A Study on Occupational Stress and Job Satisfaction Among Textile Managers in Erode

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Abstract

The textile industry in India is a highly organized sector, with garment manufacturers, exporters, suppliers, and wholesalers playing a crucial role in the country's dynamic clothing and apparel market. However, organizational life has become increasingly stressful due to the rapid adoption of new technologies, global competition, and mounting competitive pressures. Employees are facing growing challenges that affect their overall well-being, making workplace stress a critical concern. Stressed workers are more likely to suffer from poor health, low motivation, reduced productivity, and an increased risk of workplace accidents. Managing stress in the workplace is essential to ensuring employee well-being and maintaining business efficiency.

INTRODUCTION

The textile industry in India is a highly organized sector, with garment manufacturers, exporters, suppliers, and wholesalers playing a crucial role in the country's dynamic clothing and apparel market. However, organizational life has become increasingly stressful due to the rapid adoption of new technologies, global competition, and mounting competitive pressures. Employees are facing growing challenges that affect their overall well-being, making workplace stress a critical concern. Stressed workers are more likely to suffer from poor health, low motivation, reduced productivity, and an increased risk of workplace accidents. Managing stress in the workplace is essential to ensuring employee well-being and maintaining business efficiency.

Stress is a dynamic condition that arises when individuals encounter opportunities, constraints, or demands that challenge their capabilities and produce uncertain but significant outcomes. Work stress, in particular, leads to harmful physical and emotional responses when job requirements exceed an individual's capacity to cope. It affects employees in multiple ways, creating both positive and negative impacts. On the positive side, stress can act as a motivator, pushing individuals to take action, enhance awareness, and develop new perspectives. However, excessive stress can have detrimental effects, leading to emotions such as distrust, rejection, anger, and depression. These negative feelings often manifest as health issues, including headaches, ulcers, high blood pressure, heart disease, and even strokes. Stress is an internal state influenced by various environmental and social factors, making it a significant workplace challenge.

Individuals experience stress both in their personal lives and in the workplace. They must work efficiently while adhering to strict timelines and organizational regulations. However, creating a perfect work environment is not always feasible, as multiple factors such as departmental conflicts, group dynamics, and external influences impact individual behavior. While a minimal level of stress is necessary for

organizations to function effectively, excessive stress can be damaging. High stress levels disrupt mental and physical equilibrium, leading to serious health problems. Employees suffering from chronic stress are more likely to develop high blood pressure, heart conditions, and other health disorders. If not managed properly, prolonged stress can result in burnout, decreased efficiency, and a toxic work culture.

To prevent such negative outcomes, organizations must identify the root causes of workplace stress and implement strategies to mitigate them. Effective stress management involves creating a supportive work environment, promoting work-life balance, and encouraging open communication. Employers must take proactive steps to foster a healthy organizational climate that prioritizes employee well-being. When stress is managed appropriately, employees can channel their energy into productive tasks, improving overall workplace morale and business success. A well-balanced work environment leads to happier employees, enhanced efficiency, and a more stable and sustainable industry.

OBJECTIVE OF THE STUDY

- To assess the level of occupational stress among the managerial personnel of textile industry in Erode
- To find out the level of job satisfaction among the managerial personnel of textile industry in Erode
- To study the impact of occupational stress on job satisfaction among the managerial personnel of textile industry in Erode
- To analyze the effect of various demographic variables such as age, gender, education, experience, marital status, income on occupational stress, coping strategies, and job satisfaction among the managerial personnel of textile industry.

STATEMENT OF THE STUDY

The textile industry in Erode, a key hub for fabric production in India, presents a demanding work environment for managers. Occupational stress is a growing issue due to heavy workloads, tight deadlines, labor management complexities, and fluctuating market conditions. Prolonged exposure to such stressors can negatively impact job satisfaction, leading to decreased productivity, impaired decision-making, and increased employee turnover. Despite their crucial role in maintaining efficiency, there is limited research on the specific stress factors affecting textile managers. Additionally, aspects like work-life balance, organizational support, and coping mechanisms remain underexplored. Understanding how occupational stress influences job satisfaction is essential for improving workplace conditions and managerial well-being. Identifying key stressors and their effects can help in designing effective stress management strategies. Addressing these challenges can enhance productivity and create a more stable work environment. This study aims to provide insights into stress management among textile managers. The findings will contribute to a healthier and more efficient workforce in the industry.

SCOPE OF THE STUDY

This study focuses on the relationship between occupational stress and job satisfaction among textile managers in Erode, a major textile hub in India. It aims to identify key stressors such as high workload, labor management challenges, market fluctuations, and tight deadlines, assessing their impact on job satisfaction. The research also examines factors that enhance job satisfaction, including salary, career growth, work-life balance, and organizational support. Additionally, it explores coping mechanisms used by managers and evaluates the effectiveness of workplace policies in managing stress. Understanding

these aspects will provide insights into how stress affects productivity, employee retention, and managerial efficiency. The findings will help industry stakeholders develop strategies for a more supportive work environment. A stress-free workplace can lead to higher job satisfaction and improved organizational performance. This study also serves as a foundation for future research on occupational stress in other industries. By addressing these challenges, organizations can enhance overall workforce well-being and efficiency.

RESEARCH METHODOLOGY

This study employs a descriptive and analytical research design to examine occupational stress and job satisfaction among textile managers. It aims to identify key stressors, assess their impact, and explore strategies to enhance job satisfaction. A quantitative research approach will be used, with a structured survey conducted through standardized questionnaires. The study follows a stratified random sampling method, categorizing managers based on their department, experience level, and job role to ensure diversity. A sample of at least 120 managers will be selected to maintain statistical reliability and validity. Primary data will be collected using a survey questionnaire designed to measure occupational stress and job satisfaction. The Occupational Stress Scale will assess factors such as workload, role ambiguity, job pressure, work-life balance, and job security. The Job Satisfaction Scale will evaluate salary satisfaction, career growth, work environment, leadership, and recognition. These measures will provide valuable insights into the relationship between stress and job satisfaction. The findings will help in formulating strategies to improve workplace conditions and managerial well-being.

LIMITATION OF THE STUDY

This study focuses on textile managers in Erode, limiting its applicability to other textile hubs or industries. A sample size of 120 managers may not capture all variations in stress and job satisfaction. Reliance on self-reported data may lead to response bias, with participants underreporting stress or overstating satisfaction. Occupational stress and job satisfaction are subjective, influenced by personality, coping mechanisms, and personal circumstances. Industry-specific factors like market fluctuations, labor issues, and government policies may affect generalizability. External influences such as economic conditions and labor laws may not be fully considered. The study provides a snapshot in time, lacking a longitudinal perspective on trends. Being observational and correlational, it identifies relationships but cannot establish causation. Despite these limitations, the findings offer valuable insights for improving workplace conditions and guiding future research.

TABLE NO.: 1 AGE OF THE RESPONDENT

AGE OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
30 & BELOW YEAR	77	62.1
31 – 41 YEAR	21	16.9
41 – 50 YEAR	15	12.1
ABOVE 50 YEAR	11	8.9
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

From the table, it can be inferred that the majority (62.1%) of the respondents belong to the 30 & below age group, indicating that a significant portion of the sample consists of young adults. Additionally, 16.9% of the respondents fall within the 31-41 age group, while 12.1% belong to the 41-50 category. A smaller proportion, 8.9%, consists of respondents above 50 years. This distribution suggests that the study primarily reflects the perspectives of younger individuals, with decreasing representation from older age groups.

TABLE NO.: 2 GENDER OF THE RESPONDENT

GENDER OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
MALE	69	55.6
FE	53	42.7
NON BINARY	2	1.6
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

From the table, it is observed that the majority of respondents (55.6%) are male, indicating a higher participation of men in the survey. 42.7% of the respondents are female, showing a considerable representation of women in the sample. A small percentage (1.6%) of respondents identify as non-binary, highlighting inclusivity in gender representation.

TABLE NO.: 3 MARITAL STATUS OF THE RESPONDENT

MARITAL STATUS OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
SINGLE	70	56.5
MARRIED	40	32.3
DIVORCED	12	9.7
SEPARATED	2	1.6
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

The table shows that the majority of respondents (56.5%) are single, indicating that more than half of the surveyed individuals are unmarried. 32.3% of respondents are married, making them the second-largest group. A smaller proportion, 9.7%, are divorced, while only 1.6% of respondents are separated.

TABLE NO.: 4 EDUCATIONAL QUALIFICATION OF THE RESPONDENT

EDUCATIONAL QUALIFICATION OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
HSC	21	16.9
DIPLOMA	16	12.9
UNDERGRADUATE	59	47.6

POSTGRADUATE	19	15.3
OTHERS	9	7.3
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

The table reveals that the majority of respondents (47.6%) hold an undergraduate qualification, indicating a high level of academic attainment among the participants. 16.9% of respondents have completed their Higher Secondary Certificate (HSC), while 12.9% hold a diploma. Additionally, 15.3% have pursued postgraduate studies, showing a significant number of highly educated individuals. A smaller percentage (7.3%) falls under the "Others" category, which may include certifications, vocational training, or other forms of education.

TABLE NO.:5 WORK EXPERIENCE OF THE RESPONDENT

WORK EXPERIENCE OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
BELOW 5 YEARS	68	54.8
5 – 10 YEARS	27	21.8
11 – 15 YEARS	20	16.1
16 – 20 YEARS	9	7.3
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

The table indicates that the majority of respondents (54.8%) have below 5 years of work experience, suggesting that a significant portion of the sample consists of early-career professionals or newcomers to the workforce. 21.8% of respondents have 5–10 years of experience, representing mid-level professionals. Additionally, 16.1% have 11–15 years of experience, while a smaller proportion (7.3%) have been in the workforce for 16–20 years.

TABLE NO.: 6 MONTHLY INCOME OF THE RESPONDENT

MONTHLY INCOME OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
BELOW Rs. 20000	47	37.9
Rs. 20000 – Rs.30000	31	25
Rs.30000 – Rs.40000	27	21.77
Rs.40000 – Rs.50000	19	15.32
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

From the table, it can be observed that the majority of respondents (37.9%) earn a monthly income below ₹20,000, indicating a significant portion of the sample falls within the lower-income bracket. About 25% of the respondents have a monthly income ranging between ₹21,000 and ₹30,000, while 21.77% earn

between ₹31,000 and ₹40,000. A smaller percentage (15.32%) of respondents have a monthly income between ₹41,000 and ₹50,000. This distribution suggests that a considerable portion of the respondents earn moderate to lower-middle income levels.

TABLE NO.:7 TEXTILE TYPE OF THE RESPONDENT

TEXTILE TYPE OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
SPINNING	24	19.35
WEAVING	21	16.9
KNITTING	27	21.7
FINISHING	16	12.9
OTHERS	36	29.3
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

The data reveals that the respondents are engaged in various types of textile work, with the largest portion (29.3%) involved in other textile-related activities beyond spinning, weaving, knitting, and finishing. Knitting accounts for 21.7% of the respondents, followed by spinning (19.35%) and weaving (16.9%). A smaller proportion (12.9%) is engaged in finishing processes. This distribution suggests a diverse representation of textile industry workers, with a significant number involved in non-traditional or specialized textile sectors

TABLE NO.:8 TEXTILE CERTIFIED OF THE RESPONDENT

TEXTILE CERTIFIED OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
YES	61	49.1
NO	63	50.8
TOTAL	124	`100

(SOURCE: PRIMARY DATA)

INTERPRETATION

From the table, it can be observed that 49.1% of the respondents hold textile-related certifications, while 50.8% do not possess any certifications. This indicates that the workforce in the textile industry is almost evenly split between certified and non-certified professionals. The slight majority of non-certified respondents suggests that formal certification may not be a strict requirement for employment in the sector, though it could still be beneficial for career advancement.

TABLE NO.:9 AREA TYPE OF THE RESPONDENT

AREA OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
URBAN	41	33.6
SUBURBAN	38	30.6
RURAL	45	36.2

TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

From the data, it can be observed that the respondents are fairly distributed across different area types. The highest proportion of respondents (36.2%) come from rural areas, indicating a significant representation of individuals from non-urban regions. This is followed by suburban respondents, who make up 30.6% of the total sample. Urban respondents account for 33.6%, showing a nearly equal distribution between urban and rural populations.

TABLE NO.:10 WORKLOAD OF THE RESPONDENT

WORKLOAD OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
ALWAYS	32	25.8
OFTEN	41	33.06
SOMETIMES	34	27.4
NEVER	17	13.7
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

The data reveals that a significant portion of respondents experience a high workload. 33.06% of respondents reported that they "Often" have a heavy workload, while 25.8% stated they "Always" experience a high workload. This indicates that more than half (58.86%) of the respondents frequently deal with substantial work pressure. Meanwhile, 27.4% of respondents experience workload "Sometimes," suggesting occasional work pressure. A smaller proportion, 13.7%, reported "Never" experiencing heavy workloads, indicating a minority with manageable or low work demands.

TABLE NO.:11 TENSION OR ANXIETY OF THE RESPONDENT

TENSION OR ANXIETY OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
YES	65	52.4
NO	59	47.5
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

The data indicates that a slightly higher proportion of respondents (52.4%) experience tension or anxiety in their work, while 47.5% reported not feeling such stress. This suggests that workplace-related stress is a concern for more than half of the respondents, though the difference between those experiencing and not experiencing anxiety is relatively small.

TABLE NO.:12 BREAK WORK HOURS OF THE RESPONDENT

BREAK WORK HOURS OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
FREQUENTLY	30	24.1
OCCASIONALLY	52	41.9
RARELY	30	24.1
NEVER	12	9.6
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

From the data, it can be observed that the frequency of breaks during work hours varies among respondents. The highest proportion (41.9%) of employees take breaks occasionally, indicating that while breaks are allowed, they may not be consistently taken by all workers. 24.1% of respondents take breaks frequently, suggesting that a quarter of employees have more flexible work schedules that permit regular rest periods.

TABLE NO.:13 FEEDBACK AND RECOGNITION OF THE RESPONDENT

FEEDBACK AND RECOGNITION OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
FREQUENTLY	30	24.1
OCCASIONALLY	50	40.3
RARELY	29	23.3
NEVER	15	12.1
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

The data shows that 40.3% of respondents receive feedback occasionally, while 24.1% receive it frequently, indicating that most employees get some level of recognition. However, 23.3% rarely receive feedback, and 12.1% never receive it, highlighting a lack of consistent performance evaluation. This suggests that a significant portion of employees may feel undervalued or uncertain about their work performance, which could affect motivation and job satisfaction.

TABLE NO.:14 WORK LIFE BALANCE OF THE RESPONDENT

WORK LIFE BALANCE OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
HIGHLY SATISFIED	25	20.1
SATISFIED	45	36.2
NEUTRAL	33	26.6
DISSATISFIED	12	9.6
HIGHLY DISSATISFIED	9	7.2
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

The data on work-life balance satisfaction among respondents indicates that a significant portion of them (36.2%) are satisfied with their work-life balance. Additionally, 20.1% are highly satisfied, suggesting that over half (56.3%) of the respondents view their work-life balance positively. However, 26.6% remain neutral, indicating that they neither find it favourable nor unfavourable. On the other hand, 9.6% are dissatisfied, and 7.2% are highly dissatisfied, meaning that approximately 16.8% of respondents are unhappy with their work-life balance.

TABLE NO.:15 INJURIES ILLNESS YEAR OF THE RESPONDENT

INJURIES ILLNESS YEAR OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
YES	59	47.5
NO	65	52.4
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

The data shows that 47.5% of respondents have experienced work-related injuries or illnesses in the past year, while 52.4% have not. This indicates that nearly half of the workforce has faced health issues, suggesting potential workplace hazards, high job stress, or inadequate safety measures.

TABLE NO.:16 EMPLOYEE AWARENESS PROGRAMS OF THE RESPONDENT

EMPLOYEE AWARENESS PROGRAMS OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
YES	65	52.4
NO	59	47.5
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

The table indicates that a slightly higher proportion of respondents (52.4%) are aware of employee awareness programs in their organization, while 47.5% are not aware. This suggests that while more than half of the employees have knowledge of such programs, a significant portion remains uninformed.

TABLE NO.:17 SALARY AND BENEFITS OF THE RESPONDENT

SALARY AND BENEFITS OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
HIGHLY SATISFIED	17	13.7
SATISFIED	52	41.9
NEUTRAL	35	28.2
DISSATISFIED	14	11.2
HIGHLY DISSATISFIED	6	4.8

TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

Regarding salary and benefits, 41.9% of respondents are satisfied, and 13.7% are highly satisfied, making a total of 55.6% who have a positive outlook. Meanwhile, 28.2% remain neutral, and a combined 16% of respondents are dissatisfied or highly dissatisfied. This suggests that while the majority find their salary and benefits acceptable, a significant portion either has no strong opinion or is dissatisfied.

TABLE NO.:18 RESPONSIBILITIES AND CHALLENGES OF THE RESPONDENT

RESPONSIBILITIES AND CHALLENGES OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
HIGHLY SATISFIED	27	21.7
SATISFIED	40	32.2
NEUTRAL	36	29.3
DISSATISFIED	11	8.8
HIGHLY DISSATISFIED	10	8.6
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

The data on responsibilities and challenges reveals that 32.2% of respondents are satisfied, and 21.7% are highly satisfied, making a total of 53.9% who have a positive view. 29.3% hold a neutral stance, while 8.8% are dissatisfied, and 8.6% are highly dissatisfied. This indicates that while most employees feel comfortable with their job responsibilities and challenges, a notable portion experiences difficulties.

TABLE NO.:19 TRAINING AND DEVELOPMENT OF THE RESPONDENT

TRAINING AND DEVELOPMENT OF THE RESPONDENT	NO. OF RESPONDENT	PERCENTAGE
EXCELLENT	33	26.6
GOOD	56	45.1
FAIR	23	18.5
POOR	12	9.6
TOTAL	124	100

(SOURCE: PRIMARY DATA)

INTERPRETATION

Regarding training and development, 45.1% of respondents rate it as good, while 26.6% consider it excellent. Meanwhile, 18.5% rate it as fair, and 9.6% believe it is poor. This indicates that a majority of employees find their training program s beneficial, but a small portion feels they need improvement.

TABLE NO.: 20 ONE - WAY ANOVA

PARTICULARS		N	MEAN	SD	STD. ERROR	95% CONFIDENCE INTERVAL FOR MEAN		MIN	MAX
						LOWER BOUND	UPPER BOUND		
JOB SATISFACTION & WORKLOAD	1	32	2.2188	1.00753	.17811	1.8555	2.5820	1.00	5.00
	2	39	2.4359	1.09532	.17539	2.0808	2.7910	1.00	5.00
	3	32	2.1563	.91966	.16257	1.8247	2.4878	1.00	5.00
	4	18	2.6111	1.14475	.26982	2.0418	3.1804	1.00	5.00
	Total	121	2.3306	1.03592	.09417	2.1441	2.5170	1.00	5.00
MONTHLY INCOME & JOB SECURITY	1	53	2.0377	1.03705	.14245	1.7519	2.3236	1.00	4.00
	2	36	2.2778	1.18590	.19765	1.8765	2.6790	1.00	4.00
	3	32	2.1875	1.06066	.18750	1.8051	2.5699	1.00	4.00
	Total	121	2.1488	1.08521	.09866	1.9534	2.3441	1.00	4.00
AGE GROUP & WORK LIFE BALANCE	1	75	2.3733	1.08769	.12560	2.1231	2.6236	1.00	5.00
	2	20	2.7000	1.30182	.29110	2.0907	3.3093	1.00	5.00
	3	15	2.6000	1.05560	.27255	2.0154	3.1846	1.00	4.00
	4	11	2.8182	1.40130	.42251	1.8768	3.7596	1.00	5.00
	Total	121	2.4959	1.14836	.10440	2.2892	2.7026	1.00	5.00

(SOURCE: PRIMARY DATA)

TABLE NO.:21 ONE WAY ANOVA

PARTICULARS		SUM OF SQUARES	DF	MEAN SQUARE	F	SIG.
JOB SATISFACTION & WORKLOAD	Between Groups	3.222	3	1.074	1.001	.395
	Within Groups	125.555	117	1.073		
	Total	128.777	120			
MONTHLY INCOME & JOB SECURITY	Between Groups	1.301	2	.650	.548	.580
	Within Groups	140.022	118	1.187		
	Total	141.322	120			
AGE GROUP & WORK LIFE BALANCE	Between Groups	3.265	3	1.088	.822	.484
	Within Groups	154.983	117	1.325		
	Total	158.248	120			

INTERPRETATION

1. Job Satisfaction & Workload

The mean scores across the four groups range from 2.16 to 2.61, indicating a moderate level of job satisfaction concerning workload. The standard deviation (SD) values (ranging from 0.92 to 1.14) suggest varying levels of agreement within groups. The 95% confidence interval shows that the overall mean for job satisfaction with workload falls between 2.14 and 2.52. The ANOVA test result (F = 1.001, Sig. =

0.395) indicates that there is no statistically significant difference between the groups regarding job satisfaction and workload.

2. Monthly Income & Job Security

The mean values for job security range between 2.03 and 2.27, indicating a slight variation in perceived job security across income groups. The standard deviations (between 1.03 and 1.18) show some variation but not extreme. The 95% confidence interval for the overall mean job security score is between 1.95 and 2.34. The ANOVA test result (F = 0.548, Sig. = 0.580) suggests that there is no significant difference in job security perception across different income groups.

3. Age Group & Work-Life Balance

The mean values across age groups range from 2.37 to 2.81, suggesting that work-life balance satisfaction slightly improves with age. The standard deviation is relatively high (between 1.05 and 1.40), showing variability in responses. The 95% confidence interval for the overall mean score falls between 2.28 and 2.70. The ANOVA test result (F = 0.822, Sig. = 0.484) shows that there is no significant difference in work-life balance across different age groups.

TABLE NO.:21 CHI-SQUARE

TEST STATISTICS	JOB SECURITY AND MONTHLY INCOME	WORKLOAD AND WORKLIFE BALANCE	RECOGINATION AND JOB SATISFACTION	JOB SATISFACTION AND EDUCATIONAL QUALIFICATION
Pearson chi-square value	4.972	28.57	5.16	21.8
Degree of freedom(df)	6	12	12	16
p-value (Asymp.sig.)	0.547	0.005	0.952	0.149
Interpretation	No significant relationship (p>0.05)	significant relationship (p>0.05)	No significant relationship (p>0.05)	No significant relationship (p>0.05)

(SOURCE: PRIMARY DATA)

INTERPRETATION

1. Job Security & Monthly Income (p = 0.547, Not Significant)

Since p > 0.05, there is no significant relationship between job security and monthly income. This means income level does not strongly determine whether employees feel secure in their jobs.

2. Workload & Work-Life Balance (p = 0.005, Significant)

Since p < 0.05, there is a significant relationship between workload and work-life balance. This suggests that employees who have higher workloads are more likely to experience an imbalance between work and personal life.

3. Recognition & Job Satisfaction (p = 0.952, Not Significant)

Since p > 0.05, there is no significant relationship between recognition and job satisfaction. This indicates that the level of recognition received by employees does not necessarily impact their overall job satisfaction.

4. Job Satisfaction & Educational Qualification (p = 0.149, Not Significant)

Since p > 0.05, there is no significant relationship between job satisfaction and educational qualification. This means that employees with different education levels do not significantly differ in their job satisfaction level.

FINDINGS OF THE STUDY

- The majority (62%) of the respondents are aged 30 and below, highlighting a strong presence of younger participants in the survey.
- The survey sample consists predominantly of male respondents (55.6%).
- Most of the respondents (56.5%) are single.
- Most respondents (47.6%) are undergraduates, suggests a diverse educational background among the respondents.
- Most respondents (54.8%) have less than 5 years of work experience, indicating a younger or less experienced workforce. The representation decreases as experience increases, with only 7.3% having 16–20 years of experience.
- Most respondents (37.9%) fall within the income bracket of below ₹20,000, indicating a relatively lower-income segment within the surveyed population.
- The majority of respondents (29.3%) work in textile-related activities other than spinning, weaving, knitting, or finishing, indicating a broader scope of textile operations within the industry.
- The data highlights that nearly half of the respondents have textile-related certifications, reflecting a balance between formal qualifications and industry experience in the workforce.
- The majority of respondents (36.2%) belong to rural areas, suggesting that a considerable portion of the workforce or study participants come from non-urban backgrounds.
- The findings suggest that a majority of respondents frequently experience work-related pressure, which could potentially contribute to occupational stress. The relatively low percentage of those who "Never" feel burdened by their workload indicates that workload management might be an area for improvement to enhance employee well-being.
- With over half of the respondents reporting tension or anxiety, it highlights the potential impact of occupational stress on employees.
- The fact that one-third (33.7%) of respondents either rarely or never take breaks suggests that a significant number of employees may experience work pressure or lack proper break allowances, which could impact their well-being and productivity.
- While feedback is provided to most employees, 35.4% rarely or never receive recognition, which may lead to low engagement and decreased productivity.
- The findings suggest that while a majority of respondents (56.3%) are content with their work-life balance, a considerable proportion (26.6%) remains undecided
- A majority of respondents (52.4%) are aware of employee awareness programs, but a considerable percentage (47.5%) lack awareness.
- More than half (55.6%) of the respondents are content with their salary and benefits, reflecting a moderately positive perception.
- With 53.9% of employees satisfied with their responsibilities and challenges, the overall sentiment is positive.

- With 71.7% of employees rating their training and development as either good or excellent, the overall perception is positive.

SUGGESTIONS

Companies should introduce stress management programs, including counseling and relaxation activities, to improve employees' mental health. Encouraging regular break schedules can help reduce workplace fatigue and enhance productivity. Organizing team-building activities fosters peer support and reduces stress. Clear career progression paths and job stability measures should be implemented to address job uncertainty. Recognition and feedback systems can boost employee morale and overall job satisfaction. Competitive salaries and benefits, especially for employees earning below ₹20,000, are essential for motivation. Promoting skill development programs and offering subsidies for industry-recognized certifications can enhance career growth. Strategic pricing models and targeted promotions should be developed to influence consumer buying decisions effectively. Implementing workload balancing techniques ensures fair task distribution, preventing burnout. Conducting periodic job satisfaction surveys and strengthening employee awareness programs will improve workplace engagement and effectiveness.

CONCLUSION

This study examined factors influencing occupational stress, job satisfaction, and buying behavior among working professionals, particularly in the textile industry. The findings highlight key demographic trends, workplace challenges, and consumer preferences, shedding light on employee well-being and job security. Many young and well-educated employees face job insecurity, heavy workloads, and limited break hours, leading to workplace stress. The growing demand for professional certifications emphasizes the need for skill development programs. Price discounts and promotions significantly influence purchasing decisions, underscoring the importance of competitive pricing strategies. The textile workforce is widely distributed across urban, suburban, and rural areas, reflecting the industry's extensive employment opportunities. To address these challenges, organizations should focus on job security, work-life balance, and employee engagement through training programs. Refining marketing strategies to align with consumer preferences is crucial for business sustainability. A balanced work environment, competitive salaries, and effective promotions enhance both employee satisfaction and business success. Future research should explore long-term stress management solutions and evolving market trends to improve workplace efficiency and consumer engagement.