



Stress Management of Pentagon Garments Employees

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Abstract

Stress is a natural human response to its environment. Stress will be in part of all life. Because when we adopt one thing or difficult to adopt one thing it creates stress. When stress affected to employees it creates changes in behaviour of persons and also it leads to mental, physical and behavioural changes. In fact, Moderate levels of stress are considered essential motivation. However high levels of stress have the capacity to greatly impact physical and emotional healthy, not all stress is destructive in nature.

Keywords: Stress, pentagon, employee

Introduction

Stress is natural human response to its environment. Stress induces the behavioural changes in the employees it not only affects the employee it also reflects in the work nature of the employee. So, the employer must concentrate on the stress of employee and also take more steps to reduce the stress by motivating by way of increase in salary or giving promotion in doing work. Appropriate amount of stress can actually trigger passion for work. Stress can make a person productive and constructive, when it is identified and well managed.

History of Stress

The term stress was borrowed from the field of physics by one of the fathers of stress research Hans Selly. In physics, stress describes the force that produces strain in a body. Hans Selye analyse about the stress affected person and the nature of work by the stress affected person after completing his medical training at the University of Montreal in the 1920's. He identified that the stress affected people reflects that he feels he is sick and he is not able to concentrate in doing his work. Since 1956, when stress was introduced into the American vernacular, the concept has been wholeheartedly embraced by popular culture.

Stress Management

Effective stress management helps to break the hold stress has on life, so all are happier, healthier, and more productive. The ultimate goal is a balanced life, with time for work, relationships relaxation, and fun – and the resilience to hold up under pressure end meet challenges head on. Overall stress is not an evil thing and also it is not all irrecoverable diseases. So, everyone concentrates on disease and edit it in the initial stage. So, stress management is need of an hour. If stress management taken in a proper way it prevents the employee form health issues like hear disease, obesity, high blood pressure and depression. We can prevent or reduce stress by:

- Planning ahead
- Deciding which tasks need to be done first
- Preparing for stressful events
- Taking time to relax
- Getting active and eating healthy
- Talking to friends and family

Need for the Present Study

Work stress is the real phenomenon and it is associated with job satisfaction level of a worker in any place. In case of garment industries there are many factors associated with organizational stress among the employees are their over work load, working condition, shift work, relationship between managers and employees, relationship between colleagues and employees, society and family members, and Lack of experience in dealing human resource procedures. From this point of view the employees in garment facing a work stress in the organizations. It makes the employees ineffective and in efficient in their functional roles. Hence present study is undertaken in the study area.

History of Pentagon Garments

Pentagon Garments Private Limited is majorly in Manufacturing Textiles business from last 15 years and currently, company operations are active. Current board members and directors are Karpagavalli Govindaraj and Jawahar Govindaraj. It established in the year, 2006, Pentagon Garments, are a reputed name engaged in exporting and manufacturing a premium range of Shirts, Pants, T Shirts etc. Pentagon garment's comprehensive range is procured from reliable and trustworthy vendors; they manufacture these in compliance with the international quality guidelines. Pentagon vendors needs a very pleasant place for weaving the garments and it also motivate more

in working it helps to improve the employee ability and also get opportunity to the people in and around virudhunagar. Its registered address is 1/407, D.P - 2, SIDCO, Industrial Estate, Sulakkarai, Virudhunagar - 626 003, Tamil Nadu. Its annual turnover is Upto Rs. 50 Lakhs. Its Proprietor name is Mrs. Srimathi. This company has 101 to 500 employees. Pentagon garments are hardbound by a diligent team of well qualified professionals, which invests ardent efforts thus enabling the company to grow by leaps and bounds. This team young and experienced professional's works in absolute co-ordination to achieve continuous success and growth. This team of professionals possesses immense industry knowledge and expertise in their respective domain enabling the company to offer products at par with international quality standards. This team comprises the following professionals:

- Management professionals
- Quality analysts
- R&D scholars
- Administrative personnel
- Skilled, semi-skilled and other labours

Objectives of the Study

- To study the various reasons that leads to stress among the employees.
- To study the most appropriate techniques adopted by the employees to manage the stress at work.

Methodology

Primary Data: The present study is based on both primary as well as secondary data. The primary data are those data, which are collected from the employees of Pentagon Garments in Sulakkarai, Virudhunagar. A separate pre-tested interview schedule was constructed.

Secondary Data: The secondary data are those data, which are already collected by someone else. The researcher has collected the secondary data from the records of Journals, Books and Internet.

Sampling Design: The researcher is concerned with the study on the Stress Management of Pentagon Garments Employees in Virudhunagar. Pentagon garments have 101 to 500 employees. This employees list includes Management professionals, Quality analysts, R&D scholars, Administrative personnel, Skilled, semi-skilled and other labours. Due to time constrain the researcher has selected only 30 respondents from skilled and semi-skilled labours in the study area to follow the convenience sampling method.

Result and Analysis

Gender: In the below table stated that out of 30 respondents, 8 respondents (26.67%) are male and rest of the 22 (73.33%) respondents are female.

Table No. 1 Gender of the Respondents

S. No	Gender	No. of Respondents	Percentage of Total
1	Male	8	26.67
2	Female	22	73.33
	Total	30	100.00

Source: Primary data

Majority of the respondents are female.

Feeling about Stress: In the below table stated that, out of 30 the respondents, all respondents (100%) are feels stress in their work place.

Table No. 2 Feeling of Stress of the Respondents

S. No	Feelings	No. of the Respondents	Percentage of Total
1	Stress	30	100.00
2	No Stress	0	0
	Total	30	100.00

Source: Primary data

All respondents are feels stress in their work place.

Symptoms of Stress: In the below table stated that, out of the 30 respondents, 4 (13.33%) respondents are having frequent headaches, 5 (16.67%) respondents are having depression, 2 (6.67%) respondents are having anxiety attacks, 5 (16.67%) respondents are having insomnia, 2 (6.66%) respondents are having prolonged fatigue, 10 (33.33%) respondents are having over sensitivity, and remaining 2 (6.67%) are having other symptoms of stress.

Table No. 3 Respondents Opinion about Symptoms of Stress

S. No.	Symptoms	No. of Respondents	Percentage of Total
1	Frequent headaches	4	13.33
2	Depression	5	16.67
3	Anxiety attacks	2	06.67
4	Insomnia	5	16.67
5	Loss of appetite	0	0
6	Prolonged fatigue	2	06.66
7	Over sensitivity	10	33.33
8	Other (specify)	2	06.67
	Total	30	100.00

Source: Primary data

Most of the respondents are having over sensitivity symptom of stress.

Frequency of Stress: In the below table stated that, out of the 30 respondents, 9 (30%) respondents having stress mostly, 5 (16.67%) respondents having stress rarely, 15 (16.67%) respondents having stress some times, and the rest of 2 (6.67%) respondents not at all having stress.

Table No. 4 Respondents Opinion about Frequency of Stress

S. No	Frequency of Stress	No. of Respondents	Percentage of Total
1	Mostly	9	30.00
2	Rarely	5	16.67
3	Some times	14	46.67
4	Not at all	2	06.66
	Total	30	100.00

Source: Primary data

Most of the respondents are having stress some times.

Reasons for Stress: In the below table stated that, out of the 30 respondents, 6 (20%) respondents feels work environment is the reason for stress, 8 (26.67%) respondents feels supervision is the reason, 10 (33.33%) respondents feels work group is the reason, and remaining 6 (20%) respondents feels social injustice is the reason for stress.

Table No. 5 Respondents Opinion about Reasons for Stress

S. No	Reasons	No. of Respondents	Percentage of Total
1	Work Environment	6	20.00
2	Supervision	8	26.67
3	Work group	10	33.33
4	Social injustice	6	20.00
	Total	30	100.00

Source: Primary data

Most of respondents are feel supervision is the reason for their stress.

Reasons for Stress in the Work place: In the below table stated that, out of the 30 respondents, 1 (3.33%) respondent having problem with colleagues, 5 (16.67%) respondents are saying administration is the problem, 4 (20%) respondents are says need to hit targets/ dealings is the problem, 12 (40%) respondents are says long working hours is the problem, and 6 (9%) respondents are says physical environment is the problem of stress in the work place.

Table No. 6 Reasons for Stress in the Work Place

S. No	Reasons	No. of Respondents	Percentage of Total
1	Dealing with customers /colleagues	1	03.33
2	Administration	5	16.67
3	Need to hit targets/ dealings	4	20.00
4	Long working hours	12	40.00
5	Physical environment problem	6	09.00
	Total	30	100.00

Source: Primary data

Most of the respondents are says long working hours is the reason for stress in the work place.

Level of Stress: In the below table pointed that, out of the 30 respondents, 14 (46.67%) respondents stress level is mild, 15 (33.33%) respondents stress level is moderate, 4 (13.33%) respondents stress level is severe, and rest of the 2 (6.67%) respondents' level of stress is extreme.

Table No. 7 Respondents Level of Job Stress

S. No	Stress level	No. of Respondents	Percentage of Total
1	Mild	14	46.67
2	Moderate	15	33.33
3	Severe	4	13.33
4	Extreme	2	6.67
	Total	30	100.00

Source: Primary data

Most of the respondents are having mild stress in their job.

Stress Management of Pentagon Garments Employees: In the below table point out that, out of the 30 respondents, 18 (60%) respondents are feels physical exercise and yoga reduce the stress, and remaining 12 (40%) respondents feels it's not reduce the stress, 22 (73.33%) respondents are feels spending time with family reduce the stress and remaining 8 (26.67%) respondents are feels it not reduce the stress, 14 (46.67%) respondents are feels improving working condition reduces the stress and remaining 16 (53.33%) respondents are feels it not reduce the stress, 17 (56.67%) respondents are feels financial motivation reduces the stress and remaining 13 (43.33%) respondents are feels it not reduce the stress, 12 (40%) respondents are feels training development reduces the stress and 18 (60%) respondents are feels it not reduce the stress, 19 (63.33%) respondents are feels relaxation reduces the stress and remaining 11 (36.67%) respondents are feels relaxation not reduces the stress.

Table No. 8 Respondents Feeling about Stress Management

S. No.	Causes	Yes	Percentage	No	Percentage
1	Physical exercise & yoga reduce the stress	18	60	12	40.00
2	Spending time your family reduce the stress	22	73.33	8	26.67
3	Improving working condition reduces stress	14	46.67	16	53.33
4	Financial motivation reduces stress	17	56.67	13	43.33
5	Training development reduces stress	12	40	18	60.00
6	Relaxation reduces the stress	19	63.33	11	36.67

Source: Primary data

Majority of the respondents are feels physical exercise and Yoga, spending time with our family, financial motivation and relaxation reduces the stress; most of the respondents are feels improving working condition and training and development reduces the stress.

Conclusion

Success in managing and preventing stress will depend on the culture and also the management taking care of the employee in the organisation. Stress management should be helpful to guide action, not as weakness in individuals. It is also the duty of the employer to taking responsibility in the stress management. The development and implementation of a stress policy throughout the organisation, and systems to identify problems early and to review and improve the strategies developed to address them. Managing stress can help reduce the stress and make one to feel healthier.

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