

Influence of Job Stress on Employee Commitment in Textile Industry – An Analytical Study

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ABSTRACT

A committed employee is more likely to support the company because they share an overall objective. They have both personally and professionally embraced the organization's objectives and core values. This indicates that they are actively back the company's policies, services, and goods. But stress of an employee almost always has a negative impact on organizational commitment. The present study aimed to know the influence of job stress on employee commitment in the textile industry located in Tirupur District. The study used questionnaire method to collect data from the textile employees in the study area. Convenience sampling method was used to collect the data. 225 employees of textile companies in Tirupur District were chosen as sample of the study. The study revealed that as committed employees feel a sense of belonging and are more motivated to work, textile organisations are able to function more effectively and accomplish their objectives.

Key Words: Policies, Commitment, Employee, Organisations, Textile.

I. INTRODUCTION

The relationship or bond that workers have with their employer (the organisation) is referred to as organisational commitment. The concept of an individual's psychological attachment to the organisation is described here, drawing from the field of industrial-organizational psychology (I/O psychology). The degree of organisational commitment can be used to forecast performance, leadership distribution, and employee engagement and satisfaction. An employee who has a strong sense of organisational commitment understands the company's goals, buys into the company's heart and future vision (both professionally and personally), feels like they belong, and is respected and fairly compensated for the work they do. An employee who is dedicated to their company will have faith in the common objectives, vision, and mission of the business. This belief will boost the employee's motivation and productivity. They work

harder to be self-reliant, set higher standards, and complete more tasks. The commitment of an organisation increases productivity. Moreover, dedicated workers positively impact their teammates' and coworkers' productivity. They want everyone working tirelessly to accomplish common objectives. Employees in textile companies face lot of stress due to working environment. Even though occupational stress is most often considered to be detrimental, the notion of good stress, also referred to as eustress, has been used to explain stress that motivates and energizes the employee to learn new skills and perform more efficiently, without the incapacitating impact typically related with occupational stress. In the case of good stress, the result of having successfully mastered the challenge posed by the stressful condition is a sense of personal satisfaction and achievement.

Various definitions of occupational stress have been proposed in both professional and popular literature, making it a broad concept. It is widely acknowledged that occupational stress is defined as the detrimental effects on an individual's or an employee's physical and mental health that arise from an imbalance between the demands of the workplace and each person's unique needs, resources, and abilities. Most workers occasionally experience some degree of occupational stress, and it's generally accepted that these brief, sporadic occurrences don't pose a major risk to workers' health or well-being. But long-term exposure to a high degree of work-related stress can have detrimental effects on one's physical and mental health. Although occupational stress is typically viewed as harmful, the idea of good.

II. PROBLEM IDENTIFICATION

Organizational Commitment is the psychological attachment that an employee has with their organization. This plays a big role in ascertaining the bond that the employee shares with the organization. Workers in the textile industry commonly complain of stress, mental overload, exhaustion, and difficulty sleeping. Long and uneven work hours under high stress and with no

regular leave periods are common for all textile employees because of shift basis and order consignment. So, it will influence their commitment level in their company. They also have longer and more frequent absences from work than employees in other professions. A significant number of missed workdays are caused by stress-related illnesses like anxiety and stomach issues. The primary health issues that result in disability are associated with tendons and joints, heart and blood vessel disease, mental illness, and back pain. It is crucial for the textile employees to be satisfied with their jobs, or else neither they would be able to deliver as per expectations nor feel comfortable at the company.

Objective of the study

To know the level of stress generally felt by the employees in the textile industry and its impact on their work commitment in Tirupur District.

III. MATERIALS AND METHODS

Bulik (2005) analysed the relationship between emotional intelligence and stress in the workplace and health related consequences in workers. The study confirmed emotional intelligence is a shield that prevents workers from negative health outcomes, especially from the symptoms of depression. Gunlu et al. (2010) aimed to identify the relationship of satisfaction of the job and commitment with the workplace by identifying various types of commitments with the organization and its particular significance on the job satisfaction. The quantitative technique was carried out through questionnaires. The authors used variables such as intrinsic job satisfaction, extrinsic job satisfaction (income level, age, and education) and organizational commitment (normative, continuous, and affective). The findings of the research exhibited that there is a noteworthy influence of intrinsic and extrinsic satisfaction of the job on normative and affective organizational commitment while on continuous commitment job satisfaction impact is not significant. Qureshi et al. (2019) studied the

dimensions of job satisfaction and organizational commitment by using a more comprehensive approach to address job performance. This study examined the role of normative organizational commitment, affective organizational commitment, and continuous organizational commitment in predicting individuals' job satisfaction, which further leads to job performance. The findings of the study establish the excellent model fitness of the studied model. The results indicated that normative commitment is the most influential form of organizational commitment, while continuous commitment is the least influential in impacting job satisfaction. Furthermore, the outcomes established a significant positive relationship between job satisfaction and job performance of employees of the fast-moving consumer goods sector of Pakistan.

This study is based on primary data collected from a sample of 225 textile employees in Tirupur District. The study used questionnaire method to collect data from the textile employees in the study area. Convenience sampling method was used to collect the data. 225 employees of textile companies in Tirupur District were chosen as sample of the study. Structural equation modelling was used to analyse the relationship between the variables.

IV. RESULTS AND DISCUSSIONS

In order to find out the significant relationship between job stress and work commitment among the employees in textile industry, structural equation modeling was employed. Hence, the following hypothesis was framed.

Hypothesis

There is a significant relationship between job stress and work commitment among the employees in the textile industry. (Alternative hypothesis)

There is no significant relationship between job stress and work commitment among the employees in the textile industry. (Null hypothesis)

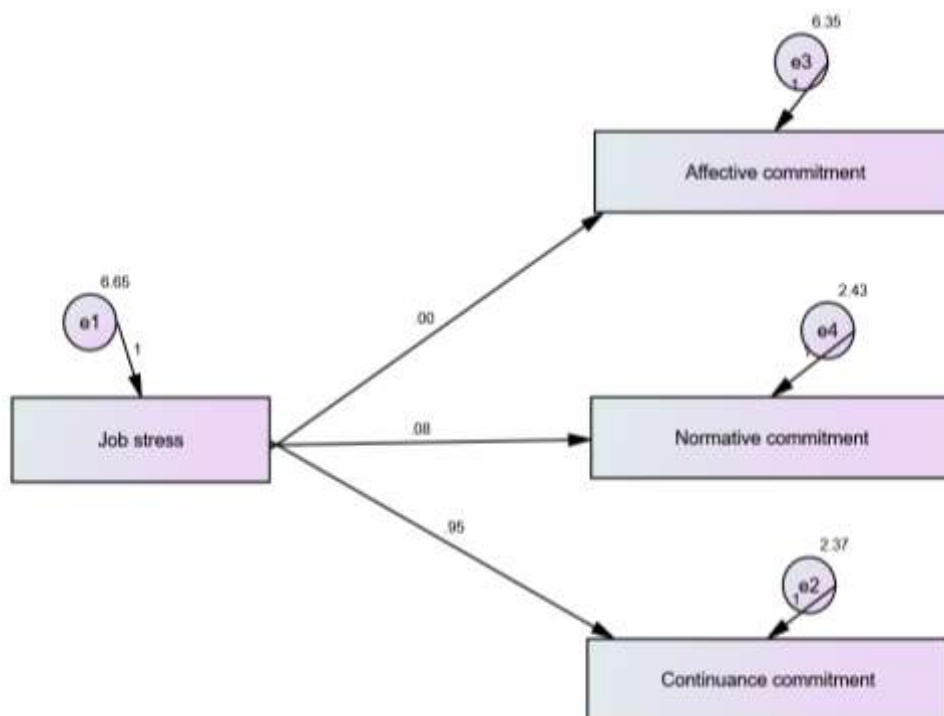
**Table 1 Regression Weights: (Group number 1 - Default model)
 Influence of Job Stress on Employee Commitment in Textile Industry**

			Estimate	S.E.	C.R.	P	Result
Affective commitment	<---	Job stress	.002	.065	.034	.973	Not significant
Normative commitment	<---	Job stress	.079	.040	1.951	.051	Not significant
Continuance commitment	<---	Job stress	.948	.040	23.778	***	Significant at 1% level

SEM is an extension of the general linear model that simultaneously estimates relationships between multiple independent, dependent and latent variables. SEM encourages confirmatory, rather than exploratory, modeling; thus, it is suited to theory testing, rather than theory development. It usually starts with a hypothesis, represents it as a model, operationalizes the constructs of interest with a measurement instrument and tests the model.

The main goal of this technique is to estimate the relationship between the variables. The above table shows that there is a significant relationship between continuance commitment and job stress among the employees working in textile companies. On the other hand, there is no significant relationship between affective and normative commitment, and job stress among the employees working in textile companies.

**Chart 1
 Influence of Job Stress on Employee Commitment in Textile Industry**



In the given diagram, the values attached to one-way arrows / directional effects are regression coefficients. The regression coefficients and correlations determine the strength of the

relations between the factors or variables. The following table shows the SEM fit analysis of the study.

Table 2
Model Fit Indices

S. No.	Test factor	Calculated value	Acceptable value
1	GFI (Goodness-of-fit-index)	0.997	>=0.90 and above satisfactory fit 0.80 to <0.9 acceptable fit (Hair et al.2006)
2	AGFI(Adjusted goodness-of-fit-index)	0.992	
3	CFI(Comparative fit index)	1.000	
4	NFI (Normed fit index)	0.996	
5	TLI (Tucker-Lewis index)	1.013	
6	RMSEA (Root mean square error of approximation)	0.000	0.06 or less would indicate a close fit of the model

It is understood that the Goodness of fit index (GFI) score is 0.997, adjusted goodness of fit index (AGFI) score is 0.992, comparative fit index (CFI) score is 1.000, normed fit index (NFI) score is 0.996, Trucker Lewis index (TLI) score is 1.013. The root mean Squared Error of Approximation

(RMSEA) secured 0.0 that shows that the model is a close fit with a rational error of approximation. From the study, it is inferred that all the variables influence the stress level of the employees in textile industry.

Table 3

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P
Job stress	6.650	.628	10.583	***
Continuance commitment	2.369	.224	10.583	***
Affective commitment	2.428	.229	10.583	***
Normative commitment	6.347	.600	10.583	***

***Significant at 1% level

The above table shows that all the variables are significantly associated at 1% level.

V. RECOMMENDATIONS AND CONCLUSION

Commitment of textile employees in a job depends greatly on the leadership and work environment. Therefore, the textile companies should develop strong and significant leadership. This will enhance the attitude of textile employees in the workplace and make them feel satisfied. Since many employees spend a significant part of the day at their jobs, it is not shocking that work can be a major source of stress in textile companies. Because the textile companies should stay successful to meet the global competition. The increasing competition among the textile companies has led to an improvement of the performance of each company. Textile companies should make efforts to provide a positive environment for their employees so that they achieve satisfaction and remain less stressed while

aiming for excellent results for the company. It is also important for the company to understand the factors that influence the commitment of the employees. Importance has to be given to identifying the areas of weakness and threats, so that it helps in the development of the company. The study also shows that if affective commitment increases, performance of employees will increase, and vice versa if continuance commitment decreases increases, the stress level also will increase. If the textile companies want the stress-free environment of their employees to increase, efforts must be made to build a positive and stress-free environment. Furthermore, because these employees can perform well and deliver high-quality pieces, companies should focus on keeping experienced staff by offering a solid career ladder.

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