A study on stressors among women workers according to the view point of employers of MSMEs of Hyderabad District using Garrett Ranking Technique

[1]Mrs. Magdalene Daniel

M. Com., M. Phil., Research Scholar, Department of Commerce, Annamalai University, Annamalai Nagar

[2]Dr. H. Shyamaladevi

Assistant Professor (Deputed) Department of Commerce, Government Arts College, C. Mutlur

Abstract

Stress has become part and parcel of human life. It has affected all sectors and spheres of life. MSMEs are considered as life giving instruments for an economy. To keep MSMEs functioning human labour is an important factor. Women workers of MSMEs also undergo stress which is due to various stressors. The employers are also concerned about the stressors among women workers. A study was conducted to rank the stressors from the employers view point.

Key Words: Stress, Stressors, job insecurity, ranking

1.   Introduction

MSMEs are considered as the strongest drivers of economic development, innovation, creation of employment opportunities and keep the wheels of Indian economy running. The MSME sector makes a valuable contribution to the economy of India comprising of 63.8 million enterprises. The sector also imprints its contribution of 45% to manufacturing output, more than 40% to exports and 28% of GDP. It also plays as a catalyst in creating employment for about 11 million people next to agricultural sector.[1] Stress is a phenomenon all human beings go through at least once in their life time in some or the other form. The intensity and the consequence of stress vary from individual to individual and it is viewed differently. The women workers of MSME also undergo stress due to various stressors in an organisation and also from personal due to physiological and psychological factors. Stressors are the cause of release of stress hormones in the human body. These stressors induce the effect of stress in a human being and the degree it manifests itself vary. This study mainly concentrated on the various stressors that affect the women workers from the view point of employers .The sector has been severely hit by the recent Covid-19 pandemic and is given life by our Government and Ministry of MSME to keep our economy alive. Various sweeping changes were introduced in the sector by amending changes in the definition and providing financial

packages under Atmanirbhar scheme. The following is the new definition of MSME

Revised Definition of MSME[2]

Classification	Micro	Small	Medium
Manufacturing and Services	Investment < less than Rs.1 crore and Turnover less than < Rs.5 crore	Investment < less than Rs.10 crore and Turnover less than < Rs.50 crore	Investment < less than Rs.20 crore and Turnover less than < Rs.100 crore

The present study covered the district of Hyderabad, Telangana India and it was conducted among the employers of 55 MSMEs. The study was conducted to analyse and rank the various stressors that induces stress among women workers according to the employers view point and also to rank the consequences of stress.

The paper is organized as follows: section 2 describes the methodology and the Analytical tool used; section 3 presents the numerical data and the graphical representation; section 4 discusses the results and the last section concludes the paper.

2. Methodology

The geographical area of the study was chosen as Hyderabad because of the concentration of MSMEs. The employers of Micro, Small and Medium were taken in to consideration in general to express their views about stressors among women workers and its consequences.

The method of Garrett ranking technique facilitates the preferential ranking of the stressors which will in turn throw light on the decision making perspectives by the managerial people. To find out the most significant factor which influences the respondent, Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcome of such ranking has been converted into score value with the help of the following formula:

Percent position = $100 (R_{ij} - 0.5) / N_j$

Where R_{ij} = Rank given for the ith variable by jth respondents

Nj = Number of variable ranked by jth respondents

With the help of Garrett's Table, the percent position estimated is converted into scores. Then for each factor, the scores of each individual are added and then total value of scores and mean values of score is calculated. The factors having highest mean value is considered to be the most important factor.

Table: 1 Garret Ranking Values

Percent	Score	Percent	Score	Percent	Score	Percent	Score
0.09	99	16.69	69	71.14	39	98.58	9
0.20	98	18.01	68	72.85	38	98.82	8
0.32	97	19.39	67	74.52	37	99.03	7
0.45	9	20.93	66	76.12	36	99.22	6
0.61	95	22.32	65	77.68	35	99.39	5
0.78	94	23.88	64	79.17	34	99.55	4
0.97	93	25.48	63	80..61	33	99.68	3
1.18	92	27.15	62	81.99	32	99.80	2
1.42	91	28.86	61	83.31	31	99.91	1
1.68	90	30.61	60	84.56	30	100	0
1.96	89	32.42	59	85.75	29	-	-
2.28	88	34.25	58	86.89	28	-	-
2.69	87	36.15	57	87.96	27	-	-
3.01	86	38.06	56	88.97	26	-	-
3.43	85	40.01	55	89.94	25	-	-
3.89	84	41.97	54	90.83	24	-	-
4.38	83	43.97	53	91.67	23	-	-
4.92	82	45.97	52	92.45	22	-	-
5.51	81	47.98	51	93.19	21	-	-
6.14	80	50.00	50	93.86	20	-	-
6.61	79	52.02	49	94.49	19	-	-
7.55	78	54.03	48	95.08	18	-	-
8.33	77	56.03	47	95.62	17	-	-
9.17	76	58.03	46	96.11	16	-	-
10.06	75	59.99	45	96.57	15	-	-
11.03	74	61.94	44	96.99	14	-	-
12.04	73	63.85	43	97.37	13	-	-
13.11	72	65.75	42	97.72	12	-	-
14.25	71	67.48	41	98.08	11	-	-
15.44	70	69.39	40	98.32	10	-	-

2. Ranking of stressors among women workers in MSMEs of Hyderabad by employers

Table 2 presents the ranking given by the employers of MSME in Hyderabad towards the stressors of women workers

Table.2 Ranking and Preference of the Stressors based on the respondents

S.No	Stressors	Rank Rendered by Respondents							
		1	2	3	4	5	6	7	
1	Work load	25	10	09	02	03	03	03	
2	Shift hours	08	09	03	10	01	14	10	
3	Gender Discrimination	05	05	05	11	08	12	09	
4	Lack of support	10	09	08	06	06	10	06	
5	Job insecurity	20	14	11	02	03	03	02	
6	Pay, Promotion	10	15	06	03	05	10	06	
7	Technology	07	02	06	09	10	09	12	
8	Violence and aggression	02	06	06	07	10	09	13	
9	Harassment	03	03	07	06	11	12	13	
10	Worker absence	10	12	06	04	04	09	10	
11	Caste discrimination	04	06	05	07	07	14	12	
12	Change	06	07	06	08	10	08	10	
13	Work life balance	16	12	07	08	05	04	03	
14	Family Problems	17	11	08	05	08	05	02	

The Percent position and the Garrett value is presented in Table.3

Table 3 Garret Scores

S.No	Percent position	Garrett score
1	3.57	84
2	10.71	74
3	17.85	68
4	25	63
5	32.14	59
6	39.28	55
7	46.28	51
8	53.57	48
9	60.71	45
10	67.85	41

11	75	37
12	82.14	32
13	89.28	25
14	96.42	15

Source: Garrett Table

After finding the percent position the corresponding Garrett Scores were arrived from the Garrett Table.

Table 4

Computation of the Garrett's Value

S.No	Stressors	Rank Rendered by Respondents						
		1	2	3	4	5	6	7
1	Work load	2100	740	612	126	177	165	153
2	Shift hours	672	666	204	630	059	770	510
3	Gender Discrimination	420	370	340	693	472	660	459
4	Lack of support	840	666	544	378	354	550	306
5	Job insecurity	1680	1036	748	126	177	165	102
6	Pay, Promotion	840	1110	408	189	295	550	306
7	Technology	588	148	408	567	590	495	612
8	Violence and aggression	168	444	408	441	590	495	663
9	Harassment	252	222	476	378	649	660	663
10	Worker absence	840	888	408	252	236	495	510
11	Caste discrimination	336	444	340	441	413	770	612
12	Change	504	518	408	504	590	440	510
13	Work life balance	1344	888	476	504	295	220	153
14	Family Problems	1428	740	544	315	472	275	102

Table 5 Ranking of Industrial Problems

S.No	Stressors	Total	Percent	Rank
1	Work load	4073	74.055	**1**
2	Shift hours	3511	63.836	-
3	Gender Discrimination	3414	62.073	-

4	Lack of support	3638	66.145	**6**
5	Job insecurity	4034	73.345	**2**
6	Pay, Promotion	3698	67.623	**5**
7	Technology	3408	61.964	**-**
8	Violence and aggression	3209	58.345	**-**
9	Harassment	3300	60.000	**-**
10	Worker absence	3629	65.982	**7**
11	Caste discrimination	3356	61.018	**-**
12	Change	3474	63.164	**-**
13	Work life balance	3880	70.545	**3**
14	Family Problems	3876	70.473	**4**

4. Results and Discussions

The ranking of the stressors among women workers by the employers of MSMEs in Hyderabad gave us the result of work overload in the first position followed by job security in second position, work life balance scored third position, family problems stood at fourth position, pay /promotion in the fifth positon, lack of support in the sixth position and the last position was taken by workers absence. The bar chart below shows the various ranking given to different stressors. The employers ranked work overload as the number one stressor that could affect women workers and could impact productivity.
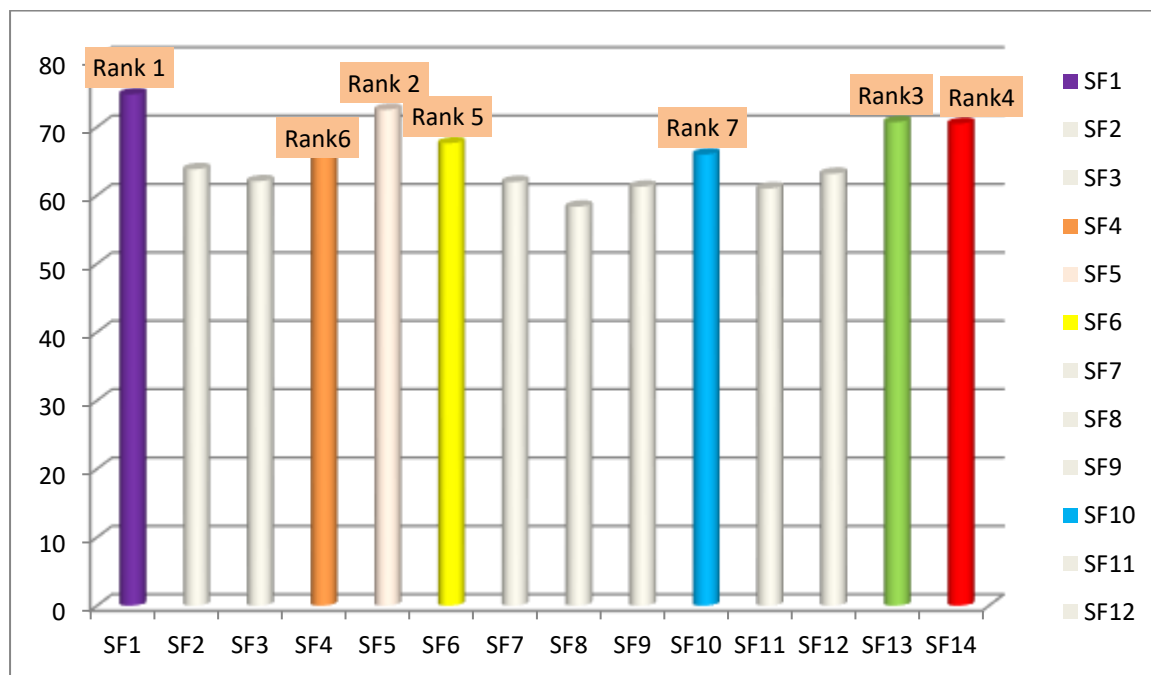

Fig1Mean Distributions of High Stress Factors

5. Conclusion

This research work discusses about the stressors experienced by women in MSMEs expressed by the employers. The method of Garrett ranking technique helps us to identify the preferential ranking of the stressors which will in turn show us the light on the effect of stressors and how it could be avoided. The results by Garrett Ranking will help the employer evaluate the stressors and take measures to prevent and mitigate the stress faced by the women workers.

6. References

1. **Misra, Udit** *Explained: Why the Government wants to change the definition of MSMEs* [Online] October 23, 2019 [Cited: January 2, 2023] https://indianexpress.com/article/explained/explained-why-the-govt-want-to-change-the-definition-of-msmes-6083885

2. **Pruthi, Rupali** *MSME Definition Revised: What is New MSME; Know Difference between Old & New Definitions* [Online] June 01, 2020 [Cited: January 2, 2023] https://www.jagranjosh.com/current-affairs/new-definition-of-msme-difference-between-old-new-msme-increased-investment-1589378468-1