



An Empirical Study on Stress Among Faculty Working In Arts and Science Colleges

Dr. (Mrs.) S. Suma Devi,

Associate Professor and Head, Department of Commerce, PSGR Krishnammal College for Women, Peelamedu, Coimbatore – 641004.

Ms. Sumitha.P.

Ph.D Research Scholar, Department of Commerce, PSGR Krishnammal College for Women, Peelamedu, Coimbatore - 641004

ABSTRACT

Today's life is full of challenges. Stress is a common experience of people when any demands are placed on them by their work or personal environment. Stress at the workplace is the major cause of most of the health problems. The work of faculty is physically and mentally challenging, which needs a lot of energy in his/her daily chores in the classroom coupled with her personal and family commitments. The objective of the study is to identify the causes, impact and strategies adopted to overcome the stress among faculty working in various arts and science colleges in Coimbatore city. For accomplishing the objective of this study, a structured questionnaire was designed and primary data was collected from a sample of 30 faculties working in various arts and science colleges in Coimbatore city.

KEYWORDS

Faculty, Workplace, Stress and Health Problems.

INTRODUCTION

In this modern world, one finds stress everywhere, whether it is within the family, business, organization or institution. Right from the time of birth, until the last breath drawn, an individual is consistently exposed to various stressful situations. According to the American Medical Association, Stress is defined as "Any interference that disturbs a person's mental or physical well-being." Stress is a psychological and physiological response to actions that upset an individual whenever one's mind and body reacts to any situation. Stress is a term commonly used to describe feelings of tensions or exhaustion usually associated with work overload or overly demanding work. Stress is natural phenomenon in an individual's daily life. It is unrealistic and impossible to eliminate stress, totally from one's life.

Education plays a vital role in determining the life and profession of an individual. Teaching profession had been regarded as the noble profession. Many Leaders, Scientists, Administrators, Advocates, Engineers and Politicians are created by the teachers. Teaching is no longer merely hard work; it has become a highly stressful profession. Due to changing scenario in socio-economic dimensions and increasing unemployment issues, value of teachers and their professional concerns are associated with their job had also took diversified changes leading to increased stress in their profession. Nowadays, responsibilities of academicians had substantially increased and faculties are supposed to play many other roles in addition teaching and research.

STATEMENT OF THE PROBLEM

The faculty members working in college plays multiple roles. Many factors mounting pressure on the faculty leads to stress both mentally and physically. The prime source of stress for faculty depends upon his/her character, personality and managing skills which affect their performance efficiency. Job stress has a high impact on the health, performance and satisfaction. The current study analyse impact and Strategies followed to overcome the stress among the faculties. It is very difficult for women to balance their family and personal life. It also evaluates the job stress in order to analyse impact and Strategies followed to overcome the stress among the faculties working in various arts and science colleges.

REVIEW OF LITERATURE

P.Manjula, Dr.T.J.Arun (2014)¹ have been analysed "a study on teachers' stress management with special reference to deemed universities in Chennai". In modern competitive world employees in all types of organization face stress in one way or the other. So, it is the duty of the employers to provide a stress-free work environment, recognize where stress is becoming a problem for staff, and take action to reduce stress. Stress in the workplace reduces productivity, increases management pressures, and makes people ill in many ways. Stress at work also provides a serious risk of litigation for all employers and organizations, carrying significant liabilities for damages, bad publicity and loss of reputation. With this backdrop the study was conducted.

Naina Sabherwal, Deeya Ahuja, Mohit George, Arjun Handa (2015)² made a study on "A study on occupational stress among faculty members in Higher Education Institutions in Pune". It was selected with the purpose of understanding the phenomenon of stress among faculty and to find out how they combat stress in higher educational institutions. The sample data collected from 200 faculty members of different higher educational institutions in Pune. The sample was taken by the stratified random sampling. The respondents' responses were measured by the following Stressors: workload, relationships with colleagues, and work with students, organisation, and social recognition and status. The findings revealed that the administrators experienced, on an average a low to moderate level of stress and this did not negatively affect their performance.

OBJECTIVES OF THE STUDY

- To analyse the Socio economic profile of the respondents.
- To find out the cause and impact for stress among the faculty members in arts and science college.
- An attempt was made to understand the strategies adopted to overcome the stress by faculty members in colleges.

RESEARCH METHODOLOGY

To undertake this study simple random sampling technique was applied and a sample of 30 Faculties working in Arts and science Colleges in Coimbatore has been selected as respondents. A structured questionnaire has been formulated and pri-

mary data have been collected. Collected data has been analysed using various statistical tools namely simple percentage analysis and Analysis of Variance (ANOVA). Secondary data for the study have been collected through various publications in journals, magazines, websites and text books.

ANALYSIS AND DISCUSSION
SIMPLE PERCENTAGE ANALYSIS

Table No.:1 General Profile of the Respondents

Personal Factor		No of respondents	Percentage
Age	25-30 years	17	56.7
	31-40 years	9	30.0
	41-50 years	2	6.7
	51-58 years	2	6.7
Marital Status	Single	10	33.3
	Married	20	66.7
Educational Qualification	Post Graduation	1	3.3
	NET/SLET	1	3.3
	M.Phil	22	73.3
	Ph.D	6	20.0
Type of Family	Nuclear	17	56.7
	Joint	13	43.3
Area of Resident	Rural	2	6.7
	Urban	21	70.0
	Semi Urban	7	23.3
Income Level	Less than Rs.20,000	17	56.7
	Rs. 20,001-Rs.40,000	6	20.0
	Rs.40,001-Rs.60,000	3	10.0
	Above Rs. 60,000	4	13.3
Type of Institution	Private Aided	12	40.0
	Private Unaided	18	60.0
Designation	Assistant Professor	24	80.0
	Associate Professor	6	20.0
Years of Experience	Less than 5 years	17	56.7
	6-10 years	7	23.3
	11-15 years	3	10.0
	16-20 years	1	3.3
	Above 21 years	2	6.7
Distance of Travel	0-5 kms	9	30.0
	6-10 kms	16	53.3
	11-20 kms	4	13.3
	20 kms & Above	1	3.3
Research work	M.Phil	1	3.3
	Ph.D	22	73.3
	Minor Project	4	13.3
	Major Project	3	10.0
Job Stress	Always	4	13.3
	Often	4	13.3
	Sometimes	22	73.3

The general profile of the respondents is given in Table No.:1. Out of 30 respondents taken for the study, 56.7 per cent of the respondents are under the age category of 25-30 years, 66.7 per cent of them are married, 73.3 per cent of the respondents have completed their M.Phil Graduation, 56.7 per cent of them are living in nuclear family, 70.0 per cent of them are from urban area, 56.7 per cent of the respondents income level was less than 20,000 per month, 60.0 per cent of them are working in private unaided institution, 80.0 per cent of them are Assistant professors, 56.7 per cent of the re-

spondents have less than 5 years of experience, 53.3 per cent of the respondents travel nearly 6-10 kms from their residence to work place followed by 73.3 per cent of the respondents are doing Ph.D research work and also find their job stressful sometimes.

ANOVA

Table No.: 2 Showing Relationships between the Personal Factor and Reason for Stress among Faculty Members

Particulars		Mean	S.D	No.	F	Sig	H ₀
Age	25-30 years	1.82	.345	17	.682	.571	Rejected
	31-40 years	1.67	.386	9			
	41-50 years	1.89	.152	2			
	51-58 years	1.54	.556	2			
Income Level	Less than Rs.20,000	1.90	.281	17	.044	.034	Accepted
	Rs. 20,001-Rs.40,000	1.55	.423	6			
	Rs.40,001-Rs.60,000	1.83	.289	3			
	Above Rs. 60,000	1.45	.337	4			
Years of Experience	Less than 5 years	1.82	.344	17	.713	.591	Rejected
	6-10 years	1.78	.368	7			
	11-15 years	1.52	.393	3			
	16-20 years	2.00	.	1			
	Above 21 years	1.54	.556	2			

H₀ : There is no significant difference between the reason for stress among faculty members classified based on their socio-economic variables such as age and years of experience.

It is observed from the above table no.:2, that the calculated value is .571 and .591 which states that the calculated is higher than the table value 5 per cent level of significance. It is inferred that the reason for stress among faculty members differ significantly among the age and years of experience of the respondents. **Hence the null hypothesis is rejected.**

H₀ : There is no significant difference in the reason for stress among faculty members classified based on their income level of the respondents.

From the above table that the calculated value is .034 which is less than the table value at 5 per cent level of significance. It is inferred that there is no significance difference between the reason for stress among faculty members and their Income Level. **Hence the null hypothesis is accepted.**

Table No.: 3 Strategies followed to overcome Stress

Particulars		Yes	No	Total
Yoga / Meditation	No	13	17	30
	%	43.4	56.7	100%
Physical Exercise	No	14	16	30
	%	46.7	53.3	100%
Writing/Reading	No	7	23	30
	%	23.3	76.7	100%
Watching television	No	18	12	30
	%	60	40	100%
Visiting Temples	No	18	12	30
	%	60	40	100%
Meeting friends and relatives	No	23	7	30
	%	76.7	23.3	100%

It is clear from the above table that 43.4 per cent of the respondents prefer Yoga / Meditation as a strategy to overcome stress, 46.7 of the respondents do Physical Exercise to reduce stress, 23.3 per cent of the respondents prefer Writing/ Reading to reduce stress, 60 per cent of the respondents said watching television and visiting temples reduces their stress, 76.7 per cent of the respondents will meet their friends and relatives to reduce their stress level.

Majority (76.7 per cent) of the respondents prefer to meet their friends and relatives to reduce their stress level.**SUGGESTION**

The following are the ideas given by the faculty members to overcome/reduce stress.

The teachers are requested to minimize their leave so that they can complete their task within the specified time limit. Stress can also be overcome by playing with the kids.

The teachers should try to cope with the work environment and available resources.

Pre planning of work plays major role to overcome stress.

Proper guidance should be given while doing job related works.

CONCLUSION

The Faculties working in college having lot of work stress due to their work, and students performance. Majority of the faculties reduce their stress by meeting their relatives and friends. The stress cannot be avoided, so it should be managed with the suitable practice of techniques like yoga, meditation, watching TV, reading books and visiting temples. Therefore, Stress Management technique is important and its used depends upon their work schedule.

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