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THE TEXTILE INDUSTRY, AS WELL AS STRATEGIES
FOR A BETTER WORKPLACE: A COMPREHENSIVE

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Causes of Workplace Stress and Problems in the Textile Industry, as well as Strategies for a Better Workplace: A Comprehensive Review

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ABSTRACT

Workplace stress in the textile industry is a complicated issue that has a substantial impact on employee well-being, productivity, and organizational success. Long working hours, high production demands, poor working conditions, and lack of job security are all significant contributors. Furthermore, the industry's fast-paced nature, combined with regular changes in consumer tastes and technology breakthroughs, increases staff stress. Repeated work and physical strain of textile manufacture can potentially cause burnout and health problems. Addressing these challenges requires a comprehensive approach focused on improving workplace conditions and promoting mental health. Effective strategies to create a better workplace include implementing flexible work schedules to improve work-life balance, providing access to mental health resources, investing in ergonomic equipment, encouraging open communication channels, and encouraging team building activities that promote a supportive culture. Leadership plays a crucial role in mitigating stress by actively engaging employees, recognizing their efforts, and providing opportunities for professional development. Textile companies can build a more robust workforce, lower turnover rates, and improve operational efficiency by using these tactics. Commitment to employee well-being not only generates a happier workplace, but also encourages productivity and sustainability within the textile industry.

Keywords: Workplace stress, Textile industry, Employee well-being, Job security, mental health resources, Organizational culture.

1. Introduction

Stress is the body's nonspecific response to repeated and unpredictable demands for change. Some stress can be helpful, as it can push staff to focus on a task or act to fix an issue (Khuong

and Yen, 2016). However, if stress occurs too frequently or lasts too long, it can have detrimental effects such as stress and burnout (see Figure 1) (Tran et al., 2020).



Figure 1. Stage of the stress response (Tran et al., 2020).

Work-related stress has become one of the most important health disorders in the modern world, affecting anybody who works and is more prevalent than it was decades ago. The main components of the work-stress process include prospective stressors (stressors), individual differences (moderators/mediators), and stress outcomes. Stressors (both job-related and extra-organizational) (Sisley et al., 2010). The nature and effects of stress could be best understood by noting that some environmental variables (stressors), when evaluated by the individual (cognitive interpretation), can contribute to stress. Furthermore, the textile sector is marked by its labor-intensive nature, which frequently Amplified absence and extraordinary turnover rates (Giga et al., 2003).

Work-related stress is becoming an alarmingly growing community health alarm international. Textile industrial unit are amongst the most common work industries that have a higher rate of work-related stress (Belete et al., 2020b). To discourse these problems, numerous strategies can be applied to make a better place of work in the interior of the textile industry. Firstly, the development of a culture of open communication is essential. Inspiring staffs to speech their concerns without terror of payback can launch a supplementary helpful administrative climate, in that way reducing stress stages (Bakker and Demerouti, 2017). Organization can correspondingly develop job

requires long hours under physically demanding conditions (Ramos-Galarza and Acosta-Rodas, 2019). This uneasiness might show as worry, sadness, and reduced job satisfaction (Taduvana et al., 2022). In addition, poor communication and assist from administration can get worse pressure stages, subsequent in state of mind of segregation and disempowerment amongst workers (Laberge and Ledoux, 2011). Additional contributing influences might comprise absence of training, incomplete profession development opportunities, and inadequate healthiness and safety procedures, all of which not only influence workers' psychological health but can also prime to.

happiness and holding by devoting in training and growth chances that empower employees to advancement their skills, which makes them impression valued and a smaller amount consumable. In addition, applying flexible effort activities, such as changeable hours or the aptitude to work at all, can assistance provide accommodations workers' individual lives well, as a result decreasing stress and enlightening whole job performance (Cullen et al., 2014). Moreover, arranging health and protection finished fixed assessments and the delivery of essential wealth can meaningfully reduce bodily and mental hazards, making a harmless and more creative work atmosphere (Loon et al.,

2019). Familiarizing worker wellness agendas, comprising stress administration workspaces and psychological health provision, can likewise be extremely actual in justifying the opposing personal property of workplace stress, helping a better workforce general (Waddell et al., 2023). By incorporating these strategies, textile manufacturing can challenge the characteristic challenges of factory stress and create a more maintainable and encouraging work environment for all employees.

The goal of this comprehensive study is to identify and observe the plentiful reasons of factory stress and connected concerns in the textile industry, which is often categorized by high-demand surroundings, tight targets, and labor-intensive processes. Long working hours, poor working conditions, a lack of staff assistance and inadequate training all lead to worker stress, resulting in poorer productivity, high turnover rates, and negative health effects. Furthermore, the evaluation tries to study successful strategies for enhancing the workplace, with an emphasis on increasing employee well-being through initiatives such as increased communication, mental health support, ergonomic assessments, and skill development programs. By synthesizing existing literature and case studies, this review aims to provide actionable recommendations for textile companies to foster a healthier work environment, ultimately enhancing employee satisfaction, retention, and overall organizational performance in a challenging industry landscape. And the specific objective of this review paper on the up-to-date Overall workplace stress.

- ☞ To investigate the prevalence and nature of workplace stress among textile industry workers.
- ☞ Identify the specific demands and resources on the job that contribute to workplace stress in the textile industry.
- ☞ Explore the impact of workplace stress on the physical and mental health of textile industry workers, job satisfaction, and well-being.

- ☞ To develop a comprehensive stress management program for textile industry workers.
- ☞ To review the different forms of workplace stress in natural world organization processing.
- ☞ To study the different effluence workplace stress by different divisions
- ☞ To evaluate the influence of culture and entropy on overall workplace stress.
- ☞ To identification based on challenges related to workplace stress duet to culture and culture entropy.
- ☞ To identify the source of workplace stress during production that obstacle to carrying out workplace stress
- ☞ To prescribe solutions to the eliminate workplace stress
- ☞ To classify the improvement factors through workplace stress of an organization
- ☞ To develop a better understanding of workplace stress as well as Strategies for a Better Workplace

2. Statement of the Problem

Occupational stress is the cause of 35% of all work-related ailments worldwide. According to survey findings, one of the greatest stressors on the work is a lack of drive (Belete et al., 2020a). Working conditions with role uncertainty (Bisit and Hassan, 2017). Additionally, workload research from (Khuong and Yen, 2016). Despite its importance, the textile industry struggles to regulate the negative impacts of workplace stress on worker well-being while maintaining high levels of production efficiency and quality. According to studies, workplace stress can lead to lower job performance, higher absenteeism, and higher staff turnover rates, all of which can have a detrimental impact on an organization's total output performance. In the textile industry, occupational stress has become a big issue. Many employees report high levels of stress as a result of factors such as long hours, excessive workloads, a lack of job security, and insufficient training. As a result of this stress, their job happiness may decline, as may their motivation and engagement levels, resulting in reduced output. Specifically, the sector suffers. A

prior study found that work-related stress can have a significant impact on an employee's health and well-being. (Kabat-Zinn, 2003). Despite the fact that workplace stress is becoming recognized as a severe issue, little research has been conducted in the textile sector. The current literature stresses the prevalence of stress among textile workers, but further research is needed to determine the origins of stress, how it impacts workers' health, and how well stress management approaches work in this industry.

3. Concepts of workplace stress

Individual employees' mental health and well-being are significantly impacted by their workplace (Cron et al., 2000, Maulik, 2017). The term "workplace stress" describes the mental and physical strain that employees endure as a result of many aspects of their workplace. Putting workers under a lot of stress and pressure in today's hectic workplace might increase their chance of developing a number of mental health issues, with work-related stress being one of the most common ones (Tabassum, 2013). Important ideas include workload, where feeling overwhelmed is caused by too many demands (see Figure. 2)



Figure. 2 The common Causes of Workplace Stress in the Textile Industry

The model and additional research indicate that while short-term stress boosts employees' motivation and output, prolonged stress exposure results in a number of long-term behavioral and health issues. The model shows the long-term effects of these stress reactions, which impact employees' job performance, physical and emotional well-being, absenteeism, and other harmful health habits. Stress and its effects are generally strongly correlated with working conditions. (See Figure. 3) (Llosa et al.,

2018). Relevant research has offered significant proof of the connections among the model's elements. For instance, personal traits including age, education, gender, objectives, and social support, and family circumstances, have a big impact on how well someone can handle stress (Saijo et al., 2017). Furthermore, the development of job-related stress is strongly influenced by working conditions, including long hours, a lack of control over one's workload, time pressures, job instability, and an

inadequate salary (Saijo et al., 2017). It is commonly known that perceived social support has a beneficial impact on job performance, work absenteeism, and productivity and that it significantly contributes to a decrease in WRS (Abraham et al., 2011). Workers can be better protected against physical and mental health issues as well as occupational stress if they have a higher level of social support (Yeh et al.,

2016). Interventions like fitness, education, consultations, or organizational programs started by administrators and supervisors promote emotions of satisfaction and unity, according to studies utilizing controlled study designs. Over time, these kinds of emotions level of social support (Savic et al., 2018).

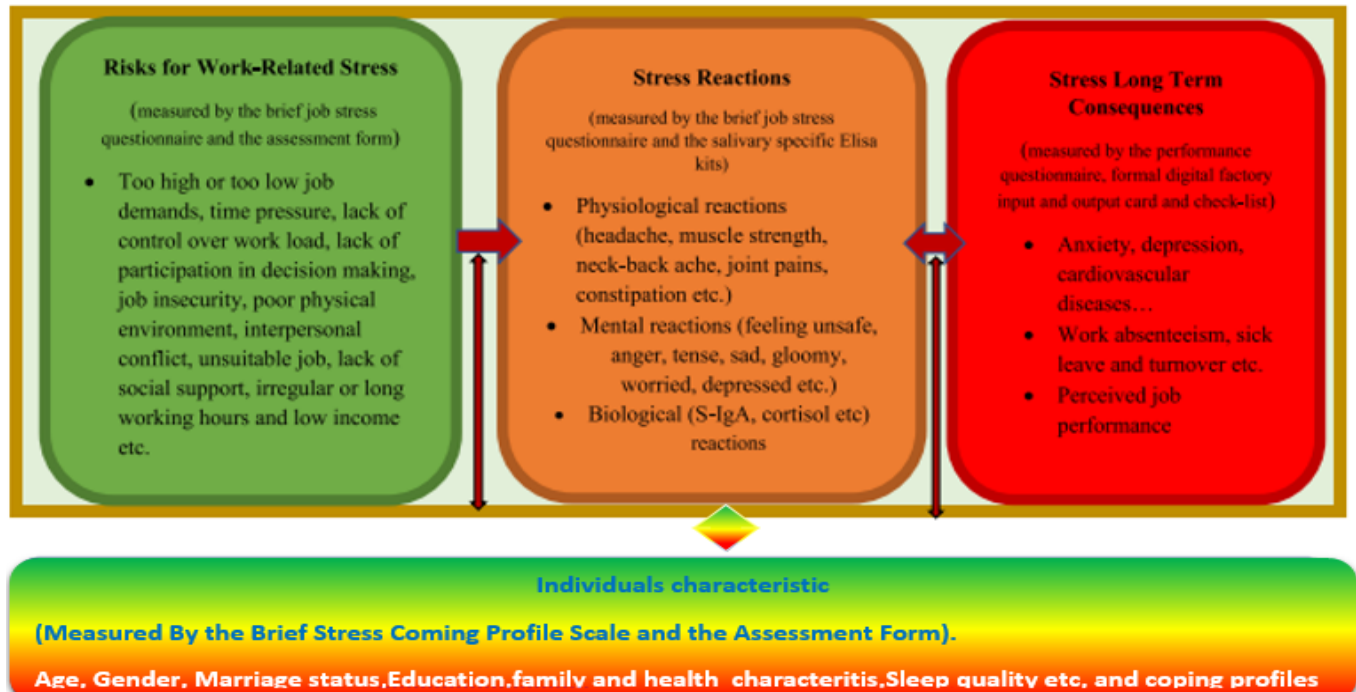


Figure. 3 The evaluation of the Model of Work-related Stress' and their interrelations (Ornek Esin, 2020).

Stress has different effects on men and women. Because of biological and psychosocial processes, women are more vulnerable and at a disadvantage than men. Cultural obstacles, income disparity, and gender discrimination are significant factors in this issue, particularly in developing and underdeveloped nations (Peristera et al., 2018).

4. Sources of Stress in the Textile Industry

Stress in the textile business is caused by a number of variables. The hectic and demanding work environment is one important contributor. In order to fulfill production deadlines, textile workers frequently have to put in long hours, including overtime. Burnout, exhaustion, and a

decline in work satisfaction may result from this. Furthermore, employees who feel threatened by job loss or worry that they won't be able to adjust to new machinery may get anxious due to the industry's reliance on automation and technology. Another significant source of stress is the high level of noise and physical demands associated with textile work. For instance, the loud noises produced by sewing machines and other machinery can result in hearing loss, and manual operations like stitching and cutting can induce repetitive strain injuries. Additionally, exposure to dangerous substances like formaldehyde might result from the industry's usage of chemicals and dyes, which can cause health hazards (Subramaniam et al., 2024).

5. Effects of Stress on Textile Workers

The textile industry's high levels of stress can have detrimental effects on employees' physical and mental well-being. Persistent stress can cause weariness, headaches, and musculoskeletal problems. Stress can exacerbate anxiety disorders, sadness, and sleep problems. Stress can, in severe circumstances, potentially result in heart disease and other grave health issues (Subramaniam et al., 2024)

6. The influence of top management commitment on workplace Stress

The word "commitment" is derived from the Latin word "committee," which meaning to combine, unite, believe, and do. It is defined as a person's very strong and powerful feeling toward an organization's aims and values, in terms of their involvement toward accomplishing those goals and values (Porter et al., 2003). People will be inspired to act appropriately and behave well for the organization by these emotions. Top management commitment is used in this study to reflect organizational commitment. They have a significant influence on whether the organization succeeds or fails. The aforementioned explanation leads one to the conclusion that one of the most important factors in organizational empowerment is top management's dedication (Agung, 2015). Typically, commitment is linked to leadership, loyalty, socialization, morale, group cohesion, integrity, and power-related difficulties (Laudon et al., 2007). The organization's highest decision-maker is the top management. They are in charge of working with and through other members to accomplish goals as the organization's top executives or authorities. The mission, goals, strategies, and business procedures of the company form the basis of senior management's multifaceted task, which is focused on achieving overall organizational prosperity (Held and Riss, 1998). Since it establishes the tone for company culture and employee wellness, top management commitment is essential to reducing workplace stress. Leaders create an atmosphere where staff members feel appreciated and supported when they openly prioritize mental health and stress

reduction. According to research, companies with strong leadership commitment to employee health see improvements in job satisfaction, reduced workplace stress, and increased productivity (Abraham et al., 2011). Additionally, the active promotion of stress-reduction tactics by senior management, such as flexible work schedules and mental health services, fosters open communication and trust across teams (Gil-Hernández et al., 2025). In addition to reducing stress, management enables workers to function at their highest level by establishing policies that promote a good work-life balance and provide the required support networks. This dedication is especially important during organizational transitions or emergencies, when the detrimental effects of stress can be considerably mitigated by the leadership's perceived support (Abro et al., 2023). Therefore, organizational resilience and employee well-being are directly impacted by senior management's commitment to and involvement in managing workplace stress.

7. The Influence Culture entropy on workplace stress.

The quantity of energy expended on ineffective labor is known as cultural entropy. It is a gauge of the discord, tension, and annoyance that exist inside a company. The amount of energy used by employees performing ineffective tasks inside an organization is known as cultural entropy. To put it another way, performing tasks that don't benefit the company. Additionally, it measures the level of conflict, friction, and dissatisfaction that employees face in their daily tasks, which prevents your people and your company from performing at their best (Gillespie et al., 2001). Manifestations of cultural entropy include potentially constrictive ideals including hierarchy, bureaucracy, blame, power, and greed. An organization's current leaders' personal entropy and the institutional legacy of previous leaders, which is ingrained in its systems, rules, procedures, and structures, combine to form its cultural entropy. A cultural framework or system will inevitably devolve into chaos or unpredictability. According to entropy, order results from outside forces modifying a system through energy inputs (Gillespie et al., 2001). Social entropy and

structural entropy are two approaches to look at how cultural entropy affects society. Entropy research has helped businesses attain invisible productivity. Social entropy is the amount of energy in a society that is spread throughout unproductive labor. The environment's material ordering, in which molecules are arranged into larger entities, is the source of structural entropy. They will inevitably become disorganized as a result of their physical and chemical interactions with the surroundings (Barrett, 2010).

An organization's chaotic and dysfunctional aspects, or cultural entropy, have a big influence on stress levels at work. Employee uncertainty and anxiety may rise in a company that lacks cohesiveness, communication, and defined values. Significant cultural entropy can result in miscommunication, conflict, and a lack of direction, creating a tense workplace that makes stress worse (Rani and Senen). It has been shown that companies with low cultural entropy promote alignment, clarity, and teamwork, which in turn lowers employee stress (Harrison and Bazy, 2017). Additionally, workers who struggle with an unreliable and unsupportive culture may become disengaged or burnt out, which can lower morale and productivity levels overall. Thus, reducing entropy and cultivating a healthy organizational culture are crucial for reducing workplace stress and improving employee wellbeing (Costa and Opare, 2025)

8. Stress Reduction Techniques

Fortunately, there are a number of stress-reduction strategies that textile workers can use to lessen the effects of stress. Mindfulness meditation, which involves concentrating on the here and now and letting go of concerns about the past or future, is one useful method. Textile workers' anxiety and depressive symptoms have been demonstrated to be reduced by mindfulness. Work options, and employee assistance programs can provide mental health support. Regular team-building activities can promote camaraderie and create a collaborative environment. Providing opportunities for professional growth fosters employee engagement and a feeling of mission. Creating a culture that rewards and values achievements is another strategy to boost employee satisfaction. Employers in the textile industry may increase worker productivity and retention by putting

meditation. Another stress reduction technique is exercise. Regular exercise releases endorphins, or "feel-good" hormones, which can help lower stress. Indeed, a study indicated that fitness regimens for textile workers enhanced general wellbeing and lessened fatigue symptoms. Furthermore, by altering work surroundings to lessen physical demands and increase comfort, ergonomic treatments can also help lower stress. Musculoskeletal diseases can be decreased, for instance, by installing ergonomic seats and altering lighting levels (Prall and Ross, 2021).

9. Strategies for creating a better textile industry workplace

In the textile industry, a number of variables can contribute to occupational stress, including inadequate working conditions, stringent deadlines, and high output goals. Employees who experience physical strain from long hours, repetitive tasks, and exposure to hazardous materials may become burned out and have decreased job satisfaction. To create a healthy workplace, management should emphasize ergonomic practices, train employees on safe material handling techniques, and ensure compliance with occupational health laws. Employees who have open lines of communication can also express concerns, which reduces stress and raises morale. Regular evaluations of workload and productivity objectives will boost employee enthusiasm and help with stress management (Hodge et al., 2011).

By putting in place initiatives that support work-life balance, employers can also enhance the wellbeing of their employees. The stress of meeting deadlines can be lessened by flexible scheduling and remote

these strategies into practice, which will ultimately lead to a more prosperous and long-lasting business (Gangwani et al., 2020).

10. Conclusion

According to the conclusions of this review paper, stress is one of the most common alarms of workers in today's workplace. This study provided readers with thorough information about workplace stress, including its sources, symptoms, and effects for individuals,

organizations, and finances. The research also demonstrates a strong association between workplace conflicts and effects on the health of employees. Stress is unavoidable and can arise at any time. When employees put too much pressure on themselves at work by setting goals that are above their skills, stress can have negative consequences for both themselves and the firm. As a result, the study presented several recommendations and highlighted the significance of human resources in settling workplace pressures.

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