

“Employees Stress and Its Impact on Workplace” - A Case of Employees in Selected Textile Unit in Kolhapur District

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Abstract

Work stress is a harmful and emotional or physical response that develops in employees of an organization due to various causes such as work pressure; working conditions, mismatching capabilities, resources and needs. Stress has problematic for employer too particularly in developing nations where the employer does not understand the impact of stress on workers' performance. It is key to identify and address correctly job stress because it critically upsets the employee's mental and physiological wellbeing. As there are many resources for employees to reasonably perform in their jobs but there are factors that hampers in employee's way. These factors lead to negative employee performance. Work-related stress is one of the problems challenging employees. It is of great concern to employees, employers and psychologists, because of its high growing rate in ill- health, as a result of long working hours of some employees (Joseph, 2007). In this paper researcher has study employee stress at selected textile unit in Kolhapur District, Maharashtra, India.

Keywords: Employees Stress, Textile, Workload of employees, job insecurity

DOI: 10.7176/EJBM/15-1-03

Publication date: January 31st 2023

Literature Review

Natsu Sasaki et.al. (2020), studied on Workplace responses to COVID-19 associated with mental health and work performance of employees in Japan. Objectives the study investigated the links between workplace measures implemented in response to COVID-19 with mental health and work performance of employees in Japan. Methods: This was a cross-sectional study of a sample from a cohort study of full-time employees. Participants completed an online self-report questionnaire. Multiple linear regression was conducted to ascertain their fear of and worry associated with COVID- 19, psychological distress, and work performance. Results: There are number of workplace measures correlated positively with respondents' fear of and worry associated with COVID-19, negatively with psychological distress and positively with work performance. Researcher conclude that workplace measures may promote and maintain the mental health and work performance of employees during the COVID- 19epidemic. The positive association between the number of measures and fear and worry about COVID-19 may reflect increased awareness about COVID-19 among employees resulted from taking the measures.

Muhammad Ehsan et.al. (2019) studied Impact of Work Stress on Employee Productivity: Based in the Banking sector of Faisalabad, Pakistan. Their study sought to find out how work-related stress could affect the productivity of bank employees in Faisalabad, Pakistan. In addition, it has identified certain factors that contribute to job stress among banks. The target figures include all employees from five to six banks in the city of Faisalabad (Bank AL Habib, Faysal limited bank, MCB, Meezan Bank, J.S.

Bank, Bank Al-Falah). A randomized controlled sample was used to select 50 participants in the study. The questionnaire was a tool used to obtain information from respondents. Descriptive table statistics and percentages were used to answer the research questions raised to guide the research while adopting a retrospective and inclusive approach to analyses the research ideas generated by the research. Assessing the impact of work stress, stress-related variables is the effect of workload, the impact of role misunderstandings, and the impact of role conflicts. Their findings of the study revealed that there is a significant relationship between job stress and productivity in the banking sector.

Daniel et.al. (2019), studied on Effects of job stress on employee's performance. This studied was to investigate the effects of work stress on employees' performance, including the type of stress, types of stress, and job stress that ultimately contribute to employee performance and success. Few studies have been conducted to address this problem. Occupational stress can affect employee performance where stress is not well managed, absenteeism, benefits and medical compensation and declining productivity. In order to achieve a high level of performance, stress must be effectively managed, and the negative effects of stress reduced. The fact that most employees were thinking of quitting their jobs and feeling that the organization did not care for them showed a great deal of dissatisfaction with their work. The organization should conduct an assessment of the needs of the Employee Assistance Program. An Employee Assistance Program should be introduced early to identify problems and interventions to increase performance levels.

Richa Burman et.al. (2018), A Systematic Literature Review of Work Stress. Their purpose of this paper was to review work stress literature and its various definitions, demographics, methods and research unit. Design

method- The paper contains different definitions of job stress stated by different authors or researchers from different countries. A total of 203 papers were reviewed from 1993 to 2017. These research papers are classified by year of publication, population profile of the authors, country of study, method of research and type of research / research unit. Findings- It was noted that work stress not only affects physical and mental health but also has a negative impact on the family and social life of employees. The findings also reveal some of the major job pressures and coping strategies. This paper also helps to understand the conceptual knowledge of work stress, its causes and effects on work. Practical Impact. Depression management workshops can be conducted in a regular organization that can educate staff about the source of stress and its harmful effects on their health and how they can reduce stress effectively. A list of coping strategies has been listed in the paper to deal with stress. Actual / value - This paper reviews 203 research papers. Some papers are classified according to year, author profile, and research method and industry type .

Research Gap

It is evident from the review of literature that a study of employee’s stress and its impact on workplace in selected textile unit in Kolhapur District is not done; therefore, this study is an attempt to review employee’s stress and factors affecting stress. Also, much concentration is not given to identify factors affecting employee stress. For these reasons it is determine to deal with these specific gaps in the span of this study with supportive objectives

Hypothesis

H0: There is no significant difference between lack of technical knowledge, anxiety due to job insecurity and stress at workplace.

H1: There is significant difference between lack of technical knowledge, anxiety due to job insecurity and stress at workplace.

H0: There is no significant difference between workload of employees, higher target of sales and stress at workplace.

H1: There is significant difference between workload of employees, higher target of sales and stress at workplace.

H0: There no is significant difference between burden due to no support, no respect from colleagues and boss and stress at workplace.

H1: There is significant difference between burden due to no support, no respect from colleagues and boss and stress at workplace.

Methodology

Data collected for this study comprise of arbitrary choices of the graduate students involved in collecting the data analyses. The survey took approximately 15 minutes to complete. In the survey, 10 graduate students were used as interviewers and each was required to interview with ten customers from four different retail outlets. Three weeks later, the questionnaires were personally retrieved. There was a very high response rate of 82% and the statistical analysis was conducted on 100 responses.

Data Analysis

Data analysis is to be done by conducted using chi-square test for factor affecting employees stress at workplace. These factors include depression, workload, anxiety due to job insecurity, Higher target of sales and no support from colleagues and boss.

$$\text{Calculated Chi-Square} = N \cdot \frac{(ad-bc)^2}{(a+b)(c+d)(a+c)(b+d)}$$

	Attribute I		
			Total
	a	b	(a+b)
Attribute II	c	d	(c+d)
Total	(a+c)	(b+d)	N

If Calculated Chi-Square is greater than 3.84 then H1 is accepted and if less than 3.84 then Ho is accepted at 5 % level of significance.

Table-1

Factors	a	b	c	d	Calculated Chi- Square
Easily depressed due to lack of technical knowledge	44	30	14	12	0.248865766
Workload increases fear	28	12	34	26	1.810979061
State of anxiety due to job insecurity	44	30	14	12	0.248865766
Higher target of sales gives tension	40	19	19	22	4.603233223
Customer dealing makes stressed	24	16	38	22	0.113186191
Burden due to no support from colleagues and boss	14	16	48	22	4.276821085
No respect lowers interest to work	18	22	34	26	1.308760684

The above table shows the Chi square Test results.

Lack of technical knowledge, anxiety due to job insecurity are jointly associated with stress at workplace. Workload and stress have no direct effect on employee attitude. Depression due to lack of technical knowledge increases stress at work place. customer dealing has not found any significance change on employee stress. Burden due to no support from colleagues and boss is major factor which effect on employee stress. No respect at work place and lowers interest to work are not associated with employee stress.

Conclusion

This study describes differences of employee's work place stress. The relationship between the variable studied were analyzed by conducting an empirical study. Data for study was collected by using the structured questionnaire as the method for data collection. After analyzing the empirical data, the study would like to conclude that there is no relationship between lack of technical knowledge, anxiety due to job insecurity, respect at work place on employee stress in selected textile units. Higher target of sales gives tension to employee which will affect on stress level. Burden due to no support from colleagues and boss is closely associated with stress at workplace.

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