

**A STUDY ON PSYCHOLOGY AND STRESS AMONG COLLEGE GIRLS WORKING
AS PART TIME EMPLOYEES IN TEXTILE INDUSTRY, TIRUPUR DISTRICT
TAMILNADU**

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ABSTRACT

Stress, according to the Oxford dictionary is “a demand upon physical or mental energy”. Stress has a different meaning for different people under different situation. Stress in a person is a physical and emotional response to a particular event or situation in a life. Therefore a stressed woman’s responses to the situations either in family or in a work environment will definitely affect the overall growth of both the sectors. The scenario is even worse in the life of College girls who do multiple tasking of earning, studying and looking after home simultaneously. A questionnaire containing four parts under common headings such as personal details, work-life balance, work environment and stress management has been designed to extract the responses from the College girls and the finding are discussed in the form of tabulations and figures. This paper tries to come out with the suggestions to improve the quality and standard of stress-prone girl students

Key words : Stress, girls, work, textile industry, psychology

INTRODUCTION

Tirupur District, one of the country’s fast growing textile and garment industrial hub, has several registered and unregistered garment units providing employment opportunity to millions

of various sizeable sections of people including internal migrants from different districts of Tamilnadu and other Indian states. Besides providing job opportunities for many men, the industries are striving hard to employ young girls and women by pursuing various schemes like camp labour schemes, hostel schemes etc. With an attractive offer of paying high wages, the mills specifically target rural illiterate or semi-illiterate poor adolescent girls. Moreover, many teenage college-going girls do part time jobs to meet their requirements. Because of forced labour, compulsory overtime, late night shifts, excessive working hours without rest, sexual harassment at work place most of them suffer from both physical and mental ailments and fatigue. They tend to lead materialistic life undergoing psychological trauma due to the stress they face both at workplace and home.

PRESENT STUDY

The earlier researches and studies regarding the social status of teenage girls in Tirupur district have not sufficiently dealt with the psychological issues faced by the College going girls working in the industry and have not adequately discussed the contributing factors to the issues related to these problems. There is dire need to study on the physical and mental issues which the girls who study and do part time job face in the industry and after their comeback from the industry.

STATEMENT OF THE PROBLEM

In recent years, the empowerment of women has been recognized as a central issue in determining their status. Empowerment of women is one of the concepts that have developed in connection with improving their status. Empowerment includes higher literacy levels, education, better healthcare, increased participation in economic and commercial sectors, awareness of rights and responsibilities, improved standards of living, self-esteem and self-confidence.

- Do teenage girls in Tirupur district is privileged with this kind of empowerment?

- Is she free to work study and determine her own life?
- Is she capable of meeting the outside world's atrocities and her inner conflicts?

SPECIFIC OBJECTIVES OF THE STUDY

- To bring awareness on women exploitation in society and work place thereby eradicate women being vulnerable to all kinds of exploitations
- To find out if teenage girls in Tirupur District are skillful to balance work, life and study.
- To suggest ways and means to improve the physical and mental status of teenage girls in and around the villages of Tirupur District.

METHODOLOGY

- Data, in form of pre-designed questionnaire, have been collected from around 300 girl students of Chikkanna Govt.Arts College and LRG Govt. Arts college, working as part-time employees to find out how skillful enough they are to balance work, study and life.
- Data, in form of interview, are collected from Teenage girls around 18 to 25 working as part-time employees in Tirupur garment industries as singer, supervisor, helper etc.

SAMPLING DESIGN

Information from the girl students, studying in various courses and working as part-time employees of both Chikkanna Govt. Arts College and LRG Govt.Arts College are collected in form of pre-designed Questionnaires. A few sample face-to-face interviews are also conducted to learn the reality of how the girls are able to manage work, life and study.

Altogether data is collected from 300 respondents. The collected data is presented in the form of tables and charts along with statistical analysis for easy interpretation.

LIMITATIONS OF STUDY

- It is difficult to obtain permission from the reputed garment industries to conduct survey with their women employees

- A few companies, with a condition that the name of their company should not be mentioned in any form throughout the report, gave permission to carry out the survey.

LITERATURE REVIEW

In an article of Harvard Business Review titled *Why are India's Women so Stressed Out?*, Sylvia Ann Hewlett and Ripa Rashid quoted Nielsen survey of 6500 women across 21 different nations, and the survey said that Indian Women were the most stressed in the world today. The truth behind the women's stress is clear from their words

The Nielsen survey's respondents blame the difficulty of juggling multiple roles at home and work. Career opportunities for women in "the New India" is rapidly expanding, but family expectations and social mores remain rooted in tradition.

Azadeh Barati et al., (2015) cited the report of United Development Programmer (UNDP) which says that women are involved in doing 67% work of world; still they are socially and economically deprived. They are receiving only 10% of the universal income and have 1% part in global assets. This discrimination also persists in their work place in unorganized sector. In informal sector, women workers do not get same wages for same nature of work for same hours done by men.

Even earlier studies reveal that women are not given equal privileges in earlier ages and the theory of Simone De Beauvoir is worth mentioning in this context. The first question de Beauvoir asked is "What is a woman"? Woman, she realizes is always perceived of as 'other'. In her words "They have gained only what men have been willing to grant; they have taken nothing, they have only received. Women are not born, but made" (The Second Sex).

ParulTripathi and Sandeep Bhattacharjee (2012) in their study on *Present Status of Women in the Current Working Environment* found out that the children between one and five whose mothers worked for the longest periods tended to have lower educational attainment,

greater risk of unemployment as a young adult, and a greater risk of psychological distress. They also concluded that working women feel more stress than men.

Girija Khanna and Mariamma Varghese in their attempt to study about *Indian Women Today* had come out with the conclusion that new Indian Woman wanted to retain her intrinsic love for the home, the children and the family and combine with this her determination to play a vital role in the socio-economic structure of modern India.

Saradha, a researcher of School of Management Studies, Cochin University of Science and Technology, in her study on *Stress of Women Entrepreneurs – A Comparative Study with Women in Selected Groups in the District of Ernakulam* has made several attempts to understand the stress of women entrepreneurs and concluded her research with a statement that stress, generously rattles through women entrepreneurs. Not a day passes without stress. Yet hope springs afresh. Awareness, Action and Integration of women entrepreneurs may strive towards their personal and social growth.

NathiyaThangaraj and et al., in their article *Women Employee Rights in Garment Industry, Tirupur* attempt to study about how women are utilizing their rights especially in the garment industries, Tirupur and facilities provided for women in the work environment. They have found out that though women are working in all the departments of selected companies, they are not aware of their entitled rights. Nowadays a good number of women employees are working in garment companies actively but some of the companies do not provide the necessary provisions, wages, facilities and suitable environment to them.

Dr.S.Veeramani, in his article *Exploitation at Export Employment: Case of Women Workers of Tirupur Garment Industries*, has made an attempt to analyse the case Sumangali Thittam in which women workers of Tirupur garment industries are exploited. The strategies such as ‘Sumangali Thittam’ (Marriage Package Scheme/ Wedding Scheme) are used in the

garment units to attract young, unmarried women into garment units. The research also propounds the view that even in the 21st century, women folk are victimized by using traditional tools such as dowry.

DATA ANALYSIS AND INTERPRETATIONS

All the 300 respondents are in the age group upto 30 years and they are mostly teenage girls from in and around Tirupur District who ply up and down daily towards Tirupur from various areas like Chengapalli, Avinashi, Vijayamangalam and even from nearby districts like Erode and Coimbatore.

Out of 300 college girls, 50% of girls seek jobs out of their personal interest and to fulfill their requirements whereas another 50% seek job to support their family members. Thanks to the Tamilnadu Higher Education Board that has started two Government arts colleges in Tirupur Main and two in nearby areas like Palladam and Avinashi that serves as an abode of learning for many young girls who aspire for higher education.

Table 1: Analysis of personal profile of 300 college girls working as part- time employees

Personal Profile		Number of respondents	percentage
Education	SSLC completed	300	100
	HSC completed	300	100
	UG pursuing	274	91%
	PG	26	8.6%
Nativity	Tirupur	156	52%
	Other Districts	144	48%
How many days in a week do you normally work?	Less than 5 days	7	2%
	5 days	52	17%
	6 days	193	64%

	7 days	48	16%
How many hours in a day do you normally work?	Less than 5 hours	8	2.5%
	5 -6 hours	178	59%
	6-7 hours	46	15%
	7-8 hours	54	18%
	More than 8 hours	14	4.6%
How many hours a day do you spend traveling to work?	Less than half an hour	158	52.6%
	Nearly one hour	85	28%
	Nearly two hours	35	11.6%
	More than two hours	22	7%
Do you work in shifts?	General shift/day shift	264	88%
	Night shift	NIL	NIL
	Alternative	36	12%
Marital status	Married	14	4.6%
	Unmarried	286	95%

Table 1 reveals that 12% of girl students work in Alternate shift which has to be taken care. 64% of respondents generally work for 6 days in a week and 59% of respondents work for 5- 6 hours which are the highest one. The most important point to be mentioned is that after the college hours, there are girls who work for more than 8 hours which should be almost midnight. 4.6% of respondents work more than 8 hours after the college hours in a day. Though 52% of girls prefer to travel less than half-an-hour to reach their working place, yet there are 7% who travel more than two hours. The worst of this situation is that among the 7% who travel more than 2 hours, there are married girls also. The stress level of married girls should definitely be higher than unmarried girls.

A married girl's roles such as going to college to satisfy her passion for learning higher education, working for more than 8 hours after her college hours, travelling more than 2 hours to reach her work place taking care of her family are unimaginable. The survey reveals that there are some exceptional girls doing such a difficult and multiple roles and the percentage is meager.

The stress level of unmarried girl students is also more comparatively. The Data says that she finds difficult in balancing both her studies and work. One respondent in an interview says “I have to reach the company on time at 2.00 p.m in the afternoon after my college hours. Therefore I have to rush to catch the bus even without taking my lunch. Sometimes, due to heavy traffic, I may not be able to reach on time and hence I will be scolded with delicate words and the same would be reflected in the extraction of work from me”.

The analysis status of **Table 1** reveals that 48% of respondents’ families have migrated from different states of Tamilnadu to Tirupur and joined the garment companies as bread-winners of family. Therefore, parents of college going girls are not well-supported financially to meet the girl child’s education. 70% of girl students say that though they find difficult to balance their studies and work, yet they manage to do so. Both work and study have become mandatory in life and they cannot compromise one for the other. In this situation, there is a chance for the companies to exploit the women workers by expecting them to “work more, less pay”. Dhivya , a College Student, working in a garment industry says “Generally speaking, women are always paid low wages when compared to men. As far as promotions are concerned, women can enjoy the position, but for the same position, men are paid more than the women”.

In another interview with a college student namely Nandhini, who works in a chit fund as a telecaller says, “I live with my father, my mom is in home town, I cook both for my father and myself, take care of all other household duties in the morning, rush to college, work till 7’o clock in the evening for 6 days to support my family, feel stressed in the evening hours while reporting to higher official regarding job and returning home, I listen to music, start doing again my household duties along with preparation for my studies.”

Table No.2. Analysis of the necessity for going to job as part-time employees

Why do you	Options	Number of respondents	Percentage
work?	I need money for myself and for my studies	65	22%
	As a bread winner of family	10	3%

	Do something interesting in a day	26	8%
	To support my family	105	35%
	It is essential for my identity	50	17%
	To be economically independent	44	14%

Table 2 reveals that most of unmarried girls work in shifts for about 6 to 7 hours a day. 90% of the respondents are forced to work as they have to meet out the expenses of studies by themselves. The economic status of their family does not support them in terms of studies. 35% of the respondents work to help their family members such as taking care of their brother’s or sister’s education. 10% of the respondents work to meet their demands like purchasing the cosmetics and dress. 3% of respondents are in pathetic condition of earning to serve as a bread winner of the family. “There is money problem in my family. I have been forced to work for 7 hours as my parents are not able meet the financial commitments. I give my entire salary to my mom and it helps for my brother’s study”.

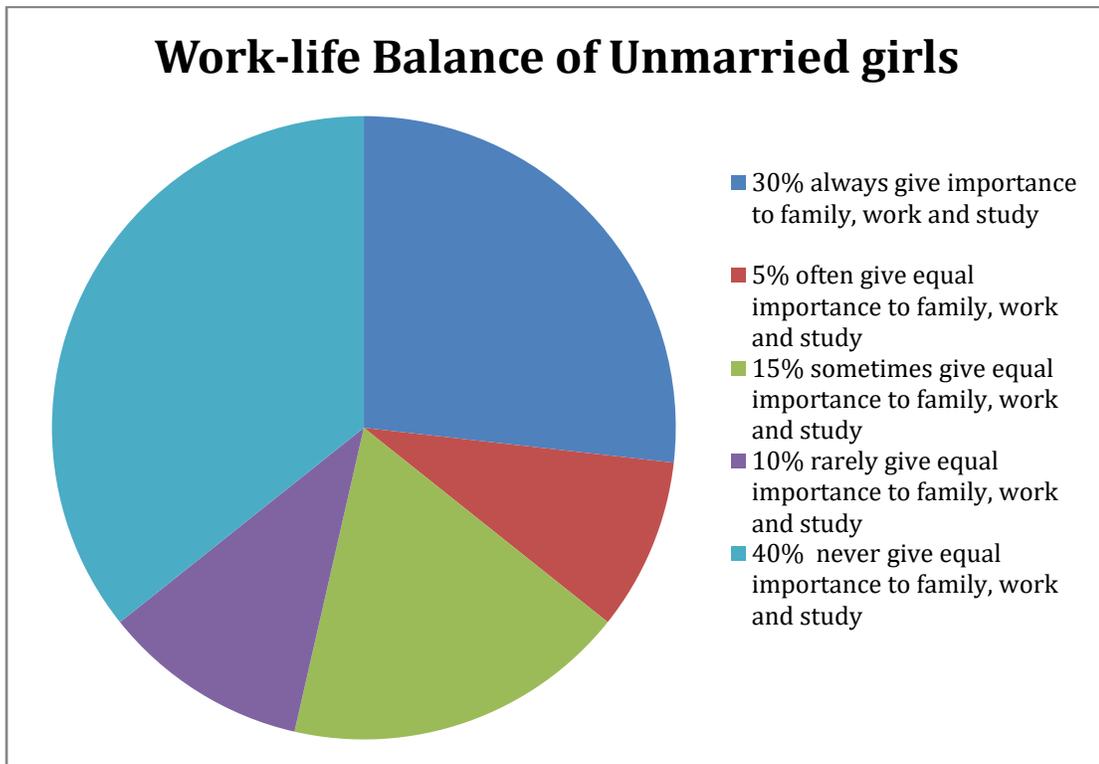
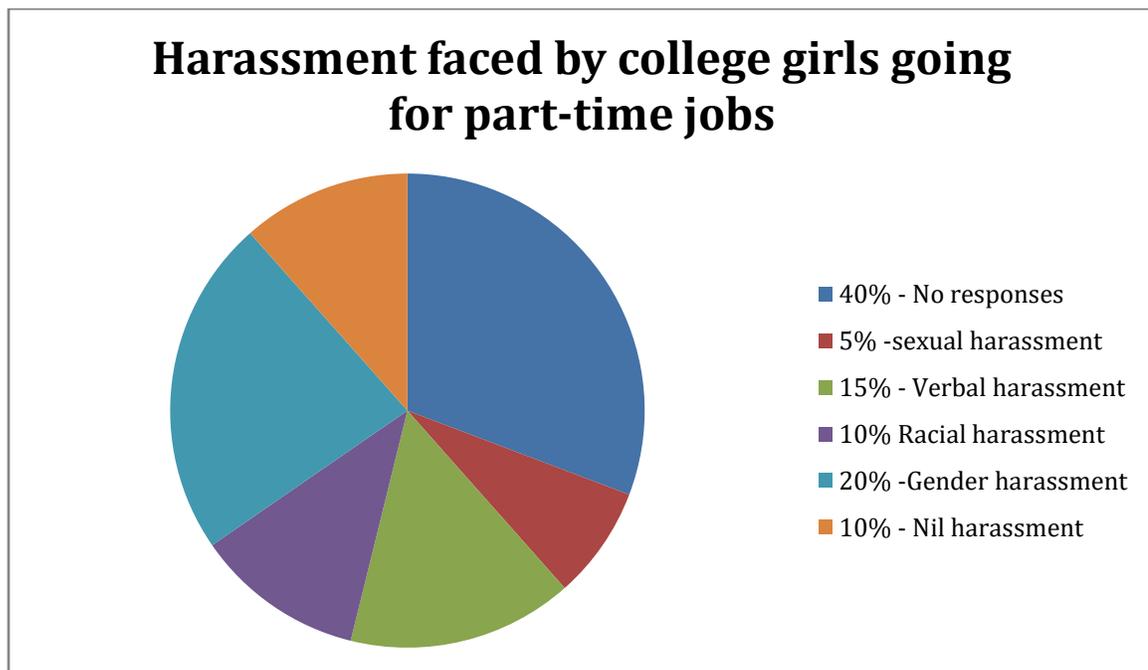


Fig.1. Balancing family, work and study by college going girls in terms of percentage

Fig 1 clearly reveals that major section of girl students find difficult to balance family, work and study. Even when they try to do so, they find life stressful and their health getting deteriorating. It is not possible for them to do physical exercises or yoga regularly and about 90% of them have given the feedback that only sometimes it is possible for them. “I am not able to concentrate in my health. I come by train to college and in the afternoon, I rush to the office by bus. I don’t get time to take food at proper time and I do both my official work and studies while travelling by train. Every now and then, I get headache due to overburden” says a respondent.

The researcher is shocked to find that many respondents have not answered the particular question “Do women employees face any kind of harassment in the work place or anywhere?” Nearly 40% of the respondents have not answered this question. 20% have preferred Gender harassment, 15% have selected Verbal harassment, 10% have opted for Racial harassment, while only 5% are bold enough to give direct reply that women employees face sexual harassment. It is quite happy to learn that last 10% have given the feedback that there are no kind of harassment in any form for the women employees.



The fact that 40% have not replied this question has to be considered seriously. Are they not willing to express their views regarding this issue or do they indirectly mean to say that all the four kinds of harassment exist?

It is appreciable that garment industries are employing women workers more than men. Can it be called as women exploitation or women empowerment? It has an empowering effect as it provides job opportunities for women from poor background. Women, who come from a very poor background and an immigrant without any kind of support, are able to find a job and they are able to serve as the bread winners of the family. Liberal writers such as Leslie T. Chang, argue that the globalised garment industry has had this empowering effect as women from poor backgrounds are able to find work and earn a salary. But, at the same time women are exploited by paying fewer wages for more work. This is commented even by Emilie Schultze in her research *Exploitation or Emancipation? Women workers in the Garment industry* “by paying lower salaries, push for longer hours, and reducing work and environmental standards”.

FINDINGS

The study of 300 respondents of Tirupur District has made the researcher to come out with the following findings.

- Almost 90% of College girls working as part time employees do not concentrate in their health and these health issues have an impact on women empowerment.
- The stress level of girls is more compared to men and this is because of over workload in home environment and work environment.
- Though there are safety measures in some working environment, yet girls are harassed in one way or other
- There is unequal treatment between male and female employees and girls are paid low wages in unregistered sectors

- Balancing of family, work and study seems to be a challenging task for women.
- Social status, economic status and comfortable living are not much satisfactory among women workers.

Possible suggestions for improving the status of women employees

Girls should build the affinity to raise their voice in the needy hours by supporting one another. They should also identify their commitments and rights to create an identity. They should educate themselves to educate the next generation and should be dare enough not to accept the defeat. They should also have the courage to confront current realities and seize the moment.

CONCLUSION

Tirupur District deserves appreciation for providing employment for the marginalized sectors of women. It helps women folk to lead a decent life with all the basic necessities of life and women-friendly environment. But the question of women empowerment needs attention. The garment industries and other unregistered sectors should take this issue seriously and they should come forward to facilitate the issue of women empowerment. Women's skills have to be identified and opportunities are to be created to show-case her talents. The rehabilitation centres should help her identify and attain her dreams and reach heights. The industries should see that women employees are treated at par with the men to prove that equality between men and women is not a myth.

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Appendix IQuestionnaire for Unmarried women employees of Tirupur District in Tamilnadu, India to study the psychology and stress among women workers

Dear Madam,

I am Dr.S.ParvinBanu, Assistant Professor in English, Chikkanna Govt. Arts College doing Minor Research Project on “A Study on Psychology and Stress among Women Workers of Tirupur District in Tamilnadu, India”. In this context, I request you to kindly spare some time to answer this questionnaire which would enable me to complete the research successfully. The information provided will be strictly applied only for the above mentioned research work.

Personal details:

1	Name (Optional)		
2	Contact No. (Optional)		
3	Name of your company		
4	Designation and years of experience		
5	Age	Up to 30 years	
		30 – 40 years	
		Above 40 years	
6	Education	SSLC	
		HSC	
		UG	
		PG	
7	Nativity	Tirupur	
		Other District	
8	How many days in a week do you normally work?	Less than 5 days	
		5 days	
		6 days	
		7 days	
9	How many hours in a day do you	Less than 5 hours	

	normally work?	5 -6 hours	
		6-7 hours	
		7-8 hours	
		More than 8 hours	
10	How many hours a day do you spend traveling to work?	Less than half an hour	
		Nearly one hour	
		Nearly two hours	
		More than two hours	
11	Do you work in shifts?	General shift/day shift	
		Night shift	
		Alternative	
12	Marital status	Married	
		Unmarried	

Work- life balance:

Survey for College working girls		Always	often	Some times	rarely	Never
1	I have tasty food along with my family at least once in a day.					
2	I can give my attention for urgent needs of family or personal issues immediately with the help of my family members.					
3	I am taking care of aged parent(s).					
4	I have enough time to think, plan and to schedule my day-to-day activities.					
5	I have sufficient time to take care of myself.					
6	I have time and energy to engage in any leisure activities that I want to do.					
7	I undergo physical exercise and yoga regularly.					
8	I give equal importance to family, work and study					

Work Environment:

Survey for all category of working women		Yes	No
1	Are you able to communicate freely with your superior?		
2	Do you have friendly relationship with men colleagues in this unit?		
3	Do you have friendly relationship with women colleagues in this unit?		
4	Do you have proper co-operation with men employees in this unit?		
5	Do you have proper co-operation with women employees in this unit?		
6	Does the organization pay adequate attention towards women employees and their problems?		

7	In this job, do you have freedom to try out new work methods		
8	In this organization, are superiors receptive to suggestions of women subordinates?		
9	Do you have maternity leave in your unit?		
10	Do you have crèche facility for your baby?		
11	Are you given paid maternity leave?		
12	Do you work overtime?		
13	Have you received any help from your superiors when you face work related problems in your unit?		
14	Have you received an opportunity for training and development in your unit?		
15	Do you feel deprived of the opportunity even though you need or desire it?		
16	Do you feel deprived of promotion that you desired?		
17	Do salary and other allowances received by you adequate and satisfactory?		
18	Are you able to save funds from your salary?		
19	Do you get increments in your salary/wages every year?		
20	Does your job provide you with an opportunity to bring out your best potential for the organization?		
21	Does your job contribute towards your personal growth and development?		
22	Is your excellence in performance rewarded in your job?		
23	Do you get regular feedback on your work performance in order to improve?		
24	Do you have adequate job security in your unit?		
25	Do you feel proud that you work for and belong to this organization?		
26	Do you ever feel tired or depressed because of work?		
27	Have you received any safety training regarding the equipment and materials you use in your work?		
28	Have you received any adequate technical educational facility from your unit?		
29	Have you ever heard of any women in your work place that experienced sexual harassment?		
30	Do you have grievance redressal system for employees in your unit?		

Stress Management:

1	Do you face any problem while working in shift duty? Yes / No, If yes, please tick.		
	1	Transport	
	2	Safety	
	3	Family/Children	
	4	Any other	
2	Why do you work? Select the appropriate reason		
	1	Because I need the money for myself	
	2	Because I need the money as breadwinner of my household	
	3	To do something interesting during the day	
	4	For personal fulfillment	

	5	For professional fulfillment	
	6	Because it's essential to my identity	
	7	To be economically independent	
	8	To be at par in status with my husband	
3	What are the problems faced by women employees in your unit?		
	1	Inequality between male and female employees	
	2	Low wages for women employees	
	3	No promotion for women employees	
	4	Local transport facility	
	5	Lack of training facility for women employees	
4	Do women employees face any kind of harassment in the work place or anywhere? If yes, what type?		
	1	Sexual harassment	
	2	Verbal harassment	
	3	Racial harassment	
	4	Gender harassment	
5	How do you manage stress arising from your work?		
	1	Yoga	
	2	Meditation	
	3	Entertainment	
	4	Dance	
	5	Music	
	6	Others, specify	
6	Does your company have a separate policy for work-life balance?		
	1	Yes	
	2	No	
	3	Not aware	
7	If, yes what are the provisions under the policy?		
	1	Flexible starting time	
	2	Flexible ending time	
	3	Flexible hours in general	
	4	Holidays/ paid time-off	
	5	Job sharing	
	6	Career break/sabbaticals	
	7	Others, specify	
8	Do you personally feel any of the following will help you to balance your work life?		
	1	Flexible starting hours	
	2	Flexible finishing time	
	3	Flexible hours, in general	
	4	Holidays/paid time offs	
	5	Job sharing	
	6	Career break/sabbaticals	
	7	Time-off for family engagements/events	
	8	Others, specify	
9	Do any of the following hinder you in balancing your work and family commitments?		
	1	Long working hours	

	2	Compulsory overtime	
	3	Shift work	
	4	Meetings/training after office hours	
	5	Others, specify	
10	Do any of the following help you balance your work and family commitments?		
	1	Working from home	
	2	Technology like cell phones/laptops	
	3	Support from colleagues at work	
	4	Support from family members	
	5	Others, specify	
11	Does your organization have social functions at times suitable for families?		
	1	Yes, specify the name of such programs	
	2	No	
12	Do you suffer from any stress-related disease?		
	1	Hypertension	
	2	Obesity	
	3	Diabetes	
	4	Frequent headaches	
	5	None	
	6	Others, specify	
13	If you are pursuing your studies, do you find it difficult in balancing your studies and work?		
	1	Yes	
	2	No	
14	If you are a student, what are the most pressing stress factors you find relating to your program of study?		
	1	Study workload	
	2	Financial pressure	
	3	Work and study balance	
	4	Relationship with faculty members	
	5	Relationship with other students	
	6	Others	
15	Do you think that if employees have good work-life balance, the organization will be more effective and successful?		
	1	Yes	
	2	No If so how?	

Place:

Date:

Signature

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