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## Stress Faced By Women Employees Working In Textile Industry

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### ABSTRACT:

The textile industry plays a significant role in providing employment, particularly to women, in developing regions. However, the sector is also marked by intense work pressure, long hours, and limited job security, which contribute to heightened stress levels among female workers. This study aims to explore the various stressors encountered by women employees in the textile industry, focusing on physical, psychological, and organizational factors. Data were collected from 100 responders through structured questionnaires and interviews from women working in the textile industry. The findings reveal that long working hours, inadequate rest, lack of managerial support, and poor work-life balance are major contributors to stress. The paper concludes with suggestions for creating a more supportive and equitable work environment to improve the well-being and productivity of women employees in the textile sector.

**Keywords:** Workplace Challenges, Job Stress, Textile Industry, Gender Equality

### Introduction

The textile sector plays a vital role for the economy of India as it adds significant revenue as well as employment. So many women work in textile industry, providing customer service, sales, inventory management, administrative tasks, and more. The crucial role they play in the retail textile sector has however led to a high level of workplace stress among women employees as a result of demanding nature of their work.

Workplace stress has become an important industry issue these days, especially in the retail stream of operations. Whereas a corporate job might, at best, afford its employees flexible working conditions, for in the world of retail work, employees must be on-site for long hours, standing on their feet for hours on end without a break when dealing with customers. Textile shop employees contend with targets, demanding customers and familiar pressures. By textiles working pressure can lead to physical and mental stress, resulting in depression, heart diseases, insomnia, headaches, anxiety, blood pressure, and obesity.

Long and irregular working hours is one of the main causes of stress for women working in textile industry. Prolonged standing, working under a heavy load, and a positive attitude with customers are both emotionally and physically exhausting. Moreover, women usually having their household works then they have textile work that both makes it hard for them to handle their work and personal life. This dual role makes them to increase their stress and affecting their wellness.

Workplace induced stress, affects not only the employee but potentially the performance of the entire textile industry. The workers stress level was increasing during their targets, satisfy the customers, workload. It can establish to many health issues like depression, heart diseases, insomnia, headaches, anxiety. These are the major reasons why they experiencing the stress, and have to implement the effective solution to reduce it as soon as possible.

This study is designed to discover vital stressors of women employed at Coimbatore's textile industry, study health consequences on their work efficiency, and evaluate their coping strategies. Further, it intends to offer constructive advice to shop proprietors and policymakers regarding efficient stress management, augmenting the employment environment, and fostering improved working conditions.

### Literature Review

Literature review is an overview of the literature that has been written on a topic. The term can be used of the entire scholarly paper or section of a scholarly work such as a book, or an article. According to Robert Garcia (2016), explored the effects of workplace diversity on innovation. Discovered conflicting findings in the literature, suggesting a need for more comprehensive research to understand the nuanced relationship between diversity and innovative outcomes. Jennifer Lee (2018), Investigated the correlation between work-life balance initiatives and employee satisfaction. Found empirical evidence supporting a direct relationship between the implementation of such initiatives and overall satisfaction levels among employees. Andrew Clark (2020), Analyzed the impact of technological advancements on job displacement. Highlighted a lack of consensus in the literature, with some studies indicating significant job displacement, while others showed minimal effects, indicating the need for updated research to capture the contemporary landscape.

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## Methodology of the Study

### *Research Design*

This study adopts a research design to understand the levels causes and effects of stress among women employees working in textile industry. This design helps to understand the nature and characteristics of the population under the study by collecting information that can be analyzed statistically.

### *Sample Size*

With a view to study on women employees working in textile industry, 100 samples were selected the respondents by adopting convenient sampling method.

### *Sample Design*

Sample design is definite plan to determine before any data is actually obtained for a sample from a given population.

### *Data Collection*

The data were collected from primary and secondary sources.

### *Primary Data*

A primary data is collected directly from respondents through questionnaire.

### *Secondary Data*

A secondary data is collected from books, journals, websites and articles.

### *Tools and Techniques*

The data was collected through questionnaires method. The research is descriptive type. The analysis done through the tabular and graphical representative.

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## Data Analysis Techniques

A data collected were analyzed using descriptive statistics such as simple percentage method, ranking analysis, chi-square analysis.

### *Analysis and Interpretation of Data*

What are the factors contributing to stress among women employees?

Factors contributing to stress among women employees	Frequency	Percentage
Long Working Hours	30	30%
Low Salary	35	35%
Lack of recognition	10	10%
Over Pressure	20	20%
Personal Issues	5	5%
Total	100	100%

### *Interpretation*

It can be referred that majority of the respondents agree with low salary 35%, 30% respondents agree with long working hours, 10% respondents agree with lack of recognition, 20% respondents agree with over pressure and 5% respondents agree with personal issues.

What are the problems faced by the women employees working in the textile industry?

Problems faced by women employees	Frequency	Percentage
Harassment	15	15%
Time Management	20	20%
Working Environment	45	45%
Low Salary	20	20%
Total	100	100%

#### Interpretation

It can be referred that majority of the respondents agree with working environment 45%, 15% respondents agree with harassment, 20% respondents agree with time management, 20% respondents agree with low salary.

What are the methods used to reduce the stress at work?

The methods used to reduce the stress	Frequency	Percentage
Meditation	20	20%
Exercise	40	40%
Taking breaks	20	20%
Travelling	20	20%
Total	100	100%

#### Interpretation

It can be referred that majority of the respondents agree with doing exercise 40%, 20% respondents agree with meditation, 20% respondents agree with taking breaks, 20% respondents agree with travelling.

The stress level by age group affects

Age group	No of responders	High stress	Moderate stress	Low stress
20-30	25	10	12	3
31-40	30	12	14	4
41-50	25	8	10	7
51 and above	20	5	8	7
Total	100	35	44	21

#### Interpretation

Younger workers experience higher levels of stress and older age group workers experience lower stress due to their greater experience.

## Findings

- It can be referred that majority of the respondents agree with low salary.
- It can be referred that majority of the respondents agree with working environment.
- It can be referred that majority of the respondents agree with exercise.
- Younger workers experience higher levels of stress.

## Suggestions

- The textile shop owners should reduce the working hours to prevent from high workload and provide the sufficient break and rest periods to reduce stress.
- Increasing the salary and offering incentives, bonus and other benefits to women employees can help to reduce the financial stress.
- To create the good relationship between workers and managers to improve the work environment that can help to reduce the stress.
- Implementing the rules and regulations against the workplace harassment and discrimination and give the safe and secure workplace to the women employees.
- To provide the training sessions to new employees and existing employees to develop their skills and enhance the confidence making them efficient and reducing the stress.
- Develop the proper system to address their concern and complaints to resolve their workplace problems.
- Establishing the appreciation by providing awards, promotion and their growth improvement, these can help to increase their confidence and reduce their psychological stress.
- By providing the health check-ups, reducing stress related programs, counselling sessions can improve their wellness.

## Conclusion

- The research on the stress experienced by the women employees in textile industry identifies the problems that was impact the wellness. Women are playing an important role in textile industry but they suffered by long working hours, harassment, low salary, work pressure. These sources of stress affecting their physical and mental health.
- In spite of such issues, the textile industry also offers schemes for improvement. By providing training sessions, government schemes, insurance policy for employees these can reduce their stress about workplace. Counselling, stress management seminars, health check-up can be improving job satisfaction. Establishing the appreciation by providing awards, promotion and their growth improvement, these can help to increase their confidence and reduce their psychological stress.
- It is important that textile industry owners, policymakers and stakeholders has to identify their issues and providing the solutions to the women employees. By working for a long-term period employees should be offered benefits such as salary increases and promotions. In summary, managing the workplace stress in women workers is not only for women but also for men. A balanced strategy has united the employees to maintain their healthy work environment in textile professional and personal life. In textile industry has to ensure the long-term solutions, gender equality, and has to improve working conditions in the textile sector.

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