

Occupational Stress, Coping Strategy Mechanism, And Pliability Of Garment Employees: A Structural Equation Model Approach

Dr. R. Venkatesh

Associate Professor

PG Research Department of Commerce

Sree Saraswathi Thyagaraja College, Pollachi, Tamil Nadu, India

Mail: profrvmba@gmail.com

Dr. Rohit Bansal

Assistant Professor

Department of Management Studies

Vaish College of Engineering, Rohtak, India

Email: rohitbansal.mba@gmail.com

Abstract

Stress may be a divisor among the employees. Structure life is kind of trying new technologies, world competition; competitive pressures have increased the woes of employees in recent times. Employees who are stressed are a mass of chances to be unhealthy, poorly impelled, less fat and less safe at work. This work proposes to realize the extent of stress among garment employees in choosing companies in the province, Tamilnadu, Haryana, Karnataka, and Kerala the brick ways, pliability they use to manage stress. The study method was descriptive and also the samples for the study were designated through a convenient sampling technique. The respondents of the study were four hundred garment employees. The study was conducted within the four major states in India. The aim of this study examining activity, stress levels and conjointly distinguishing the stress mechanism and pliability among the employees of Garment companies in India.

Keywords: *Occupational Stress, Coping stress, Coping Strategy, Garment employees, Structural Equation Model*

INTRODUCTION

Modern life is occupied with stress. Stress on people ranges from personal day to day life of their structure activities. Urbanization, industrialization, and a hike within the ordered series of operations in society are inflicting increasing stress. During this dynamic atmosphere, participation, interaction, group action, planning, and regulation become key problems, every with its own frustrations attracted. Individuals feel stress as they will now not have complete management over what happens in life. There's no throw off stress in trendy life. In today's context, "stress may be a pricey disbursement that affects each worker's health and company profits". Therefore, we have a tendency to try ought to be to grasp stress, its causes, and impact, and adopting methods for minimizing its impact.

The stress is that the unique term applied to the compressions people feel in life. The occurrence of stress at work is the variety of predictable, in various parts. Nevertheless, individual dissimilarities account for an outsized form of reactions to stress; a task viewed as troublesome by one person might make high levels of stress in another. In one instance the pressure begins to create up, it'll cause opposing pressure on a person's emotions, thought processes, and conformation. Once stress develops excessive, employees develop varied symptoms of stress which will hurt their job performance and health and still endanger their ability to change the standard pressure. Stress, in addition, leads to physical disorders, as a result of the interior body system changes to attempt to alter stress. Some physical disorders are short-range, like stomach upset. Stress over a chronic time, in addition, leads to chronic diseases of the centre, kidneys, blood vessels, and completely different elements of the body. It's moving to end up in angina and stress headaches. So, it's really important that stress, each on and off the duty, be unbroken at levels low enough for many people to tolerate whereas not developing either emotive or bodily disorders.

Occupational Stress

Occupational stress implies that any physical and emotive retort that's detrimental and happens once the stress of the work doesn't equal the natural endowments, skills, and needs of the employees. Stress is a grave reason for unstable or inadequate well-being. The idea of activity, stress is instantly bemused with job challenge, however, there's a touch distinction between stress and challenge. Bodily and mentally, therefore it boosts staff to be told novel skills endlessly to improve their prospects. Once the vital accountabilities are completed successfully, a person feels happy and relaxed (NIOSH, 1999). Hence, it's a significant part of productive and healthy work. Significance of challenges in our vocation, presumably, can increase when we have a tendency to experience that "a little/ little of stress is sweet for us"

Reasons for Occupational Stress

Personality and header vogue is the key important influences in the choices made by any person to make a choice as to whether or not the undecided point conditions lead to fret. Subsequently, it is not important that the influences that are creating stress for the individual, are answerable for the strain triggered to another person in addition. This angle lands up in header ways which can be helpful to workers to change numerous influences at an exigent point. In addition, specific scientific proof all over that positive in operation conditions like excess employment, low remuneration and over prospects try nearly for everyone. Job stress is additionally initiated by many tough reasons. Major reasons for point stress are:

1. Employment Uncertainty

Almost every company has expertise in multiple strategic adjustments on a usual. Takeovers, cut-throat, mergers rivalry and varied deviations became a serious drawback for employees. Businesses are perpetually troubled to survive on the market, however, these shifts have exacerbated the burden of labour on everybody.

2. High Prospects

Unrealistic or phantasmagorical demands have exacerbated the harmful and undue strain on every worker, which is to boot a big offer of stress. Workload, long operating hours and undue pressure to perform at a top-level during the year, even at a really low level of remuneration, are literally prejudices to the physical and emotional well-being of employees.

3. Advanced Technology

The diversification of technologies, like, tablets, cell phones, laptops, fax machines, projectors, and therefore the internet, has created work less complicated than before, however, this profit has additionally inflated the employee's standards of prime tempo, efficiency, and profit for the purpose of unending grievance.

4. Culture in the geographic point

Workplace culture is a tough issue on its own, whether or not or not it's deeply strict throughout a replacement company. Adjustment to a contemporary and the strict work system has continuously been a serious issue for employees. Various sides of regional level society, like strict policies, social relations, correspondence, codification (if any) and hierarchy and, most notably, the cultural and mental quality of members and subordinates, are the sources of tension for any worker. Mental disorder in a territorial purpose community is additionally a major reason for a fragile conflict with subordinates or, even, with coworkers. Additionally, internal politics, or gossips, might even have the influence of occupational stress.

5. Personal and family issues

Usually, each employee faces utterly, totally different and comparatively specific things in his or her personal life, as a consequence of that they have to be able to contend with their issues and conflicts in the geographical region. Therefore, this propensity becomes the cause of the stress of his / her operation. It becomes furthermore vital and dangerous as shortly because it influences the potency, duties, and actions of a person.

REVIEW OF LITERATURE

Srikanth Reddy and Ramamurti (1991), studied the relation between the strain practiced on the job-Age, temperament and general ability of an individual. The sample of the study consisted of two hundred executives in and around Hyderabad town, that fall under four age teams (21-30, 31-40, 41-50 and 51-60 years). To search out variations within the sources of stress in several age groups' take a look at was administered. A stepwise multiple correlation analysis was conducted to search out the influence older, temperament and general ability. The result showed that there have been age variations within the sources of stress. It had been discovered that the influence of temperament and general ability on stress expertise was restricted however vital

Klitzman et al., (1990), studied 630 hours primarily based and salaried workers during a component-parts plant of a significant producing corporation. Results showed that the approach folks felt at work was, for the most part, a perform of conditions at work. Likewise, the method people thought the outside job was, for the most part, a perform of things that occurred outside the

office. That job and non-work stress are closely related to the physical and psychological condition, although the correlation between non-work stress and wellbeing was slightly stronger. Excessive demands or pressures in one area may intensify friction within the differential. Taken alone, these findings recommend the strain that folks' expertise at work isn't merely a mirrored image of their "Personal Problems".

OBJECTIVES OF THE STUDY

The prime objective of the research paper is to study the occupational stress, coping strategies and pliability among the select garment employees in India.

RESEARCH METHODOLOGY

The analytical way that adopted this research paper is a descriptive research design. The analysis instrument used for the survey was a structured form. Primary data were collected through questionnaires from the choose garment workers in select states in India. Secondary data were obtained through journals, annual reports of the garment companies. The respondents were a sample of four hundred employees arbitrarily elite from every garment company in each state. The population of the survey is that the garment companies in the province, Tamil Nadu, Haryana, Karnataka, and Kerala. They embody executives, supervisors, trainers, workers. The sample size was restricted to choosing Garment companies in elite states in India.

LIMITATIONS OF THE STUDY

During the course of the analysis work, the researchers encountered a number of restrictions that to some extent curtailed the liberty in exploring full-fledged responses from the respondents.

- The researchers couldn't raise open inquiries to the respondents' thanks to additional restrictions from higher officers.
- The researchers are discontent with the framing form. The companies didn't permit asking some necessary queries that are could produce the issues. They examined the researcher's form before distribution and additionally they restricted some queries.
- Several Garment companies have allowed limited time for the researchers go to the deeds. Thus, the researchers couldn't able to examine the entire ambiance.

ANALYSIS AND DISCUSSION

Analysis of data and interpretation are the significant processes of any research. It acts like a filter acquiring meaningful insights out of huge data. One of the foremost important functions of information analysis is that it aids keep human bias far from analysis, conclusions with a support of correct statistical analysis. This section presents the analysis and interpretations of the occupational stress, coping strategies and pliability among the select garment employees in India

Table 1:Coping mechanism of occupational stress management strategies and factors comprising these strategies

Item No.	Socializing and Entertainment	Mean	SD
19	Do attend sport, cultural or community events	3.13	1.206
16	Join friends	3.96	1.291
17	Seek the corporate of family	2.88	1.092
18	Watch TV/listen music	2.90	1.156
21	Pursue interests are leisure activities like drawing, farming, etc.,	2.91	1.114
22	Consider time far from employment	2.66	1.114
	Mental Disengagement		
29	Indulge in sexual activities	2.03	1.142
24	visit some holiday place	3.00	1.212
23	Go for swimming	3.31	1.128
27	Complain to others	2.07	1.139
	Seeking counselling and use of sedatives		
28	Go to a psychiatrist's session	2.62	1.179
14	Take tranquillisers, sedatives or alternative drugs	2.85	1.291
32	Take alcohol over usual	2.33	1.112
31	More smoke than usual	2.40	1.104
	Meditation and Physical Exercise		
30	Do yoga/meditation	3.56	1.323
15	Do physical exercise (jogging, exercise, dancing or other participative sports)	3.38	1.271
22	Take time off from work	2.66	1.114
	Emotional Release		
25	Do daydreaming	2.23	1.137
20	Take it out on the family of friends	3.15	1.217
13	Extra Sleep and Worshipping	2.62	1.193
26	Switch to prayers or spiritual thinking	2.71	1.160

“Socializing and entertainment” is that the most significant stress management strategy. It consisted of six stress management response Q16 (join friends) possesses the best mean of 3.96,

that has been followed by stress management responses like Q19 (Do attend sport, cultural or community events) with a mean of 3.13; Q21 (Pursue interests are leisure activities like drawing, farming, etc.) With a mean of 2.91; Q18 (watch TV /listen music) with a mean of 2.90; Q17 (seek the corporate of the family) with a mean of 2.88; Q22 (Consider time far from employment) with a mean of 2.66. The preceding analysis reveals that respondents of the current study are handling their job-related stress by “Socializing and entertainment” themselves.

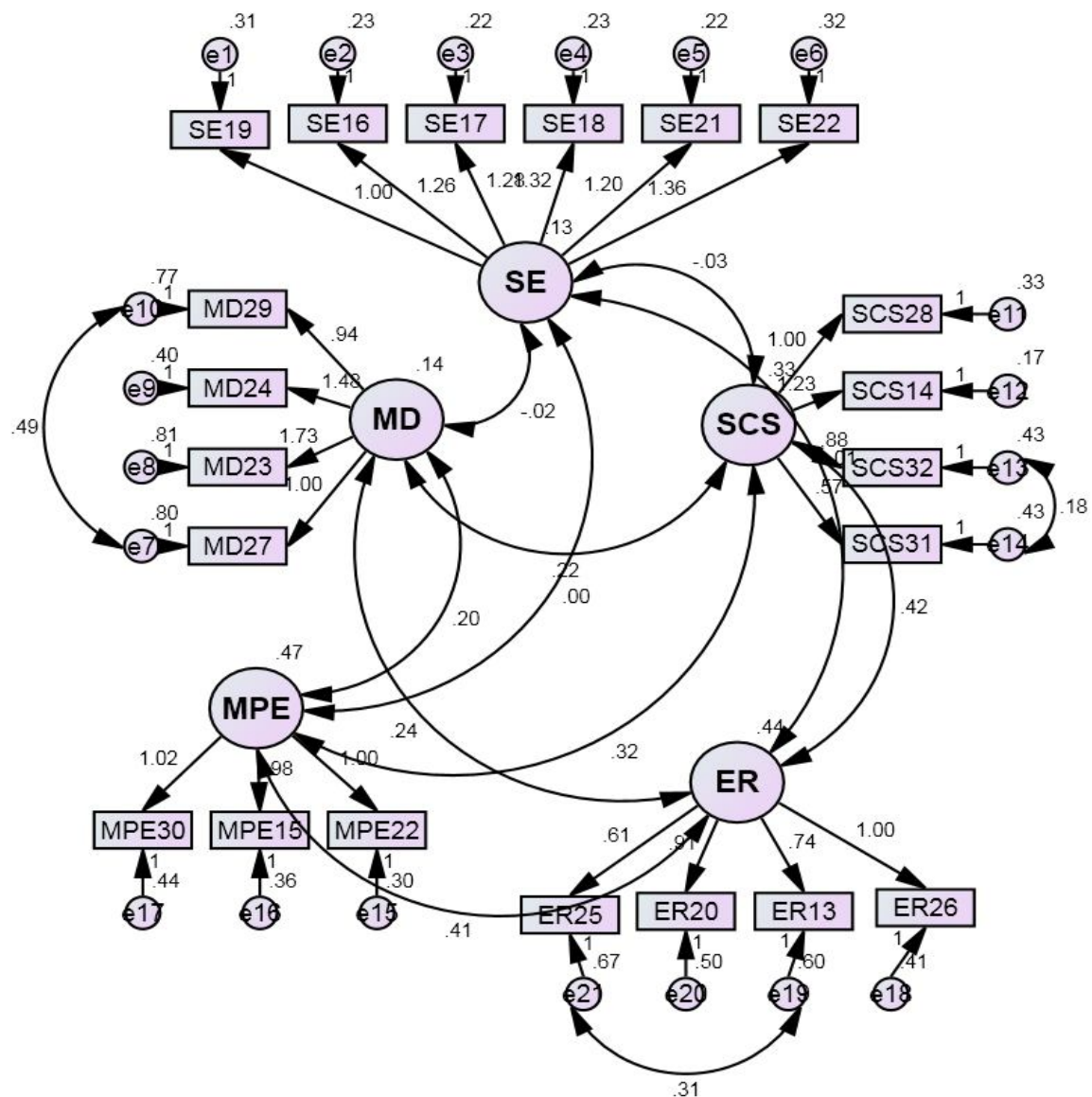
“Mental disengagement” is an alternative stress management theme. This theme consists of four stress management responses letter of the alphabet twenty-three (go for swimming) has received the very best average of 3.31, that has been in the course of a stress management response like Q24 (visit some holiday place) with a base mean value of 3.00, Q27 (Complain to others) with a mean of 2.07; and Q29 (indulge in sexual activities) with an average value of 2.03. The preceding analysis reveals that workers are the exploitation of ‘mental disengagement’ stress management theme to comfort occupational stress.

The issue study pooled three of the stress management responses that known the individuals arrange to “Seeking counselling and use of sedatives “to cope with traumatic experiences. Q14 (take tranquillisers, sedatives or alternative drugs) has the most norm of 2.85, in the middle of stress management reactions like Q28 (go to a psychiatrist's session) with a norm of 2.62; Q32 (take alcohol over usual) with a norm of 2.33, and Q31 (more smoke than usual) with a mean value of 2.40. This shows that the respondents are seeking therapists to address nerve-racking things and have conjointly been utilizing medication and alcohol to alleviate work-related stresses.

“The analysis has extracted ‘emotional release’ is an independent stress management scheme which consists of two stress management responses from the above table depicts that the stress management response Q20 (Take it out on family or friends) has caused the highest mean value of 3.15, Q₂₆ (turn to prayers or spiritual thoughts) has got the mean value of 2.71 followed by Q₁₃ (extra sleep and worshipping) with a mean value of 2.62 it reveals that the working employees have been turning to prayers or spiritual thoughts and extra sleep and worshipping. Which has been followed by stress management responses like Q 25 (Do daydreaming) which mean value of 2.23. It discloses that the working employees have been using an ‘emotional release’ strategy to handle the stress associated with their business”.

The analysis has extracted ‘emotional release’ is a freelance stress management theme that consists of four stress management responses from the higher than table depicts that the stress management response Q20 (Take it out on family or friends) has caused the very best norm of 3.15, Q₂₆ (turn to prayers or religious thoughts) has the norm of 2.71 followed by Q₁₃ (extra sleep and worshipping) with a norm of 2.62 it reveals that the working employees are turning to prayers or religious thoughts and further sleep and attend. It has been followed by stress management responses like (Do daydreaming) which norm of 2.23. It discloses that the operating staff is the exploitation of an emotional release’ strategy to handle the stress related to their business.

Figure 1: Structural Equation Modelling of Coping Mechanism of Occupational Stress Management Strategies by Garment employees in India



Copyright: CMOSMS Model created by Dr.R.Venkatesh & Rohit Bansal

Table 2: Model Fit Summary for Coping Mechanism of Occupational Stress Management Strategies by Garment employees in India

Indices	Value	Recommended Value
Chi-square value	367.995	
P value	0.000	>0.05 (Hair et al., 1998)
CMIN/DF	4.636	< 5 (Marsh&Hocevar,1985)
GFI	0.921	>0.90 (Hu and Bentler, 1999)
AGFI	0.965	>0.90 (Hair et al. 2006)
CFI	0.999	>0.90 (Daire et al., 2008)
RMR	0.053	<0.08 (Hair et al. 2006)
RMSEA	0.079	<0.08 (Hair et al. 2006)

Source: Output produced from Amos 20

“Based on the result generated by Amos 20, it's found that the calculated P-value is 0.000 which is a smaller amount than 0.05 that indicates the model isn't fit. Within the case failure in P-value, the CMIN/DF price is 4.636 that less is than five which indicates the model matches. Here GFI (Goodness of Fit Index) price and AGFI (Adjusted Goodness of Fit Index) value is bigger than 0.9 that represents it's a decent fit. The calculated CFI (Comparative Fit Index) price is 0.999 which suggests that it's an ideal match and additionally it is found that RMR (Root Mean sq. Residuals) price is a smaller amount than 0.08 that indicates the model is fit. And additionally, RMSEA (Root Mean sq. Err of Approximation) price is a smaller amount than 0.08 (0.059) that indicates the model is perfectly fit”.

CONCLUSION

Stress might result into alteration work surroundings and later on edges due to poor spirit, poor relative relations, diminished occupation intrigue, and inspiration, distended affliction, distended mishap rate, distended hooky, distended wages/additional time instalments, distended representative turnover, distended specialist's remuneration premium, lost profitableness and poor open image. As such, the expense of pressure is very celebrated in each human and financial condition. During this approach, it's important to deliver otherwise known with problems within the operating surroundings. A person might utilize the associate degree assortment of stress the executives' techniques hoping on nature, length, the force is that the number of usable stressors. “Socializing and entertainment”, 'mental disengagement', “Seeking counselling and use of sedatives”, meditation and physical exercise’, ‘emotional release’, ' because the important pressure the executives procedures being applied by the respondents within the gift examination. They need to harp on the difficulties of the new work condition and may utilize issues, creating a sense of systems to expertise distressing conditions. The representatives could be created a visit over additional capability to empower them to execute their employments all the more adequately. It reasoned that representatives ought not to rely on feeling targeted pressure the board procedures on the grounds that these methodologies aren't able to mitigate stress.

REFERENCES

- Birajit Mohanty & Susmitaparija (2012). An empirical study on hrd climate and its impact on job performance in private insurance companies in Odisha. *International Journal of Multidisciplinary Research*, 2 (5).
- Klitzman, S., House, J. S., Israel, B. A., & Mero, R. P. (1990). Work stress, nonwork stress, and health. *Journal of behavioral medicine*, 13(3), 221-243.
- Mohla Charu, (2013). Effect of Occupational Stress on QWL: Amongst the Associates of IT Industry. *Advances In Management*, 6 (5).
- Paul Fairlie(2011), Meaningful Work, Employee Engagement, and Other Key Employee Outcomes: Implications for Human Resource Development, *Advances in Developing Human Resources* 13(4) 508–n525 © 2011 SAGE Publications
- Reddy, V. S., & Ramamurti, P. V. (1991). The relation between stress experienced on the job-age, personality and general ability. *Psychological Studies*.
- Sarvesh Satija and Waheeda Khan (2013). Emotional Intelligence as Predictor of Occupational Stress among Working Professionals, Vol. XV Issue 1 March 2013, A Peer-Reviewed Research Journal.
- Venkatesh, R. & Kumaran, K. (2019). Export Performance of Coir Industry in India, *Suraj Punj Journal Multidisciplinary Research*, 9 (2), 103-123.
- Venkatesh, R. & Madheswaran, S. (2016). Factors Affecting Adoption Behavior of Small Scale Turmeric Farmers in Erode District. *Roots International Journal of Multidisciplinary Researches*, 3 (1), 293 – 296.
- Venkatesh, R. & Madheswaran, S. (2017). Innovative Solutions for Snags of Turmeric Farmers in India. *International Journal of Applied and Advanced Scientific Research*, 2 (1), 57 – 64.
- Venkatesh, R. & Srivignesh Kumar, K. (2019). Employees' perception of Hrd Climate on Select Garment Companies in Tiruppur District – An Empirical Study. *Our Heritage*, 67 (2), 294-303.
- Arun, A., Sureshkumar,V. &Venkatesh, R. (2019). Purchasing Motives of Rural and Urban Consumers in Buying Personal Hygiene Products. *Think India Journal*, 22 (10), 6748-6758.
- Venkatesh, R. &Sureshkumar,V. (2019). Factors influencing the choice of Herbal products.*ThinkIndia Journal*, 22 (10), 6231-6239.
- Venkatesh,R. (2015). Self-Management Strategies to Foster the Independent Learners, Skill India Initiative - Powering the Performers - A Global Perspective, Pollachi, 2015. Chennai: Hikey Media.
- Steven Sauter - Lawrence Murphy (1999).Stress at Work. *DHHS (NIOSH)*.99–101
- Kathpalia J, Aaradhna, Tyagi R. "Managing Stress At Work Place" *International Journal of Latest Trends in Engineering and Technology*.. 1 (1), 5-6