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## Assessing the impact of Demographic variables on Job stress of women employees in Textile

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### Abstract

*Work life balance is an important area in human resource management. In the current situation, it is highly desirable to study about the work life balance of women. In textile, women play a vital role. They work both in day and night shift and not able to balance family and job. This creates a problem among the working women especially in textile industry and this study tries to find out the impact of demographic variables on Job stress. The study is descriptive in nature and the sampling technique adopted is simple random sampling. Multiple regression analysis is used find out which demographic variable is influencing work life. The results of this study confirm that demographic variables affect work life balance of working women in Tirupur textile company.*

**Key words:** Work life balance, Textile industry, Quality of life, Agriculture

### Introduction

The textile industry plays an important role in the Indian industry which accounts for 14% out of the total industrial production and 30% of total exports and is the second largest employment generator after Agriculture. Textile industry is the provider of the most basic needs of people and the holds importance, maintaining sustained growth for improving quality of life. It stands as a self-reliant industry, from the production till the delivery of finished products with persistent value addition at each stage of processing and it is the main contributor to the economy. It is the

prominent employment generator in the agricultural, industrial, organized, and decentralized sectors and also in the urban and rural areas especially for the women.

### **Work-life balance in the Indian context**

The Indian firms pay huge pay to the employees every month which help them to prosper their life. If we have a closer view, their lives are marked by the work pressures with hectic schedules with longer hours of work obviously affecting their health. Both their relationship and social engagements are affected. Even though the Indian workers put their entire professional strength, the balance of their personal life with the demands of their jobs have gained importance.

### **Review of Literature**

Greenhaus et al. (1989) examined the antecedents of conflict between family and work, presented an institutional perspective on organizations responses to work-family issues. In addition, Campbell and Kennard (1994) have studied the effects of family responsibilities on the work commitment and job performance of women. The work family issue is even further expanded to address the relationship of business-marriage partners (Foley & Powell, 1997). Hyman and Summers (2004) classified seven major problems which are associated with current practices over work-life balance irrespective of their employment status.

### **Objectives of the study**

To analyze the impact of demographic variables on job stress amongst the women employees in textile with special reference to Tirupur District

### **Research Methodology**

The study is descriptive in nature and the sampling technique adopted is simple random sampling. Multiple regression analysis is used to find out which demographic variable is influencing Job stress. A sample size of 124 is considered for the study. The study area is Tirupur district of Tamil Nadu and the sampling unit is women employee of S R Apparels of Tirupur.

## Result and Discussion

The following table shows the impact of Demographic variables on job stress is examined through regression technique.

**Table 1 shows Multiple regression analysis**

| Variables      | B      | Std. Error |       | T      | P    |
|----------------|--------|------------|-------|--------|------|
| (Constant)     | 51.610 | 6.514      |       | 7.923  | .000 |
| Age            | -1.433 | .905       | -.082 | -1.583 | .114 |
| Education      | 1.145  | .944       | .059  | 1.212  | .226 |
| Marital status | -6.701 | 1.577      | -.213 | -4.249 | .000 |
| Family type    | 9.238  | 1.490      | .313  | 6.199  | .000 |
| Family size    | -.857  | .951       | -.043 | -.901  | .368 |

The multiple linear regression component (Dependent Variable) is found statistically a good fit as  $R^2$  is 0.192 which shows that the five independent variables contribute about 19.2% on the variations in demographic among the women employees in textile industry and this is statistically significant at 1% and 5% level.

**Table 2 shows ANOVA**

|            | Sum of Squares | Df  | Mean Square | F     | Sig.              |
|------------|----------------|-----|-------------|-------|-------------------|
| Regression | 16728.168      | 12  | 1394.014    | 8.171 | .000 <sup>b</sup> |
| Residual   | 70456.696      | 112 | 170.597     |       |                   |
| Total      | 87184.864      | 124 |             |       |                   |

In ANOVA table, the variables whose F Value is 8.171 and the associated probability for F test is less than or equal to 0.05 is measured for the insertion in the equation.

From the analysis, it is concluded that the co-efficient of respondent' marital status, and family type were significant at 1% and 5% level which indicates they are positively associated with the job stress of the women employees in textile industry. On the other hand, the variables such as age, marital status and Family size are negatively associated with the job stress of the women employees in textile industry.

### **Conclusion**

Women in all the parts of the world find difficulty in balancing their family and job. By one or other way they are deprived of their rights. As far as job is concerned, they have problem of gender equality, sexual harassment, discrimination in pay etc. and this condition creates a job stress among the women employees. Our study shows that stress is created from family also. Marital status and family type also create stress at workplace. In our study, gender discrimination and nuclear or joint family also affects job stress. Though many laws are framed to protect women at workplace but still they are ill- treated, dominated considered as weaker section of society. This situation needs to be changed and women should be considered at par with men.

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