
JOB STRESS AMONG PRIVATE COLLEGE TEACHING STAFF

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Abstract

Stress is a fact in our daily life. When a person needs help, it means the person feels physically and emotionally disabled. Most people believe that their capacity and capabilities are so little to encounter high level of stress. Stress arises when a person is unable to meet the demands of the situation owing to his mental and /or physical capacity. Today, human is in a transition process from an industrial to a post- industrial world. Also, the post-industrial world, like the agricultural or industrial world has its own characteristics. People were living their own simple life over thousands of years, but an industrial revolution started to change their life in so many aspects.

Introduction.

The term stress has been derived from the Latin word stringere which means to draw tight. The term used to refer to hardship, strain, adversity or affliction. It was used in the eighteenth and nineteenth centuries to denote force, pressure, strain, or strong efforts with reference to an object or person. Various terms have been synonymously used with stress, viz., anxiety, frustration, conflict, pressure, strain and the like.

Job Stress:

Occupational stress is stress related to one's job. Occupational stress often stems from unexpected responsibilities and pressures that do not align with a person's knowledge, skills, or expectations, inhibiting one's ability to cope. Occupational stress can increase when workers do not feel supported by supervisors or colleagues, or feel as if they have little control over work processes.

Objectives of the Study

To identify the factors responsible for causing stress among private teachers.

To analyze the institutional and work related factors leading to stress among private college teachers.

To identify the staff welfare measures provided the private institution teachers.

To analyze the job satisfaction of the teachers.

To identify the problems faced by the teachers.

To know about the importance of grievances redressal cell.

Testing of Hypothesis:

- There is no internal and an external factor creates job stress among teachers in their working institution.
- Those factors play a vital role and it causes the job stress among teachers.
- There is no significance of those factors which causes the stress among the private college teachers.

Statement of the Problem:

Occupational stress research has an impressive history with more than three decades of sound studies that show clear correlations between certain organizational factors and stress. Occupational stress among private college teachers can reduce job satisfaction, evaluation, employee's motivation and increase conflict with others, cause physical and

emotional problems and poor satisfaction in life and it also affects the reputation of an institution. The present study represents a focused interest in stress research in that it seeks to isolate specific self-reported organizational stressors that may negatively impact teacher's performance, as well as analyze the extent to which the coping techniques have been adopted by the private college teachers. The researcher believes that of all occupations or work could be considered, highly stressful. Establishing the levels of stress among the teachers experience and the coping strategies they apply would benefit intervention effort to address the problem i.e., stress management or reducing the stress levels.

Research methodology

Research, it means it refers to a search for knowledge. Research can also define as a scientific and systematic search for pertinent information on a specific topic. Infact, Research is an art of scientific investigation. The Advanced Learner's Dictionary of Current English lays down the meaning of research as "a careful investigation or inquiry especially through search for new facts in any branch of knowledge"

Redman and Mory defines, "research as a systematized effort to gain new knowledge" The primary purpose for applied research is discovering, interpreting, and the development of methods & systems for the advancement of human knowledge on a wide variety of scientific matters of our world & the universe. Research methodology is the systematic way to solve the problems .It gives an idea about various steps adopted by the researcher in a systematic manner with an objective to determine various manners.

Research design:

The research design followed by the investigation is descriptive research .It is to find the job stress level among the private college teachers and to know about the various factors determining the job stress.

Collection of data:

The instrument which is to be used to collect information from the respondents is questionnaire schedule. It is to be pre-tested. Survey method means preparing questionnaire

& going directly to the respondents ask them to fill the questionnaire. The secondary sources used for the research consists of books, journals, newspapers, unpublished and published dissertation.

Sampling method:

The study will cover the job stress among the private college teachers. The teachers were interviewed personally with the help of structured questionnaire. The sampling method followed by the researcher is convenient sampling.

Statistical tools used:

A study of this kind needs proper quantitative analysis to avail at meaningful conclusions. Hence, the collected data have been analyzed with some of the familiar statistical techniques like scaling techniques, Percentage analysis, Par Tests, ANOVA and t-test were used.

Scope of the Study

The scope of the study is to identify the job stress among the teachers at different factors face in an institution and how much they are fit to face the kind of stress. The importance is to find the ways in an institution deals to handle the kinds of stress the teachers are facing. Another scope is to know how the institution gets affected due to the stress faced by the teachers in the institution. It is also important to emphasis on how the teachers get stressed and handle the stress and how they stay as mentally fit. The study can be used for future reference for decision making and policy making with regard to the employees.

Limitations of the Study

- ❖ The personal bias of the respondents might have an impact on the data collected due to the respondents' reluctance to answer the questions.
- ❖ The study is confined to selected groups of samples and it may not be equally applied to all.

- ❖ Stress can be either temporary or long term, so the level of stress can vary at any time.
- ❖ Findings of the study are based on the assumptions that respondents have divulged the correct information.
- ❖ Responses may be influenced by the colleagues or some respondents may not disclose the truth.
- ❖ The data collected from the respondents may be biased, due to lack of time spent on filling the questionnaire.
- ❖ The respondents may hesitate to answer the questionnaire.
- ❖ Another limitation was the non-cooperative nature of the people to give information.
- ❖ Sometimes the respondents are not ready to disclose their views openly.

REVIEW OF LITERATURE

Review of literature provides a clear way of understanding of the areas of research already taken. It is an attempt has been made to make a brief survey of the work undertaken on the field of the job stress or occupational stress. This chapter deals with the review of literature concerned with the subject of this study. Many studies have been conducted. It highlights the occupational stress from different angles. The review of some of the important studies is presented below. A lot of literature is available on stress. It is neither possible nor desirable to survey the whole literature. Therefore, review has been taken only for relevant works. Such review of literature always help the researcher is getting an overview of problem under study. Hence, the potential source of stress, stress consequences and other concepts related to the study was reviewed.

Lyne, Kenneth D.; Barrett, Paul T.; Williams, Christine; Coaley, Keith(2000) In their review titled, “A psychometric evaluation of the Occupational Stress Indicator”, Journal of Occupational & Organizational Psychology,” examined the degree to which the psychometric structure of the test was reflected in the published score key. The three

datasets were comprehensively analyzed using item analysis and exploratory factor analysis. Their study concluded that the current norms for the test were of dubious validity and findings were replicated.

Halen, Craig R., Cluskey Jr., G. R. Rivers and Richard A (2000) In their research work titled, “Reducing Stress from Workload Compression: Coping Strategies That Work in CPA Firms”, conducted a study on accounting practitioners titled ‘reducing stress from work load comparison – coping strategies that work in CPA firms’ according to them the practicing accountants experience greater stress in October (than in February) since during October they have high job demands of that work.

Koustelios (2001) Conducted research on “Satisfaction with the job itself and satisfaction with promotion”. He suggested that job satisfaction and job promotion were significant predictors for the personal accomplishment. Pestonjee (1999) explained that optimum level at which stress is functional is different for different persons and is dependent on a variety of factors like the personality of an individual, self-esteem, his educational background, authority to make decisions, control over various organizational and environmental variables and so on.

AN ANALYSIS OF TEACHING JOB STRESS

Modern civilization has made the life of man more complex, full of hazards of his own creation. It is an era of stress. Frustration, conflict, tension and anxiety have become regular features of life. Both at work and home, stress and tensions have detrimental effect on the behaviour of people, leading ultimately to poor performance. As education is expanding in India, they are likely to experience great job-related stress caused by the nature of work and higher accountability especially in autonomous colleges.

DESCRIPTIVE STATISTICS

As mentioned above, Section 1 deals with descriptive statistics of the 336 teaching staffs who participated in the survey. Descriptive statistics is the most basic form of statistics and is used to describe the demographic characteristics of the sample selected for the study.

Descriptive analysis of the sample

Percentage analysis is one of the statistical measures used to describe the sample in terms of their demographic characteristics such as age, gender, marital status, educational qualifications, department and designation, nature of the job, monthly income, total work experience in years and number of years of work experience in the present organization. Distribution of sample based on the above mentioned demographic characteristics is given in the following tables.

Table 4.1
Age of the Respondents

<i>Age</i>	<i>No of Respondents</i>	<i>Percentage</i>
25-30	82	24.40
30-40	176	52.38
40-50	56	16.67
Above 50	22	6.55
Total	336	100.00

Source: Primary data

Table 4.1 shows that, out of the 336 respondents 24.40 per cent of the respondent are belong to the age group of 25-30years, 52.38 per cent respondents are belong to the age group of 30-40 years and 16.67 per cent of the respondents are belong to the age group of 40-50 and 6.55 per cent of the respondents are belong to the above 50 years. Hence, it is concluded that, the majority of the respondents are in the age group of 30-40 years in the teaching staffs.

Table 4.2
Education of the Respondents

<i>Education</i>	<i>No of Respondents</i>	<i>Percentage</i>
UG	0	0.00
PG	21	6.25
M.Phil	221	65.77
P.hD	94	27.98
Total	336	100.00

Source: Primary data

Table 4.2 indicates that, out of total 336 respondents 0.00 per cent of the respondents are studying the under graduate course, 6.25 per cent of the respondents are studying post graduate courses, 65.77 per cent of the respondents are studying research course of Master of philosophy and 27.98 per cent of the respondents are studying the research course of doctor of philosophy. Hence, the majority of the respondents are in the category of doctor of philosophy are in the teachers.

Table 4.3
Designation of the Respondents

<i>Designation</i>	<i>No of Respondents</i>	<i>Percentage</i>
Assistant Professor	241	71.73
Associate Professor	21	6.25
Professor	58	17.26
Professor & Head	16	4.76
Total	336	100.00

Source: Primary data

Table 4.3 shows that, out of total 336 respondents 71.73 per cent of the respondents are designation the Assistant Professor, 6.25 per cent of the respondents are designation of Associate Professor, 17.26 per cent of the respondents are designation of professor and 4.76 per cent of the respondents are Professor & Head. Hence, the majority of the respondents are in the category of assistant professor are in the teachers.

Table 4.4
Monthly Income

<i>Income</i>	<i>No of Respondents</i>	<i>Percentage</i>
Lesser than Rs.10,000	62	18.45
10,000-15,000	121	36.01
15,000-20,000	137	40.77

Above Rs. 20,000.	16	4.76
Total	336	100.00

Source: Primary data

Table 4.4 depicts that, out of total 336 respondents 18.45 per cent of the respondents are Lesser than Rs.10,000,36.01 per cent of the respondents are 10,000-15,000, 40.77 per cent of the respondents are 15,000-20,000 and 4.76 per cent of the respondents are Above Rs. 20,000. Hence, the majority of the respondents are in the monthly income category of 15,000-20,000 are in the teachers.

Table 4.5
Teaching staffs Environment situation

<i>Sl. No.</i>	<i>Environment situation</i>	<i>SA</i>	<i>A</i>	<i>N</i>	<i>D</i>	<i>SD</i>	<i>Total</i>
1.	I try to establish a good rapport with my colleagues	79	67	34	58	98	336
		23.51	19.94	10.12	17.26	29.17	100
2.	I create a supportive class room environment so my students feel encouraged to take risks	70	87	68	62	49	336
		20.83	25.89	20.24	18.45	14.58	100
3.	Working conditions in my institution can be improved	64	58	66	99	49	336
		19.05	17.26	19.64	29.46	14.58	100
4.	Physical surroundings in my school are unpleasant	66	80	98	56	36	336
		19.64	23.81	29.17	16.67	10.71	100
5.	I have good relationship with my colleagues	85	68	59	73	51	336
		25.30	20.24	17.56	21.73	15.18	100
6.	My immediate supervisor makes me feel uncomfortable	51	53	90	41	101	336
		15.18	15.77	26.79	12.20	30.06	100

Source: Primary data

According to table 4.5 out of the 366 respondents, 29.17 per of the them strongly agree are majority of the respondents and 10.12 per cent of them neutral are least of the respondents in I try to establish a good rapport with my colleagues; 25.89 per of the them agree are majority of the respondents and 14.58 per cent of them strongly agree are least of

the respondents in supportive class room environment so my students feel encouraged to take risks; 29.46 per of the them disagree are majority of the respondents and 14.58 per cent of them strongly disagree are least of the respondents in Working conditions in my institution can be improved; 29.17 per of the them neutral are majority of the respondents and 10.71 per cent of them strongly disagree are least of the respondents in Physical surroundings in my school are unpleasant; 25.30 per of the them strongly agree are majority of the respondents and 15.18 per cent of them strongly disagree are least of the respondents in I have good relationship with my colleagues; 30.06 per of the them strongly disagree are majority of the respondents and 12.20 per cent of them disagree are least of the respondents in immediate supervisor makes me feel uncomfortable.

ANOVA

To examine whether there exists any discrepancy among different groups of teaching staffs categorized by Age, Gender, marital status, Education, Designation, income, number of family, experience with respect to the various socio-psychological factors of teaching staffs stress under study, one way ANOVA was conducted for each of the select demographic factors. At the heart of ANOVA, is the notion of variance. The basic procedure is to derive two different estimates of population variance from the data, then calculate a statistic from the ratio of these two estimates (between groups and within groups variance). The F ratio is the ratio of 'between-groups' variance to 'within-groups' variance. A significant F value indicates that the population means are probably not equal. Before ANOVA was conducted, it was ensured that the necessary assumptions were met. The two assumptions of concern were population normality and homogeneity of variance.

Table-4.6
T-test for significant difference among marital status with promotional activity

<i>Sl.no</i>	<i>Promotional Activity</i>	<i>Marital status</i>	<i>Mean</i>	<i>Std. Deviation</i> <i>1.04796</i>	<i>F-value</i>	<i>T-value</i>
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1	Teaching provides an opportunity to use a variety of skills	Married	4.1154		4.536	0.034*
		Unmarried	4.3529	.62374		
2	I am happy with the professional development opportunities in my job	Married	3.4188	1.26518	28.281	0.000**
		Unmarried	4.1373	.77126		
3	My job achievements /success motivates me to promote myself	Married	3.2991	1.33468	0.410	0.523
		Unmarried	3.1961	1.40747		
4	The promotional activities related to training provides self-development in my job	Married	3.2821	1.31903	10.202	0.002**
		Unmarried	2.7549	1.54430		
5	The institution provides some promotional activities to the faculties	Married	3.5043	1.17648	22.407	0.000**
		Unmarried	2.8333	1.23548		

** Significant at 1%level

* Significant at 5% level

Since P Value is less than 0.01, the null hypothesis is rejected at 5 percent level of significance with respect to Teaching provides an opportunity to use a variety of skills (0.034), happy with the professional development opportunities in my job (0.000), The promotional activities related to training provides self- Development in my job (0.002), The institution provides some promotional activities to the faculties (0.000).

FINDINGS AND SUGGESTION

- Hence, it is concluded that, the majority of the respondents are in the age group of 30-40 years in the teaching staff.
- Hence, the majority of the respondents are in the category of doctor of philosophy are in the teaching staff.
- Hence, the majority of the respondents are in the category of assistant professor are in the teaching staff.

- Hence, the majority of the respondents are in the monthly income category of 15,000-20,000 are in the teaching staff.

SUGGESTIONS

- ❖ Management should engage academic counsellors who would help the teachers to identify the causes of their problems and solve them.
- ❖ Management should enhance job performance by providing job security, adequate pay, participation in decision-making, and a good organisational climate.
- ❖ The teachers should be recognized as resourceful human beings with emotions and sentiments rather than treating them as economic entities.
- ❖ Since the private board management is a major cause of job stress among the teachers, the Government should prescribe a minimum educational qualification to become an officer-bearer of the colleges. Apart from that, the management people should be counselled very frequently by experts in the field of education.

CONCLUSION

In the preceding chapters, the problem of the study, objectives, and hypotheses, rationale of the study, review of related literature, tools, sample, research design, procedure statistical techniques and results were drawn and interpretations made are presented. The present chapter is devoted to summary and conclusions. Also implications, recommendations and suggestions for further research are presented.

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