



OCCUPATIONAL STRESS, PERCEIVED ORGANIZATIONAL SUPPORT AND ORGANIZATIONAL COMMITMENT IN TEXTILE PROFESSIONALS

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ABSTRACT

The study examined the relationship among occupational stress, perceived organizational support and organizational commitment in textile professionals. The sample comprised of 150 textile professionals. Three assessment measures were used along with the demographic sheet including Occupational Stress Scale (House et al., 1979), Perceived Organizational Support Scale (Eisenberger et al., 1986) and Organizational Commitment Questionnaire (Mowday et al., 1979) were used for measuring the phenomenon. Pearson correlation and independent sample t-test were used to draw the results. The correlation analysis shows that the relationship between the occupational stress, perceived organizational support and organizational commitment is significant. In addition, it has been revealed by the independent sample t-test that there were non-significant gender disparities in all study variables. The discussion of results was held in the context of the research, which was available, the theoretical background, and the cultural aspects.

I. INTRODUCTION

Organizational commitment has been greatly recognized as one of the most crucial factors that influence the success of many organizations. Employees who are highly committed with the organization goals and values, are more willing to belong to the organization. It has also been suggested that the significant predictor of commitment is the perceived organizational support. POS is an abstract notion that grows within the employees due to the organizational particular strategies and orientation to the employees. The textile sector of the Gallup survey from 2018 found that Pakistan's textile industry, which accounts for 57% of all exports, is a significant engine of economic growth. The textile sector employs almost 25 million people, including young adults. Many factors influence on employee organizational commitment. Perceived organizational support has a great influence on how individuals believes that the organization care about him/her, which in turn to contribution of overall well-being and success of an individual or organizations. Organizational commitment may be decrease by some environmental factors like occupational stress. Stress at work is a reality among all professionals and the exposure to stress in the work place is not a secluded occurrence. Chraif (2010) states that individual employees counterproductive work behaviour low performances at workplace are negatively influenced by occupational stress. This study was developed strategies for reducing occupational stress and spread-out awareness about the importance of organizational support to do a good job. This study was helpful for the organizational sector of our country.

The largest production sector of the country, which is also a complex sector, is the Pakistani textile sector (Nini, 2018). It embarks to become a key participant in the economy of a state. The sector contributes nine and half percent in the GDP and avails occupation to approximately 30 percent of 49 million people within the country. It remains in the list of being the backbone of the exports of the country since it has approximately 52 percent of all exports. Pakistan is ranked number eight in Asia in terms of prime exporters of textiles and clothing; at fourth position as far as cotton is concerned in Asia; in terms of spinning capacity, it ranks number three. It contributes 5 percent to the overall spinning capacity of the world (A. Ahmad et al., 2018). According to Gallup survey, (2008) it comprises 8.5% of the total GDP of the country. Textile employees are huge part of our community. Organizations pay less attention to workers' mental capacity, they just focus on their benefits and goals, and thus mental health of worker is compromised. With poor mental health and too much work pressure, could not pay attention and less committed with their work and organization which in result the less organization's productivity of the over-all economy of country goes down.

II. METHOD

Participants and

The sample comprised of 150 textile professionals ranging in age from 25-40 years with 78 males (52%) and 72 females (48%). The data was collected by using the purposive sampling technique. Purposive sampling refers to a deliberate, non-random method of selecting participants from a specific segment of the population that possesses the most relevant information or characteristics related to the research objective (Guarte & Barrios, 2006). To minimize contamination of data by confounding variables, inclusion-exclusion criteria were considered.

Measures

For assessment in the current study the following tool was used. [1] Occupational Stress Scale (House et al., 1979) is used to measure the frequency at which the employees are troubled by the occurrence of stress. This measure has five subscales which measure degree of work stress related to the job and related to quality issues, role conflict as well as workload (Fields, 2002). The sub scales were three questions to be rated on a 5-point Likert type scale (Not at all/Nearly always) scale. Values of coefficient alpha obtained are that of responsibility pressures are .71, quality concerns are .78, role conflict is.69, job vs. non-job conflict is.75 and work load stress is.81. [2]. The scale of the Perceived Organizational Support Scale (Eisenberger et al., 1986) is used to explain how an employee thinks an organization will be ready to reward the employee more in case he works harder since the organization appreciates the efforts of the employee and is concerned about his/her welfare. Perceived organizational support scale consisted of 17 statements, which were evaluated using 7-point Likert type scale with 1 implying strongly agree and 7 strongly disagree. The values of the coefficient alpha were between 0.74 and 0.95. [3]. Organizational commitment Questionnaire (Mowday et al., 1979) refers to a 15 item scale that is used to determine the commitment of an employee to his/her organization. This commitment can be explained by 3 factors, including (1) readiness to work hard, (2) the wish to remain a member of the organization, and (3) the acceptance of organizational values. It is based on the response format of a 7-point Likert type strongly agree, moderately agree, slightly agree, neither agree nor disagree, moderately disagree and strongly disagree. The alpha of its reliability is 0.84 (Mowday et al., 1979).

Procedure

Before starting the data collection permission was taken from the department head and also from the authors of the tools which was used in the present study. The participants of this study were enrolled through purposive sampling techniques from different areas of Lahore and Raiwind. Data was collected from the participants after explaining the aim of the research, oral and written consent was taken from them. Only those who have fulfilled the inclusion and exclusion criteria were included in the research. They were also ensured that their privacy confidentiality was maintained and they can withdrawal at any time. Questionnaires were administered in a face-to-face manner and all the inquiries regarding questionnaires were created to. After data collection, data was analyzed and results was generated using SPSS version-27.

III. RESULTS

Table 1: Pearson Correlation among Study Variables

| Variables | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------------------------------|--------|--------|--------|-------|--------|-------|-------|----|
| 1. Occupational Stress | -- | - | - | - | - | - | - | - |
| 2. Responsibility Pressure | .88** | -- | | | | | | |
| 3. Quality Concern | .84** | .66** | -- | | | | | |
| 4. Role Conflict | .86** | .74** | .64** | -- | | | | |
| 5. Job vs. non Job Conflict | .74** | .55** | .55** | .50** | -- | | | |
| 6. Workload | .86** | .74** | .63** | .69** | .53** | -- | | |
| 7. Perceived Organizational Support | -.81** | -.22** | -.25** | -.18* | -.12* | -.14* | -- | |
| 8. Organizational Commitment | -.15* | -.16* | -.24** | -.16* | -.23** | -.15* | .76** | -- |

As shown in the table above, Pearson correlation has been implemented to investigate the correlation between occupational stress in relation to perceived organizational support and organizational commitment. The correlation coefficient indicates existence of strong negative relationship between occupational stress and organizational commitment. Five dimensions of work stress such as responsibility pressure, quality concern, role conflict, job vs. non-job conflict and work load were identified to have negative correlations with organizational commitment. This implies that as the occupational stress and increase in the five dimensions, the organizational commitment reduces. Moreover, organizational commitment and perceived organizational support have positive correlation. This implies that as the perceived organizational support rose it in turn raised the organizational commitment.

Table 2: Gender Differences in Study Variables

| Variables | Males | | Females | | t(148) | p | Cohen's <i>d</i> |
|----------------------------------|-------|-------|---------|-------|--------|-----|------------------|
| | M | SD | M | SD | | | |
| Occupational Stress | 27.14 | 13.67 | 27.51 | 11.19 | 1.83 | .35 | 0.02 |
| Responsibility Pressure | 5.53 | 3.09 | 5.46 | 2.82 | .13 | .89 | 0.02 |
| Quality Concern | 5.22 | 3.29 | 6.38 | 3.01 | .24 | .62 | 0.36 |
| Role Conflict | 5.58 | 3.17 | 5.43 | 2.92 | .29 | .77 | 0.04 |
| Job vs. non-job Conflict | 5.03 | 2.87 | 4.89 | 2.50 | .31 | .75 | 0.05 |
| Workload | 5.79 | 3.18 | 5.36 | 2.77 | .89 | .37 | 0.14 |
| Perceived Organizational Support | 76.81 | 14.19 | 79.72 | 15.19 | 1.21 | .22 | 0.19 |
| Organizational Commitment | 72.88 | 16.62 | 71.65 | 14.71 | .48 | .63 | 0.07 |

Table 2 presents the results of the gender differences in occupational stress, perceived organizational support, and organizational commitment. The findings indicated that there were no statistically significant gender differences in any of these variables.

IV. DISCUSSION

The results indicated that occupational stress is negatively related to organizational commitment. The earlier study showed that there is a strong negative correlation between organizational commitment and stress at work (Hessari et al., 2024). That is, when there was high level of occupational stress, there was low level of organizational commitment. Cristiana (2012) found all the sub scales of occupational stress; responsibility pressure, quality concern, role conflict, job vs. non-job conflict, and work load to have a significant correlation with organizational commitment. It implies that the stress will be high, which can result in low organizational commitment that may cause employee turnover and subsequently the overall performance of the firm. The consequence of occupational stress is a negative influence on the employees of an individual in terms of counter productive work behaviour, poor performance in the workplace and the organization (Al-Romeedy and Khairy,

2024). Tran (2024) discussed the fact that stress is a significant factor that reduces the dedication of the employee to the organization.

The results also showed a positive relationship between perceived organizational support and organizational commitment. Sania et al. (2016) examined the relationship of perceived organizational support and organizational commitment and find a positive influence of perceived organizational support on organizational commitment. The theoretical model that explains the individuals are likely to remain part of an organization when they perceive it as being supportive (Kim et al., 2005). The result also showed non-significant gender difference in occupational stress and organizational commitment. So the hypothesis was rejected. Moreover, the results also showed non-significant gender differences in all study variables. A previous study conducted by Roma and Jatin (2024) find that there is non-significant interaction effect of occupational stress and gender on the organizational commitment. According to the research women are often perceived as more emotional compared to men. Another past study by Anthony et al. (2014) found non-significant gender differences in occupational stress and organizational commitment. Moreover, a study by Sadia et al. (2021), found no gender differences to perceived organizational support, psychological capital and organizational commitment.

V. CONCLUSION

The current research explored the association between occupational stress, perceived organizational support, and organizational commitment among textile professionals. Findings indicated that occupational stress is negatively correlated with employees' organizational commitment, whereas perceived organizational support shows a positive association with organizational commitment. Furthermore, the study found no significant gender differences in occupational stress, perceived organizational support, or organizational commitment.

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