Over time	72.7	20.0	7.3
Inappropriate dead line	89.5	8.5	2.0
Lack of Intervals	69.8	24.9	5.3
Work load	73.6	18.5	7.9
Family issues	58.3	32.8	8.9

Lack of welfare measures	89.1	3.2	7.7
Lack of recreation activity	82.3	12.6	5.1
Inadequate protection	86.9	7.5	5.6
No cordial relations	78.3	9.5	12.2
Inappropriate supportive systems	81.7	8.6	9.7

Source : Primary data

Table 3 shows the various causes of stress among the workers in the cotton mill industries. 86.7% of the workers felt that they did not have enough job security and 72.7% expressed that over time was being the cause of stress. However, 20.3% of the workers were against to the statement and 7.3% were had no opinion. Majority of the respondents (89.5%) agreed that inadequate deadline were also be the source of stress. Based on the opinion of 69.8%, lack of interview between the shifts were affecting the performance. 73.6% of respondent felt that over work load in the companies leads to stress but 18.5% were negatively responded. They opined that work load did not affect the stress level. 58.3% of the responded that family issues were once of major cause stress but 32.8% of them responded that family issues did not lead to stress because they could differentiate family problems from their work environment. Lack of recreation activity, lack of welfare measures and inappropriate supportive system were leads to stress among the workers according to the opinion of 89.1%, 82.3% and 81.7%, respectively. 86.9% of the respondent felt there was no proper protection or security system for risky jobs and it lead to stress among the employees. According to the opinion of 78.3 %, they did not have any cordial relation with the co-workers and supervisors and they made argue with the supervisors. From the above inferences leads a conclusion that, no job security, over time, inappropriate deadline lack of intervals, over work load, family issues, lack of welfare measures, lack of recreation activity, inadequate protection from risk jobs, no cordial relations with co-workers and supervisors and inappropriate supportive system were major factors leads to stress among the workers in cotton mill industries. The level of stress among the workers in cotton mill industries in Rajapalayam is presented in Figure 1.



The results showed that the majority of the workers (52.1 %) had the medium level of stress due to various reasons, which lead to psychosocial and health life of the workers. However, in case of 32.4 % of the respondents, they had high level of stress and not able to cope with daily routines.

The present investigation also analysed relationship between the socio-demographic variables and stress among the workers in cotton mill industries in Table 4. The data evidenced that the age of the respondent had a significant relation with Level of Stress. The age and stress level of the workers had strong negative correlation ($r = -.604$). The results showed that when the age of the workers increased, level of stress decreased. The study revealed that, there is a strong positive correlation between education and stress level of the workers ($r = 0.505$) but there was very strong negative correlation between work experience and level of stress. Based on the salary and family income of the respondents, both have negative correlations as income increases, their stress level would decrease. David (2016) analysed the influences of socio-demographic factors on employees' level of stress in manufacturing companies. Employees had a moderate level of stress, and socio-demographic characteristics such as age, marital status, educational level, employee cadre, years of working experience, income and employees position have positive impacts on employees' level of job stress. But employees' gender and department impacted negatively on their level of job stress. This study concluded that employees' socio-demographic factors exerted significant influence on their level of job stress.

Variables	1	2	3	4	5	6
Age	1					
Education	.203*	1				
Salary	.673**	.034	1			
Work Experience	.503**	.189*	.624**	1		
Family Income	.098	.242**	.823**	.065	1	
Level of Stress	-.654**	.505*	-.842**	-.635*	-.498**	1

Table 4 : Inter Correlation between Demographic variables and Stress

**0.01 level of significance

*0.05 level of Significance

Table 5 shows that the mean score of male (36.31) is higher than for e stress level of female. Based on the marital status of the respondent, mean score of married respondents (37.18) was higher than unmarried (36.02). The study evidenced that the mean score of the respondents from Nuclear family (33.58) was higher than mean score from joint family. Type of employment in the study was defined with category of temporary employment and permanent employment. The mean of the temporary employees (35.26) was higher than that of the permanent employees. Independent sample *t-test* was applied to ascertain significant difference in level of stress with gender, marital status, type of family and type of employment. Hence, it was concluded that there was no significant differences in level of stress based on their gender, marital status, type of family and type of employment.

Conclusions

This study summarized the various level of stress readiness to learn. Due to stress, most of the people suffer from the physical and mental health problems. It revealed the causes and effects of stress, working conditions and environments in the cotton mills. Stress effects on job performances which will be increase absenteeism, decreased productivity, wasted potentials and skills, loss of goodwill, low morale, and reduced work effectiveness. Through the suggestion of this study is to provide employees with flexible benefits, labour welfare benefits, encourage workplace wellness, revamp the habitat, medical camps, periodical health checkup, counseling, recognize your employees, appreciation, easy employee engagement, facilitate open dialogue between employees and managers, bring in meditation class, encourage employees to take breaks, create a sense of loyalty to your employees, suggestions accept and giving benefits for suggestions, provide proper training, create an employee

friendly environment. By all these factors, the stress level in employees can be reduced.

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