



Job Stress among College Teachers in Tuticorin District

KEYWORDS

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ABSTRACT *Stress refers to an excess of demand made upon the adaptive capabilities of the mind and body and is seen in the form of a physical demand, a mental demand or both. Stress at work can be a real problem to the organization as well as for its workers. This paper discussed about the job stress among college teachers in Tuticorin district.*

Introduction:

The word stress has been repeatedly used in the recent years as a way to describe many symptoms seen in working individuals. Studies suggest that work stress may increase a person's risk for cardiovascular disease, Psychological disorders, workplace injury and other health problems. Early warning signs may include headaches, sleep disturbances, difficulties in concentration, job dissatisfaction and low morale. Stressful working conditions also are associated with increased absenteeism, tardiness, disability claims, and other factors that reduce a company's productivity and competitiveness. Studies indicate that one fourth of the work forces view their jobs as the number one stressor in their lives and those workers widely perceive job stress as being on the rise.

National Institute of occupational safety and health (NIOSH) and partner organizations from industry, labour and health community are pursuing a research on work stress with more than 500 organizations. It identifies work organizations as one of the 21 areas in which vigorous collaborative research will do the most to reduce serious & costly occupational injuries and illness over the next decade.

It says work stress imposes enormous and far-reaching costs on workers well being and corporate profitability. But certain costs are avoidable. Research experience tells us that certain factors such as heavy work load, conflicting, job responsibilities and job insecurity are stressors across organizations and that the risk for the job stress can be reduced through smart strategic action.

Job stress is also very costly in American industry which is estimated over \$300 billion annually as a result of accidents, absenteeism, employee turnover, diminished productivity, direct medical, legal and insurance costs. Xerox estimated that it cost them \$ 1 to \$1.5 million to replace a top executive and that was two decades ago. Occupational pressures are believed to be responsible for 60 to 80 % of the accidents on the job. According to a survey of 12, 00,000 workers in over 300 companies the number of employee's callings in sick because of stress tripled from 2006 to 2010.

In this context, managers must recognize the financial impact of stress on organization can be significantly higher in the absence of stress management programmes. It is increasingly important for health promotion programs in the workplace to include non-traditional programs that deal with depression & stress.

Teacher stress can be defined as the experience by a teacher of unpleasant negative emotions such as anger, frustration, anxiety, depression and nervousness, resulting from some aspect of their work (Kyriacou 2000). Since the early 1970s, the

amount of research on teacher stress has increased steadily, and it is now a major topic of research in many countries (Kyriacou 2001; Troman& Woods 2001; Vandenberghe & Huberman 1999).SSN:

A number of surveys have been pointed out the comparatively stressful nature of teaching profession. T. Cox, MacKay, S. Cox, Watts, and Brockley (1978) reported that more than 60 percent of teachers considered working as the main source of stress in their lives. Kyriacou (1980) revealed that teachers, when compared to people in other professions, teachers do experience a higher level of stress than many other professionals.²¹ In this study, we would like to examine the extent of interrelation between the job Stress among College teachers in Tuticorin District.

Objectives of the Study:

The present study has been carried out with the following objectives:

1. To identify the major sources of stress of the engineering college teachers.
2. To study the relationship between Job stress and Gender.
3. To suggest some measures to reduce the level of job stress in colleges.

Research Methodology:

Research Methodology is a study of systematically solving the problem. The validity of any research is based on the systematic method of formulating the objectives, data collection and analysis interpretation. The present study is based on primary data and secondary data. Questionnaire was the main tool for collecting the primary data. The questionnaire was designed in a systematic way of covering adequate and relevant questions which covered almost all aspects of the study.

Deliberate sampling technique was adopted to select the representative samples. The sample consists of 253 respondents. The data collected from the primary sources were arranged sequentially and tabulated in a systematic manner. Further, books, magazines, leading journals, newspapers, text books and websites relating to the study were also referred.

TOOLS FOR ANALYSIS

The following tools were employed to analyse the data with reference to the selected objectives of the study.

CONVENTIONAL ANALYSIS

The data thus collected were arranged into simple tabular form. Simple statistical tools like chi-square test were employed.

The detail of the formula is given below.

Chi-Square Test

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

Where,

O = Observed frequency

E = Expected frequency

d.f.= Degrees of freedom= (r-1) (c-1)

DATA ANALYSIS AND INTERPRETATION INTRODUCTION

In this chapter, an attempt has been made to identify the factors that influence the job stress among college teachers in Tuticorin district. For this purpose, a field survey method was employed to collect first hand information from 253 sample respondents. The respondents have been chosen randomly from the different parts of the study area. The data thus collected were arranged into simple tabular form. The level of stress by the selected sample respondents is considered as a dependent variable. The Independent variables selected for the study are Age, Gender, Marital Status, Educational Qualification, Designation, and stressors.

CHI-SQUARE TEST ANALYSIS FOR THE FOLLOWING VARIABLES

In order to find out the relationship between independent and level of stress, a hypothesis was framed and analysed with the help of chi-square test. The results of the chi-square test are shown in the following table.

1. Age and level of stress - H₀ : There is no significant relationship between age of the respondents and level of stress.
2. Gender and level of stress - H₀: There is no significant relationship between gender of the respondents and level of stress.
3. Marital status and level of stress - H₀: There is no significant relationship between marital status of the respondents and level of stress.
4. Education qualification and level of stress - H₀: There is no significant relationship between educational qualification of the respondents and level of stress.

TABLE NO: 1 INDEPENDENT AND LEVEL OF STRESS

Factor (Independent variable and level of stress)	Calculated χ^2 Value	Table Value	D.F	Remarks
1. age and level of stress	17.458	12.592	6	Not Significant
2. gender and level of stress	24.153	5.991	2	Not Significant
3. Marital status and level of stress.	2.871	5.991	2	Not Significant
4. Education qualification and level of stress.	11.689	21.026	12	Not Significant

It is divulged from the above analysis that the calculated chi-square value is greater than the table value and it is significant at 5% level. Hence, the hypothesis, "intependent variable and level of stress are not associated" does not hold well. It is concluded from the analysis that there is a close significant relationship independent variable (age, gender, marital status, education qualification) and level of stress.

Findings:

- ❖ From the analysis, it is inferred that the maximum level of stress is attained by the respondents below 26 years and 36-45 years of age group. The result of chi-square test proved the association at 5 percent level of significance.
- ❖ From the above analysis, it is concluded that the maximum level of stress is perceived by the female respondents. The result of chi-square test proved the association at 5 percent level of significance.
- ❖ From the above analysis, it is concluded that the maximum level of stress is perceived by married respondents.
- ❖ From the analysis, it is identified that maximum level of stress is perceived by the respondents with Ph.D. level education.
- ❖ From the analysis, it is identified that maximum level of stress is attained by professors. The result of chi-square test proved the association at 5 percent level of significance.

SUGGESTIONS:

- ❖ Faculty training programmes may be arranged in the area of attitude re-structuring for the respondents.
- ❖ Since, faculty in the age group of 36 to 45 years experience the highest level of stress, the management may encourage them to take up relaxation exercises, meditation and yoga classes.

CONCLUSION:

The results of the study show the intensity of work stressors on the coping mechanisms and shows light on the behavioral aspects of the respondents in the study area. The relationship exhibited between institution, salary and level of stress may help the institutions in designing training programmes. Almost all the organizations have now started realizing the importance of stress. In this scenario, such studies may enhance the accomplishments of the organizations to keep the stress level at minimum.

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