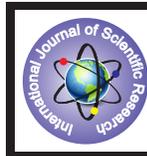


# Occupational Stress among the Private College Faculty



## Commerce

**KEYWORDS :** Cognitive symptoms, Physical environment, Behavioral Symptoms, Pessimism, Emotional symptoms

**Dr. K. Krishnakumar**

Assistant Professor, Department of commerce, Periyar University, Salem

**S. Kavitha**

Research Scholar, Department of commerce, Periyar University

### ABSTRACT

*This study aimed to find out the common causes of stress among the private college faculties in Salem district. The samples were collected from fifty faculties by using convenient sampling techniques. Simple percentage analysis, one- sample t test, and chi –square test were used in this study. Finally, based on the results the researcher concluded that the common causes of stress has been clearly identified and suggested to reduce the stress.*

### Introduction

Stress is a familiar concept since it is an inescapable part of life. Everyone experiences stress in varying forms and degrees. Company directors, teachers, actors, airline pilots, government officials, sportsmen, soldier in combat, housewives and students experience stress. There are many different definitions of stress. Stress may be defined as «a state of psychological and / or physiological imbalance resulting from the disparity between situational demand and the individual's ability and / or motivation to meet those demands.»

**Dr. Hans Selye**, one of the leading authorities on the concept of stress, described stress as “the rate of all wear and tear caused by life.”

Stress can be positive or negative. Stress can be positive when the situation offers an opportunity for a person to gain something. It acts as a motivator for peak performance. Stress can be negative when a person faces social, physical, organizational and emotional problems.

### Occupational stress

The human body has a natural chemical response to a threat or demand, commonly known as the “flight or fight” reaction, which includes the release of adrenalin. Once the threat or demand is over the body can return to its natural state. A stressor is an event or set of conditions that causes a stress response. Stress is the body's physiological response to the stressor, and strain is the body's longer-term reaction to chronic stress.

Occupational stress can affect your health when the stressors of the workplace exceed the employee's ability to have some control over their situation or to cope in other ways. For example:

- Workers are overburdened with workloads that remain high regardless of their efforts: the workload is the stressor
- Employees feel anxious and their heart rate speeds up because they cannot control their workloads: that is stress
- Increased blood pressure, insomnia, or chronic headaches: that is strain

### The Impact of Occupational Stress

To some degree, stress is an unavoidable characteristic of life and work and, as such, is neither inherently bad nor necessarily destructive. There is, however, a clear difference between being ‘under pressure’ at work and being subjected to the kind of chronic stress that is potentially damaging to physical and psychological well-being. Workplace stress can have a wide-ranging and negative impact on the well-being of the individual and his or her day-to-day functioning. This is observable at a physical level (e.g. exhaustion, headaches, and high blood pressure), a psychological level (e.g. depression, anxiety, low self-esteem), a cognitive level (e.g. absent-mindedness, failure of attention and memory), and a behavioral level (e.g. absenteeism, substance abuse, aggressive behavior). Occupational stress is now considered to be amongst the top five work related health problems in the USA (Blix, Cruise, Mitchell & Blix, 1994). In the UK, a recent survey of workplace health and safety representatives by the

Trades Union Congress (TUC, 1996) has named overwork and stress the primary workplace hazard

### Why Workplace Stress is increasing

In the modern world nature of work is changing day by day. Many organizations are experiencing radical transformations as a result of the need to realign their strategies and structures in response to the rapidly changing environmental and commercial pressures of the 1990s. The individuals who work for these organizations are now commonly thought to be facing highly demanding and rapidly changing work environments that challenge both competency and established behavioral repertoires. Studies on occupational stress have concluded that a faster pace of work, a general intensification of work effort and an increased rate of change are all major contributory factors to the new stress ‘epidemic’. The 1993 Health Survey for England found that the respondents with a faster pace of work were likely to suffer from higher levels of occupational stress than those with a slower pace (DoH, 1993).

Stress has now become an area of concern for all types of occupation. There is little doubt, however, that some professions have fared worse than others. It has long been argued that workers involved in high levels of personal interaction, such as nurses and teachers, are more vulnerable to occupational stress and professional ‘burnout’ than those in product-oriented organizations. This belief has been strongly supported by several recent studies. For example, the survey conducted by the TUC in 1996 concluded that people working in the voluntary sector, and in education, constituted occupational groups most affected by occupational stress. Eighty-nine per cent and 80 per cent respectively of respondents from those sectors cited overwork and stress as the main area of concern in their workplaces. Studies of the teaching profession, in particular, commonly reveal high levels of stress which often manifest themselves as exhaustion, anxiety, depression, irritability and increased levels of stress-related illness. Travers & Cooper (1991) found teachers to be in significantly poorer mental health in comparison with other highly stressed occupational groups.

### Types of stress

**Table- 1 Types of stress**

S.No	Types of stress	Examples
1	Work factors	Excessive work hours Unreasonable performance
2	Physical environment	Noise and overcrowding Health and safety risk ergonomic problems.
3	Organizational practice	Lack of autonomy Poor communication Unclear roles and responsibilities
4	Work place change	Insecurity in job Poor chances job advancement or promotion High turnover
5	Relationship	Office politics, competition and conflicts. Poor relationship with superiors Bullying or harassment

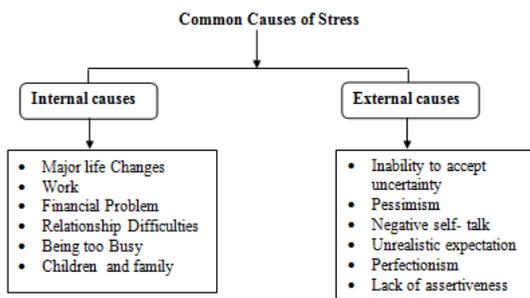
**Causes of Stress**

The situations and pressures that cause stress are known as *stressors*. We usually think of stressors as being negative, such as an exhausting work schedule or a rocky relationship. However, anything that puts high demands on you or forces you to adjust can be stressful. This includes positive events such as getting married, buying a house, going to college, or receiving a promotion.

What causes stress depends, at least in part, on your perception of it. Something that's stressful to you may not faze someone else; they may even enjoy it. For example, your morning commute may make you anxious and tense because you worry that traffic will make you late. Others, however, may find the trip relaxing because they allow more than enough time and enjoy listening to music while they drive.

**Common Causes of Stress**

**Chart-1**



**Sign Warning and Symptoms of Stress**

Cognitive Symptoms Memory Problem Inability to concentrate Poor Judgment Seeing only negative Anxious or racing thoughts Constant worrying	Emotional Symptoms Moodiness Irritability or short temper Agitation, inability to relax Feeling over whelmed Sense of loneliness and isolation Depression or general unhappiness
Physical Symptoms Aches and Pains Diarrhea or constipation Nausea and dizziness Chest pain and rapid heart beat Loss of sex drive Frequent colds	Behavioural Symptoms Eating more or less Sleeping too much or too little Isolation yourself from others Procrastination or neglecting responsibilities Using alcohol, cigarettes or drugs to relax Nervous habits

**Objectives of the Study**

- To know the socio economic status of faculty members working in private college in Salem district.
- To find the common causes for stress among the private college faculty members.
- To examine the association between demographic factors and common causes of stress.

**Statement of the Problem**

In the present scenario of rapidly changing and dynamic work environment stress is unavoidable. The stress is very common among laymen to chief executive officer of the company. The stress may be different according to their occupational and profession. Therefore, it may be also called as occupational stress particularly those who are working in private very high stress due to various reasons. That too not exempted for private faculty also. In the private college the faculty members are working for very less salary in comparison with Government College and aided college faculty members. Apart from that there are having lot of difficulties and inconveniences that leads to create stress among them. Therefore, it is essential to find the answers for common causes for occupational stress.

**Methodology**

The study is based on both primary and secondary data. The primary is collected through a well structured questionnaire by using convenient sampling technique in Salem district of Tamilnadu. The secondary data collected from journal, website, books, magazines, and report etc.

**Table - 2**  
**Demographic Details of the Respondents**

Demographic Factors	Maximum (%)	Minimum (%)
Place of Residence	46 (Semi-urban)	22 (Urban)
Gender	66 (Male)	34 (Female)
Marital Status	52 (Married)	48 (Unmarried)
Age	60 (Below 30 Year)	10 (31-40Year)
Educational qualification	50 (M.Phil)	14 (PG)
Income	38 (Below Rs.10,000)	24 (Above Rs.20,000)
Experience	46 (Below 5 Years)	22 (10 Years and above)
Academic background	50 (Science)	48 (Arts)
Family size	50 (Upto-2)	40 (Above 5 Members)

**Table - 3**  
**One-Sample Statistics for General Causes for Occupational Stress**

	N	Mean	Std. Deviation	Std. Error Mean
Over work load	50	3.8400	1.13137	.16000
Due to work pressure i am always in tensions and wavering mind	50	3.5800	.90554	.12806
I am not able to spend time with my family members	50	3.5800	1.10823	.15673
Relaxation time is very less	50	3.7200	1.10730	.15660
Due to long travel i face lot of health problem	50	3.2200	1.03589	.14650
I am not able to concentrate in my children studies	50	3.7600	1.06061	.14999
I don't have any job security or guarantee	50	3.7200	1.06981	.15129
I feel tired even with adequate sleep	50	3.3600	.85141	.12041
I find it different to concentrate on what a am doing	50	3.6400	.85141	.12041
I am not able to spend time for myself development	50	3.7800	1.01599	.14368
While i am taking leave, compulsory class adjustments has to be made with colleagues	50	3.7600	1.06061	.14999

From the above table it is found that the mean values of eleven variables of common causes of stress range from 3.22 to 3.84 with consistent standard deviation. The significant of the mean values of the variables are explain in the following table

Table - 4

One-Sample Test for General Causes for Occupational Stress

Test Value = 3						
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Over work load	5.250	49	.000	.84000	.5185	1.1615
Due to work pressure i am always in tensions and wavering mind	4.529	49	.000	.58000	.3226	.8374
I am not able to spend time with my family members	3.701	49	.001	.58000	.2650	.8950
Relaxation time is very less	4.598	49	.000	.72000	.4053	1.0347
Due to long travel i face lot of health problem	1.502	49	.140	.22000	-.0744	.5144
I am not able to concentrate in my children studies	5.067	49	.000	.76000	.4586	1.0614
I don't have any job security or guarantee	4.759	49	.000	.72000	.4160	1.0240
I feel tired even with adequate sleep	2.990	49	.004	.36000	.1180	.6020
I find it different to concentrate on what a am doing	5.315	49	.000	.64000	.3980	.8820
I am not able to spend time for myself development	5.429	49	.000	.78000	.4913	1.0687
While i am taking leave, compulsory class adjustments has to be made with colleagues	5.067	49	.000	.76000	.4586	1.0614

The t test values of ten variables are statistically significant at 5% level of significant except one. The sources that private college faculty have strong agreement that they are having stress due to common causes.

Table - 5 Association between Place of Residence and Common Causes for Occupational Stress

Place of Residence 1		Score			Total
		2	3		
Urban	Count	0	13	3	16
Semi Urban	Count	3	19	1	23
Rural	Count	0	11	0	11
Total		3	43	4	50

From the above table it is found that the maximum of 19 (82.6%) of respondents belongs to semi-urban area affected by common causes for stress. The following table gives the nature of association between place of residence and common causes for stress.

Table - 6 Chi-Square Test between Place of Residence and Common Causes for Stress

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	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.420 <sup>a</sup>	4	.115
Likelihood Ratio	8.862	4	.065
Linear-by-Linear Association	2.228	1	.136
N of Valid Cases	50		

a. 6 cells (66.7%) have expected count less than 5. The minimum expected count is .66.

Ho - There is no association between place of residence and common causes for Occupational stress among the private college faculty.

The chi- square value revealed that the Pearson chi- square value is 7.420, likelihood ratio 8.862, along with linear- by- linear association 2.228. The probabilistic values for the above mentioned statistics are not significant at 5% level. It is concluded that the null hypothesis is accepted and there is no association between place of residence and common causes of stress.

Table - 7 Association between Gender and Common Causes for Occupational Stress

Gender 1		Score			Total
		2	3		
Male	Count	0	13	4	17
Female	Count	3	30	0	33
Total		3	43	4	50

From the above table, it is depicts that the maximum of 30 (90.9%) of respondents are female categories affected by common causes of stress. The following table gives the nature of association between gender and common cause for stress.

Table - 8 Chi-Square Test between Gender and Common Causes for Occupational Stress

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.582 <sup>a</sup>	2	.008
Likelihood Ratio	11.401	2	.003
Linear-by-Linear Association	8.381	1	.004
N of Valid Cases	50		

a. 4 cells (66.7%) have expected count less than 5. The minimum expected count is 1.02.

Ho- There is no association between gender and common causes for Occupational stress.

The chi- square value revealed that the Pearsons chi- square value is 9.582, likelihood Ratio 11.401, along with linear -by- linear association 8.381. The probabilistic values for the above mentioned statistic are significant at 5% level. It is conclude that the null hypothesis is rejected and there is association between gender and common causes of stress

**Table - 9**  
**Association between Age and Common Causes for Occupational Stress**

Place of Residence 1		Score			Total
		2	3		
Below 30 Year	Count	3	28	0	31
31- 40Year	Count	0	4	1	5
Above 40 Year	Count	0	11	3	14
Total		3	43	4	50

From the above table it is found that the maximum of 27(90%) of respondents are below the age group of 30 years are affected by common causes of stress. The following table gives nature of association between age and common causes of stress.

**Table - 10**  
**Ch-Square Test between Age and Common Causes for Occupational Stress**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.121 <sup>a</sup>	8	.195
Likelihood Ratio	12.657	8	.124
Linear-by-Linear Association	.222	1	.638
N of Valid Cases	50		
a. 13 cells (86.7%) have expected count less than 5. The minimum expected count is .06.			

Ho – there is no association between age and common causes of Occupational stress.

The chi- square values revealed that Pearsons chi- square value is 11.121, likelihood ratio 12.657, along with linear by- linear association .022. The probabilistic values for above mentioned statistic are not significant at 5% level. It is concluded that the null hypothesis is accepted and there is no association between age and common causes of stress.

**Table - 11**  
**Association between Experience and Common Causes for Occupational Stress**

Place of Residence 1		Score			Total
		2	3		
Below 5Year	Count	0	23	0	23
5- 10Year	Count	3	13	0	16
Above 10Year	Count	0	7	4	11
Total 3 43				4	50

From the above table it is found that the maximum 23 (100%) of respondents are below 5 years experience are affected by common causes of stress. The following table gives the nature of association between experience and common causes of stress.

**Table - 12**  
**Chi-Square Test between Experience and Common Causes for Occupational Stress**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	21.763 <sup>a</sup>	4	.000
Likelihood Ratio	20.194	4	.000
Linear-by-Linear Association	4.055	1	.044
N of Valid Cases	50		

a. 6 cells (66.7%) have expected count less than 5. The minimum expected count is .66.

**Ho - There is no association between experience and common cause of Occupational stress**

The chi- square value revealed that the Pearsons chi- square value is 21.768, likelihood ratio 20.194, along with linear - by - linear association 4.055. The probabilistic values for the above mentioned statistics are significant at 5% level. It is concluded that the null hypothesis is rejected and there is association between experience and common causes of stress.

**Findings**

- Minimum 22% of the respondents are belongs to urban area and maximum 46% of the respondents are belongs to semi-urban area.
- Minimum 34% of the respondents are male and maximum 66% of the respondents are female.
- Minimum 48% of the respondents are unmarried and maximum 52% of the respondents are married,
- Minimum 10% respondents are between the age group of 31-40 years and maximum 60% of the respondents are age group of below 30 years
- Minimum 14% of the respondents are completed PG degree and maximum 50% of the respondents are completed M.Phil
- Minimum 24% of the respondents' income level above 20,000 Rs and maximum 38% of the respondents below Rs10, 000.
- Minimum 22% of the respondents are experienced 10years and above and maximum 46% of the respondents are experienced below 5years.
- Minimum 48% of respondents are arts faculty and maximum 50% of the respondents are science faculty
- Minimum 40% of respondents' family size above 5 members and maximum 50% of the respondents' family size Upto 2 members.
- Respondents are highly agreed with common cause of stress due to heavy work load, not able to concentrate in their children studies, difficult to concentrate what they are doing, and compulsory class adjustments with their colleagues. They are moderately agreed with common causes of stress due to wok pressure, less relaxation time and there is no job security and guarantee, and disagreed with common causes of stress due to feeling of tired even with adequate sleep.
- There is no association between place of residence and common causes for stress among the private college faulty.
- There is no association between gender and common causes of stress
- There is no association between age and common causes of stress.
- There is no association between experience and common cause of stress
- There is no association between experience and common cause of stress

**Suggestion**

- It is suggested that the private college management should take measures for allotting working hours as per UGC regulations.
- The management can offer yoga and meditation pro-

grammes for the faculty to reduce work pressure and tension.

- Relaxation for faculty members is one of the important aspects which motivate them to work better. Therefore, the management should take steps for faculty members' recreation and relaxation.
- The management provides better job guarantee and security for faculty member, which will create the good understanding and bond between faculty members and management.
- The management should motivate the faculty member should participate the seminar, conference etc, which leads to the development of faculty members and institution.
- The faculty members should not be used for other workers apart from teaching. The management has to take care of it.
- Compulsory class adjustment system to the faculty member while going on leave should be avoided by the way of sending the students to library or sports activities.
- The management has to give much importance for welfare

of faculty members which enables the faculty members work in an enthusiastic manner.

### Conclusion

In the modern world, stress is becoming part and partial of everyone's life. From the childhood to old age, peoples experiencing various stress. The occupational stress is the concept which relates to sufferings faced by any one due to job or work. A teacher also not exempted from stress. In this study, many common causes of stress have been analyzed. It was found that private college faculty is affect by stress due to many reasons. Teachers are the development of future society. Therefore, the teachers should be with less stress in their working places. It will leads to better concentration on job and job involvement. That enhances the better development of student's community. It is concluded that the common causes relating to stress has been clearly identified and eliminated by the concerned managements. That will lead a teacher working with stress free environment and mind.

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