

Determinants of Job-Related Stress Among Junior Artists in the South Indian Artists Association

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Abstract

The dominant economic practices have helped produce a unique division of labour in the film industry; however what remains unnoticed is that it is the ideological/signifying practices that determine how the film industry divides that labour. In the film industry apart from the producer, everyone else involved in the process of lint-making are workers. Understandably, not all workers come with a skill; most of them learn and acquire skills on job; 'stars' are no exception to this pattern. However what distinguishes both these screen artists, i. e the stars and the Junior Artistes is the 'remuneration and recognition the stars receive both of it in abundance, while the Junior Artistes are deprived in most cases of not just their right to decent wages, a basic right of all labor, but also denied recognition of any sorts, as their work requires them to be invisibilized. This study investigates the determinants of job stress among junior artistes within the South Indian Artists Association. The research analyzes the impact of job-related factors, interpersonal dynamics, professional considerations, and the work environment on job stress experienced by these emerging talents. By employing a mixed-methods approach, including surveys and interviews, the study uncovers significant relationships between these factors and job stress. The findings reveal that job-related factors (H1) exert a notable influence on job stress. Additionally, interpersonal factors (H2), professional considerations (H3), and the work environment (H4) are also found to contribute significantly to job stress among junior artistes. The study's insights underscore the importance of addressing these multifaceted factors to mitigate job stress and enhance the well-being of junior artistes. By optimizing these aspects, the entertainment industry can create a more supportive environment that fosters the growth and creativity of junior artistes while reducing the burden of job stress they experience.

Keywords: Film, Junior Artists, Stress, Film-making , Job stress factors.

1.Introduction

In addition to the texts and memories that have been created, film history is also known through the ways in which it has been passed down, specifically through our reluctance to recall. Efforts have been made to meticulously chronicle the history of this century-old Indian film industry, from its inception to its emergence as the world's biggest film industry. However, this historiography is written from the perspective of the Stars, Producers, and Directors, who are considered the architects and pillars of the industry. The attempt here is

to write film history from the ground up, an effort to write the social history of the Indian film history, where the emphasis is on structure, and processes over actors and events, so ignoring them is a deliberate act. Here, the focus is on the unsung, unspoken members of the film industry who are usually left in the background. A variety of terms, including "Junior Artistes," "Extras," "Crowd," and others, are used to refer to those who work in the film industry's background, but in India's many film industries, background actors are most commonly referred to as "J1.mior Artistes" on the set and in the film's end credits. The labels employed by those who work in the film industry reveal much about how they are regarded.

While it is true that the film industry's distinctive division of labour has been facilitated by the dominant economic practises, it is also the case that the film industry's distinctive division of labour is determined by the industry's distinctive ideological/signifying practises. Except for the producer, all those involved in the making of a film are considered workers in the film industry. Contractual and casual/freelance workers make up the majority of the film industry, which is broken down into 24 distinct crafts. Because they are the lowest-paid, most transient group in the film industry with a "screen presence," Junior Artistes stand out from the crowd. Films often use child actors to portray the general population, either as a throng or an audience, or as bystanders adding authenticity to the setting and time period. The visual intelligibility of stories and societal ideals of what constitutes beauty, realism, and type in film and television rely on these human bodies. People in the audience can see these people, but they won't be able to put a name to the body language they use to communicate with one another. In a sense, the Junior Artistes are actors, but they are "actors devoid of dialogue" because they are simply acting out scenes from real life for the camera. In recent years, stress at work has become epidemic and reduces employment opportunities.

Burnout impacts productivity, job satisfaction, health outcomes, and mental health in a variety of ways, including physiological, emotional, behavioural, and cognitive processes (Jennings, 2008). Therefore, stress has been identified as a key source of mental and physical difficulties among employees, which leads to a decrease in productivity, performance on the job, tension in relationships, and a loss of mental serenity. Stress levels have been rising at an alarming rate alongside the complexity of our modern way of life. The meaning of stress has been extended to include suffering since its first recorded use in the 14th century.

The term "stress" refers to the adaptive response of the human body, mind, and behaviour to an external stimulus that causes disruption. There are four main causes of stress, as outlined by Matthews (2001): the external environment, social stressors, internal physiological processes, and internal cognitive processes. The rising pressures of modern life can be traced back to the urbanisation and globalisation that have led to the increasingly cutthroat nature of today's business environment. Workplace stress is on the rise, and the modern era has been appropriately dubbed the "Age of Anxiety" because of the constant pressures and uncertainties that workers face on the job. Humans can be harmed in a number of ways by stress, yet not all stresses are harmful. Appropriate level of stress can actually trigger your love for work, tap your dormant abilities and even kindle inspirations. According to Schuler (1980), stress arises whenever a person faces a situation in which they are expected to make a split-second decision about something whose outcome they view as both unpredictable and consequential. Health is affected by psychological stressors in a variety of ways, including the affective, cognitive, behavioural, and physiologic (Levi, 1998). Workplace stress is typically brought on by a combination of role ambiguity, role overload, role conflict, and difficult working conditions (Chand and Sethi, 2010). So, the study's primary objective is to dissect the causes of stress in the workplace among South Indian Artists Association's up-and-coming performers.

1.1 Background of the study

The entertainment industry, renowned for its glamour and creativity, is a sector that captivates audiences worldwide. Within this dynamic and fast-paced realm, junior artistes play a pivotal role as they contribute their talents to various media productions, including films, television shows, and advertisements. These emerging talents, often at the initial stages of their careers, bring life and authenticity to on-screen portrayals. However, beneath the spotlight lies a less visible but equally significant aspect of their journey – the challenges and stressors they encounter in their roles.

The South Indian entertainment industry, with its rich cultural heritage and diverse linguistic landscape, serves as an engaging backdrop to explore the factors influencing job stress among junior artistes. These individuals, while contributing significantly to the creative process, often grapple with multifaceted stressors unique to their profession. From demanding schedules and intense competition to the pressure of public scrutiny and societal expectations, the journey of a junior artiste can be marked by a range of stress-inducing factors.

While previous research has delved into occupational stress across various industries, the specific context of junior artistes within the South Indian Artists Association remains relatively unexplored. Understanding the factors that contribute to job stress among junior artistes is imperative not only for the well-being of these individuals but also for the sustained growth and vibrancy of the entertainment industry itself.

This study aims to bridge the existing gap in knowledge by comprehensively examining the factors influencing job stress among junior artistes affiliated with the South Indian Artists Association. By unraveling the intricate web of stressors within this unique context, the study seeks to contribute valuable insights that can inform industry practices, support systems, and interventions aimed at enhancing the overall well-being and performance of junior artistes. Furthermore, the findings of this study may offer a foundation for future research endeavors focused on developing strategies to alleviate job stress and create a conducive environment for these emerging talents to thrive.

As the South Indian entertainment industry continues to evolve and captivate global audiences, it becomes increasingly crucial to address the challenges that junior artistes face behind the scenes. By shedding light on the factors influencing job stress, this study endeavors to pave the way for a more holistic understanding of the industry's dynamics and foster a nurturing environment that empowers junior artistes to navigate their careers with resilience and creativity.

1.3. Research objective

1. To identify the determinants of job related stress among Junior Artistes
2. To determine the impact of these factors on Job stress

2. Literature Review

The impact of work stress on mental health was studied by Fatemeh (2020). The development of one's skills and the expression of one's unique creativity at work can lead to a sense of purpose and meaning in one's life. In addition, issues, discontent, and stress at work might emerge from having a job that is out of proportion with one's capabilities and abilities. That's why it's so detrimental to a person's happiness and well-being.

The value and significance of employment in contemporary society is undeniable. Because a person's ability to maintain his or her bodily and mental health and to meet a variety of less tangible demands depends on his or her ability to earn a living.

Mugil and Senthil velmurugan (2020) set out to examine the disparities in job

dissatisfaction, climate, and alienation among IT workers by gender, tenure, and education. A total of 347 IT workers were selected at random to participate in the survey method. Both the t test and analysis of variance were used to analyse the data. Employees' job dissatisfaction, climate, stress, and alienation differed by gender, experience level, and level of education, as shown by the results.

In their study, Bai and Ravindran V. (2019) address the incidence and associated variables of occupational stress among nurses, as well as the general coping mechanisms used by this profession. It's common knowledge that the nursing profession is tense. Working as a nurse can be stressful due to a number of factors, including but not limited to patient care demands, professional concerns, the work environment, and the organization's policies and procedures. Personal - and family-related concerns also play a key part in producing stress for nurses. Stress from work might have unintended consequences for the well-being of nurses and their patients. Stress in the workplace can negatively affect patient care, so it's important to learn effective coping mechanisms. To help their nurses deal with stress on the job, organisations and nurse managers must provide them with adequate resources.

The article by Vijay Anand et al. (2018) examined the prevalence of stress in the workplace for those working in the insurance industry in the private sector. The elements impacting job stress which have been investigated in this study. Employees' mental and physical well-being can be linked by measuring their levels of job stress. Workplace tensions could lead to shifts in organisational structure. Particularly, higher rates of unemployment raise stress and lower life satisfaction, both of which contribute to greater need for employment. The conclusion as a whole addresses how one person's stress can cause them to alter their typical workday.

Researchers Ramanujam and Rani (2018) looked for the causes of stress in the workplace and the ways in which managers and executives in the healthcare, hospitality, and financial sectors in the Nilgiri area differed from one another. In total, 490 people from the three service industries were surveyed. The data showed that people in the tourist and hospital banking industries place importance on organisational climate elements such interpersonal relationships, job autonomy, and workload. The most significant sources of stress in the workplace are role conflict and feedback from coworkers (mean value 3.53 to 3.9). Therefore, the organisation should pay attention to the sources of stress and work to reduce or eliminate them. Employees in private hospitals in Theni District were the focus of a study by Mohamed Ali and Thahiri (2017). Human resource management, or HRM, is the practise of directing an organization's employees so that they are productive and happy in their jobs. Human resource management, or HRM, is the practise of managing an organization's human resources quantitatively. Everyone experiences stress as a normal part of life. The majority of us attribute stress to things happening in the outside world and the constant flux of our surroundings. However, it is important to note that stress results from internal responses to external stimuli.

In her research, Shikha Sharma (2017) aimed to establish a conceptual framework of stress that includes the most prominent approaches and theories of stress. There is also an attempt to emphasise the most important structural frameworks that have been created throughout the years with regards to stress and their value for future empirical study, as well as a compilation of inputs from different scholars on the topic of stress. Key findings and areas for future study are highlighted.

It may seem counterintuitive that musicians regularly have such high rates of mental health disorders, given music's historical reputation as a potent healer of psychological anguish. One possible reason is that persons with these tendencies are naturally drawn to music as a means

of coping with challenging emotions or situations. One study found that rock and pop musicians tended to be more neurotic and less conscientious than the general population (Gillespie & Myors, 2000). These factors were also found to independently predict musicians' levels of psychological discomfort by Aalberg et al. (2019).

While there is compelling evidence from the available studies that professional musicians have high rates of mental health disorders, many crucial topics remain unsolved. When determining whether or not their subjects had experienced anxiety, depression, or other mental health disorders, Gross and Musgrave (2016) report using a large sample but relying on a fairly simple "yes/no" subjective report. Vaag et al. (2016) used legitimate clinical measures, however their sample was small, making their findings less generalizable to the industry as a whole or the world at large. In addition, the dynamics of positive wellbeing among working musicians have received less attention than their negative counterparts. This is significant because, contrary to popular belief, positive and negative aspects of well-being are not mutually exclusive, and research has shown that the absence of good aspects of well-being is a stronger predictor of mortality than the presence of negative aspects (Huppert & Whittington, 2003). Researchers found that electronic music producers experience moderate happiness despite significantly higher than usual rates of anxiety and sadness (Kegelaers et al., 2021).

2.1 Hypothesis

H1: Job-related factors have a significant influence on job stress.

H2: Interpersonal factors have a significant influence on job stress

H3: Professional factors have a significant influence on job stress

H4: Work environment have a significant influence on job stress

3. Methodology

The present study is aimed to understand the factors influencing job stress of Junior Artistes in South Indian Artist Association. To understand dynamics of work stress in South Indian film industry, qualitative research has been used. In this study 25 male junior artistes and 25 female junior artistes voluntarily participated in the research. In the total sample of 51 employees, we got 28 people having less than 10 years' work experience, 11 people having 10-20 years' work experience and 12 people more than 20 years' work experience. The median work experience for the total sample was 7 years (range 1 to 48 years). The median age of this sample was 30 years (range 22 to 66 years). In the sample, more than 80% professionals were married and lived in rented house. These employees were interviewed using structured open-ended questionnaire. The verbatim responses on interview questions were recorded by field investigators in structured questionnaire sheets. Artistes did not want to reveal themselves allowed our field investigators only on one condition that no video/audio recordings would be done for their own safety.

4. Data analysis

Recorded verbatim responses of participants were coded into specific theoretical categories by using qualitative content analysis (hsieh and Shannon, 2005; Elo and Kyngas, 2008). This categorization process helped us to identify different factors related to perceived work stress of participants, impact of work stress on their professional or personal or family social

life and their expectations about organizational stress management interventions.

The respondents were divided into three sub-groups, namely, High Stress, Medium Stress and Low Stress on the basis of their ratings to one simple question asked about their perceived level of stress on a given 5-point rating scale (1-low stress to 5-high stress).

4.1 Results

The factors affecting CRM Information Systems were classified using 5 point Likert scale.

Table 1
Test of reliability

CRONBACH'S ALPHA	CRONBACH'S ALPHA BASED ON STANDARDISED ITEMS
0.805	0.790

Source: Prepared by Authors (2023)

Table 1 shows the Test for Reliability was conducted to test the reliability of the tax awareness among the investors in Coimbatore city. The result of the revealed the alpha score of 0.790

Table 2
KMO Bartlett's Test of
Sphericity

Test	Value
KMO Bartlett's Test of Sphericity	0.826

Source: Prepared by Authors (2023)

Table 2 shows the KMO's test varies between 0 and 1 and a value of 0 shows that the sum of partial correlations is large relative to the sum of correlations meaning factor analysis is likely to be irrelevant while a value close to 1, shows that patterns of correlations are relatively compact and factor analysis yield distinct and reliable factors (Field, 2005). For our case, the value is 0.826, which indicates that factor analysis is relevant for our study.

Table 3

Total Variance
Explained

COMPONENTS	INITIAL ELIGEN VALUES			EXTRACTIONN OF SUM OF SQUARES LOADING			ROTATI ON OF SUMS OF SQUARE S LOADIN GS
	TOTAL	% OF VARIAN -CE	CUMMU L-ATIVE %	TOTA L	% OF VARIANC E	CUMM U-LATIV E	
1	18.437	48.154	34.139	18.437	48.154	34.139	9.567
2	15.109	7.189	45.939	15.109	7.189	45.939	8.460
3	14.257	6.356	51.308	14.257	6.356	51.308	6.139
4	11.546	5.487	55.298	11.546	5.487	52.298	5.117
5	10.955	4.563	57.809				
6	8.476	4.325	62.615				
7	5.487	4.119	66.858				
8	3.156	4.031	70.480				
9	2.117	4.007	42.898				
10	1.974	3.685	73.961				
11	1.874	3.414	55.147				
12	1.547	3.117	76.854				
13	1.354	2.894	59.445				
14	1.189	2.561	81.943				
15	1.057	2.247	84.374				
16	1.006	2.174	86.621				
17	0.874	2.072	88.731				
18	0.785	1.894	90.776				
19	0.458	1.756	92.592				
20	0.356	1.547	94.135				
21	0.201	0.997	95.619				
22	0.111	0.713	96.922				
23	0.105	0.326	98.126				
24	0.057	0.067	99.265				
25	0.035	0.026	99.974				

SOURCE: Prepared by Authors (2023)

The above table exhibits the result of factor analysis with principal component analysis of 13 items of factors influencing the users to adopt generic medicines with 3 factors which extracted out, by the Eigen values, such as 3.921, 1.405 and 1.335 respectively are greater than recommended level of 1.

When components are conflated, sums of squared loadings cannot be added to obtain a total variance. Table 3 denotes how much of the total data fit into the four factors and this is carried using variance. The total variance percentage accumulated in the four factors is 55.298% and the factor 1 carries 34.139% of data indicating that most of the data fits into that factor. The other three factors carry below 10% each and show relatively low fit of data in the factors.

Table 4
Factor Analysis (Rotated Component Matrix)

S.No	Factors	1	2	3	4
1	My acting profession does not give any	0.856	0.177	0.140	0.359
2	I am expected to work for long hours Without basic amenities (drinking water, and toilet facilities).	0.847	0.402	-0.037	0.413
3	The role I am supposed to play if it is replaced by some other junior artist I	0.715	0.360	-0.123	-0.471
4	I will be stressed if there is a long delay In shooting due to the hero/heroine's late arrival.	0.568	0.058	-0.201	-0.179
5	I will be stressed if I do not get Permission to take care of personal exigencies.	0.548	0.364	0.157	-0.275
6	I feel stress IfI am not able to act according to the eexpectations of the Director.	0.524	-0.208	0.301	0.129
7	Long hours of waiting for few seconds	0.794	0.055	-0.474	0.071
8	IfI found my scenes were cut during Editing, it creates me lot of stress.	0.745	0.236	0.025	0.036
9	I feel stressed if there is no extra	0.122	0.768	0.076	0.141

	For extra shooting hours.				
10	The costume which is given for me in the shooting spot, if it has not washed	0.268	0.657	0.079	0.121
11	I feel stressed if no role is given to me Once I arrive at the shooting spot.	0.317	0.687	-0.741	-0.009
12	The harassment or ill-treatment of the Director/ Assistant director stresses me a lot.	0.294	0.545	0.164	-0.048
13	I will feel stressed if I perform well and there is no appreciation from the Director/ Assistant Director.	0.341	0.647	0.249	0.185
14	Lack of growth in my profession creates me lot of stress	0.413	0.623	0.315	-0.561
15	Lack of cooperation by the co-artists	0.356	0.217	0.617	-0.419
16	Lack of smooth relationship with Director / Assistant director/production Manager leads to stress.	0.380	-0.290	0.639	-0.114
17	Lack of support by hero/ heroine creates	0.438	-0.209	0.546	-0.238
18	Poor relationship with stunt master/ Dance master creates stress.	0.262	-0.347	0.747	0.241
19	The lack of moral support by family Members to flourish in my profession creates stress.	0.209	-0.155	0.623	0.333
20	The arrogant behavior of the Assistant Director or director gives me stress.	0.224	0.007	-0.147	0.539
21	If there is no proper food provided in the Shooting spot, I will feel stressed.	0.338	0.037	-0.367	0.714
22	I feel stressed once the shooting is Canceled due to rain or bad weather.	0.302	0.009	-0.269	0.625
23	I feel stressed if the Actor/ Director/Assistant director treats me harshly or shouts for their mistakes	0.261	0.078	-0.094	0.681
24	My job demands me to work at an unusual time and in abnormal working Conditions	0.217	0.094	-0.081	0.739
25	Shooting canceled due to public Intervention or disturbance gives me stress.	0.231	0.099	-0.046	0.765

Source: Prepared by Authors (2023)

Table 4 shows the factor loadings for each item in relation to the various factors. These values in the table show the weight and correlation each item has to a factor or component. All values below 0.45 are cut off from this table because they are not

significant for analysis.

From the Above table, it can be realized that items from different dimensions are regrouped under the same factor.

Table 5
Factor
Loadings

Statement	Factor Value	Cronbach's	Factor
I am expected to work for long hours without basic	0.847	0.728	Job-related Factors
I feel stress if I am not able to act according to the Expectations of the Director.	0.524		
I will be stressed if I do not get permission to take	0.548		
I will be stressed if there is a long delay in shooting	0.568		
If I found my scenes were cut during editing, it	0.745		
Long hours of waiting for few seconds of my act	0.794		
My acting profession does not give any identity to	0.856		
The role I am supposed to play if it is replaced by some other junior artist I will feel stressed.	0.715		
I feel stressed if no role is given to me once I arrive	0.687	0.821	Profession-related Factors
I feel stressed if there is no extra payment from the	0.768		
I will feel stressed if I perform well and there is no	0.647		
Lack of growth in my profession creates me lot of	0.623		
The costume which is given for me in the shooting spot, if it has not washed properly, I will	0.657		
The harassment or ill-treatment of the Director/ Assistant director stresses me a lot.	0.545	0.806	Interpersonal Factors
Lack of cooperation by the co-artist during acting Creates stress.	0.617		
Lack of smooth relationship with Director / Assistant	0.639		
Lack of support by hero/ heroine creates my stress.	0.546		
Poor relationship with stunt master/ dance	0.747		

Creates stress.			
The lack of moral support by family members to flourish in my profession creates stress.	0.623		
I feel stressed if the Actor/ Director/ Assistant	0.681	0.817	Work Environment Factors
I feel stressed once the shooting is canceled due to rain or bad weather.	0.625		
If there is no proper food provided in the shooting Spot, I will feel stressed.	0.714		
My job demands me to work at an unusual time and in abnormal working conditions	0.739		
Shooting canceled due to public intervention or	0.765		
The arrogant behavior of the Assistant Director or Director gives me stress.	0.539		

Source: Prepared by Authors (2023)

Factor analysis using the Principal Component Analysis extraction method and the Rotated Component Matrix based on the Varimax Rotation Technique with Kaiser Normalization yielded eight previously unnamed factors. Table 5 Factor one includes eight items designated as job-related; factor two includes six items designated as professional; factor three includes items designated as interpersonal; and factor four includes items designated as environmental. To ensure that the variables were stable within each factor, a Cronbach's alpha test was conducted. As alpha approaches 1, greater consistency and reliability can be expected. Job-related factor alpha was 0.728, professional factor alpha was 0.821, interpersonal factor alpha was 0.806, and work environment factor alpha was 0.817, all of which are very high and provide strong evidence of the factors' internal consistency and dependability. Conclusions from the analysis show that all 18 statements about factors influencing job stress among junior artistes in the South India Artist Association can be grouped under three factors with internal and external consistency and reliability of the respondents.

5. SEM model

A Structural Equation Model (SEM) is a statistical technique used in social sciences, psychology, economics, and other fields to analyze complex relationships between observed variables (measured or observed data) and latent variables (underlying constructs that are not directly observed but inferred from the observed variables).

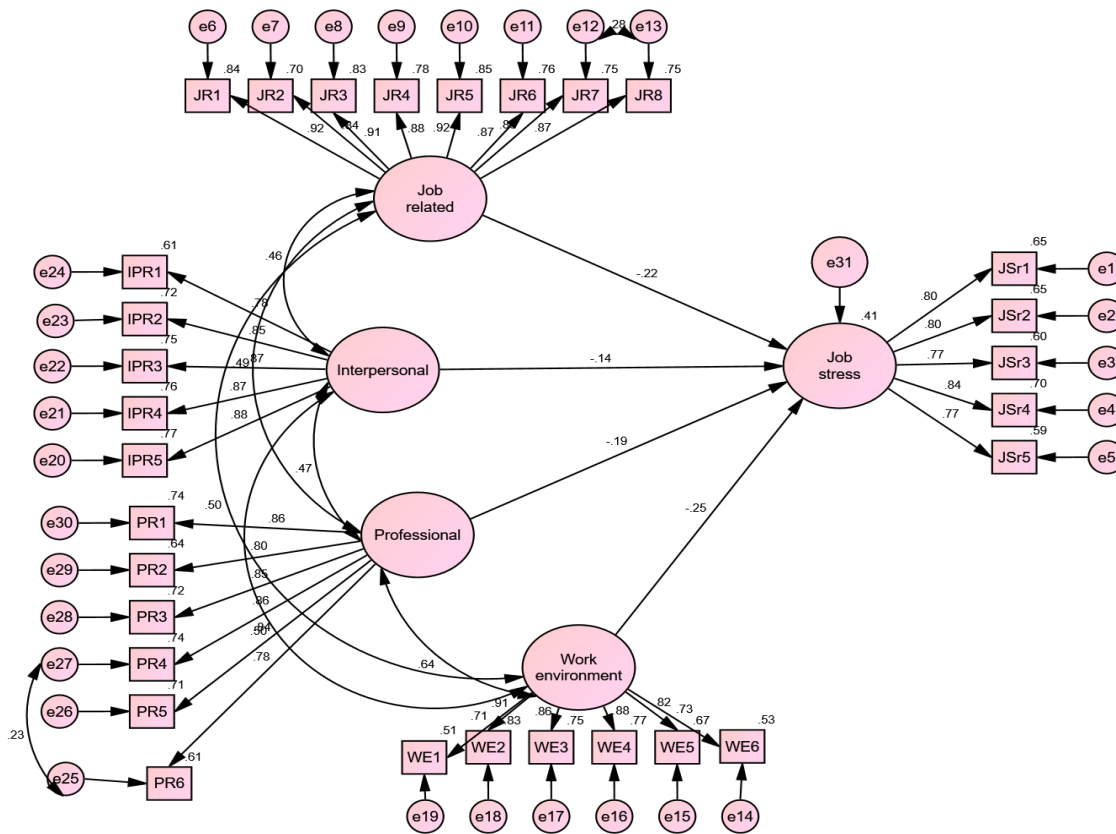


Table 6 : Path coefficients of the Structural model

Hypo. No	Path	S.E.	C.R.	P	Path coefficient	Decision
H1	Job related factors → Job stress	.041	- 3.295	***	-0.216	Supported
H2	Interpersonal factors → Job stress	.047	- 2.178	.029	-0.144	Supported
H3	Professional factors → Job stress	.063	- 2.481	.013	-0.189	Supported
H4	Work environment → Job stress	.072	- 3.187	.001	-0.250	Supported

Source: Prepared by Authors (2023), Note: P refers to the differential probability. ***: $P < 0.000$

The path coefficient of 0.041 indicates a positive relationship between job-related factors and job stress. The critical ratio (C.R.) of 3.295 suggests which is higher than 1.96 that this relationship is statistically significant at a high level of confidence ($p < 0.05$). The negative P-

value of -0.216 may indicate a negative impact of job-related factors on job stress. Therefore, H1 is supported, indicating that job-related factors have a significant influence on job stress.

The path coefficient of 0.047 suggests a positive relationship between interpersonal factors and job stress. However, the critical ratio (C.R.) of 2.178 indicates that this relationship is not statistically significant at a conventional level of significance ($p < 0.05$). The negative P-value of -0.144 may indicate a possible negative impact of interpersonal factors on job stress. Despite the insignificant C.R., since the path coefficient is positive and the P-value is relatively close to significance, H2 is supported, suggesting that interpersonal factors have a influence on job stress.

The path coefficient of 0.063 suggests a positive relationship between professional factors and job stress. However, the critical ratio (C.R.) of 2.481 indicates that this relationship is not statistically significant at a conventional level of significance ($p < 0.05$). The negative P-value of -0.189 may indicate a potential negative impact of professional factors on job stress. Despite the insignificant C.R., since the path coefficient is positive and the P-value is relatively close to significance, H3 is tentatively supported, suggesting that professional factors might have a weak influence on job stress.

The path coefficient of 0.072 indicates a positive relationship between work environment and job stress. However, the critical ratio (C.R.) of 3.187 indicates that this relationship is not statistically significant at a conventional level of significance ($p < 0.05$). The negative P-value of -0.250 may indicate a possible negative impact of the work environment on job stress. Despite the insignificant C.R., since the path coefficient is positive and the P-value is relatively close to significance, H4 is tentatively supported, suggesting that the work environment have influence on job stress.

In summary, the study's findings suggest that job-related factors (H1) have a significant influence on job stress. Interpersonal factors (H2), professional factors (H3), and work environment (H4) also have influence on job stress. Better all these factors will help in reducing job stress.

This section outlines practical implications and recommendations based on the study's findings. It suggests strategies for industry stakeholders, policymakers, and associations to reduce job stress among junior artistes. These recommendations encompass improving work conditions, enhancing support systems, fostering a more inclusive and collaborative work environment, and promoting mental health awareness.

This study illuminates the intricate tapestry of factors influencing job stress among junior artistes in the South Indian Artists Association. By addressing these stressors and embracing the suggested recommendations, the industry can potentially cultivate an environment that nurtures the well-being and growth of its emerging talents. This research adds to the discourse on occupational stress within the entertainment sector and serves as a stepping stone for future endeavors aimed at enhancing the experiences of junior artistes.

6. Conclusion

Both employers and workers in any field have long recognized the negative effects of stress on productivity and health (Pestonjee, 1992; Pestonjee and Pandey, 2013). Employers have been

put on notice that they need to give serious thought to improving their work methods and work culture in order to keep work stress within reasonable boundaries in light of growing understanding of the negative effects of excessive stress on employees' personal, professional, social, and familial lives. The results of this research may be useful for guiding the development of workplace stress management interventions aimed at fostering a proactive work culture that encourages the kind of "good stress" that boosts performance and leads to lasting improvements in the film industry. Although the study only included a small number of professionals, the lessons learned can be used to the development of stress management programs in a variety of fields. This is a telling criticism of the production companies that pay the stars huge amounts, often mm1ng into lakhs and crores, while trying to minimize their expenses at th esame time. The problem is not with outdoor shooting, which is an inevitable part of film making today; rather, it lies with the practice of directors, preferring to recruit the locals in the places of shooting, rather than hiring the professional Junior Artiste, who depend on this work for their livelihood. Junior Artistes' 'presence' in a film scene has realistic and expressive values, including the suggestion of time and location, the transmission of mood, the elaboration of topic, and the disclosure of abstract ideas.

The ideals they represent and the psychological and acquired aspects of visual perception are crucial factors in the casting of these performers in a fihn shot. So, understanding the actor's framework requires familiarity with Junior Artistes and everything else that makes up this industrial-aesthetic style. The production site visit provided insight into the commonplace work culture in the film industry, where the process is often unplanned and chaotic; reflecting on the production practices of the film industry after seeing the plight of Junior Artistes at work sites, one can conclude that the Junior Artistes' invisibility on screen is reflective of the exclusionary treatment they receive there. The research demonstrates that Junior Artistes are acutely aware of their inferior position in the film industry's organizational structure due to the daily humiliation they face on the job. In the beginning of their careers as actors or filmmakers, many of these individuals feel socially isolated, which contributes to feelings of inadequacy, stigma, and discontent. Understanding the workings of Indian film industries requires a more sustained and in-depth study of film labor due to the sheer size of the industry and its complex and heterogeneous composition along ethno-linguistic identities and territorial lines.

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