
A STUDY ON STRESS MANAGEMENT IN M.S KNITTING MILLS, AT TIRUPUR

Article Particulars

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Abstract

The productivity of the work force is the most decisive factor as far as the success of an organization is concerned. The productivity in turn is dependent on the psychosocial well-being of the employees. The organization, have been facing greater challenges in terms of technological revolution, service diversification. Stress is unavoidable on the part of the employees as the systems, procedures; techniques are getting complicated with the use of advance technology. Every employee cannot cope with such rapid changes taking place in the jobs. This will lead to arising of stress among employees. Stress can affect one's health, work performance, social life and the relationship with family members. The stressors and its consequences are to be understood at individual and organizational level. An attempt has been made through this research paper to know the reasons of stress among the employees and the ways used by employees to cope with the stress generated at workplace The aim of this paper is to provide insight that will help the reader further improve his/her management competencies in managing stress in the workplace.

Introduction about the Study

Stress is a natural human response to its environment. Stress has become significant due to dynamic social factor and changing needs of life styles. Stress is man's adaptive reaction to an outward situation which would lead to physical, mental and behavioral changes., In fact, moderate levels of stress are considered essential motivators. However, high levels of stress have the capacity to greatly impact physical and emotional health, not all stresses are destructive in nature. Appropriate amount of stress can actually trigger passion for work, tap latent abilities and even ignite inspirations. Stress can make a person productive and constructive, when it is identified and well managed.

Stress

The common expression for stress is “tension” one is said to tense, when there is some anxiety, some fear whether for desirable things may happen, whether something may go wrong, etc. It is a state of discomfort felt the mind and experienced by the body, when there is tension, the body may become weak.

Stress is the “wear and tear” our bodies experience as we adjust to our continually changing environment; it has physical and emotional effects on us and can create positive or negative feelings.

Definition

Stress is defined as a response of the human body to a felt need. When one is hung and there is an urge to eat food, the body is in a state of stress, which disappears when the need is fulfilled.

Types

Two kinds of stress

Eustress

This is the condition in which there is drive and effect to fulfill the needs, motivation is high. Achievement is seen as possible. The situation is challenging. Stress disappears when the need is fulfilled.

Distress

This is condition when the a sense of helplessness in being able to achieve. The feeling is of frustration. There is no success. May be, there no attempt even, because success is seen as impossible? The stress condition remains.

- Stress as physical reaction
- Stress as psychological reaction

Level of Stress

There are four basic levels of stress symptoms

- The first is the normal individual response and is characterized by increase heart beat rates, increased blood pressure dilation of pupils. Sweat in plumps and reduced activity in the stomach.
- At the second level, there is more irritability, shattering and stammering, difficulty in concentrating restlessness, lake of appetite and tendency to increased smoking or drinking for those habituated.
- At the third level, there would be more headaches, stomach aches, seating, insomnia, depression etc.
- Fourth level would be, characterized by ulcers, strokes, alcoholism, drug addiction, psychosis etc.

Objectives of the Study

Generally objectives are the basic forces which enable a man to achieve his life goals.

Primary objective

To study Stress management at **M.S KNITTING MILLS TIRUPUR.**

Secondary Objectives

1. To identify the existence of work stress in the employees.
2. To study the stress level of the employees.
3. To study the various causative factors influence work stress.
4. To suggest the ways to reduce stress of the employee in the **M.S KNITTING MILLS TIRUPUR.**

Scope of the Study

The present world is fast changing there are lots of pressures and demands at work. These pressures at work lead to physical disorders, stress refers to individual's reaction to disturbing factor in the environment. Hence this study would help the organization to know the factors of stress and to reduce the stress in employees. Since it is a well-known fact that healthy employee is possible employee.

Limitations of the Study

1. This study is applicable to the **M.S KNITTING MILLS TIRUPUR.**
2. The sample size is restricted to only 100 employees due to time and cost constrain.
3. The employees were reluctant to give correct information.

Company Profile

Company Name	:	M.S. KNITTING MILLS, TIRUPUR
Year established	:	1992
Status	:	active
Standards	:	BSI
Authorized person	:	N.Somasundaram
Company Age	:	26 Years
Address	:	no.4/285 Jawaharnagar, Murugampalayam Ring Road, Tirupur.
Pin	:	641687
State	:	Tamilnadu
Annual General Meeting	:	Wednesday 30 September2015
Phone no	:	0421 2216082, 2217558
Export Type	:	Manufacturer Exporter
Product Name	:	Knitted Garments
Email	:	info@msknittingmills.com

Industry Profile

The Indian textile industry has a significant presence in the economy as well as in the international textile economy. Its contribution to the Indian economy is manifested in terms of its contribution to the industrial production, employment generation and foreign exchange earnings. It contributes 20 percent of industrial production, 9 percent of excise collections, 18 percent of employment in the industrial sector, nearly 20 percent to the country's total export earning and 4 percent to the Gross Domestic Product.

In human history, past and present can never ignore the importance of textile in a civilization decisively affecting its destinies, effectively changing its social scenario. A brief but thoroughly researched feature on Indian textile culture.

History of Textile Industry

India has been well known for her textile goods since very ancient times. The traditional textile industry of India was virtually decayed during the colonial regime. However, the modern textile industry took birth in India in the early nineteenth century when the first textile mill in the country was established at fort gloster near Calcutta in 1818. The cotton textile industry, however, made its real beginning in Bombay, in 1850s. The first cotton textile mill of Bombay was established in 1854 by a Parsi cotton merchant then engaged in overseas and internal trade. Indeed, the vast majority of the early mills were the handiwork of Parsi merchants engaged in yarn and cloth trade at home and Chinese and African markets. The first cotton mill in Ahmedabad, which was eventually to emerge as a rival centre to Bombay, was established in 1861. The spread of the textile industry to Ahmedabad was largely due to the Gujarati trading class.

The cotton textile industry made rapid progress in the second half of the nineteenth century and by the end of the century there were 178 cotton textile mills; but during the year 1900 the cotton textile industry was in bad state due to the great famine and a number of mills of Bombay and Ahmedabad were to be closed down for long periods.

The two world wars and the Swadeshi movement provided great stimulus to the Indian cotton textile industry. However, during the period 1922 to 1937 the industry was in doldrums and during this period a number of the Bombay mills changed hands. The second World War, during which textile import from Japan completely stopped, however, brought about an unprecedented growth of this industry. The number of mills increased from 178 with 4.05 lakh looms in 1901 to 249 mills with 13.35 lakh looms in 1921 and further to 396 mills with over 20 lakh looms in 1941. By 1945 there were 417 mills employing 5.10 lakh workers.

The cotton textile industry is rightly described as a Swadeshi industry because it was developed with indigenous entrepreneurship and capital and in the pre-

independence era the Swadeshi movement stimulated demand for Indian textile in the country. The partition of the country at the time of independence affected the cotton textile industry also. The Indian union got 409 out of the 423 textiles mills of the undivided India. 14 mills and 22 per cent of the land under cotton cultivation went to Pakistan. Some mills were closed down for some time. For a number of years since independence, Indian millshad to import cotton from Pakistan and other countries.

After independence, the cotton textile industry made rapid strides under the Plans. Between 1951 and 1982 the total number of spindles doubled from 11 million to 22 million.

Structure of Indias Textile Industry

The textile sector in India is one of the worlds largest. The textile industry today is divided into three segments:

1. Cotton Textile
2. Synthetic Textiles
3. Other like Wool, Jute, Silk etc.

All segments have their own place but even today cotton textiles continue to dominate with 73% share. The structure of cotton textile industry is very complex with co-existence of oldest technologies of hand spinning and hand weaving with the most sophisticated automatic spindles and loom. The structure of the textile industry is extremely complex with the modern, sophisticated and highly mechanized mill sector on the one hand and hand spinning and hand weaving (handloom sector) on the other in between falls the decentralized small scale power loom sector.

Unlike other major textile-producing countries, India's textile industry is comprised mostly of small-scale, nonintegrated spinning, weaving, finishing, and apparel-making enterprises. This unique industry structure is primarily a legacy of government policies that have promoted labor-intensive, small-scale operations and discriminated against larger scale firms:

Composite Mills

Relatively large-scale mills that integrate spinning, weaving and, sometimes, fabric finishing are common in other major textile-producing countries. In India, however, these types of mills now account for about only 3 percent of output in the textile sector. About 276 composite mills are now operating in India, most owned by the public sector and many deemed financially sick. In 2003-2004 composite mills that produced 1434 m.sqmts of cloth. Most of these mills are located in Gujarat and Maharashtra.

Spinning

Spinning is the process of converting cotton or manmade fiber into yarn to be used for weaving and knitting. This mills chiefly located in North India. Spinning sector is technology intensive and productivity is affected by the quality of cotton and the

cleaning process used during ginning. Largely due to deregulation beginning in the mid-1980s, spinning is the most consolidated and technically efficient sector in India's textile industry. Average plant size remains small, however, and technology outdated, relative to other major producers. In 2002/03, India's spinning sector consisted of about 1,146 small-scale independent firms and 1,599 larger scale independent units.

Weaving and Knitting

The weaving and knits sector lies at the heart of the industry. In 2004-05, of the total production from the weaving sector, about 46 percent was cotton cloth, 41 percent was 100% non-cotton including khadi, wool and silk and 13 percent was blended cloth. Three distinctive technologies are used in the sector handlooms, powerlooms and knitting machines. Weaving and knitting converts cotton, manmade, or blended yarns into woven or knitted fabrics. India's weaving and knitting sector remains highly fragmented, small-scale, and labour-intensive. This sector consists of about 3.9 million handlooms, 380,000 powerloom enterprises that operate about 1.7 million looms, and just 137,000 looms in the various composite mills. Powerlooms are small firms, with an average loom capacity of four to five owned by independent entrepreneurs or weavers. Modern shuttleless looms account for less than 1 percent of loom capacity.

Fabric Finishing

Fabric finishing (also referred to as processing), which includes dyeing, printing, and other cloth preparation prior to the manufacture of clothing, is also dominated by a large number of independent, small-scale enterprises. Overall, about 2,300 processors are operating in India, including about 2,100 independent units and 200 units that are integrated with spinning, weaving, or knitting units.

Clothing

Apparel is produced by about 77,000 small-scale units classified as domestic manufacturers, manufacturer exporters, and fabricators (subcontractors).

Indian Cotton Industry at a Glance in 2015-2016

India's export of cotton increased by 200,000 bales to reach 4.1 million bales in FY201415. India is one of the largest producers as well as exporters of cotton yarn and the Indian textile industry contributes about 11 percent to industrial production, 14 percent to the manufacturing sector, 4 percent to the GDP and 12 percent to the country's total export earnings.

The cotton cultivation in India in stands 12.25 million hectares in 201516) Against about 11.5 million hectares last year. India is also the second largest producer of cotton in the world. Gujarat, Maharashtra, Andhra Pradesh (AP), Haryana, Punjab, Madhya Pradesh (MP), Rajasthan, Karnataka and Tamil Nadu (TN) are the major cotton producers in India. India has overtaken Italy and Germany, and is now the second largest textile exporter in the world. China is the biggest importer of raw cotton from

India. The other major cotton importing countries from India are Bangladesh, Egypt, Taiwan, Hong Kong among others.

Top 10 Companies in Tamilnadu

1. Gangotri Textiles Ltd
2. Bannari Amman Spinning Mills Ltd
3. Precot Meridian Ltd
4. Flora Textiles Ltd
5. Gem Spinners India Ltd
6. Lakshmi Mills Company Ltd
7. Loyal Textile Mills Ltd
8. Poppy's Knitwear Pvt Ltd
9. Jansons Industries Ltd
10. K.P.R.Mill Ltd

Top 10 Companies in India

1. Arvind Ltd
2. Bombay Dyeing and Manufacturing Company Ltd
3. Bombay Rayon Fashions Ltd
4. Fabindia Overseas Pvt Ltd
5. Grasim Industries Ltd
6. JCT Ltd
7. Karnataka Silk Industries Corporation Ltd
8. Raymond Ltd
9. The Lakshmi Mills Company Ltd
10. Vardhman Textiles Ltd

Top 10 Companies in World

The below list is presented the list of top10cotton textile industries manufactures through the world.

1. Admiral sportswear
2. Aigle
3. Airness
4. Arvind Limited
5. Ashworth
6. Barking irons
7. Bombay dyeing
8. Bruno Banani
9. Canterbury of New Zealand
10. Cone mills corporation

Review of Literature

20th century has been regarded as the period of incredible change in human history. Philosophers and science have been various names to this period. Peter ducker has called it "the age of discontinuity", John Galbarih called it "the age of future shock and hair Albrecht called it the age of anxiety". Stress has become the 21 century buzz word, from the high pervading corporate echelons to the bassinets of teaching infants nurseries we find this world liberally used. Stress is part of modern life. Various events in life cause stress, starting with the birth of a child and enduring with the death of dear one. The word stress is derived from a Latin word "Stringer", meaning to draw tight. From the view of physical sciences, the phenomena of stress are evident in all material when they are subjected to "Force, pressure, strain or strong-front". Stress is highly individualistic in nature. The present world is fact changing and there are lots of pressures and demands at work. These pressures at work lead the physical disorders. Stress refers to individuals reaction to disturbing factor or situation or what can be called environment stimuli as reflected in opportunity, constraint, or demand the outcomes of which is uncertain but important. Stressor for stimuli which includes "stress" for the affective (emotional) parts in the experience of incongruence, "symptoms" for physiological, behavior which deals with the emotional component in the experience incongruence (i.e.) stress.

Stress

Stress is a physiological and psychological reaction that results from an individual's beliefs that they are unable to meet the demand. This can be further broken down in to definition of a stress. Stress refers to an individual's response to a disturbing factor in the environment and the consequence as such reaction. Stress is mostly understood to be the negative. But it has positive dimension also. Where stress brings out something better from an individual, it is called us stress. According to the National Institute for Occupational Safety and Health, "Job stress is the harmful physical and emotional response that occurs when the requirements of the job do not match the capabilities, resources, or needs of the workers".

Definition

Ivancevich and mattes ondefine stress is simply as "The interaction of the individuals with the environment". But then give more detailed working definitions, as follows, an adaptive differences and or physiological process that is a consequences of any external (environment) action, situation or event that places physical and or psychological demands upon a person.

Causes of Stress

Companies must identify what causes stress in the workplace. Stress can be caused by a number of factors while on the job. An employee can be affected by usually long work hours or shift work. The amount of workload is a possible source of stress. An employee may has too many tasks to keep them busy. A major cause of stress is other

people with whom an individual comes in contact these include co-workers and supervisors. And employee may suffer from the lack of promotion that extends beyond personal capabilities. Other factors that contribute to stressful working environment include downsizing, technological changes and mismatching an employee's personality with the job.

- According to Barbara Braham, all stress factors in the working environment can be groups in to 5 categories
- The first category factors are desired changes at work. They are things an employee looks forward to such as a promotion. This category is categorized by positive attitude.
- The second category includes unexpected changes at work. Unexpected changes are things such as the introduction of a new supervisor or the loss of a customer. These changes are generally negative; however, they are a source of short term stress. An employee seeks support from co-workers and family members to handle this stress.
- Another category stress factors fall into is "sneaking" stress. Factors in this category are minor stressors that add long run cannot be handled quickly.
- The fourth category is self-imposed stress. An employee who worries constantly works long weeks, manage time poorly and thinks negatively creates their own stress even though they may be working in a stress even though they may be working in a stress free environment. The fifth and the final category for the stressors in the physical environmental stress. This can include such factor as an uncomfortable chair, a noise office environment, or extreme temperature differences.

The research study on Jamal's find that job stressors significantly related to employees psychosomatic problems, job satisfaction, unproductive time at the job, and absenteeism. A behavior was found to be an important moderator of the stress outcome relationship. Brief. A.p. and J.M. Atieh argues that it is not safe to assume that job conditions that have an adverse impact on affective reaction to the job will also have a negative impact an overall subjective well-being. Hans's style, the endocrinologist, whose research General Adaption Syndrome (GAS), for the first time, revealed human beings adapt themselves to emotional strives and strains in their lives. According to him emotional stress occurs in three important stages.

- Alarm reaction stage
- Resistance stage
- Exhaustion stage

Alarm reaction is caused by physical or psychological stressors. Resistance is brought about by ACTH hormone of the body. Exhaustion follows when ACTH dwindles as a result of continual stress. (ACTH - adrenocorticotropic). According to Stephen. P. Robbins, stress related headaches are leading cause of loss of work time in U.S. Industry.