

## **JOB STRESS AMONG TEACHING FACULTY – A STUDY AT SELF-FINANCING ARTS AND SCIENCE COLLEGES IN VELLORE DISTRICT**

**Dr. A. Dunstan Rajkumar\* S. Suganya\*\***

*\*Associate Professor, \*\*Research Scholar, VIT University, Vellore, India.*

### **Abstract**

*Teaching profession was once observed as 'low stress job' and there had been low work load, scope for flexibility and other perks such as foreign trips for conferences and seminars. However many of the recent studies found that faculty in Engineering, Medical and Nursing are the most stressed occupational group. The present study was conducted to explore the faculty perception towards job stress using a well structured questionnaire and data collected from Self-financing Arts and Science colleges in Vellore District. Through this study it is suggested that the Management of Self-financing colleges should focus their attention of the areas of stress, especially in two areas such as work overload and job insecurity in order to reduce the stress among the faculty members.*

**Keywords: Teaching Profession, Job Stress, Self-Financing Arts and Science Colleges.**

### **INTRODUCTION**

Stress is a common term used to describe emotion, feelings or fatigue usually associated with work overload or excessively demanding work. In an individual's daily life, stress is a natural phenomenon which creates more tension in their work. In the work situation, it can be serve to enhance an individual's motivation, satisfaction, performance and personal achievement (Mathewman, Rose and Hetherington, 2009). Stress is termed to be any pressure which exceeds the individual capability to maintain psychological, physiological and/or behavioral stability (Furnham, 2005). Stress is a natural phenomenon which is highly individualist. Researchers have demonstrated that individual responses to stress differ according to the stressor and varying environmental and personal factor (cox et al. 2000).

Hans Selye (1979) defines stress as any external events or internal drive which warned to upset the organism equilibrium. That is stress should change our physical, emotional and behavioral environment. There are two types of stress which is eustress and distress. Eustress is a stress which interprets the individual differences as positive stress, while a distress is a stress which shows the individual differences as negative stress. These effects may be short term and diminish quickly (Newstrom, 2007). Stresses in working people have various feelings such as worry, fear and depression (Margolis, 1974).

### **TEACHERS JOB STRESS**

Carolyn Mc cracken (2001) examined in his study that stress among community college faculty their stress is inversely related to satisfaction. The Marketing professor who were not tenured with regard to faculty stress index items, it shows that women marketing professor are being faced more stress (Jeffrey et al. 2009). The stress mainly focused on lack of information, communication and report between profession as well as the need for professional and personal development (Aslaug et al. 2000).

Traditionally university teaching has been regarded as a low-stress occupation, however with the increased workloads, reduced resources and pressure of producing good results due to tough competition this is no longer the case (Gillespie et al. 2001). Stress among teachers in education has caught the attention of the researchers only in last few years and especially in the field of medical and engineering education, they found the overall perception of stress across gender (Indoo singh 2014). Stress at work can be a real problem to the organization as well as for its workers (sapna, 2013). The areas of private life, work overload, under load, role conflict and interpersonal stress, female faculty experienced more stress in this area as compared to male faculty (Mishra 1996). The researchers has approved have a multidimensional character. Professional stress have a combination of internal and external causes. Teacher lifestyle influences the perception of stress (Manvel raj, 2012).

The system of teacher training and teacher evaluation and restructure it. The differences in terms of population, religion and national income also bring into the discussions in different environment and new social situations (Figen, 2011). Workplace stress occurs, imbalance the demands and perceived pressures of the work environment and an individual ability to cope (Vijayadurai, 2012).

### **PURPOSE OF THE STUDY**

- To explore the job stress experienced by the faculty in Self-financing Arts and Science Colleges.
- To find out the factors affecting job stress among Self-financing Arts and Science faculty.

## METHODS

### Sample and Procedure

The survey was carried out among Self-financing Arts and Science college faculty in Vellore District. The total sample size of the study is 160 faculties. Twelve Self-financing Arts and Science colleges in Vellore district were randomly selected.

### Research Instruments

In order to achieve the objective of the study, a structured questionnaire was developed by the researcher based on various literature review. The questionnaire was finalized after conducting a pilot study in two colleges. Based on pilot study some of the questions were refined. The questionnaire has two parts, first part is related to demographical information of the respondents and the second part is related to job stress factor of the respondents. In the present study, the reliability of the scale was assessed by using Cronbach's Alpha coefficient, which was above the minimum acceptable level, 0.745 there by confirmed the reliability of the scale of measurement. The questionnaire developed for collecting primary data was administered to 160 faculty and their responses were collected through filled up questionnaire. The collected data were tabulated and analyzed with the help of SPSS. The statistical tools used for analysis include Frequency, Percentage, Mean and Standard deviation.

## RESULTS AND ANALYSIS

The main aim of this study is to explore the stress experienced by the faculty and the factors affecting job stress among the faculty of self financing arts and science colleges in Vellore District. Table 1 shows the demographical information of the respondents and their frequency and percentage.

**Table -1: Demographical Information**

Particulars	Frequency	Percentage
<b>Age of the respondent</b>		
20-29 years	82	51
30-39 years	34	22
40-49 years	44	27
Total	160	100
<b>Gender of the respondent</b>		
Male	44	27
Female	116	73
Total	160	100
<b>Marital Status of the respondent</b>		
Single	57	35
Married	103	65
Total	160	100
<b>Type of Family</b>		
Nuclear	71	44
Joint	89	56
Total	160	100
<b>Monthly Income</b>		
Below Rs. 5000	65	41
Rs. 5000 - Rs. 10000	92	57
Above Rs. 15000	3	2
Total	160	100
<b>Educational Qualification</b>		
PG	46	29
M. Phil	66	41
Ph. D	38	24
Others	10	6
Total	160	100
<b>Experience of the respondent</b>		
Less than 1 Year	43	27
1 to 5 years	81	51
5 to 10 years	24	15
Above 10 years	12	7

Total	160	100
<b>Working hours per week</b>		
Below 15 hours	71	44
15 to 18 hours	51	32
Above 18 hours	38	24
Total	160	100
<b>Designation of the respondent</b>		
Asst Prof	21	13
Asst Professor	46	29
Lecturer	93	58
Total	160	100

**Table- 2: Job Stress Factor**

Job Stress	Frequency and percentage					Total
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Job insecurity	10 (6)	15 (9)	10 (6)	60 (38)	65 (41)	160 (100)
Inadequate salary	11 (7)	17 (11)	26 (16)	50 (31)	56 (35)	160 (100)
Conflict with co-worker	10 (6)	25 (16)	20 (12)	60 (38)	45 (28)	160 (100)
Work overload	10 (6)	20 (12)	32 (20)	40 (25)	58 (36)	160 (100)
Poor infrastructural facility	30 (19)	29 (18)	22 (14)	34 (21)	45 (28)	160 (100)

Table 2 shows that the major factor affecting job stresses. It clearly shows that 65 per cent of the respondents are under pressure of job insecurity, 56 per cent of the respondents are under the pressure of inadequate salary, 60 per cent of the respondents are conflict with the coworker, 58 per cent of the respondents are under the pressure of work overload and 45 per cent of the respondents are having pressure of poor infrastructural facility.

**Table - 3: Job stress factor with mean and standard deviation**

Job Stress	Mean	Standard deviation
Job insecurity	3.450	1.31220
Inadequate salary	3.120	1.45122
Conflict with co-worker	2.720	1.19233
Work overload	3.650	1.16843
Poor infrastructural facility	2.230	1.01123

From table 3, it clearly shows that from the mean, the most influencing job stress factor are work overload (mean 3.650), followed by job insecurity (mean 3.450), Inadequate salary (mean 3.120), Conflict with co-worker (mean 2.720) and Poor infrastructural facility (mean 2.230).

### CONCLUSION AND FUTURE SCOPE

Stress in job is an inevitable part of life. Teaching is one of the most professions which having more job stress especially in this study focused on self-financing arts and science college faculty. From the foregoing analysis, it is clearly state that teaching faculty are under stress. In order to reduce the stress among faculty the management and the university should focus their attention on two areas, they are Work overload and Job insecurity. The management should recruit sufficient teaching faculty to reduce the workload and they need to provide secured job.

Further research can do the comparative study between teaching faculty of Engineering college and teaching faculty of Arts and Science College, the researcher can also do all the arts and science colleges affiliated under one university.



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