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## An Analysis of the Factors Affecting Occupational Stress of Sewing Machine Operators in Bangladesh

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**Abstract:** *The apparel sector is labor intensive and thus, incorporation of the stresses can be recorded as higher. Occupational stress can occur with many things and understanding each of these factors is a key concern. The present research has been undertaken to understand the impact of organizational culture, interpersonal relationships, role conflict, and job security on occupational stress. This is a quantitative study and primary data have been used in the analysis. The sample size was recorded as 310. Self-administrated questionnaire has been selected in the data collection by the survey method. Collected data have been analyzed with SPSS software. Reliability analysis was checked with Cronbach's Alpha method and it has been recorded that all the items are reliable enough to be used in the data collection. Pearson Correlation Coefficient has been used in the correlation analysis. Positive correlation analysis can be identified and recorded among the variables. Multiple linear regression has been used in the understanding of the independent and dependent variables. It is showing that organizational culture is having a significant relationship with occupational stress ( $\beta = 0.350$ ,  $t = 6.919$ ,  $p = 0.000 < 0.05$ ), interpersonal relationship is having a significant relationship with occupational stress ( $\beta = 0.131$ ,  $t = 3.298$ ,  $p = 0.001 < 0.05$ ), role conflict is having the significant impact with the occupational stress ( $\beta = 0.234$ ,  $t = 3.682$ ,  $p = 0.000 < 0.05$ ) and job security is having a significant impact on the occupational stress ( $\beta = 0.268$ ,  $t = 4.836$ ,  $p = 0.000 < 0.05$ ).*

**Keywords:** *Job Security, Interpersonal Relationship, Organizational Culture, Role Conflict, Occupational Stress.*

## 1. INTRODUCTION

### 1.1 Background of the Study

The apparel sector is considered one of the labor-intensive industries that is resulting in many outcomes and economic support the most effectively (Weerasooriya & Thiranagama, 2017). Labors are having more demands and needs are expecting to have as it manages satisfaction effectively. Along with these identifications, it is coming as very important and needed to understand the demands of the employee (Silva & Ranasinghe, 2017). Occupational stress is considered a significant outcome in the sewing operators' garments and addressing this issue is a timely fact (Gaur, et al., 2018). Another critical identification that can be recorded that the identification of the factors that can be impacted occupational stress and the causes of occupational stress. Along with this identification, past literature has explained organizational climate, role conflict, job security, and interpersonal relationships are famous factors that make those occupational stresses in different means (Thatshayini & Rajini, 2018).

### 1.2 Problem Identification

It has been recorded that the business is losing \$200 to \$300 billion/year due to occupational stress level (Akter, et al., 2017). Occupational health is considered one of the main factors to make the employees retained in the organization. It has been identified that the turnover of employees in garment manufacturing organizations is increasing due to stress levels which results in higher turnover of employees (Nanayakkara & Chandrika, 2018). The graph shows the turnover rate of the employees in the selected organization and this is considered one of the considerations in the problem identification.



Figure Styleref 1\S1Seq Figure\\* Arabic\S 1 1: Turnover and Absence Rate of the Employees in 2022

### 1.3 Significance of the Research

The study is significant in understanding the factors that needed to be identified in the stress of the employees.

### 1.4 Research Aim and Objective

#### 1.4.1 Research Aim

- To identify the factors, impact on Occupational Stress of Sewing Machine Operators.

### 1.4.2 Sub Objectives

- To identify the impact of organizational climate on Occupational Stress of Sewing Machine Operators.
- To identify the impact of Interpersonal relationship on Occupational Stress of Sewing Machine Operators.
- To identify the impact of Role Conflict on Occupational Stress of Sewing Machine Operators.
- To identify the impact of Job Security on Occupational Stress of Sewing Machine Operators.

## 2. LITERATURE REVIEW

### 2.1 Industrial Overview - Apparel Sector in Bangladesh

The apparel sector in Bangladesh is the most important sectors as it manages the outcomes in delivering developments in the economic boom in the country. 80 % of the exports in the country

are from the apparel sector (Azad, et al., 2022) and further, it is showing a huge development in 2021. There are 4000 + garment factories in the country and this number keeps increasing as shown in the

Following figure (Alam & Dhamija, 2022). Furthermore, following shows the development of the sector in the graphical form. It is very clear that the ready-made garment industry is a huge development in the apparel sector and this is providing a huge impact on the country's developments in the financial management in the country (Azad, et al., 2022). This provides many employment opportunities for the country.

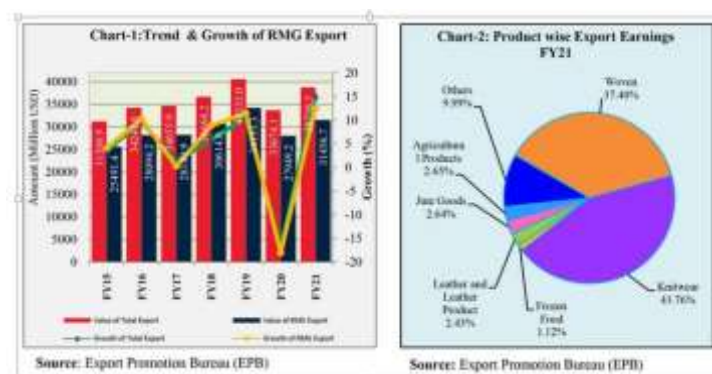


Figure Styleref 1\S 2 Seq Figure\\*Arabic\S 1 2: Garment industry data

## 2.2 Theories and Models

### 2.2.1 Person-Environment (Pe) Fit Theory

The stress and the stressors are not been explained in this theory in the phase of either environment or the individual levels but it has been characterized as per the degree in which these two have the misfit among the two different applications (Edwards & Shipp, 2007). Once there are individual and environmental factors, there can be a mismatch between these two and

the availability of this is known as stress (Edwards & Billsberry, 2010). Once the individual is reacting to this misfit, it can be recorded as the defense against the stress and this is the result of the PE fit theory.

### **2.2.2 Demand-Control Theory**

There are demands in the work and the individual employees are dealing with these demands to their ability of these individual employees (Beehr, et al., 2001). Along with these conditions, it is recorded that the ability of the employees to have some control over demands is explained in this theory (Alves, et al., 2013). Once there are higher job demands and lower influence in tasks and procedures, this demand and control theory can be applied. The combination of these two sections is leading to the poor health of the employees and it increases job stress and decrease job satisfaction can be recorded (Karasek, 2004).

## **2.3 Empirical Evidences**

### **2.3.1 Impact of Organizational Climate on Occupational Stress**

Organizational climate is the behavior of organization and the methods that are changing in the organization by the different applications of strategic measures (Gayman & Bradley, 2013). Organizational climate is necessary for the delivery of better outcomes to have a reduction in job stress.

### **2.3.2 Impact of Interpersonal Relationship on Occupational Stress**

Interpersonal relationships are making employee satisfied also dissatisfied. Occupational stress is caused by the relationships among the employees and thus, relationships maintained as a needed fact (Mosadeghrad, 2014; Sharma, et al., 2014).

### **2.3.3 Impact of Role Conflict on Occupational Stress**

A study has been done investigating the impact of role conflict on job satisfaction and job stress in internal joint venture businesses (Mohr & Puck, 2007).

## **2.4 Research Questions**

### **2.4.1 Main Question**

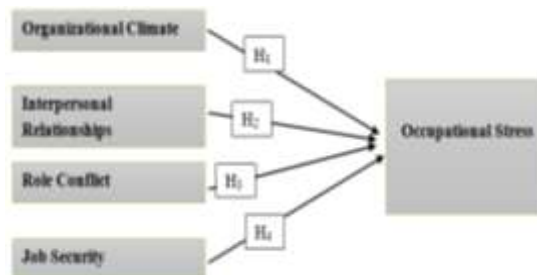
- What are the factors impact on Occupational Stress of Sewing Machine Operators in Bangladesh?

### **2.4.2 Sub Questions**

- What is the impact of organizational climate on Occupational Stress of Sewing Machine Operators in Bangladesh?
- What is the impact of Interpersonal relationship on Occupational Stress of Sewing Machine Operators in Bangladesh?
- What is the impact of Role Conflict on Occupational Stress of Sewing Machine Operators in Bangladesh?
- What is the impact of Job Security on Occupational Stress of Sewing Machine Operators in Bangladesh?

## 2.5 Conceptual Framework

Following figure gives the applications necessary for developing better outcomes and it makes the understanding of the hypotheses as well. The following figure gives the conceptual framework at a clear level.



## 2.6 Hypotheses Development

**H<sub>1</sub>: Alternative Hypothesis:** There is a positive impact of organizational climate on Occupational Stress of Sewing Machine Operators in Bangladesh.

**H<sub>0</sub>: Null Hypothesis:** There is no impact of organizational climate on Occupational Stress of Sewing Machine Operators in Bangladesh

**H<sub>2</sub>: Alternative Hypothesis:** There is a positive impact of Interpersonal relationship on Occupational Stress of Sewing Machine Operators in Bangladesh

**H<sub>0</sub>: Null Hypothesis:** There is no impact of Interpersonal relationship on Occupational Stress of Sewing Machine Operators in Bangladesh

**H<sub>3</sub>: Alternative Hypothesis:** There is a positive impact of Role Conflict on Occupational Stress of Sewing Machine Operators in Bangladesh.

**H<sub>0</sub>: Null Hypothesis:** There is no impact of Role Conflict on Occupational Stress of Sewing Machine Operators in Bangladesh.

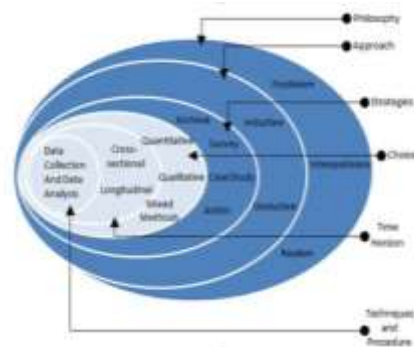
**H<sub>4</sub>: Alternative Hypothesis:** There is a positive impact of Job Security on Occupational Stress of Sewing Machine Operators in Bangladesh.

**H<sub>0</sub>: Null Hypothesis:** There is no impact of Job Security on Occupational Stress of Sewing Machine Operators in Bangladesh.

## 3. METHODOLOGY

### 3.1.1 Research Philosophy

The research philosophy is a paramount consideration where the applications are needed in managing better deliveries to have successful identifications on making the proper application with methodology (Sahay, 2016). Available research philosophies can be recorded as positivism, realism, interpretivism. Positivism research philosophy, deductive approach can be used as the research approach because present research is undertaking with the past literature applications. Mono method with the quantitative measure is reliable manner as research choice in the present research study. Survey strategy is used in present research in making the collection of needed information from the identified sample & cross-sectional time horizon is been recorded as important and needed and matching with the present research application.



### 3.2 Sampling Framework

The population here recorded 1584 which is been recorded in the annual reports, and a sample is been selected from this population. Morgan Table of sample selection has been used in the sample selection and accordingly, the sample is been selected as 310.

<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>
10	10	220	140	1200	291
15	14	230	144	1300	297
20	19	240	148	1400	302
25	24	250	152	1500	306
30	28	260	155	1600	310

Figure 3 Morgan Table

### 3.3 Data Collection & Data Collection Instrument

Primary data collection has been selected as the data type that the present research study is using in investigating and collecting as sample selection and the data collection can be seen in the research method & the present research is using the self-administrated questionnaire.

### 3.4 Operationalization

Operationalization of the variables is provided as follows. It is very germane to have a clear idea in managing better deliveries and it is counted to understand these indicators and the variables at a specific level.

Table 3-1: Operationalization of the variables

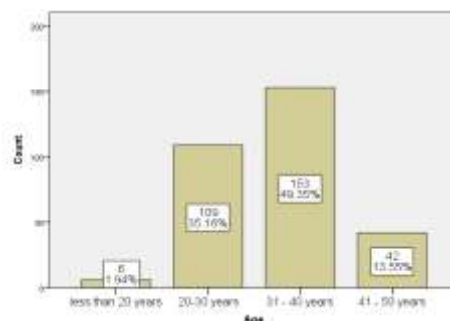
Variable	Indicator	Question number	Scale	Literature
Organizational Climate	Supervisor behavior	1, 4	Five-point Likert Scale	(Peña Suárez, et al., 2013)
	Pleasant nature	2		
	Fitting level	3		
	Listening	5		



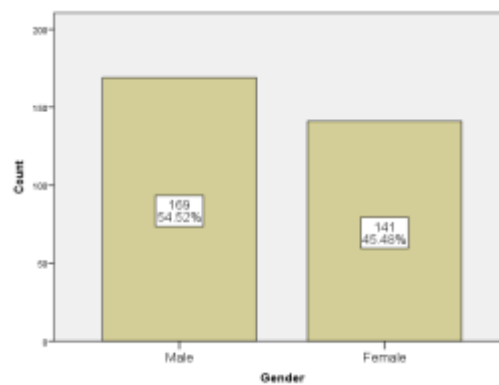
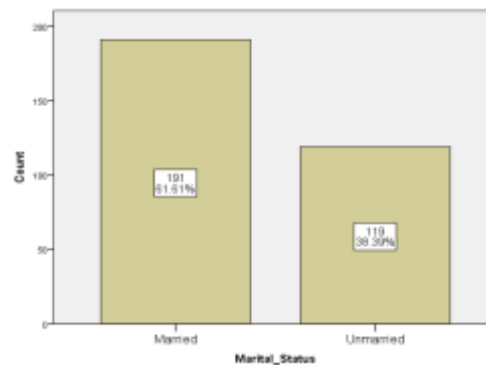
Interpersonal relationship	Encouraging others	6		(Campbell & TAŞ AKDEMİR, 2016)
	Others thinking	7		
	Honesty	8		
	Usage of examples	9		
Role Conflict	Availability of resources	10		(Palomino & Frezatti, 2016)
	Time Management	11		
	Different methods	12		
	Breaking rules	13		
	Clear explanation	14		
Job Security	Assurance	15, 19		(Barnard, 2014)
	Chance in unemployment	16		
	Satisfaction	18, 17		
Occupational Stress	Time availability	20. 24		(Addae & Wang, 2006)
	Relaxation	21, 22		
	Burn out	23		

## Data Analysis

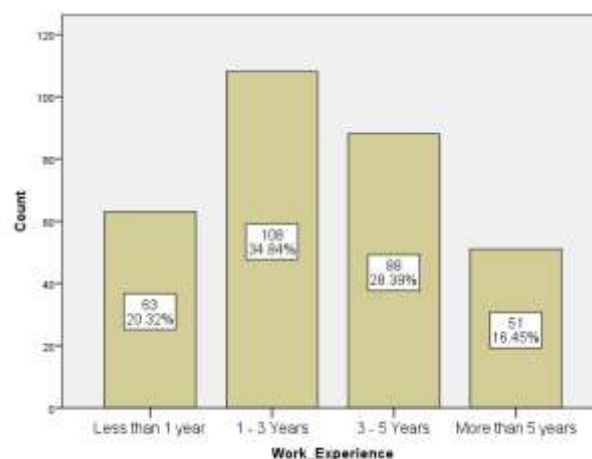
### 3.5 Sample Profile



It has shown age group of 31 – 40 years is 49.35 %, 20 – 30 years is 35.16 %, 41 – 50 years is 13.55 %. 61.61 % are married & 38.39 % are unmarried. Male 54 % and female 46 %.



34.84 % has 1 – 3 years job experience, 28.39 % has 3 – 5 years, 20.32% has less than 1 year and 16.45 % has more than 5 years of working experience.



### 3.6 Descriptive Statistics

Table 4-1: Descriptive Statistics

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation



Organizational Culture	310	1.00	3.40	2.0942	.75618
Interpersonal Relationship	310	2.50	5.00	3.8831	.66876
Job Security	310	1.40	3.80	2.7406	.61845
Role Conflict	310	2.00	4.60	3.5697	.75435
Occupational Stress	310	1.20	4.20	2.6497	.89933

### 3.7 Reliability Analysis

It is indispensable to have a clear understanding of the reliability analysis of the items and counted as inevitable identifications must be completed to accept the data collection. Many scholars have used Cronbach's Alpha method in reliability analysis. This is the most important and needed identification (Hayes & Coutts, 2020). This value can take measures from 1 to 0.

Table 4-2: Reliability Analysis

Variable	Number of items	Cronbach's Alpha	Respective Explanation
Organizational Culture	05	0.890	Showing a very higher reliability.
Interpersonal Relationship	04	0.634	Showing an acceptable reliability.
Job Security	05	0.684	Showing an acceptable reliability.
Role Conflict	05	0.851	Showing a very higher reliability.
Occupational Stress	05	0.816	Showing a very higher reliability.

### 3.8 Correlation Analysis

Past scholars have used several methods in the investigation of the correlation (Sharma, et al., 2018). Pearson correlation coefficient is the most important identification that's used in the investigation of the correlation among the variables. This method is explaining positive correlations & negative correlations. Pearson correlation coefficient can be ranging from +1 to -1 (Makowski, et al., 2020). This further needs a significant p-value. Understanding p-value is making the needed identifications with the most effective level and this needed to be less than 0.05 to have a significant correlation in a 95 % confidence interval (Makowski, et al., 2020). These results is been recorded and shown in the following table. As per the values that is been recorded in the table, it can be shown that the correlation among the variables is there in a 95 % confidence interval with an effective level.

Table 4-3: Correlation analysis

Correlations					
	Organization al Culture	Interperson al Relationshi p	Job Securit y	Role Confli ct	Occupation al Stress

Organizational Culture	Pearson Correlation	1	.579**	.848**	.825**	.846**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	310	310	310	310	310
Interpersonal Relationship	Pearson Correlation	.579**	1	.638**	.773**	.685**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	310	310	310	310	310
Job Security	Pearson Correlation	.848**	.638**	1	.860**	.849**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	310	310	310	310	310
Role Conflict	Pearson Correlation	.825**	.773**	.860**	1	.854**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	310	310	310	310	310
Occupational Stress	Pearson Correlation	.846**	.685**	.849**	.854**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	310	310	310	310	310
**. Correlation is significant at the 0.01 level (2-tailed).						

### 3.8.1 Hypotheses

Statistical applications are also recorded in understanding this outcome. Beta values, t values, and significant p values are mainly investigated in this analysis to manage better delivery outcomes. The following table gives the coefficient outcomes at the effective level.

Table 4-4: Coefficients

Coefficients						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics
	B	Std. Error	Beta			Tolerance VIF

1	(Constant)	-.967	.142		- 6.795	.000		
	Organizational Culture	.416	.060	.350	6.919	.000	.240	4.165
	Interpersonal Relationship	.176	.053	.131	3.298	.001	.392	2.554
	Role Conflict	.279	.076	.234	3.682	.000	.152	6.586
	Job Security	.389	.080	.268	4.836	.000	.201	4.983
a. Dependent Variable: Occupational Stress								

Organizational culture is huge recognizable proof that is basic in understanding and overseeing organizational stress. Multiple linear regression is used to have a clear understanding of the impact of the organizational culture on occupational stress and the two variables are connected with a 95 % confidence interval. The beta value is been recorded as 0.350 and the t value is considered as 6.919 and the significant p-value is considered as  $0.000 < 0.05$ . With these applications, it is far clearer that the connection between organizational culture and occupational stress is significant and positive with a 95 % confidence interval.

(H1) can be recorded as accepted. This is a finding that is highly available in the past literature and this makes the confirmation of the relationship furthermore as well. Many such studies have been undertaken to have similar identification and show that organizational culture is highly impacting on the occupational stress (Arnetz, et al., 2011; Tsui, 2021; Zhang & Liu, 2010; Willis, et al., 2019; Suandi, et al., 2014; Gayman & Bradley, 2013).

H2 can be recorded as accepted. This is a finding that is highly available in the past literature. Such studies are showing the connections between these two variables and further, it is counted as very critical to understand the past literature applications also in a clear manner to deliver the needed outcomes (Mosadeghrad, 2014; Sharma, et al., 2014; Hu, et al., 2014; Charu, 2012; Colligan & Higgins, 2006; Malik & Björkqvist, 2019; El Shikieri & Musa, 2012).

H3 can be recorded as accepted. This is a finding that is highly available in the past literature. Role ambiguity, role conflict is also found to have a significant relationship with job stress, and work-family conflicts are found to have an impact on job stress as well (Soltani, et al., 2013). Multiple linear regression has been used in investigating the connection and recorded that job security is having a significant connection with occupational stress in a 95 % confidence interval. The beta value is been recorded as 0.268 and the t value is considered as 4.836 and the significant p-value is considered as  $0.000 < 0.05$ . With these applications, it is far clearer that the connection between job security and occupational stress is significant and positive in a 95 % confidence interval.

H4 can be recorded as accepted. Human factors and the identification of performance management is been undertaken in this study and it has been shown that performance is merely depending on human factors such as job security (Azadeh & Ahranjani, 2014).

Thus, all the alternative hypotheses are accepted. With these outcomes, regression line can be developed in following manner. The regression lines.

$$OS = \beta_0 + \beta_1 OC + \beta_2 IR + \beta_3 RC + \beta_4 JS + \mu$$

The terms are explained as follows.

OS = Occupational Stress

OC = Organizational Culture

IR = Interpersonal Relationship

RC = Role Conflict

JS = Job Security

$\beta_0$  = Intercept of the regression line

$\beta_1, \beta_2, \beta_3$  and  $\beta_4$  = coefficients of the predictor variables

$\mu$  = Standard error term

Accordingly, the regression line can be developed as follows.

$$OS = \beta_0 + 0.350 OC + 0.131 IR + 0.234 RC + 0.268 JS +$$

### 3.8.2 Model Fit

#### R Squared value

The model fit examination is identified as the R squared value. This is a value that needs the consideration of the variation of the dependent variable as explained by the independent variables around the mean of the dependent variable. R squared value is been provided as 0.813 which is larger number. R squared value needed to be higher to have a significant model fit. 81.3 % of the variation of organizational stress can be explained by the independent variables Job Security, Interpersonal Relationship, Organizational Culture, and Role Conflict around the mean of the dependent variable.

Table 4-5: Model Fit Measure

Model Summary										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin - Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.901 <sub>a</sub>	.813	.810	.39179	.813	330.780	4	305	.000	1.758
a. Predictors: (Constant), Job Security, Interpersonal Relationship, Organizational Culture, Role Conflict										
b. Dependent Variable: Occupational Stress										

#### Anova Test

Again model fit can be recorded as the F statistics. F value can be considered as important and this is an arbitrary value that is larger and once the value is larger, acceptance of the model is higher. A significant p-value is also needed to be recorded and accordingly, the F value is provided in the table and it is showing as 330.780 and the significant p-value is also recorded as  $0.000 < 0.05$ . Accordingly, it has been identified that the model is significant and fitted.

Table 4-6: ANOVA

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	203.098	4	50.774	330.780	.000 <sup>b</sup>



	Residual	46.817	305	.153		
	Total	249.915	309			
a. Dependent Variable: Occupational Stress						
b. Predictors: (Constant), Job Security, Interpersonal Relationship, Organizational Culture, Role Conflict						

Along with this reliability analysis is showing acceptance with the understanding of Cronbach's Alpha value. It has been identified that the value is greater than 0.6 and thus, all the question items are at the accepted level. Another important identification is the correlation analysis that is needed to be considered and it is showing that the Pearson Correlation Coefficient is being used in understanding the correlation analysis.

#### **4. RESULT & DISCUSSION**

The correlation among the variables is significant and positive with a 95 % confidence interval. Multiple linear regression also took place in the study and it is showing that Job Security, Interpersonal Relationships, Organizational Culture, and Role Conflict are impacting on occupational stress in a 95 % confidence interval as all the Alternative hypothesis are record as accepted.

#### **5. CONCLUSION**

Occupational stress is not a good sign for employees as it can be causing huge problems in the development of the outcomes in the performances. Managing occupational stress and overcoming the factors that make occupational stress is a very important consideration. This research has been done with the aim of understanding the factors that can be impacting on occupational stress. It is proved that Job Security, Interpersonal Relationship, Organizational Culture, Role Conflict has significant effect on Occupational Stress. This is quantitative research which was done at an effective level to understand the development of the research outcomes with better objective achievement.

#### **Recommendations**

There should have enough room for the relaxation for the employees and the bearable working load is another important identification. A HR manager is needed to have a proper plan and it is recommended to provide enough knowledge and the ability in planning these strategies in a successful organizational climate to make employee satisfaction and motivation at an effective level. It is recommended to revisit the role responsibilities of the employees and to clear the unclear situations as the problems can be reduced in this manner. Every manager in the position is needed to have an understanding of the roles of each employee. It is needed to have a better delivery on the action plan for the employees as per the capability level. Job security level is a must for the employees to increase the satisfaction and the motivation of the employees. Organizations are needed to promote the job security measures among the employees at a larger level to attract their attention towards the job. It is recommended to have better strategies to protect the employee and make them feel safer within the organization.



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