



ORIGINAL RESEARCH PAPER

Management

Stress among the Contractual College Teachers: A Case Study of Provincialised Degree Colleges in Tinsukia Town

KEY WORDS: Stress, Contractual College Teachers, Provincialised Degree Colleges, Tinsukia Town.

Debyani Roy Bhowmick

Assistant Professor, Department of Commerce, Women's College, Tinsukia

ABSTRACT

Stress refers to the response of an individual to an unfavorable circumstance leading to physical, behavioral and mental changes which can either be good or bad. Contractual teachers are more stressed out due to inadequate salary, fear of job loss, work overload etc. An attempt has been made in the present study to find out the factors causing stress among the contractual college teachers working in the provincialised degree colleges in Tinsukia town. Census survey was conducted and the primary data was collected with the help of a structured questionnaire for the purpose of the study. The findings revealed that inadequate salary, job insecurity followed by additional work for a living, work overload at the workplace are the most important factors causing stress among them.

INTRODUCTION:

Stress refers to natural phenomenon, a psychological response of an individual to any change which can either be good or bad. Stress in the workplace occurs when employees try to cope with duties, responsibilities and other forms of pressure associated with their jobs, but encounter difficulties, anxiety and worry in trying to manage them (Stranks 2005, cited in Mesko 2013). Stress is the emotional and physical strain caused by our response to pressure from the outside world. Stress can make a person productive and constructive, when it is identified and well managed.

In today's era of increased globalization and excessive competition, the role of teachers have become physically and mentally challenging. They are found stressed out as they are to continually update their skills and knowledge with the latest syllabus, effective and interesting methods of teaching, latest technology in the classroom etc. When it comes to contractual teachers they are found more stressed out due to inadequate salary, fear of job loss, work overload etc.

REVIEW OF LITERATURE:

Kumar,Dhruv and Deo,J.M.(2011) conducted a study on Stress and Life of College teachers. The data was collected from 100 college teachers of different Universities of Bihar and Jharkhand through an interview schedule. The findings revealed that junior college teachers experienced significantly higher level of stress in terms of role overload, role stagnation and interpersonal relationship in comparison to senior teachers. The study also found that female teachers are more stressed out as compared to their male counterparts.

Vijayadurai,J. and Venkatesh,S. (2012) conducted a study on Stress Management among women college teachers in Tamilnadu, India to identify the various causes of stress and its consequences. The data was collected from 50 college teachers through questionnaire by using simple random sampling. The findings showed that the majority of the respondents feel stressed out due to heavy workload, unrecognized efforts, lack of involvement in decision making etc. The study also found that there is no significant association between the qualification of the respondents and heavy workload. However, proper communication, regular exercise and positive attitude etc. are some of the ways suggested in the study to overcome stress.

P, Sindhu.K.(2014) carried out a study to find out the factors influencing stress among college teachers in Kerala. The study was carried with a sample of 200 Arts and Science college teachers by using multi-stage sampling technique and the data was collected through questionnaire. The study found that majority of the respondents (86%) was under the pressure of work stress.

Gupta, Vibhuti et al.(2015) conducted a study on occupational stress amongst faculty members with the help of previous

literatures. The existing literatures revealed that insufficient recognition and reward, job insecurity, inadequate salary, inadequate participation in management, poor standard of students, role conflict, role ambiguity, work overload etc. are some of the factors causing stress among faculty members.

STATEMENT OF THE PROBLEM:

Stress-free employees perform better, work harder, feel happier and have a long term commitment to the organization as compared to stress-full employees. If employees are stressed free then it is reflected in their performance and attitude towards their respective jobs.

Increased globalization and competition has made the role of college teachers more challenging. Like permanent teachers, contractual teachers work equally harder in educating the youth of the nation irrespective of their payment, job security, social recognition etc. Hence, their satisfaction and security on the assigned jobs and with the college is essential. Hence, this study intends to find out the factors leading stress among the contractual college teachers working in the provincialised degree colleges in Tinsukia town.

OBJECTIVES:

The objectives of this study are:

1. To find out the factors causing stress among the contractual college teachers.
2. To provide suggestions on the basis of the findings to overcome the level of stress among the contractual college teachers.

HYPOTHESIS:

The hypothesis drawn for the study is

H01: There is no significant relationship between the experience of the contractual teachers and discrimination in their status in the society.

SCOPE:

The scope of the study is confined to the contractual college teachers working in the provincialised degree colleges in Tinsukia town. The interferences apply only to the contractual teachers of Tinsukia town and not applicable to any other place and hence may not be generalized.

METHODOLOGY:

Population of the study:

The methodology adopted for the study is descriptive and analytical. The following table showing the name of provincialised degree colleges along with the total number of contractual college teachers in Tinsukia town

Name of Provincialised Degree Colleges	Total Number of Contractual College Teachers
Tinsukia Commerce College	11

Tinsukia College	18
Women's College, Tinsukia	19
Total	48

Source: Administrative block (Field survey)

Thus, the population of the study is 48 contractual college teachers. Looking at the size of the population, the researcher intends to conduct a census survey for the present study.

Data Collection:

Data have been collected with the help of a structured questionnaire. The questionnaires have been distributed to all the contractual college teachers, however only 31 questionnaires have been received from the respondents. That is why the study is confined to only 31 contractual teachers working in the provincialised degree colleges in Tinsukia town.

Period of Study:

The study was conducted during the period November to December, 2016.

Table 1 showing factors causing stress among Contractual College teachers

Factors	Mean Score	Rank
Inadequate Salary	1.71	1
Job insecurity	1.71	1
Work extra or giving tuitions for a living	2.03	2
Excessive workload in the college	2.26	3
Discrimination in job status in the society	2.29	4
No provision of yearly increment	2.32	5
Less scope of getting permanent post in the college working at present.	2.32	5
Break in service	2.74	6
Family members' dependency on his/her income	2.84	7

Source: Field Survey, November to December, 2016

It appears from the above table that inadequate salary and job insecurity followed by additional work for a living, work overload at the workplace are the most important factors causing stress among contractual college teachers. The result is validated by previous literature. For instance, Gupta, Vibhuti et al. in their study also found that inadequate salary, job insecurity, work overload etc are the most important factors causing stress among faculty members.

Table 2 showing experience of the teachers in the college and discrimination in their status in the society

No. of Years of Experience in the College	Discrimination in Status in the Society	No Discrimination in Status in the Society	Total
Below 1 year	2	-	2
1-5 years	11	1	12
5-10years	3	4	7
10 years and above	3	1	4
Total	19	06	25

Source: Field Survey, November to December, 2016

Observed frequency	Expected frequency	(O-E)2/E
2	1.52	.15
0	0.48	.48
11	9.12	.39
1	2.88	1.23
3	5.32	1.01
4	1.68	3.20
3	3.04	0.00
1	0.96	0.00

$\chi^2_{0.05; 3} = 6.46$ (Calculated value)

$\chi^2_{0.05; 3} = 7.82$ (Table value)

Since the calculated value is less than table value, hence H_0 has been accepted. Therefore, we can say that there is no significant relationship between experience of the contractual teachers and discrimination in their status in the society.

FINDINGS:

The following are the precise findings of the study:

1. It is found that the majority of the employees working in the provincialised degree colleges in Tinsukia town are female.
2. It is clear from the data that most of the respondents are from the age group of 25-30 years working in the provincialised degree colleges in Tinsukia town.
3. It is found that the majority of the contractual teachers have 1-5 years of experience in the college.
4. It is clear from the data that most of the contractual teachers (83.9%) do not have eligibility criteria (NET/SLET/M.phil. before 2009/PH.D) as per UGC norms.
5. Inadequate salary and job insecurity followed by additional work for a living, work overload at the workplace are the most important factors causing stress among the contractual teachers.
6. 58.06% of the respondents agreed that there is no scope of getting permanent post in the college they are working at present.
7. Majority (61.29%) of the respondents agreed that they do not get yearly increment in the salary.
8. The majority (58.06%) of the respondents agreed that they have to work more than the specified workload.
9. The majority of the respondents revealed that they are given break in service every semester/year.

SUGGESTIONS TO OVERCOME STRESS:

1. The college authority should try to implement the Supreme Court's latest verdict on the principle of "Equal pay for equal work" or they should be paid at least 15,000 rupees as remuneration/salary per month as per provision of university statute.
2. The college authority should not show any gap period while issuing experience certificate. Because the experience marks which get counted in the selection of teachers in the provincialised colleges are granted only if the candidate has served the college without any break in service.
3. Due consideration should be given regarding proper sharing of workload among the teachers.

CONCLUSION:

From the above study it is inferred that inadequate salary and job insecurity followed by additional work for a living, work overload at the workplace are the most important factors causing stress

among the contractual college teachers. However, college administration should pay attention to certain factors such as provision of yearly increment in the salary, sharing workload equally between permanent and contractual teachers, continuous service without break etc. to overcome stress among the contractual teachers.

REFERENCES:

1. Ahsan, Nilufar et al.(2009), "A study of job stress on job satisfaction among University staff in Malaysia: Empirical Study", *European Journal of Social Sciences*, Vol. 8, Issue 1.
2. Aslam, H. D. (2013), "Exploring stress factors among college teachers of Pakistan", *International Journal of Learning and Development*, Vol. 3, Issue 4, pp 137-148, available at www.macrothink.org/ijld
3. Baskar, D.(2015), " A conceptual analysis on stress among college students", *PARIPEX-Indian Journal of Research*, Vol. 4, Issue 8. Pp 225-226
4. Bertoch, R. et al. (1988), "Reducing Teachers' Stress", *The Journal of Experimental Education*,57(1), pp 117-128
5. Gupta, Vibhuti et al.(2015), " Occupational stress among faculty members: A review of literature", *International journal of research and development- A management review*, Vol. 4, Issue 2, pp 18-27.
6. Kumar,Dhrub and Deo,J.M.(2011), " Stress and Work Life of College Teachers", *Journal of the Indian Academy of Applied Psychology*, Vol. 37, Special Issue, pp78-85.
7. P,Sindhu.K.(2014), "A Study on stressors among College Teachers", *IOSR Journal of Business and Management*, Vol. 16, Issue 7, pp 37-41
8. Revathi, G. and Raju,D.V.(2015), "A Study on Stress among Women Teachers in Colleges at Chennai City", *International Journal of Research in Engineering, Social Sciences*, Vol. 5, Issue 2, pp 1-10.
9. Sabherwal, Naina et al. (2015), "A study on Occupational Stress among faculty members in Higher Education Institutions in Pune", *SIMS Journal of Management Research*, Vol. 1, pp 18-23.
10. Vijayadurai,J. and Venkatesh,S.(2012), "A Study on Stress Management among Women College Teachers in Tamilnadu, India", *Pacific Business Review International*, Vol. 5, Issue 2, pp 50-59.