
**COPING STRATEGIES OF WORK STRESS AMONG WOMEN WORKERS OF
GARMENT MANUFACTURING UNITS OF BANGALORE CITY**

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ABSTRACT

Stress is a feeling that's created when you react to certain events. It's the body's way of preparing to meet a situation with focus and heightened alertness. Stress can become a problem when it starts to affect how you cope with day-to-day stuff .The present study highlights the relationship between stress and coping strategies among women workers of garment manufacturing units at Bangalore city. Convenient random sampling method and a sample of 100 is used. A well-structured questionnaire is used to collect the data from the respondents. These SPSS software version 25 is used to proceed with analysis of data mean, standard ANOVA, Correlation was utilized. The findings of the study reveal that there is no significant relationship of stress and coping strategies among women workers of garment manufacturing units of Bangalore city.

1) INTRODUCTION

Stress is a common problem that affects almost all of us at some point in our lives. Learning to identify when you are under stress, what is stressing you, and different ways of coping with stress can greatly improve both your mental and physical well being. Stress is experienced when a body responds to any kind of excessive demand; stress can be caused by both good and bad experiences. When a body feels stressed by something around, it reacts by releasing chemicals into the blood, which gives the body more energy and strength. This can be a good thing, if the stress is caused by physical activity. Similarly it can be a bad thing when stress is in response to an emotional instance and there is no outlet for this extra energy and strength. Positive stress can inspire people to do their

best and perform better than if they were under no pressure Negative stress causes anxiety, Feels unpleasant, Decreases endurance and/or performance, May lead to both physical and psychological problems.

2) REVIEW OF LITERATURE

Shenbhagavadivu (2018) the study examined the sources of occupational stress among managers working in Textile industry in Coimbatore. A total of 553 managers participated in this survey. Data is collected through a questionnaire distributed to managers in textile industry operating in Coimbatore. It was found that workloads, working conditions and relationship at work were the main concern of the managers that lead to stress at the work place. The results also indicated that certain demographic variables do influence the level of stress among managers.

Jaroslav NEKORANEC, Miroslav KMOSENA (2015) the study is focused on the problems of stress in the workplace. The authors will define the most common sources of work-related stress, their effect on employees' performance, physical and mental health. The emphasis is on the stress factors emerging from the work environment, relationships in the workplace, culture within the organization and work atmosphere, role conflict, career advancement, and balancing work and personal life. In the second part of the article some stress coping strategies such as ,gaining social support, taking advantage of the programmes targeting on stress coping, reduction of stress in the workplace by improving work environment and work organization.

Smruti Rekha saho (2016) the study provides practical advice on how to deal with work stress. This paper implies work related stress occurs when there is a mismatch between the demands of the job and the resources and capabilities of the individual worker to meet those demands. Subjective and self reported evaluations of stress are just as valid as objective data such as statistics on accidents and absenteeism. It is intended that employers, managers, and trade union representatives use this booklet as part of an initiative to educate on the management of work stress. Discussed are the nature of stress at work, the causes and effects of stress, as well as prevention strategies .Also discussed are the roles of the organizational culture in this process and the resources to be drawn upon for managing work stress.

Malarvizhi, Jeyarathnam (2016) the present study indicated that the profile variables which are significantly associated with the stress symptoms are age, experience, income, marital status and numbers of dependents of employees. Being worried is the top ranking stress symptom for cane officers and being short tempered is the dominant stress symptom for cane inspectors. Shortage of labor for harvesting sugarcane is the top most stress causing factor among the employees. The dominant health problem among cane officers and cane inspectors are headache and poor concentration in work respectively. Back pain is the second major health problem for both the categories of employees. Depression and stomach disorder are the other important health related problems. Positive correlation is found between stress symptoms and physical and mental health problems. Quarrelling with family members is the dominant behavioral change among the employees which is followed by seeking help from others. The most important stress coping strategies identified are positive thinking, prayer and conversation with likeminded persons.

3) STATEMENT OF THE PROBLEM

Work stress is a phenomenon which is associated with job satisfaction level of a worker in any place. The women workers of Garment manufacturing units' feels a lot of stress, working on machines for a long period of time, have to work more than eight hours a day. They also have to face issues like low wages, inadequate working conditions, overtime etc. Hence it is clear that Garment manufacturing units women workers faces work stress in the organization which affects their well being. Therefore the present study provides with some coping strategies to overcome or mitigate stress and have a stress free and a healthy life.

4) NEED OF THE STUDY

Stress is a global phenomenon affecting all the categories of workers whether they are blue collar or white collar workers. Stress is a factor in the work place is affecting workers physical, mental, emotional, behavioral well being on a daily basis. Stress is not only affecting an individual as a whole but also affecting the organizations production, performance, and the long term growth. It is crucial that an individual worker should make efforts to overcome stress .Hence, The need of the present study is to provide with some specific coping strategies to overcome stress and perform better in the organization for their own growth and the organization growth as well.

5) OBJECTIVE OF THE STUDY

- 1) To study the demographic profile of women workers of garment manufacturing units.
- 2) To identify work stress and coping strategies among women workers of garment manufacturing units.

6) RESEARCH METHODOLOGY

The study is descriptive in nature .The sample size consists of 100 respondents. A convenient random sampling technique was used. The study was based on both primary and secondary sources of information. Two selected garment manufacturing units were used for the data collection from the respondents. a well structured questionnaire using Likert scale 5 point scale and SPSS version 25 were used. The statistical tool used for data analysis was mean, standard deviation, ANOVA, Correlation.

7) DATA ANALYSIS AND INTERPRETATION

Ho: There is no significant Relationship between stress and coping strategies among women workers of garment manufacturing units.

Table 1: Mean and standard deviation of research variables in different age groups

| Age | | Physical exercise | Self controlling | Positive thinking | Accepting responsibility | Seeking social support | Entertainment | Stress |
|------------|----------------|--------------------------|-------------------------|--------------------------|---------------------------------|-------------------------------|----------------------|---------------|
| Below 25 | Mean N=26 | 2.3846 | 3.2308 | 3.0000 | 4.0769 | 3.3846 | 3.9231 | 1.4231 |
| | Std. Deviation | 1.06120 | 1.10662 | 1.41421 | .74421 | 1.44435 | .89098 | .50383 |
| 25 - 30 | Mean N=25 | 2.2400 | 3.3600 | 2.8000 | 4.0800 | 3.4800 | 4.1600 | 1.4400 |
| | Std. Deviation | 1.05198 | 1.11355 | 1.35401 | .81240 | 1.53080 | .80000 | .50662 |

| | | | | | | | | |
|---------------------|-------------------|-------------|-------------|-------------|-------------|-------------|--------------|-------------|
| 31 - 35 | Mean N=14 | 1.9286 | 3.2857 | 3.0714 | 4.3571 | 3.2143 | 3.9286 | 1.6429 |
| | Std. Deviation | .99725 | 1.38278 | 1.14114 | .63332 | 1.42389 | .91687 | .49725 |
| 36 - 40 | Mean N=14 | 2.0000 | 3.5714 | 2.7143 | 4.2857 | 3.0000 | 4.2143 | 1.3571 |
| | Std. Deviation | .96077 | 1.28388 | 1.54066 | .61125 | 1.41421 | .69929 | .49725 |
| 41 - 45 | Mean N=11 | 2.2727 | 2.8182 | 2.5455 | 3.9091 | 3.6364 | 3.5455 | 1.5455 |
| | Std. Deviation | 1.00905 | 1.16775 | .93420 | .70065 | 1.20605 | .82020 | .52223 |
| Above 45 | Mean N=10 | 2.4000 | 2.9000 | 2.8000 | 4.3000 | 2.9000 | 4.4000 | 1.5000 |
| | Std. Deviation | 1.26491 | 1.59513 | 1.54919 | .67495 | 1.52388 | .69921 | .52705 |
| Total | Mean N=100 | 2.2200 | 3.2400 | 2.8500 | 4.1500 | 3.3100 | 4.0300 | 1.4700 |
| | Std. Deviation | 1.04040 | 1.22367 | 1.32859 | .71598 | 1.42627 | .83430 | .50161 |
| F- Value | | .530 | .662 | .288 | .765 | .498 | 1.563 | .582 |
| Sig | | .753 | .653 | .919 | .578 | .777 | .178 | .714 |

Higher levels of physical exercise (mean=1.9286),self controlling(mean=3.2857),positive thinking(3.0714),accepting responsibility (mean=4.3571),seeking social support(mean=3.2143),entertainment(mean=3.9286)were observed among the respondents of 31-35 age group. Higher level of stress (mean=1.6429) was also seen among respondents of 31-35 years .There was no significant difference .Hence null hypothesis is accepted.

Table 2: Mean and standard deviation of research variables in different marital status groups

| <i>marital status</i> | | <i>Physical exercise</i> | <i>Self controlling</i> | <i>Positive thinking</i> | <i>Accepting responsibility</i> | <i>Seeking social support</i> | <i>Entertainment</i> | <i>Stress</i> |
|-----------------------|-------------------|--------------------------|-------------------------|--------------------------|---------------------------------|-------------------------------|----------------------|---------------|
| married | Mean N=16 | 1.9375 | 2.8125 | 2.6250 | 4.3125 | 3.5625 | 4.0625 | 1.4375 |
| | Std. Deviation | .92871 | 1.10868 | 1.62788 | .79320 | 1.59034 | .85391 | .51235 |
| unmarried | Mean N=20 | 2.2500 | 2.9000 | 2.9000 | 4.0500 | 3.5000 | 3.8500 | 1.4000 |
| | Std. Deviation | 1.11803 | 1.41049 | 1.16529 | .68633 | 1.50438 | .87509 | .50262 |
| widow | Mean N=20 | 2.2500 | 3.2000 | 2.8500 | 4.0500 | 3.1500 | 3.9500 | 1.7000 |
| | Std. Deviation | 1.01955 | 1.19649 | .81273 | .68633 | 1.34849 | .88704 | .47016 |
| separated | Mean N=24 | 2.6250 | 3.6667 | 3.0417 | 4.1250 | 3.4583 | 4.0833 | 1.4583 |
| | Std. Deviation | 1.09594 | .96309 | 1.57367 | .67967 | 1.17877 | .77553 | .50898 |
| divorced | Mean N=20 | 1.9000 | 3.4500 | 2.7500 | 4.2500 | 2.9000 | 4.2000 | 1.3500 |

| | | | | | | | | |
|----------------|----------------|--------------|--------------|-------------|-------------|-------------|-------------|--------------|
| | Std. Deviation | .91191 | 1.31689 | 1.40955 | .78640 | 1.58612 | .83351 | .48936 |
| Total | Mean N=100 | 2.2200 | 3.2400 | 2.8500 | 4.1500 | 3.3100 | 4.0300 | 1.4700 |
| | Std. Deviation | 1.04040 | 1.22367 | 1.32859 | .71598 | 1.42627 | .83430 | .50161 |
| F-value | | 1.736 | 1.814 | .267 | .496 | .747 | .507 | 1.483 |
| Sig | | .149 | 1.32 | .899 | .739 | .562 | .731 | .213 |

Higher levels of physical exercise (mean=2.2500),self-controlling (mean=3.2000),positive thinking(2.8500),accepting responsibility (mean=4.0500),seeking social support(mean=3.1500),entertainment(mean=3.9500)were observed among the widow respondents .A higher level of stress (mean=1.7000)was also seen among the widow respondents .There was no significant difference. Hence null hypothesis is accepted.

Table 3:Mean and standard deviation of research variables in different level of education groups

| <i>level of education</i> | | <i>Physical exercise</i> | <i>Self controlling</i> | <i>Positive thinking</i> | <i>Accepting responsibility</i> | <i>Seeking social support</i> | <i>Entertainment</i> | <i>Stress</i> |
|---------------------------|----------------|--------------------------|-------------------------|--------------------------|---------------------------------|-------------------------------|----------------------|---------------|
| none | Mean N=62 | 2.1774 | 3.3548 | 2.7581 | 4.1774 | 3.3226 | 4.0161 | 1.4032 |
| | Std. Deviation | 1.01665 | 1.18870 | 1.33902 | .73605 | 1.45731 | .89611 | .49455 |
| primary | Mean N=38 | 2.2895 | 3.0526 | 3.0000 | 4.1053 | 3.2895 | 4.0526 | 1.5789 |
| | Std. Deviation | 1.08821 | 1.27231 | 1.31519 | .68928 | 1.39319 | .73328 | .50036 |

| | | | | | | | | |
|----------------|-------------------|-------------|--------------|-------------|-------------|-------------|-------------|--------------|
| Total | Mean N=100 | 2.2200 | 3.2400 | 2.8500 | 4.1500 | 3.3100 | 4.0300 | 1.4700 |
| | Std. Deviation | 1.04040 | 1.22367 | 1.32859 | .71598 | 1.42627 | .83430 | .50161 |
| F-value | | .271 | 1.443 | .780 | .237 | .013 | .045 | 2.948 |
| Sig | | .604 | .232 | .379 | .627 | .911 | .833 | 0.89 |

Higher levels of physical exercise (mean=2.2895),self-controlling(mean=3.0526),positive thinking(3.0000),accepting responsibility (mean=4.1053),seeking social support(mean=3.2895),entertainment(mean=4.0526)were observed among the respondents primary level of education. A higher level of stress (mean=1.5789) was also seen among the respondents of primary level of education .There was no significant difference .Hence null hypothesis is accepted.

Table 4:Mean and standard deviation of research variables in different experience groups

| Experience | | Physical exercise | Self-controlling | Positive thinking | Accepting responsibility | Seeking social support | Entertainment | Stress |
|---------------------|-------------------|--------------------------|-------------------------|--------------------------|---------------------------------|-------------------------------|----------------------|---------------|
| Below 5 years | Mean N=21 | 2.2381 | 3.3333 | 2.8095 | 4.0000 | 3.6190 | 4.2857 | 1.2857 |
| | Std. Deviation | 1.09109 | 1.35401 | 1.28915 | .70711 | 1.39557 | .90238 | .46291 |
| 5 years to 10 years | Mean N=36 | 2.0278 | 3.2222 | 2.9167 | 4.1667 | 3.2500 | 3.9722 | 1.4722 |
| | Std. Deviation | .99960 | 1.22150 | 1.57435 | .69693 | 1.46141 | .77408 | .50631 |
| 10 years | Mean N=28 | 2.3214 | 3.4643 | 2.7857 | 4.1071 | 3.0000 | 4.0714 | 1.5357 |

| | | | | | | | | |
|----------------|----------------|-------------|--------------|-------------|-------------|-------------|--------------|--------------|
| to 15 years | Std. Deviation | 1.09048 | 1.23175 | 1.22798 | .78595 | 1.49071 | .76636 | .50787 |
| above 15 years | Mean N=15 | 2.4667 | 2.7333 | 2.8667 | 4.4000 | 3.6000 | 3.7333 | 1.6000 |
| | Std. Deviation | .99043 | .96115 | .99043 | .63246 | 1.24212 | .96115 | .50709 |
| Total | Mean N=100 | 2.2200 | 3.2400 | 2.8500 | 4.1500 | 3.3100 | 4.0300 | 1.4700 |
| | Std. Deviation | 1.04040 | 1.22367 | 1.32859 | .71598 | 1.42627 | .83430 | .50161 |
| F-value | | .776 | 1.222 | .058 | .956 | .997 | 1.386 | 1.461 |
| Sig | | .510 | .306 | .982 | .417 | .398 | .252 | .230 |

Higher levels of physical exercise (mean=2.4667),self controlling(mean=2.7333),positive thinking(2.8667),accepting responsibility (mean=4.4000),seeking social support(mean=3.6000),entertainment(mean=3.7333)were observed among the respondents of above fifteen years of experience. A higher level of stress (mean=1.6000) was also seen among respondents of above fifteen years of experience .There was no significant difference .Hence null hypothesis is accepted.

Table 5: Mean and standard deviation of research variables in different wage level groups

| <i>wages per month</i> | | <i>Physical exercise</i> | <i>Self controlling</i> | <i>Positive thinking</i> | <i>Accepting responsibility</i> | <i>Seeking social support</i> | <i>Entertainment</i> | <i>Stress</i> |
|------------------------|----------------|--------------------------|-------------------------|--------------------------|---------------------------------|-------------------------------|----------------------|---------------|
| Less than 9000 | Mean N=30 | 2.0667 | 3.2000 | 2.9333 | 4.0000 | 3.1000 | 4.1000 | 1.4667 |
| | Std. Deviation | 1.04826 | 1.27035 | 1.28475 | .64327 | 1.56139 | .84486 | .50742 |
| 9000-10000 | Mean N=44 | 2.2273 | 3.1136 | 2.7955 | 4.1364 | 3.4545 | 4.0227 | 1.5000 |
| | Std. Deviation | 1.05354 | 1.20495 | 1.35680 | .79507 | 1.37172 | .84876 | .50578 |
| more than 10000 | Mean N=26 | 2.3846 | 3.5000 | 2.8462 | 4.3462 | 3.3077 | 3.9615 | 1.4231 |
| | Std. Deviation | 1.02282 | 1.20830 | 1.37673 | .62880 | 1.37896 | .82369 | .50383 |
| Total | Mean N=100 | 2.2200 | 3.2400 | 2.8500 | 4.1500 | 3.3100 | 4.0300 | 1.4700 |
| | Std. Deviation | 1.04040 | 1.22367 | 1.32859 | .71598 | 1.42627 | .83430 | .50161 |
| <i>F-value</i> | | .648 | .835 | .094 | 1.664 | .546 | .192 | .190 |
| <i>Sig</i> | | .525 | .437 | .910 | .195 | .581 | .826 | .827 |

Higher levels of physical exercise (mean=2.2273), self controlling (mean=3.1136), positive thinking (2.7955), accepting responsibility (mean=4.1364), seeking social support (mean=3.4545), entertainment (mean=4.0227) were observed

among the respondents of 9000-10000 wage group. A higher level of stress (mean=1.5000) was also seen among respondents of 9000-10000 wage group. There was no significant difference. Hence null hypothesis is accepted.

Table 6: Showing the correlation among the research variables

| | | <i>Physical exercise</i> | <i>Self controlling</i> | <i>Positive thinking</i> | <i>Accepting responsibility</i> | <i>Seeking social support</i> | <i>Entertainment</i> | <i>Stress</i> |
|--------------------------|---------------------|--------------------------|-------------------------|--------------------------|---------------------------------|-------------------------------|----------------------|---------------|
| Physical exercise | Pearson Correlation | 1 | -.034 | .046 | -.031 | -.074 | .085 | .013 |
| | Sig. (2-tailed) | | .737 | .649 | .758 | .466 | .398 | .900 |
| Self controlling | Pearson Correlation | | 1 | .165 | -.238* | -.165 | .230* | .061 |
| | Sig. (2-tailed) | | | .100 | .017 | .102 | .021 | .545 |
| Positive thinking | Pearson Correlation | | | 1 | -.050 | -.194 | .004 | -.166 |
| | Sig. (2-tailed) | | | | .618 | .053 | .968 | .099 |
| Accepting responsibility | Pearson Correlation | | | | 1 | .043 | -.041 | -.001 |
| | Sig. (2-tailed) | | | | | .671 | .682 | .989 |

| | | | | | | | | |
|--|---------------------|--|--|--|--|---|------|-------|
| Seeking social support | Pearson Correlation | | | | | 1 | .043 | -.093 |
| | Sig. (2-tailed) | | | | | | .671 | .359 |
| Entertainment | Pearson Correlation | | | | | | 1 | -.058 |
| | Sig. (2-tailed) | | | | | | | .565 |
| Stress | Pearson Correlation | | | | | | | 1 |
| | Sig. (2-tailed) | | | | | | | |
| <i>Correlation is significant at the 0.05 level (2-tailed)</i> | | | | | | | | |

Relationship between stress and coping strategies presented in the above table 6, it is revealed that, self controlling, accepting responsibility, seeking social support is negative and significant relationship exist. positive thinking, entertainment is positive and significant relationship exist. The overall stress is negative and significantly correlated to coping strategies at 0.05 level.

8) CONCLUSION

Stress is faced by the women workers in the garment manufacturing units either because of their age issues, marital problems, lack of experience, low wages, and poor working conditions. the study examines the relationship between stress and coping strategies among women workers of garment manufacturing units. It is revealed that there is no significant relationship between stress and coping strategies. the correlation results revealed that, self controlling, accepting responsibility, seeking social support is negative and significant relationship exist. positive thinking, entertainment is positive and significant relationship exist. Hence it is clear that the coping strategies like positive thinking, accepting responsibility, self controlling, physical exercise, seeking social support,

entertainment, play a crucial role in reducing stress and leading to a healthy life and work environment in the garment manufacturing units.

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