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A STUDY ON OCCUPATIONAL STRESS EXPERIENCED BY TILE INDUSTRY EMPLOYEES IN KANNUR AND CALICUT DISTRICT OF KERALA STATE

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ABSTRACT

Stress is a universal element and persons from nearly every walk of life have to face stress. Stress can have negative impacts on both the employee and the organization. Actually, in this research paper it was checked that what the impact occupational stress produced upon employees. The study describes the occupational stress in tile industries placed in Kannur and Calicut districts, Kerala. A randomly selected sample of 200 employees from the select two districts shows that occupational stress is found higher among Kannur district tile industry employees compared to Calicut district employees. Among different occupational stress variables role over load, role authority, role conflict and lack of senior level support contribute more to the occupational stress. Employees cannot afford the time to relax and "wind down" when they are faced with work variety, discrimination, favoritism, delegation and conflicting tasks.

KEYWORDS

occupational stress, tile industry.

INTRODUCTION

People react to stress in different ways. Some coping strategies are much better than others and suffering fewer of the harmful effects of stress. Just as stress differs as a function of the individual, it also differs as a function of one's type of occupation. Some occupations are, of course, inherently more stressful than others. All of the stress-strain-health relationships have an obvious impact on the organization and industry. Occupational stress is becoming increasingly globalized and affects all countries, all professions and all categories of workers, as well as families and society in general (Ahmad and Ahmad, 1992). Beehr and Newman (1978) define occupational stress as "A condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning."

Occupational stress is any discomfort which is felt and perceived at a personal level and triggered by instances, events or situations that are too intense and frequent in nature so as to exceed a person's coping capabilities and resources to handle them adequately. Work stress thought to affect organization by: 1) Increasing absenteeism, 2) Decreasing commitment to work, 3) Increasing staff turn-over, 4) Increasing complaints from clients and customers, 5) Increasing unsafe working practice, 6) Adversely affect staff recruitment and 7) Damaging the organization image both among its workers and externally.

Although, a lot of studies have been conducted on the psychosocial side of the new policy regime in many sectors, there are only few studies, as far as the tile industry is concerned, while the same sector has been drastically influenced by the new policies. In this juncture, the present study is undertaken to address specific problems of tile industry employees related to occupational stress. This throws light in to the pathogenesis of various problems related to occupational stress among tile industry employees. The study will be helpful to drawn up further policy on the related fields and act as a secondary data for further research.

WORKPLACE FACTORS CAUSING STRESS

The workplace is an important source of both demands and pressures causing stress and structural and social resources to counteract stress. The workplace factors that have been found to be associated with stress and health risks can be categorized as those to do with the content of work and those to do with the social and organizational context of work. Those that are intrinsic to the job include long hours, work overload, time pressure, difficult or complex tasks, lack of breaks, lack of variety and poor work conditions (for example, space, temperature, light, sound). Ten factors as the most important contributors to employee stress. In order of importance, these were: 1) Employees not being free to talk with one another, 2) Personal conflicts on the job, 3) Employees not being given enough control over their work, 4) Inadequate supervisory support, 5) Management and employees not talking openly, 6) Management perceived as being unsupportive, 7) Below-average sick and vacation benefits, 8) Job difficulty, 9) Having to deal with bureaucratic red tape and 10) Lack of recognition or reward for doing a good job.

LITERATURE REVIEW

Rabindra Kayastha, Krishnamurthy and Adhikary (2012) deals in their study that to compare the occupational stress of the relationship between three different types of schools that is government, public, and private schools with particular reference to corporate, Higher Secondary Level School of Nepal. The research founded that there is no significant difference in occupational stress among Higher Secondary Level School Teachers of Nepal in three different types of schools as the obtained p value 0.499. Insignificant relationship was found in comparison of three different types of schools in Nepal. **Vijit Chaturvedi (2011)** discussed in his study that the difference in occupational role stress among employees (both male and female) working in private and government institutes in academic industry. It was found that women employees were more stressed than male counterparts. Age was found to have significant impact on stress level were as income group did not varied with respect to level of stress. **Tanuka Roy Sinha, Debmallya Chatterjee and Paivi Iskanius (2011)** deals in their article that one of the problems encountered by the employees in the place of work today is the increased level of work stress. It shows from the study that among the major factors, dealing with the patients suffering from critical illnesses, lack of reward/recognition/ apprehension and fatigue induces maximum stress among nurses.

OBJECTIVE OF THE STUDY

The major objective of the study is to analyze the level of occupational stress among the Calicut and Kannur district tile industry employees.

METHODOLOGY OF THE STUDY

Sample: The sampling population of this research includes 200 employees, 100 employees from Calicut and remaining 100 from Kannur. This research followed the systematic random sampling method representative population. The population belongs to an age group of 25 to 50. Only male population considered in this research.

Tool of data collection: A multi dimensional analysis of job stress and coping patterns of employees is the primary focus of this research. A methodology adopted for this research is given. The variables selected for the study are: 1) Self Role Distance (SRD), 2) Role Stagnation (RS), 3) Inter Role Distance (IRD), 4) Role Ambiguity (RA), 5) Role Expectation Conflict (REC), 6) Role Overload (RO), 7) Role Inadequacy (RI), 8) Personal Inadequacy (PI) and 9) Role Isolation (RI). In this research, the statistical tools like Mean, SD and 't' test are used.

Hypothesis : Stress will be higher among Kannur district employees compared to Calicut district employees.

ANALYSIS AND RESULTS

The Table 1 indicates the significant difference between the Calicut and Kannur district employees in their level of stress. The Table 2 indicates that the Kannur district employees have high mean score (86.97) in relation to occupational stress compared to Calicut district employees (75.84) in this particular research. This shows Kannur district employees have high-level stress compared to Calicut district employees. The Table 2 indicates that among the selected occupational stress variables Role Ambiguity has the highest mean value of (12.3) followed by Self Role Distance (10.27) in Calicut district. In Kannur district, also these variables have the high mean scores with 16.15 and 11.56, respectively. Role Isolation has the lowest mean score in both categories (4.21 and 5.72, respectively) followed by Personal Inadequacy (5.83 and 5.92, respectively).

TABLE 1: MEAN SD AND T-VALUES OF STRESS SCORES AND COPING SCORES OF RESPONDENTS WITH RESPECT TO THEIR ORGANISATION.

Variable	N	Calicut		Kannur		't'	DF
		Mean	SD	Mean	SD		
Total Stress	200	75.84	10.11	86.97	15.76	5.92**	198

** Significance at 1% level.

TABLE 2: MEAN, SD AND T-VALUES OF STRESS SCORES OF RESPONDENTS WITH RESPECT TO SELECTED OCCUPATIONAL STRESS VARIABLES

Variable	Calicut		Kannur		't'
	Mean	SD	Mean	SD	
SRD	10.27	3	11.56	3.56	2.54**
RS	6.85	2.87	7.83	2.89	2.4**
IRD	9.03	2.46	10.41	2.60	3.84**
RA	12.30	3.76	16.15	5.16	6.00**
REC	9.21	2.4	9.68	2.88	1.25 ^{NS}
RO	6.51	1.5	5.96	1.61	2.45**
RI	5.47	1.99	6.39	2.33	2.99**
PI	5.83	1.58	5.92	1.26	0.44 ^{NS}
RI	4.21	1.74	5.72	1.88	5.85**
Total Stress	75.84	10.10	86.97	15.75	5.92**

Note: ** - Significant at 1% level.

FINDINGS

- 1) There is significant difference in the level of occupational stress between Calicut and Kannur district employees.
- 2) Occupational stress is found higher among Kannur district employees compared to Calicut district employees.
- 3) Among different occupational stress variables role over load, role authority, role conflict and lack of senior level support contribute more to the occupational stress among Kannur district employees compared to Calicut district employees.

SUGGESTIONS

To alleviate the negative consequences of stress more effort on the part of policy makers, practitioners, and organizational management envisaged. The author, thereby making a few efforts to suggest some effective measures that can alleviate the stress of tiles industry employees and leads to their better adjustment within the organisation. They can be detailed as follows:

- 1) Take adequate steps to redesign jobs, which are taxing to employees' abilities and capacities.
- 2) To reduce the workload role slimming and role adjustment process should be resorted to.
- 3) Encourage the cross-functional and interdepartmental work arrangements to reduce work related stress among low performers and low achievers.
- 4) Facilitate role enlargement, role linkage and role enrichment to manage role isolation, self-role distance and role erosion.
- 5) Adequate role clarification to be made whenever necessary to eliminate role ambiguity.
- 6) Introduce more job oriented training programs, which improve employees' skill and their confidence to work effectively.
- 7) Do concentrate on career planning to manage role stagnation.
- 8) Encourage open channel of communication to deal work related stress.
- 9) Let the employee clear about hard work related reward and smart work related reward.

CONCLUSION

The productivity of the work force is the most decisive factor as far as the success of an organisation is concerned. The productivity in turn is dependent on the psychosocial well being of the employees. In an age of highly dynamic and competitive world, man is exposed to all kinds of stressors that can affect him on all realms of life. The growing importance of interventional strategies is felt more at organizational level. This particular research was intended to study the impact of occupational stress on Calicut and Kannur district employees. Although, certain limitations were met with the study, every effort has been made to make it much comprehensive. The author expects to draw attention from policy makers and men of eminence in the related fields to resume further research.

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