

CHAPTER III

ANALYSIS AND INTERPRETATION

This chapter deals with the analysis and interpretation of the data collected. The study focuses on Occupational stress, coping strategies, and job satisfaction among the employees of textile industry. The goal of the research was achieved by using the appropriate statistical tools applicable to the research. Data analysis and interpretation helps in providing meaningful insights in understanding the objectives of the research study. The statistical tools such as Mean, Standard Deviation, ANOVA, Correlation, t-test, and Regression were applied for analysis and interpretation of collected data for the present study.

Descriptives: Frequencies were calculated and shown in the distribution of the demographic profile of the respondents. The respondents' Age, Gender, Education, Years of Experience, Marital Status, and Monthly Income were studied. Descriptive and inferential statistics such as mean, standard deviation, t-test, ANOVA, regression, and correlation were used to identify relationship or possible association between socio-demographic variables and stress, coping strategies, job satisfaction.

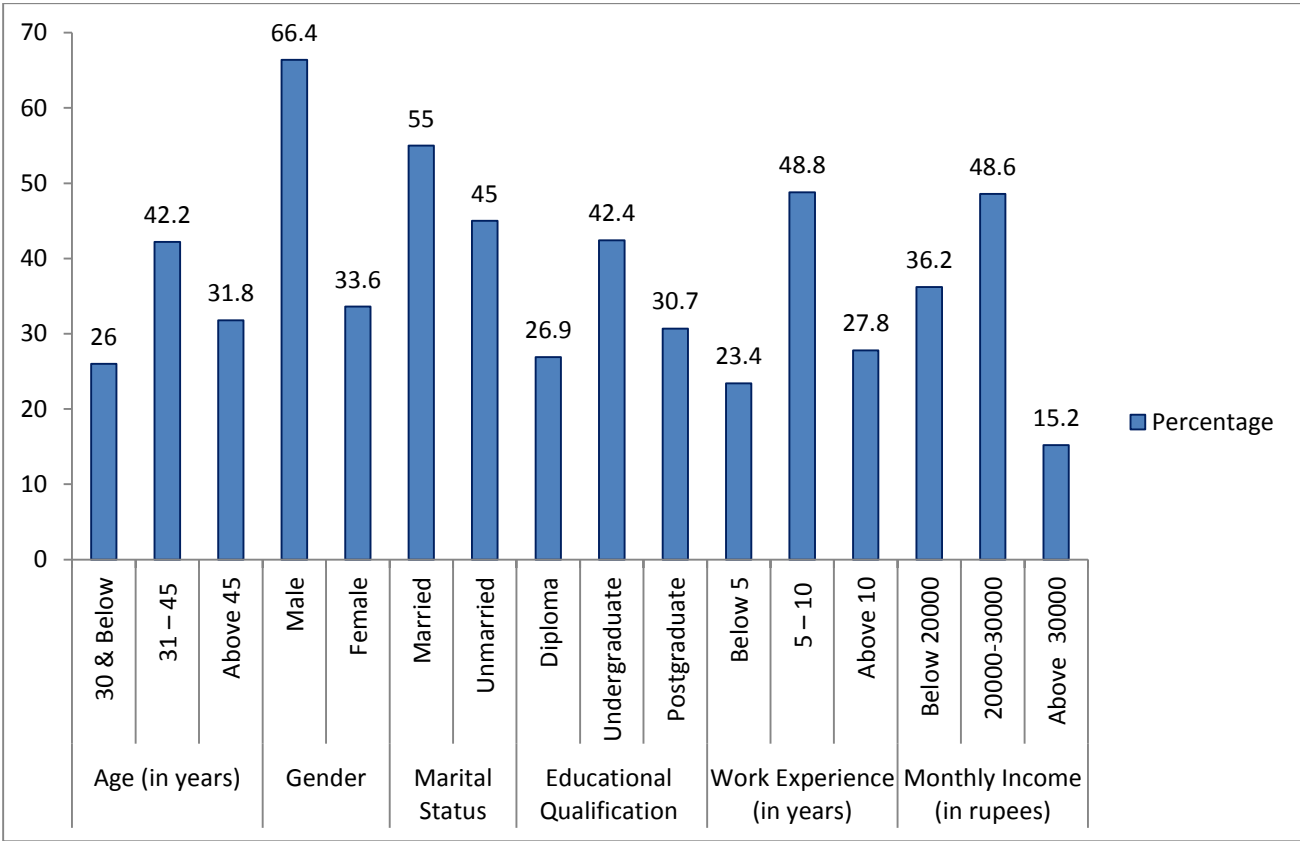
TABLE - 3.1**Demographic Profile of the Respondents**

S.No	Demographic Variables	Group	No. Of Respondents	Percentage
1	Age (in years)	30 & Below	144	26.0
		31 – 45	233	42.2
		Above 45	176	31.8
2	Gender	Male	367	66.4
		Female	186	33.6
3	Marital Status	Married	304	55.0
		Unmarried	249	45.0
4	Educational Qualification	Diploma	149	26.9
		Undergraduate	234	42.4
		Postgraduate	170	30.7
5	Work Experience (in years)	Below 5	129	23.4
		5 – 10	270	48.8
		Above 10	154	27.8
6	Monthly Income (in rupees)	Below 20000	200	36.2
		20000-30000	269	48.6
		Above 30000	84	15.2
	Total		553	100

Source: Primary Data

The demographic profile of the respondents in the study showed that out of the total 553 respondents taken for the study, the majority 42.2 percentage of the respondents are belong to the age group of 31 – 40 years, whereas the minority 26.0 percentage of the respondents are belong to the age group of below 30 years: 66.4 percentage of the respondents are male, whereas 33.6 percentage of the respondents are female; 55 percentage of the respondents are married and 45 percentage of the respondents are unmarried; 42.4 percentage of the respondents are undergraduate, whereas 26.9 percentage of the respondents are diploma holders; 48.8 percentage of the respondents belong to 5 -10 years of work experience, whereas 23.4 percentage of the respondents belong to below 3 years of work experience; 48.6 percentage of the respondents belong to the income group of 20000 – 30000 rupees, whereas 15.2 percentage belong to the income group of above 30000 rupees.

Chart 3.1 showing demographic profile of the respondents



OCCUPATIONAL STRESS

Null hypothesis:

H1- Occupational stress will not vary significantly with variation in demographic factors like age (H1a), gender (H1b), education (H1c), experience (H1d), marital status (H1e), and monthly income (H1f) among the managerial personnel of Textile industry.

Table 3.2

Occupational Stress among different age groups

Age	Mean	N	Std.Deviation	F-value
30 & Below	55.48	144	4.840	12.953 (p = 0.000)
31 – 45	57.65	233	3.660	
Above 45	57.11	176	3.886	
Total	56.91	553	4.155	

Source: Primary Data

The table 3.2 shows the overall mean score obtained for occupational stress ranges from 55.48 to 57.65. The 31 - 45 age group had a higher mean score (57.65) for occupational stress than the other age groups. Analysis of Variance (ANOVA) was applied to ascertain whether there was a significant difference in occupational stress among different age groups. The obtained F-value is 12.953 and it is significant at 1% level. Hence, hypothesis H1a was rejected and it was concluded that there is a statistically significant difference in occupational stress among different age groups.

Chart 3.2 showing Occupational Stress among different age groups

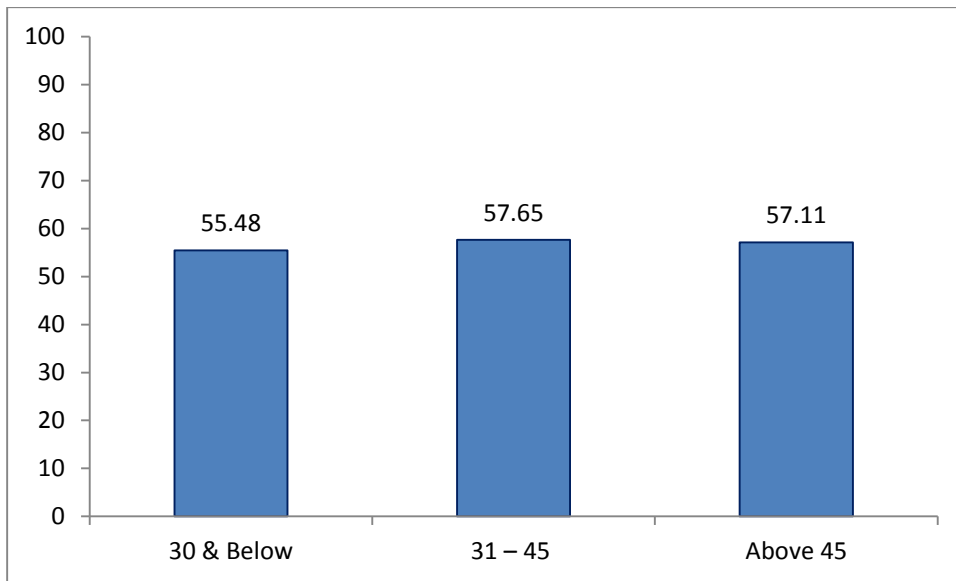


Table 3.3

Occupational Stress among different Gender groups

Gender	Mean	N	Std.Deviation	t-value
Male	56.99	367	4.047	3.370 (p=0.067)
Female	56.76	186	4.367	
Total	56.91	553	4.155	

Source: Primary Data

The table 3.3 shows that the overall mean score for occupational stress ranges from 56.76 to 56.99. The male respondents had a higher mean score (56.99) for occupational stress than the female respondents (56.76). Independent sample t-test was applied to ascertain whether there

was a significant difference in occupational stress among different gender groups. The obtained t-value is 3.370 and it is not significant. Hence, hypothesis H1b was accepted and it was concluded that there is no statistically significant difference in occupational stress among different gender groups.

Chart 3.3 showing Occupational Stress among different Gender groups

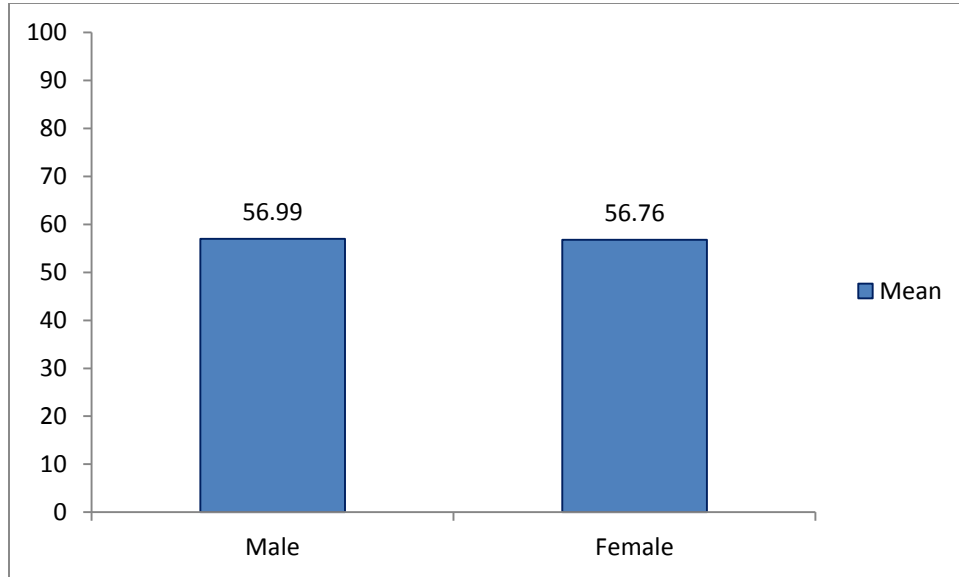


Table 3.4

Occupational Stress among different Marital Status groups

Marital Status	Mean	N	Std.Deviation	t-value
Married	57.58	304	3.592	18.057 (p=0.000)
Unmarried	56.10	249	4.632	
Total	56.91	553	4.155	

Source: Primary Data

The table 3.4 shows that the overall mean score for occupational stress ranges from 56.10 to 57.58. The married respondents had a higher mean score (57.58) for occupational stress than the unmarried respondents (56.10). Independent sample t-test was applied to ascertain whether there was a significant difference in occupational stress among different marital groups. The obtained t-value is 18.057 and it is significant at 1% level. Hence, hypothesis H1e was rejected and it was concluded that there is a statistically significant difference in occupational stress among different marital groups.

Chart 3.4 showing Occupational Stress among different marital Status groups

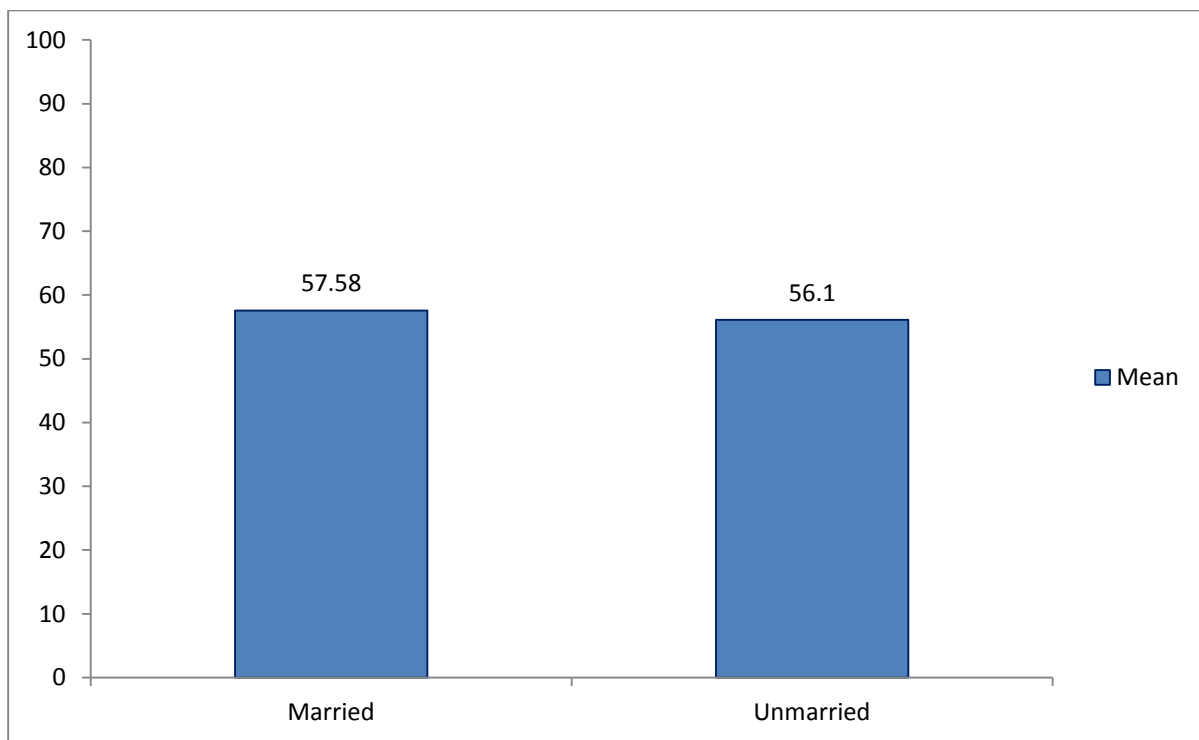


Table 3.5

Occupational Stress among different education groups

Education Qualification	Mean	N	Std.Deviation	F-value
Diploma	57.03	149	3.930	0.090 (p=0.914)
Undergraduate	56.84	234	4.429	
Postgraduate	56.91	170	3.974	
Total	56.91	553	4.155	

Source: Primary Data

The table 3.5 shows that the overall mean score for occupational stress ranges from 56.84 to 57.03. The Diploma respondents had a higher mean score (57.03) for occupational stress than the other groups. Analysis of Variance (ANOVA) was applied to ascertain whether there was a significant difference in occupational stress among different education groups. The obtained F-value is .090 and it is not significant. Hence, hypothesis H1c was accepted and it was concluded that there is no statistically significant difference in occupational stress among different education groups.

Chart 3.5 Showing Occupational Stress among different education groups

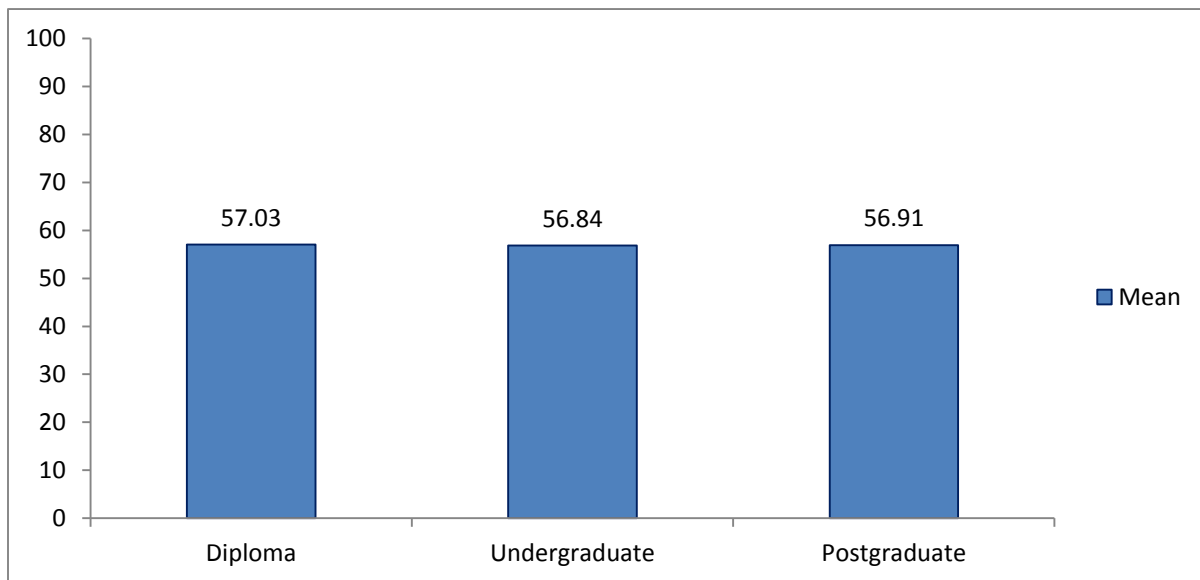


Table 3.6

Occupational Stress among different experience groups

Work Experience	Mean	N	Std.Deviation	F-value
Below 5	57.05	129	4.146	0.353 (p=0.703)
5 – 10	56.76	270	4.379	
Above 10	57.06	154	3.754	
Total	56.91	553	4.155	

Source: Primary Data

The table 3.6 shows that the overall mean score for occupational stress ranges from 56.76 to 57.06. The above 10 year experience group had a higher mean score (57.06) for occupational stress than the other experience groups. Analysis of Variance (ANOVA) was applied to ascertain whether there was a significant difference in occupational stress among different education groups. The obtained F-value is 0.353 and it is not significant. Hence, hypothesis H1d was accepted and it was concluded that there is no statistically significant difference in occupational stress among different experience groups.

Chart 3.6 Showing Occupational Stress among different experience groups

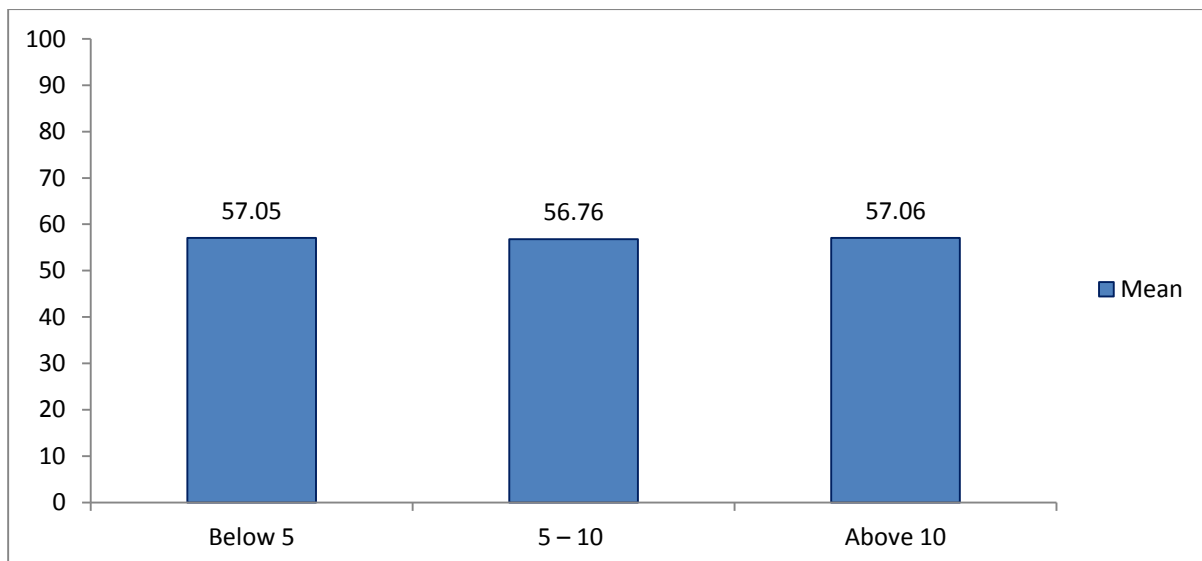


Table 3.7

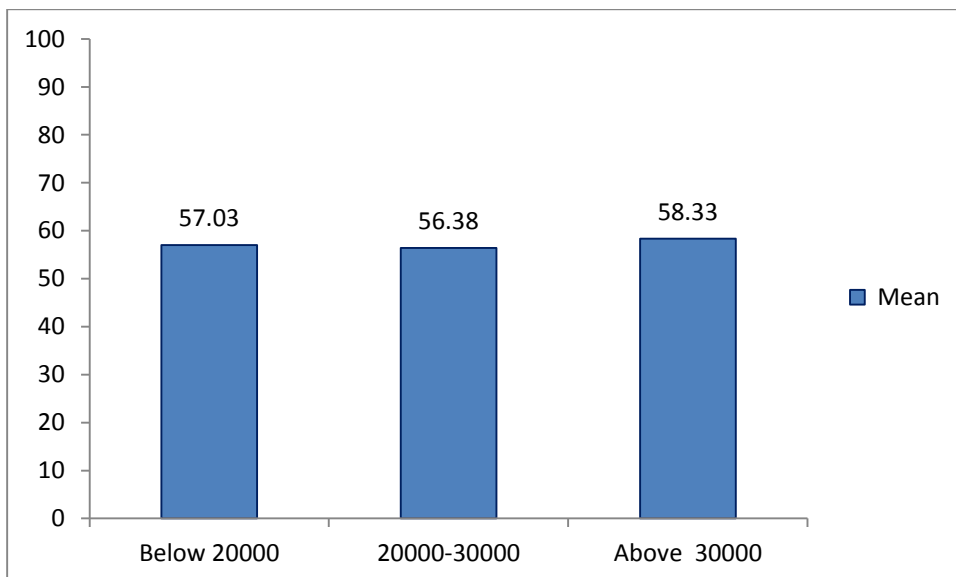
Occupational Stress among different income groups

Monthly Income	Mean	N	Std.Deviation	F-value
Below 20000	57.03	200	4.195	7.414 (p=0.001)
20000-30000	56.38	269	4.199	
Above 30000	58.33	84	3.558	
Total	56.91	553	4.155	

Source: Primary Data

The table 3.7 shows that the overall mean score for occupational stress ranges from 56.38 to 58.33. The above 30000 income group had a higher mean score (58.33) for occupational stress than the other income groups. Analysis of Variance (ANOVA) was applied to ascertain whether there was a significant difference in occupational stress among different income groups. The obtained F-value is 7.414 and it is significant at 1% level. Hence, hypothesis H1f was rejected and it was concluded that there is a statistically significant difference in occupational stress among different income groups.

Chart 3.7 showing Occupational Stress among different income groups



COPING STRATEGIES

Null hypothesis:

H2- Coping Strategies will not vary significantly with variation in demographic factors like age (H2a), gender (H2b), education (H2c), experience (H2d), marital status (H2e), and monthly income (H2f) among the managerial personnel of Textile Industry.

Table 3.8

Coping Strategies among different age groups

Age		Confrontive coping	Distancing	Self controlling	Seeking social support	Accepting responsibility	Escape-Avoidance	Planful problem-solving	Positive reappraisal
30 & Below	Mean	13.89	15.56	15.29	9.42	7.08	12.29	20.25	16.36
	N	144	144	144	144	144	144	144	144
	Std. Deviation	3.045	2.727	2.831	2.944	3.491	3.977	1.238	2.975
31 – 45	Mean	12.41	15.40	13.88	8.53	8.05	12.24	18.94	15.32
	N	233	233	233	233	233	233	233	233
	Std. Deviation	3.479	2.751	3.507	2.170	2.385	3.890	1.686	3.307

Above 45	Mean	12.91	14.21	13.37	9.58	8.35	12.51	19.72	16.34
	N	176	176	176	176	176	176	176	176
	Std. Deviation	3.512	2.983	2.562	2.497	2.450	5.673	1.114	3.094
Total	Mean	12.95	15.06	14.09	9.09	7.90	12.34	19.53	15.92
	N	553	553	553	553	553	553	553	553
	Std. Deviation	3.428	2.876	3.144	2.537	2.775	4.547	1.509	3.191
F – value		8.506 (p=0.000)	11.933 (p=0.000)	16.516 (p=0.000)	10.540 (p=0.000)	9.186 (p=0.000)	0.184 (p=0.832)	40.726 (p=0.000)	7.217 (p=0.000)

Source: Primary Data

The table 3.8 shows that the overall mean score for confrontive coping ranges from 12.41 to 13.89, distancing coping ranges from 14.21 to 15.56, self controlling coping ranges from 13.37 to 15.29, seeking social support coping ranges from 8.53 to 9.42, accepting responsibility coping ranges from 7.08 to 8.05, escape – avoidance ranges from 12.24 to 12.51, planful problem – solving coping ranges from 18.94 to 20.25, and positive reappraisal coping ranges from 15.32 to 16.34. The 30 & below age group had a higher mean score for confrontive coping (13.89), distancing (15.56), self controlling (15.29), seeking social support (9.42), planful problem - solving (20.25) than the other groups. The 31 - 45 age group had a higher mean score for accepting responsibility (8.05) than the other groups. The above 45 age group had a higher mean score for escape avoidance (12.51), positive reappraisal (16.34) than the other groups. Analysis of Variance (ANOVA) was applied to ascertain whether there was a significant difference in dimensions of coping strategies among different age groups. The obtained F-values for confrontive coping (8.506), distancing (11.933), self controlling (16.516), seeking social support (10.5), accepting responsibility (9.186), planful problem – solving (40.726) and positive reappraisal (7.217) are significant at 1% level. Hence, it was concluded that there is a statistically significant difference in confrontive coping, distancing, self controlling, seeking social support, accepting responsibility, planful problem – solving and positive reappraisal among different age groups. The obtained F – value for escape avoidance (0.184) is not significant. Hence, it was concluded that there is no statistically significant difference in escape avoidance among different age groups. The 30 & below age group had a higher mean score on confrontive coping, distancing, self controlling, seeking social support, planful problem - solving dimensions of coping strategies. The 31 - 45 age group had a higher mean score on accepting responsibility dimensions of coping strategies. The above 45 age group had a higher mean on score escape avoidance, positive reappraisal dimensions of coping strategies.

Table3.9

Coping Strategies among different gender groups

Gender		Confrontive coping	Distancing	Self controlling	Seeking social support	Accepting responsibility	Escape-Avoidance	Planful problem-solving	Positive reappraisal
Male	Mean	13.24	15.53	14.44	9.05	7.98	13.17	19.49	15.89
	N	367	367	367	367	367	367	367	367
	Std. Deviation	3.454	2.587	3.324	2.140	2.758	4.463	1.522	3.494
Female	Mean	12.39	14.15	13.40	9.17	7.72	10.70	19.61	15.96
	N	186	186	186	186	186	186	186	186
	Std. Deviation	3.314	3.191	2.631	3.183	2.807	4.266	1.485	2.495
Total	Mean	12.95	15.06	14.09	9.09	7.90	12.34	19.53	15.92
	N	553	553	553	553	553	553	553	553
	Std. Deviation	3.428	2.876	3.144	2.537	2.775	4.547	1.509	3.191
t – Value		2.940 (p=0.087)	23.889 (p=0.000)	18.514 (p=0.000)	34.472 (p=0.000)	0.146 (p=0.703)	0.102 (p=0.749)	2.284 (p=0.131)	37.496 (p=0.000)

Source: Primary Data

The table 3.9 shows that the overall mean score for confrontive coping ranges from 12.41 to 13.89, distancing coping ranges from 14.21 to 15.56, self controlling coping ranges from 13.37 to 15.29, seeking social support coping range from 8.53 to 9.42, accepting responsibility coping ranges from 7.08 to 8.05, escape – avoidance ranges from 12.24 to 12.51, planful problem – solving coping ranges from 18.94 to 20.25 and positive reappraisal coping ranges from 15.32 to 16.34.. The male respondents had a higher mean score for confrontive coping (13.24), distancing (15.53), self controlling (14.44), accepting responsibility (7.98) and escape avoidance (13.17) than the female respondents. Female respondents had a higher mean score for seeking social support (9.17), planful problem solving (19.61), and positive reappraisal(15.89) than male respondents. Independent sample t-test was applied to ascertain whether there was a significant difference in dimensions of coping strategies among different gender groups. The obtained t-values for distancing (23.889), self controlling (18.514), seeking social support (34.472) and positive reappraisal (37.496) are significant at 1% level. Hence, it was concluded that there is a statistically significant difference in distancing, self controlling, seeking social support and positive reappraisal among different gender groups. The obtained t – values for accepting responsibility (0.416), escape avoidance (0.102) and planful problem solving (2.284) are not significant. Hence, it was concluded that there is no statistically significant difference in accepting responsibility, escape avoidance and planful problem solving. Male respondents have a statistically significant higher mean score on confrontive coping, distancing, self controlling, accepting responsibility and escape avoidance strategies. Female respondents have a statistically significant higher mean score on seeking social support, planful problem solving and positive reappraisal strategies.

Table3.10

Coping Strategies among different marital status groups

Marital Status		Confrontive coping	Distancing	Self controlling	Seeking social support	Accepting responsibility	Escape-Avoidance	Planful problem-solving	Positive reappraisal
Married	Mean	13.34	15.27	14.13	9.48	8.33	12.36	19.36	16.08
	N	304	304	304	304	304	304	304	304
	Std. Deviation	3.544	3.060	3.337	2.304	2.375	3.506	1.535	3.384
Unmarried	Mean	12.49	14.82	14.03	8.62	7.37	12.32	19.74	15.71
	N	249	249	249	249	249	249	249	249
	Std. Deviation	3.227	2.619	2.898	2.727	3.121	5.568	1.454	2.933
Total	Mean	12.95	15.06	14.09	9.09	7.90	12.34	19.53	15.92
	N	553	553	553	553	553	553	553	553
	Std. Deviation	3.428	2.876	3.144	2.537	2.775	4.547	1.509	3.191
t – Value		15.085 (p=0.000)	15.605 (p=0.000)	3.985 (p=0.046)	4.584 (p=0.033)	32.398 (p=0.000)	86.804 (p=0.000)	3.576 (p=0.059)	12.090 (p=0.001)

Source: Primary Data

The table 3.10 shows that the overall mean score for confrontive coping ranges from 12.49 to 13.34, distancing ranges from 14.82 to 15.27, self controlling ranges from 14.03 to 14.13, seeking social support ranges from 8.62 to 9.48, accepting responsibility ranges from 7.37 to 8.33, escape avoidance ranges from 12.32 to 12.36, planful problem solving ranges from 19.36 to 19.74, positive reappraisal ranges from 15.71 to 16.08. The married respondents had a higher mean score confrontive coping (13.34), distancing (15.27), self controlling (14.13), seeking social support (9.48), accepting responsibility (8.33), escape avoidance (12.36) and positive reappraisal (16.08) for coping strategies than the unmarried respondents. The unmarried respondents had a higher mean score planful problem solving (19.74) than the married respondents. Independent sample t-test was applied to ascertain whether there was a significant difference in coping strategies among different marital status groups. The obtained t-values for confrontive coping (15.085), distancing (15.605), accepting responsibility (32.398), escape avoidance (86.804) and positive reappraisal (12.090) are significant at 1% level and self controlling (3.985), seeking social support (4.584) are significant at 5% level. Hence, it was concluded that there is a statistically significant difference in confrontive coping, distancing, self controlling, seeking social support, accepting responsibility, escape avoidance and positive reappraisal among different marital status groups. The obtained t – value for planful problem solving (3.576) is not significant. Hence, it was concluded that there is no statistically significant difference in planful problem solving among different marital status group. Married respondents have a statistically significant higher mean score on confrontive coping, distancing, self controlling, seeking social support, accepting responsibility, escape avoidance and positive reappraisal coping strategies. Unmarried respondents have a statistically significant higher mean score on planful problem solving coping strategy.

Table 3.11

Coping Strategies among different education groups

Education		Confrontive coping	Distancing	Self controlling	Seeking social support	Accepting responsibility	Escape - Avoidance	Planful problem - solving	Positive reappraisal
Diploma	Mean	13.91	15.54	13.69	9.03	8.29	11.94	19.32	16.48
	N	149	149	149	149	149	149	149	149
	Std. Deviation	3.102	3.182	2.691	2.341	2.470	3.169	1.485	3.161
Undergraduate	Mean	12.46	15.15	13.88	9.63	7.50	11.48	19.40	15.86
	N	234	234	234	234	234	234	234	234
	Std. Deviation	3.582	2.996	3.335	2.616	2.637	4.231	1.673	2.907
Postgraduate	Mean	12.80	14.52	14.72	8.41	8.09	13.88	19.89	15.49
	N	170	170	170	170	170	170	170	170
	Std. Deviation	3.331	2.295	3.164	2.434	3.135	5.522	1.209	3.520
Total	Mean	12.95	15.06	14.09	9.09	7.90	12.34	19.53	15.92
	N	553	553	553	553	553	553	553	553
	Std. Deviation	3.428	2.876	3.144	2.537	2.775	4.547	1.509	3.191
t – value		8.690 (p=0.000)	5.256 (p=0.005)	5.270 (p=0.005)	11.822 (p=0.000)	4.360 (p=0.013)	15.311 (p=0.000)	7.203 (p=0.001)	3.856 (p=0.022)

Source: Primary Data

The table 3.11 shows that the overall mean score for confrontive coping ranges from 12.46 to 13.91, distancing ranges from 14.52 to 15.54, self controlling ranges from 13.69 to 14.72, seeking social support ranges from 8.41 to 9.63, accepting responsibility ranges from 7.50 to 8.29, escape avoidance ranges from 11.48 to 13.88, planful problem solving ranges from 19.32 to 19.89 and positive reappraisal ranges from 15.49 to 16.48. The diploma respondents had a higher mean score for confrontive coping (13.91), distancing (15.54), accepting responsibility (8.29) and positive reappraisal (16.48) than the other education groups. The under graduate respondents had a higher mean score for seeking social support (9.63) than the other education groups. The post graduates had a higher mean score for self controlling (14.52), escape – avoidance (13.88), planful problem solving (19.89) than the other education groups. Analysis of variance (ANOVA) was applied to ascertain whether there was a significant difference in coping strategies among different education groups. The obtained F-values for confrontive coping (8.690) , distancing (5.256), self controlling (5.270), seeking social support (11.822), escape – avoidance (15.311), planful problem – solving (7.203) are significant at 1% level and accepting responsibility (4.360) and positive reappraisal (3.856) are significant at 5% level. Hence, it was concluded that there is a statistically significant difference in confrontive coping, distancing, self controlling, seeking social support, accepting responsibility, escape – avoidance, planful problem solving and positive reappraisal among different education group. The diploma respondents have a statistically significant higher mean score for confrontive coping, distancing, accepting responsibility, and positive reappraisal coping strategies. The under graduate respondents have a statistically significant higher mean score on seeking social support coping strategy. The post graduate respondents have a statistically significant higher mean score for self controlling, escape – avoidance and planful problem solving coping strategies.

Table 3.12

Coping Strategies among different experience groups

Experience		Confrontive coping	Distancing	Self controlling	Seeking social support	Accepting responsibility	Escape-Avoidance	Planful problem-solving	Positive reappraisal
Below 5	Mean	12.97	15.62	15.04	8.42	7.53	12.05	19.36	17.08
	N	129	129	129	129	129	129	129	129
	Std. Deviation	3.723	2.415	3.920	2.287	3.123	4.762	1.713	2.554
5 – 10	Mean	12.95	14.55	13.94	9.42	7.47	11.97	19.71	15.73
	N	270	270	270	270	270	270	270	270
	Std. Deviation	3.252	3.103	2.855	2.774	2.538	3.504	1.296	3.177
Above 10	Mean	12.95	15.50	13.55	9.09	8.95	13.23	19.36	15.27
	N	154	154	154	154	154	154	154	154
	Std. Deviation	3.495	2.667	2.718	2.179	2.593	5.739	1.644	3.451
Total	Mean	12.95	15.06	14.09	9.09	7.90	12.34	19.53	15.92
	N	553	553	553	553	553	553	553	553
	Std. Deviation	3.428	2.876	3.144	2.537	2.775	4.547	1.509	3.191
t – value		0.002 (p=0.998)	8.763 (p=0.000)	8.723 (p=0.000)	6.925 (p=0.001)	16.450 (p=0.000)	4.107 (p=0.017)	3.687 (p=0.026)	12.667 (p=0.000)

Source: Primary Data

The table 3.12 shows that the overall mean score for confrontive coping ranges from 12.95 to 12.97, distancing ranges from 14.55 to 15.62, self controlling ranges from 13.55 to 15.04, seeking social support ranges from 8.42 to 9.42, accepting responsibility ranges from 7.47 to 8.95, escape avoidance ranges from 11.97 to 13.23, planful problem solving ranges from 19.36 to 19.71 and positive reappraisal ranges from 15.27 to 17.08. The below 5 years experience respondents had a higher mean score for confrontive coping (12.97), distancing (15.62), self controlling (15.04), planful problem solving (19.36) and positive reappraisal (17.08) than other experience groups. 5 – 10 years experience respondents had a higher mean score for seeking social support (9.42) than other experience groups. Above 10 years experience respondents had a higher mean score for accepting responsibility (8.95) and escape avoidance (13.23) than other experience groups. Analysis of variance (ANOVA) was applied to ascertain if there was a significant difference in dimensions of coping strategies among different experience groups. The obtained F-values for distancing (8.763), self controlling (8.723), seeking social support (6.925), accepting responsibility (16.450) and positive reappraisal (12.667) are significant at 1% level and escape avoidance (4.107), and planful problem solving (3.687) are significant at 5% level. Hence, it was concluded that there is a statistically significant difference in distancing, self controlling, seeking social support, accepting responsibility, escape avoidance, planful problem solving and positive reappraisal among different experience groups. Above 10 years experience group have a statistically significant higher mean score on coping strategies than other experience groups.

Table 3.13

Coping Strategies among different income groups

Income (in rupees)		Confrontive coping	Distancing	Self controlling	Seeking social support	Accepting responsibility	Escape-Avoidance	Planful problem-solving	Positive reappraisal
Below 20000	Mean	13.31	15.73	14.59	8.65	7.19	12.19	19.63	16.21
	N	200	200	200	200	200	200	200	200
	Std. Deviation	3.727	2.569	3.556	2.154	3.064	4.281	1.729	2.596
20000-30000	Mean	13.30	15.00	13.48	9.71	8.02	11.10	19.52	15.67
	N	269	269	269	269	269	269	269	269
	Std. Deviation	3.458	3.108	2.638	2.888	2.377	3.624	1.439	3.384
Above 30000	Mean	11.00	13.67	14.83	8.17	9.17	16.67	19.33	16.00
	N	84	84	84	84	84	84	84	84
	Std. Deviation	1.299	2.224	3.256	1.471	2.750	5.217	1.112	3.764
Total	Mean	12.95	15.06	14.09	9.09	7.90	12.34	19.53	15.92
	N	553	553	553	553	553	553	553	553
	Std. Deviation	3.428	2.876	3.144	2.537	2.775	4.547	1.509	3.191
t – value		17.036 (p=0.000)	16.275 (p=0.000)	10.279 (p=0.000)	17.711 (p=0.000)	16.430 (p=0.000)	58.004 (p=0.000)	1.163 (p=0.000)	1.687 (p=0.000)

Source: Primary Data

The table 3.13 shows that the overall mean score for confrontive coping ranges from 11.00 to 13.31, distancing ranges from 13.67 to 15.73, self controlling ranges from 13.48 to 14.83, seeking social support ranges from 8.65 to 9.71, accepting responsibility ranges from 7.19 to 9.17, escape avoidance ranges from 11.10 to 16.67, planful problem solving ranges from 19.33 to 19.63 and positive reappraisal ranges from 15.67 to 16.21. Below rupees 20000 monthly income group had a higher mean score for confrontive coping (13.31), distancing (15.73), planful problem solving (19.63) and positive reappraisal (16.21) than other income groups. Rupees 20000–30000 monthly income groups had a higher mean score for seeking social support (9.71) than other income groups. Above rupees 30000 monthly income groups had a higher mean score for self controlling (14.83), accepting responsibility (9.17) and escape avoidance (16.67) than other income groups. Analysis of variance (ANOVA) test was applied to ascertain if there was a significant difference in coping strategies among different income groups. The obtained F-values for confrontive coping (17.036), distancing (16.275), self controlling (10.279), seeking social support (17.711), accepting responsibility (16.430), and escape avoidance (58.004) are significant at 1% level. Hence, it was concluded that there is a statistically significant difference in confrontive coping, distancing, self controlling, seeking social support, accepting responsibility and escape avoidance among different income groups. The obtained F-values for planful problem solving (1.163) and positive reappraisal (1.687) are not significant. Hence, it was concluded that there is no statistically significant difference in planful problem solving and positive reappraisal among different income groups. Below rupees 20000 monthly incomes group respondents have a statistically significant higher mean score on confrontive coping, distancing, planful problem solving and positive reappraisal coping strategies than other income groups.

JOB SATISFACTION

Null Hypothesis:

H3- Job satisfaction will not vary significantly with variation in demographic factors like age (H3a), gender (H3b), education (H3c), experience (H3d), marital status (H3e), and monthly income (H3f) among the managerial personnel of Textile Industry.

Table 3.14

Job satisfaction among different age groups

Age	Mean	N	Std.Deviation	F-value
30 & Below	68.46	144	8.446	36.607 (p=.000)
31 – 45	61.78	233	6.531	
Above 45	63.35	176	7.787	
Total	64.02	553	7.939	

Source: Primary Data

The table 3.14 shows that the overall mean score for job satisfaction ranges from 61.78 to 68.46. The 30 & below age group had a higher mean score (68.46) for job satisfaction than the 31 - 45 age group (61.78). Analysis of variance (ANOVA) was applied to ascertain whether there was a significant difference in job satisfactions among different age groups. The obtained F-value is 36.607 and it is significant at 1% level. Hence, hypothesis H3a was rejected and it was concluded that there is a statistically significant difference in job satisfaction among different age groups.

Chart 3.8 showing Job satisfaction among different age groups

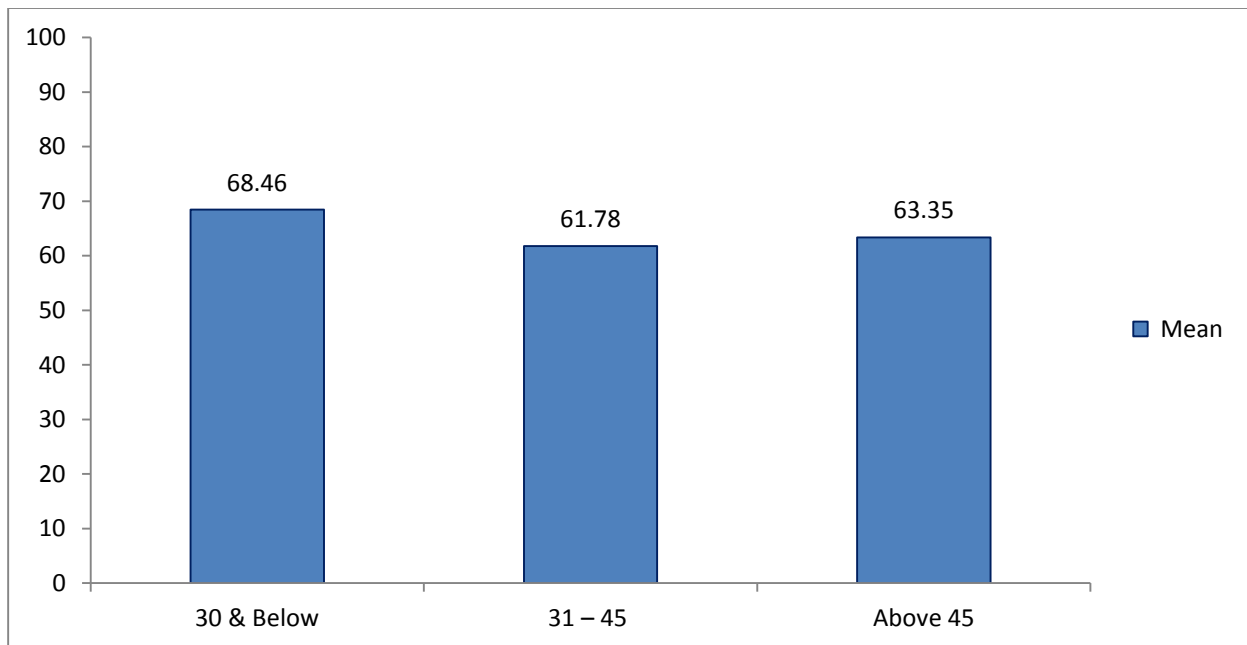


Table 3.15

Job satisfaction among different gender groups

Gender	Mean	N	Std. Deviation	F-value
Male	63.85	367	7.808	6.957 (p=.009)
Female	64.34	186	8.203	
Total	64.02	553	7.939	

Source: Primary Data

The 3.15 table shows that the overall mean score for job satisfaction ranges from 63.85 to 64.34. The female gender group had a higher mean score (64.34) for job satisfaction than the male gender group (63.85). Independent sample t-test was applied to ascertain if there was a significant difference in job satisfactions among different gender groups. The obtained t-value is 6.957 and it is significant. Hence, hypothesis H3b was rejected and it was concluded that there is a statistically significant difference in job satisfaction among different gender groups.

Chart 3.9 showing Job satisfaction among different gender groups

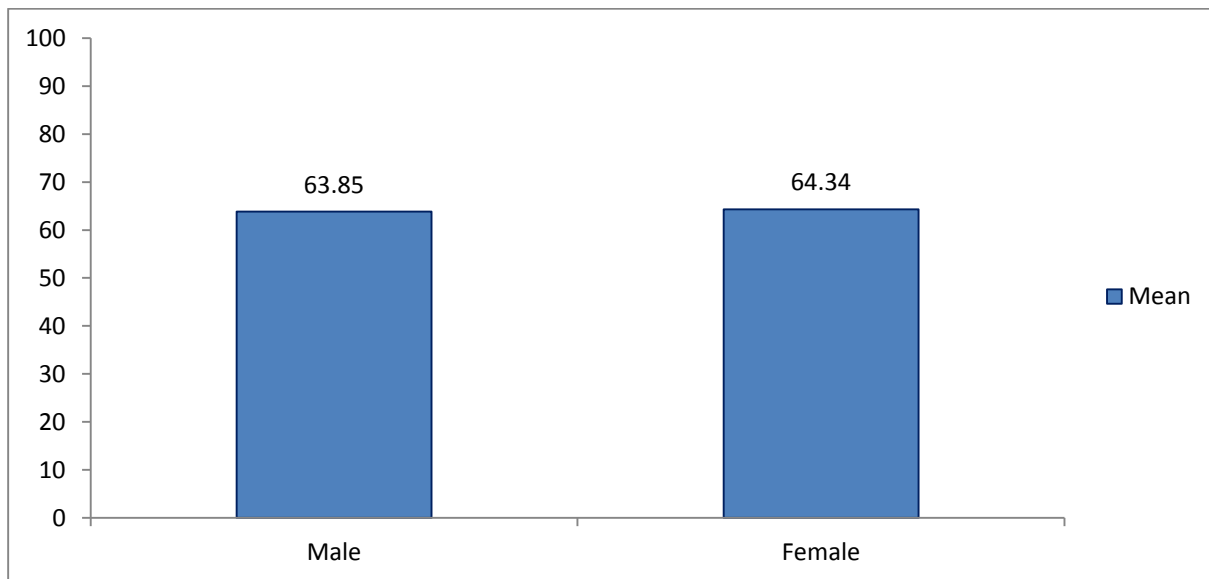


Table 3.16

Job satisfaction among different marital status groups

Marital	Mean	N	Std. Deviation	t-value
Married	62.19	304	6.426	80.753 (p=.000)
Unmarried	66.25	249	8.985	
Total	64.02	553	7.939	

Source: Primary Data

The table 3.16 shows that the overall mean score for job satisfaction ranges from 62.19 to 66.25. The unmarried marital group had a higher mean score (66.25) for job satisfaction than the married marital group (62.19). Independent sample t-test was applied to ascertain if there was a significant difference in job satisfactions among different marital groups. The obtained t-value is 80.753 and it is significant at 1% level. Hence, hypothesis H3e was rejected and it was concluded that there is a statistically significant difference in job satisfaction among different marital groups.

Chart 3.10 showing Job satisfaction among different marital status groups

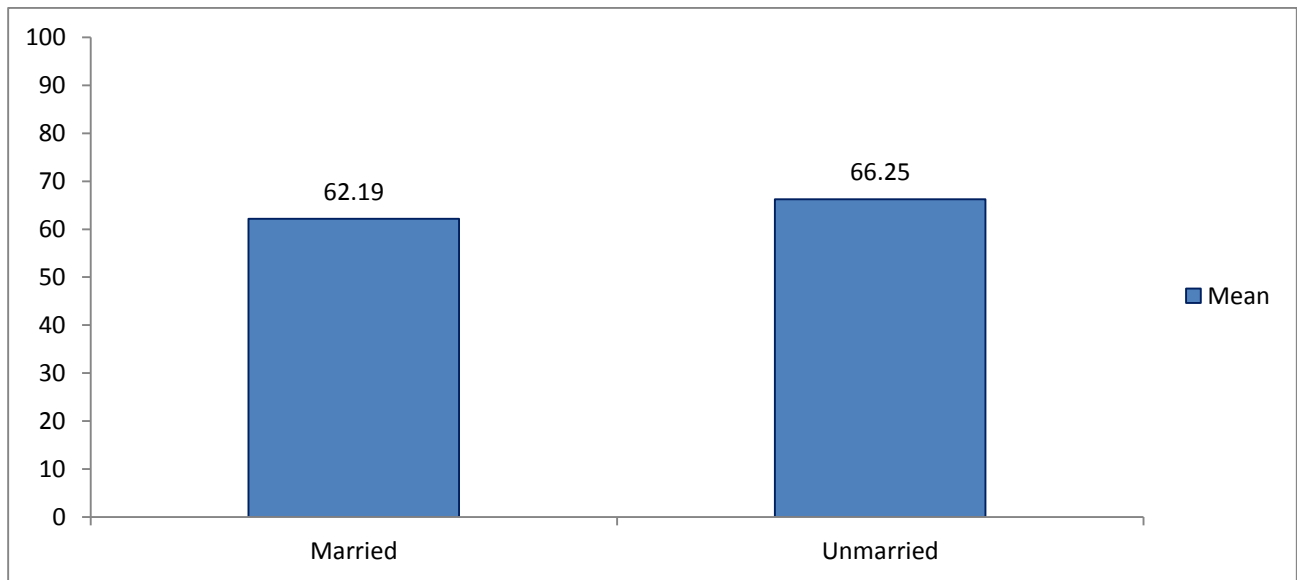


Table 3.17

Job satisfaction among different education groups

Education	Mean	N	Std. Deviation	F-value
Diploma	64.23	149	7.715	0.711 (p=.341)
Undergraduate	64.18	234	8.741	
Postgraduate	63.60	170	6.940	
Total	64.02	553	7.939	

Source: Primary Data

The table 3.17 shows that the overall mean score for job satisfaction ranges from 63.60 to 64.23. The diploma respondents had a higher mean score (64.23) for job satisfaction than the post graduate respondents (63.60). ANOVA was applied to ascertain if there was a significant difference in job satisfactions among different education groups. The obtained F-value is 0.341 and it is not significant. Hence, hypothesis H3c was accepted and it was concluded that there is no statistically significant difference in job satisfaction among different education groups.

Chart 3.11 showing Job satisfaction among different education groups

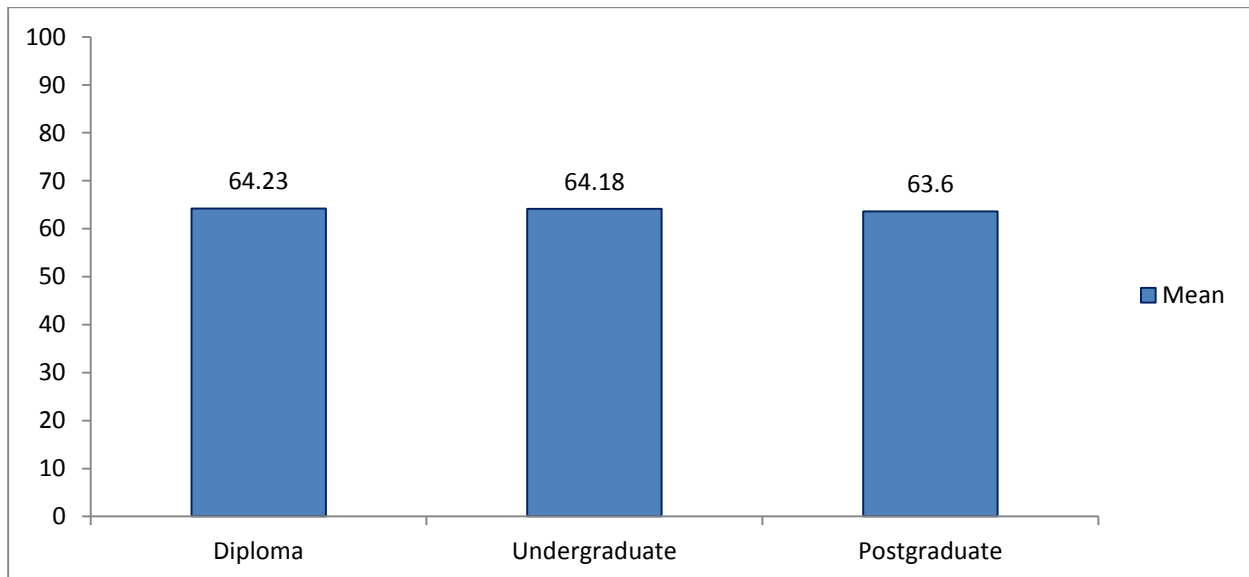


Table 3.18

Job satisfaction among different experience groups

Experience	Mean	N	Std. Deviation	F-value
Below 5	62.91	129	8.614	5.725 (p=0.003)
5 – 10	65.18	270	7.959	
Above 10	62.91	154	7.022	
Total	64.02	553	7.939	

Source: Primary Data

The table 3.18 shows that the overall mean score for job satisfaction ranges from 62.91 to 65.18. The above 5 - 10 years experience group had a higher mean score (65.18) for job satisfaction than other experience groups. ANOVA was applied to ascertain if there was a significant difference in job satisfaction among different experience groups. The obtained F-value is 5.725 and it is significant at 1% level. Hence, hypothesis H3d was rejected and it was concluded that there is a statistically significant difference in job satisfaction among different experience groups.

Chart 3.12 showing Job satisfaction among different experience groups

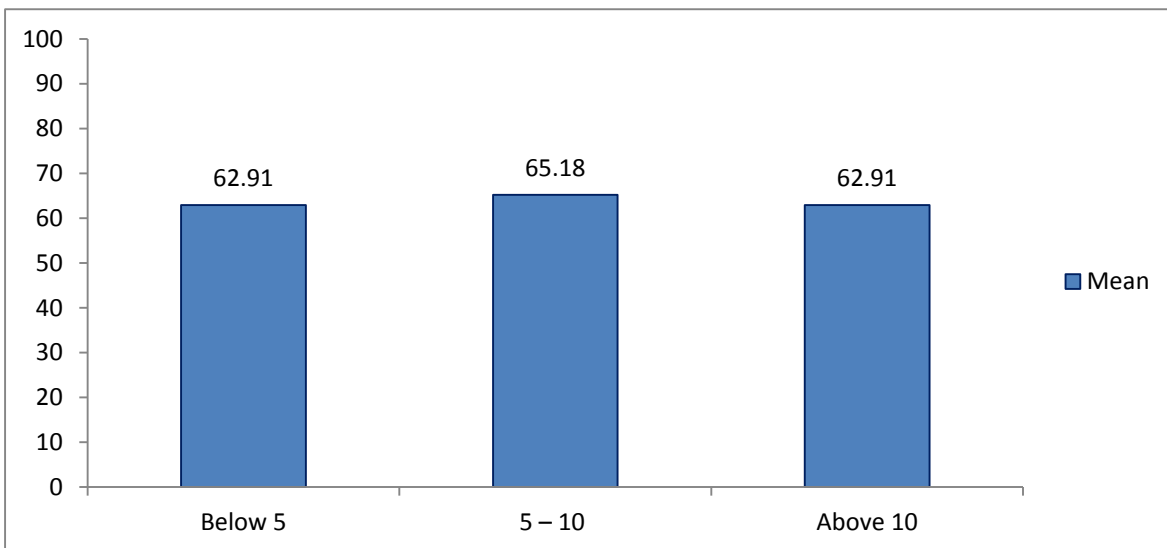


Table 3.19

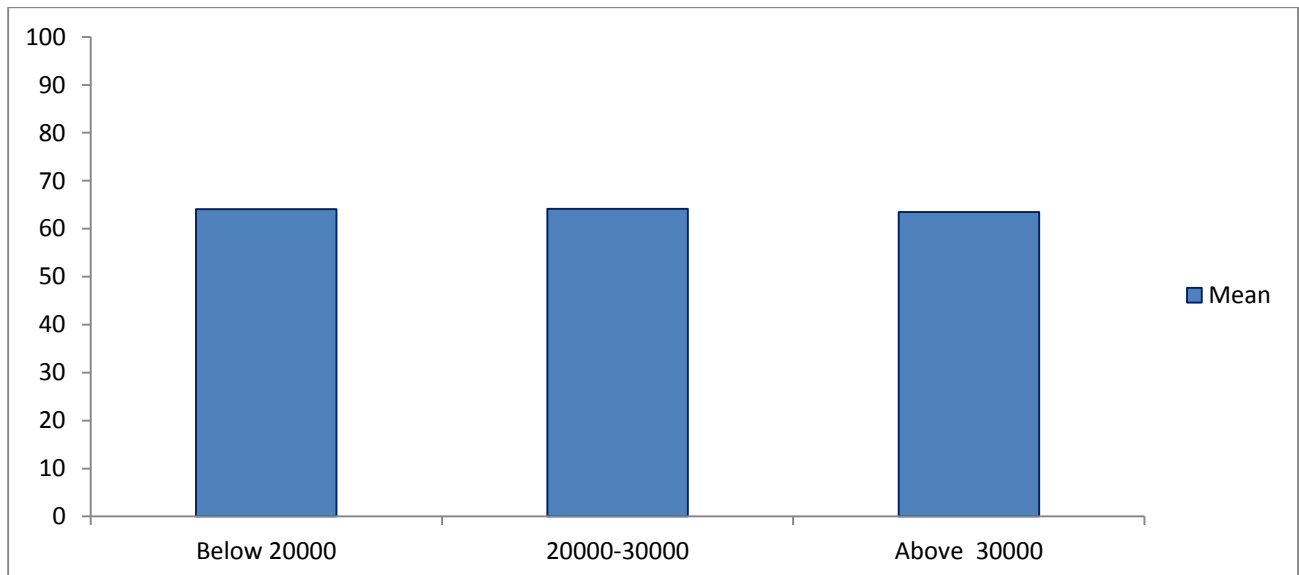
Job satisfaction among different income groups

Income	Mean	N	Std. Deviation	F-value
Below 20000	64.08	200	8.393	0.808 (0.214)
20000-30000	64.14	269	8.306	
Above 30000	63.50	84	5.219	
Total	64.02	553	7.939	

Source: Primary Data

The table 3.19 shows that the overall mean score for job satisfaction ranges from 63.50 to 64.14 among different income groups. The 20000 - 30000 income group had a higher mean score (64.14) for job satisfaction than other income groups. ANOVA was applied to ascertain if there was a significant difference in job satisfactions among different income groups. The obtained F-value is 0.214 and it is not significant. Hence, hypothesis H3f was accepted and it was concluded that there is no statistically significant difference in job satisfaction among different income groups.

Chart 3.13 showing Job satisfaction among different income groups



OCCUPATIONAL STRESS, COPING STRATEGIES AND JOB SATISFACTION

Null hypothesis:

H4- There will not be any significant correlation between occupational stress and coping strategies (H4a); job satisfaction and occupational stress (H4b); and job satisfaction and coping strategies (H4c).

Table 3.20. Correlation among stress, dimensions of coping strategies and job satisfaction

		Stress	Confrontive coping	Distancing	Self controlling	Seeking social support	Accepting responsibility	Escape-Avoidance	Planful problem-solving	Positive reappraisal	Job Satisfaction
Stress	Pearson Correlation	1	.060	-.215**	-.094*	-.111**	.156**	.127**	-.091*	.057	-.497**
	Sig. (2-tailed)		.156	.000	.027	.009	.000	.003	.032	.182	.000
	N		553	553	553	553	553	553	553	553	553

Confrontive coping	Pearson Correlation		1	.087*	.137**	.063	.106*	.187**	-.060	-.218**	-.150**
	Sig. (2-tailed)			.040	.001	.137	.013	.000	.156	.000	.000
	N			553	553	553	553	553	553	553	553
Distancing	Pearson Correlation			1	.238**	.346**	-.465**	-.343**	.150**	-.069	.321**
	Sig. (2-tailed)				.000	.000	.000	.000	.000	.105	.000
	N				553	553	553	553	553	553	553
Self controlling	Pearson Correlation				1	.172**	-.184**	.109*	.113**	-.131**	.196**
	Sig. (2-tailed)					.000	.000	.011	.008	.002	.000
	N					553	553	553	553	553	553

Seeking social support	Pearson Correlation					1	-.263**	-.193**	.239**	.265**	.218**
	Sig. (2-tailed)						.000	.000	.000	.000	.000
	N						553	553	553	553	553
Accepting responsibility	Pearson Correlation						1	.222**	-.446**	.080	-.389**
	Sig. (2-tailed)							.000	.000	.060	.000
	N							553	553	553	553
Escape- Avoidance	Pearson Correlation							1	.098*	-.078	-.132**
	Sig. (2-tailed)								.021	.068	.002
	N								553	553	553
Planful problem- solving	Pearson Correlation								1	.083	.343**
	Sig. (2-tailed)									.052	.000
	N									553	553

Positive reappraisal	Pearson Correlation									1	-.089*
	Sig. (2-tailed)										.035
	N										553
Job Satisfaction	Pearson Correlation										1
	Sig. (2-tailed)										
	N										

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Correlation test revealed that there was significant correlation ($r = -.215$ & $p < .01$) between stress and distancing, ($r = -.094$ & $p < .05$) stress and self controlling, ($r = -.111$ & $p < .01$) stress and seeking social support, ($r = .156$ & $p < .01$) stress and accepting responsibility, ($r = .127$ & $p < .01$) stress and escape avoidance, ($r = -.091$ & $p < .05$) stress and planful problem solving. Hence hypothesis H4a was rejected.

Correlation test revealed that there was significant correlation ($r = -.497$ & $p < .01$) between stress and job satisfaction. Hence hypothesis H4b was rejected.

Correlation test revealed that there was significant correlation ($r = -.150$ & $p < .01$) between confrontive coping and job satisfaction, ($r = .321$ & $p < .01$) distancing and job satisfaction, ($r = .196$ & $p < .01$) self controlling and job satisfaction, ($r = .218$ & $p < .01$) seeking social support and job satisfaction, ($r = -.389$ & $p < .01$) accepting responsibility and job satisfaction, ($r = -.132$ & $p < .01$) escape avoidance and job satisfaction, ($r = .343$ & $p < .01$) planful problem solving and job satisfaction, ($r = -.089$ & $p < .05$) positive reappraisal and job satisfaction. Hence hypothesis H4c was rejected.

**REGRESSION ANALYSIS WITH OCCUPATIONAL STRESS AS PREDICTOR
VARIABLE AND JOB SATISFACTION AS THE DEPENDENT VARIABLE.**

Null hypothesis:

H5- Occupational stress (H5) will not affect job satisfaction among the managerial personnel of Textile industry.

Table 3.21

Regression analysis with occupational stress as predictor variable and job satisfaction as the dependent variable.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.497 ^a	.247	.246	6.895

a. Predictors: (Constant), Stress

ANOVA^b

Model	Sum of Squares	Df	Mean Square	F	Sig.	
1	Regression	8595.603	1	8595.603	180.782	0.000 ^a
	Residual	26198.216	551	47.547		
	Total	34793.819	552			

a. Predictors: (Constant), Stress

b. Dependent Variable: Job Satisfaction

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	118.071	4.031		29.292	0.000
	Stress	-.950	.071	-.497	-13.446	0.000

a. Dependent Variable: Job Satisfaction

Regression analysis was conducted to investigate the relationship between stress and job satisfaction. F-Test was statistically significant, which means that the model was statistically significant. The R-Squared is 0.246 which means that approximately 24% of the variance of job satisfaction was explained by the predictor variable, that is, stress. Hence hypothesis H5a was rejected.

Table 3.22

Regression analysis with coping strategies as predictor variable and job satisfaction as the dependent variable.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.517 ^a	.267	.256	6.847

a. Predictors: (Constant), Coping Strategies

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9287.189	8	1160.899	24.759	0.000 ^a
	Residual	25506.630	544	46.887		
	Total	34793.819	552			

a. Predictors: (Constant), Coping Strategies

b. Dependent Variable: Job Satisfaction

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	41.897	5.576		7.514	.000
	Confrontive coping	-.416	.092	-.180	-4.518	.000
	Distancing	.442	.127	.160	3.473	.001
	Self controlling	.256	.100	.101	2.567	.011
	Seeking social support	.305	.135	.098	2.271	.024
	Accepting responsibility	-.365	.136	-.128	-2.676	.008
	Escape-Avoidance	-.071	.074	-.041	-.963	.336
	Planful problem-solving	1.222	.227	.232	5.383	.000
	Positive reappraisal	-.354	.101	-.142	-3.495	.001

a. Dependent Variable: Job Satisfaction

Regression analysis was conducted to investigate the relationship between coping strategies and job satisfaction. F-Test was statistically significant, which means that the model was statistically significant. The R-Squared is 0.256 which means that approximately 25% of the variance of job satisfaction was explained by the predictor variable, that is, coping strategies. Hence hypothesis H5b was rejected.