



V.H.N.SENTHIKUMARA NADAR COLLEGE
(AUTONOMOUS)
Virudhunagar – 626001, TAMILNADU



RESEARCH CENTRE IN COMMERCE

Ph.D PUBLIC VIVA VOCE

As per the regulations of Madurai Kamaraj University, Madurai, Mrs.R.Sivajothi (Reg.No. P3455), Part Time Research Scholar, Department of Commerce, S.B.K College, Aruppukottai, will defend her thesis at a Public Viva-Voce examination through Video conference mode using Google Meet Platform.

Title of the Thesis

**A STUDY ON OCCUPATIONAL STRESS OF PROFESSORS EMPLOYED IN ARTS AND
SCIENCE COLLEGES IN VIRUDHUNAGAR DISTRICT**

Date & Time

21.10.2020 (Wednesday) at 11.00 A.M

Venue

**Research Centre in Commerce, V.H.N.Senthikumara Nadar College (Autonomous),
Virudhunagar**

Video Conference Platform

Google Meet Platform

Meeting ID

<http://meet.google.com/ekw-beccu-dna>

<u>External Examiner</u> Dr. K. KRISHNAKUMAR Associate Professor Department of Commerce Periyar University Salem.	<u>Research Supervisor and Convener</u> Dr.P.RAVICHANDRAN Associate Professor of Commerce S.B.K.College, Aruppukottai
--	---

The synopsis of the thesis is available in the college website and a copy of the thesis is available in the Department Library, for reference, Faculty members, Scholars and Students are most welcome to attend the Viva-Voce

ALL ARE CORDIALLY INVITED

Place : Virudhunagar

Date : 07.10.2020

Dr.P.RAVICHANDRAN

Dr. P. RAVICHANDRAN
M.Com., M.B.A., M.Phil., Ph.D., M.A., JAF
DCR, DL, B.A.L., PGDCA, PFI
Associate Professor
Commerce Research
S.B.K. COLLEGE
ARUPPUKOTTAI - 625 509

SYNOPSIS

A STUDY ON OCCUPATIONAL STRESS OF PROFESSORS EMPLOYED IN ARTS AND SCIENCE COLLEGES IN VIRUDHUNAGAR DISTRICT

INTRODUCTION

The word education has its origin in the Latin word 'educatum' composed of two terms 'E' and 'Duco'. 'E' implies a progress from inward to outward while 'Duco' means developing or progressing. In its most literal sense, education means becoming developed or progressing from inside to outside. The term is also connected with the Latin 'educare' meaning propulsion from the internal to the external. This Latin term means to educate through hachange brought about by practice or usage.

Education in its broadest sense is the means through which the aims and habits of a group of people are passed on from one generation to the next. Generally, it occurs through any experience that has a formative effect on the way one thinks, feels, or acts. In its narrow technical sense, education is the formal process by which society deliberately transmits its accumulated knowledge, skills, customs and values from one generation to another, e.g., instruction in schools.

STRESS OF COLLEGE TEACHERS

Teachers of higher educational system take active responsibility in supplying a well-defined human resource to the nation. A teacher's commitment and involvement in imparting quality education helps in the growth of an institution which focuses on development of the students and the nation. Teacher's knowledge and wealth enriches the student's life and world (Edward Pajak and Joseph Blase 1989). Teaching involves greater understanding of the subject and professional competence and skills. A teacher should be an expert in knowledge acquisition,

classroom management, teaching methodologies and proper planning. They should also play multiple roles like mentor, coach, caretaker, guide and philosopher etc (Isaiah and Nenty 2012). This looks out for quality performance and skill in the teachers. Hence the role of teachers is decisive and imperative in the life of a student.

Teaching is about transferring the knowledge and experience from the soul of a teacher to that of a student. If the soul does not show light, there is no enlightenment of knowledge for the students.

Teacher's job is physically and mentally challenging and requires lot of energy to manage their commitments in their family and work. (SurinderKaur 2014). At the workplace teachers face a lot of stress as they deal with various issues of their job. Increasing competition, frequent changes in time table, indiscipline of students, overcrowded classrooms, vague and diverse curriculum, lesser span of time to complete syllabus, goals and criteria of success, unwillingness of students, rules and regulations of the institution, results of the students, management expectations, pressures from political area, parents, higher authority etc are some of the factors that create difficulties among teachers. These difficulties when faced on a continuous basis turns out to be stressful.

As the negative effect of daily stress on the teachers becomes evident, the need for efforts to reduce stress and its related emotional arousal becomes increasingly important. Increasing levels of stress has to be managed in order to preserve well-being of the staff, organizational performance and the intellectual health of the nation. Teachers play a vital role in the creation and development of knowledge and innovation, in addition to education and training. If high levels of occupational stress are left unchecked and unmanaged, it will undermine the quality, productivity and creativity of employee's work in addition to employee's health, well-being and

morale.

STATEMENT OF THE PROBLEM

Stress is always associated with the life of antediluvian man and it is compulsorily indulges in all disciplines among every civilization. Human life without experiencing stress is not possible in today's competitive world. In general the human's physical and mental ability is limited towards the stress. College teachers are not an exception. In general, only because of simple workload, more leisure time and confined and default vacation period assured to the faculties in Arts and Science Colleges lead to an opinion that Arts and Science College teachers are having no stress or too little stress.

Though the teaching profession is considered to be a noble and honest profession with many positives, there are too many difficulties to be faced by the teachers with the various factors that cause stress. Teaching like many other professions is increasingly becoming a stressful occupation as teachers have to shoulder multiple roles and responsibilities keeping in mind the deadlines. These roles may include as an assessor, planner, curriculum development, information provider, role model, facilitator, and resource generator. The work related and other than work related responsibilities may include planning lessons, effective teaching, class supervision, maintenance of discipline, evaluation, assessment and accountability of student performance, involving in extracurricular activities, conducting co-curricular activities, etc. Despite performing these roles and responsibilities, they have to be cordial with the administration, principal and colleagues on the one hand and on the other hand, they have to take due care of their family life. In response to increased work demands and the challenge of educating a diverse student population, many teachers are leaving the field of teaching, citing stress as a main reason for leaving.

Work stress is constituted as one of the main problems currently faced by most of the institutions. Moderate level of stress is quite common in the work environment but beyond that level the college teachers feel over stressed. When it affects the normal routines, it is an alarming sign to the institution to take steps to reduce the level of stress of teachers. It is found that there is a direct link between stress and heart disease, dissatisfaction at work, accidents, increase in rate of absenteeism. Past studies show that stress not only affects the physical and mental well being of the individual to the greater extent but also affects the institution as well. Stress is inseparable part of human life. We may all experience stress at one time in our life time. The extent to which an individual is affected may depend on how forcefully it affects the individual and duration of time limit. If the stress is perceived by the individual for a long period of time, it may create several physiological and psychological problems such as changes in behaviour pattern, irritability, worrying and feeling nervous. Stress may be created as a result of external environment or it may be created by the internal factors. A certain degree of stress is essential in order to achieve the desired results, but beyond certain limit is destructive. Stress affects our physical and mental well-being.

Hence, it is essential to know the physical and mental coping strategies adapted to handle the physical and mental well-being of individuals. In this perspective, the researcher has attempted to study the occupational stress of the college professors employed in the arts and science colleges in the study area.

OBJECTIVES OF THE STUDY

The specific objectives of the study are

- 1) To analyse the demographical factors of professors employed in Arts and Science Colleges in the study area.
- 2) To know the reasons for selecting teaching profession.
- 3) To analyze the factors responsible for stress regarding job related work demand among professors.
- 4) To analyze the factors responsible for stress regarding other than job related work demand among professors.
- 5) To study the coping strategies adopted by the college professors to overcome their stress.
- 6) To suggest measures to reduce the level of stress among the college professors.

RESEARCH DESIGN AND METHODOLOGY

Distribution of Sample Size in the Population

In Virudhunagar District as per table no.1.2, the number of faculties working in arts and science colleges affiliated to Madurai Kamaraj University is 1841. According to the sample size determination formula, the sample size was determined as 487. However, out of the total population one third of the faculties have been selected as the sample for the present study. So the sample size came to 615. The proportionate random sampling was applied to distribute the sample size of 615 faculties among the population of study. These sample sizes have been distributed to all 120 colleges at proportionately. Hence the applied sampling technique is proportionate random sampling.

LIMITATIONS OF THE STUDY

Every research study suffers from errors and limitations. Some of these are inherent in the research design while some others become part of the study during various stages of operation.

The present study is subject to the following constraints and limitations:

- The limitations and biasness of the sampling technique used in this study may influence the findings of the study.
- The area of the study is limited to Virudhunagar District only. So, it cannot be generalized.
- The data gathering instrument is another source of errors. The questionnaire used for this study despite pre-testing, does remain a source of error.
- The linear relationship between the dependent and independent variables have been assumed.
- The scope of the study is limited to arts and Science College only.

SCHEME OF THE REPORT

The present study, entitled “A Study on Occupational Stress of Professors Employed in Arts and Science Colleges in Virudhunagar District” has been organized into six chapters.

Chapter I deal with “Introduction and Design of the Study”. It includes introduction, statement of the problem and methodology and limitations of the study.

Chapter II “Review of Literature” presents the previous studies related to the occupational stress in various sectors.

Chapter III “Stress:An Overview”elaboratesthecausesofoccupational stress,types, consequences and coping of occupational stress.

Chapter IV titled “Factors Contributing Stress Regarding Job Related Work Demand” analyses the various factors contributing stress in the job related work demand.

Chapter V entitled “Factors Contributing Stress Regarding Other Than Job Related Work Demand and Coping Mechanism”, analyses the various factors contributing stress regarding other than job related work demand and the strategies followed by the respondents to reduce stress.

Chapter VI titled “Summary of Findings, Suggestions and Conclusion” highlights the summary of the survey findings with a view to obtaining answer to the objectives of the study and by providing valuable suggestions to make the study an effective one.

FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS

The concepts and methodology were formulated according to the objectives of the study with the help of a comprehensive review of previous studies. The required data were collected from the college teachers through a standard questionnaire.

The collected data were analysed with the help of appropriate statistical tools to get meaningful results and findings related to the college teachers’ stress.

- From the study researcher finds that the first rank was given by the respondents to “To be a great teacher”. Its total score was 38532 and the mean score was 62.65. The second rank given by the respondents was “Acquire and develop knowledge”, where the total score was 37015 and the mean score was 60.17. “To get satisfaction” was ranked III with the total score of 34219 and the mean score of 55.64. “Receive respect from society” was ranked IV with the total score of 28274 and the mean score of 45.97. “Make reforms in the field of education” was ranked V with the total score of 26921 and

the mean score of 43.77. “To earn money” was ranked VI with the total score of 24846 and the mean score of 40.40. The last rank given by the respondents was “Contribution to National development” with the total score of 23821 and mean score of 38.73.

- The testing of null hypothesis, “there is no significant association between the teaching experience of the respondents and their preparation for classes” with Krushkal-Wallis test reveals that there is no significant association between the teaching experience of the respondents and their preparation for classes.
- From the study researcher finds that the first rank was given by the respondents to “Making unnecessary noise in the classroom” with the total score of 38901 and with the mean score of 63.27. The second rank was given to the problem “Unnecessary talks to desk mates” where the total score was 36031 and the mean score was 58.59. “Students come late to class” was ranked III with the total score of 34898 and the mean score was 56.74. “Not attentive in the class” was ranked IV with the total score of 32784 and then mean score of 53.31. “Irritation by students” was ranked V with the total scores of 30782 and the mean score of 50.05. “Disturbance by others” was ranked VI with the total scores of 28979 and the mean score of 47.12. “Sleeping in the Class” was ranked VII with the total score was 27003 and the mean score of 43.91. “Seating arrangement is not followed” was ranked VIII with the total score of 25322 and the mean score of 41.17. According to the respondents “Passing of note” was the least problem while handling classes with the total score of 22821 and the mean score of 37.11.
- The testing of null hypothesis, “there is no significant association between teaching experience of the respondents and their support for revision of curriculum” with Krushkal-Wallis test reveals that there is a significant association between teaching

experience of the respondents and their support for revision of curriculum.

- To study the stress regarding job related work demand, factor analysis was used. All the 54 statements had been extracted into seven factors, namely, F₁, F₂, F₃, F₄, F₅, F₆, and F₇. These factors were named such as Student Disciplinary Problems, Job Workload, Updating the Faculty, Teachers perception on new topics, Student Behavioural Problems, Work Demands and Promotion Factors.
- In order to test the significance of the seven factors identified in factor analysis between the gender, logistic regression analysis has been employed. The Hosmer and Lemeshow Test for Goodness of fit indicates that the logistic regression model is a good fit (P = .001) for the study data. From the model it can be seen that Exp (B) for all the seven independent variables are more than one and all the seven factors are significant at 5% level of significance. Hence, out of the seven variables, five variables (Student Disciplinary Problems, Job Workload, Student Behavioural Problems, Work Demands and Promotion Factors) have positive relationship towards gender and the remaining two factors have negative relationship (Updating the Faculty, Teachers perception on new topics) towards gender.
- The testing of null hypothesis, “there is no significant relationship between the Nature of Employment and Stress when involving in Extra Curricular activities” with Chi-square test reveals that there is significant association between Nature of Employment and Stress when involving in Extra Curricular activities.
- The testing of null hypothesis, “there is no significant association between the Gender of the respondents and their level of satisfaction regarding the facilities in the college”, with Mann- Whitney ‘U’ test reveals that there is significant association between the

Gender of the respondents and their level of satisfaction regarding the facilities in the colleges.

- The testing of null hypothesis, “there is no significant association between Spouse working and Stress affects family affairs”, with Chi-square test reveals that there is significant association between Spouse working and Stress affects family affairs.
- To study the stress regarding other than job related work demand, factor analysis was used. All the 36 statements had been extracted into seven factors, namely, F₁, F₂, F₃, F₄, and F₅, These factors were named such as Infrastructure Facilities, Work Life Balance, Interpersonal Relationship, Working Environment Factor and Role Conflict Factor.
- In order to test the significance of the seven factors identified in factor analysis between the gender, logistic regression analysis has been employed. The Hosmer and Lemeshow Test for Goodness of fit indicates that the logistic regression model is a good fit ($P = .001$) for the study data. From the model it can be seen that Exp (B) for all the seven independent variables are more than one and all the seven factors are significant at 5% level of significance. Hence, out of the five variables, four variable (Infrastructure Facilities, Work Life Balance, Interpersonal Relationship, Role Conflict Factor) have positive relationship towards gender and the remaining one factor have negative relationship (Working Environment Factor) towards gender.
- The score of factor analysis is input for further statistical analysis such as ANOVA, the F tests have been used only for descriptive purposes because the clusters have been chosen to maximize the differences among cases in different clusters. The observed significance levels are not corrected for this and thus cannot be interpreted as tests of the hypothesis

that the cluster means are equal. Variables with large F values provide the greatest separation between clusters. All the variables in clusters are vary with high F value, for Managing the children and keep off with the related stress F value is 157.578, followed by Avoiding group conversation with colleagues F value is 125.457 and least value for Helping the HOD in his work F value is .046, followed by Spending time at peaceful places F value is 1.195.

SUGGESTIONS

Based on the findings of the study, the following suggestions are made to the college teachers and Management to reduce stress.

- ❖ The college should conduct training programmes like “Stress Management Training Programme”. The training courses should be designed to provide teachers with improved coping skills, including in techniques such as meditation, bio feedback, muscle relaxation and stress inoculation.
- ❖ Class room atmosphere, infrastructure and other facilities in the institution need facility or improvement. These resources include the availability of internet facilities, labs and libraries, playground, canteen and rest rooms. This is a stressor because of the reason that in the absence of these all, teachers feel disappointed and can find less means to excel in the particular field. College administration must step forward to provide their teachers with all the necessary resources that are crucial for the success of teachers’ success and for the institutes’ success as well.
- ❖ The teachers should be provided with more responsibility, more autonomy and encouraged to build more variety in teaching. At the same time teachers should be encouraged to develop new curriculum and they must be trained in the different

pedagogical methods involved in teaching lessons to the students. The teachers should be given necessary facilities like upgrading teaching facilities, providing greater funding for research, increasing IT and administrative services to teach the new curriculum.

- ❖ Most of the respondents say that they are under stress for whole session due to work overload. So Educational administration must therefore follow certain procedures that help to reduce the level of teachers ' work pressure. Assign specific responsibilities and provide the necessary information and resources to the teachers.
- ❖ The college teachers feel stress due to shortage of human resource, because of insufficient staff. The existing staff has to handle other subjects which are not of their domain. In this case at least the Head of the Department should allot the subjects in advance so that they get sufficient time for preparation.
- ❖ Most of the respondents stated that over workload like preparation of record work, lesson plans and class teacher responsibility, extra classes during holidays, remedial classes for slow learners and other working responsibilities are the important reasons for stress. So management should take the necessary steps or Government should initiate all the institution to provide only the normal workload as specified by the UGC to the staff members. To manage them easily and complete the tasks in accurate manner, management should divide the task in the proper manner.
- ❖ Management should create a cordial work environment in which the members of the work group consider themselves as members of the same family. There should be no room for interpersonal conflict or conflict between groups and individuals. Such conflict occurs due to stress Hence, they should be climated properly.
- ❖ Conflict among staff members is also one of the major reasons for the causes of stress

among college teachers because due to lack of co-operation they may not be able to discuss or get help in the emergency situation so to bring out the friendly environment. Head or Management should conduct regular meeting to know the problem confronted among teachers and bring solution to get rid of the issues and it may lower stress for teachers.

- ❖ It's a clear indication that interpersonal relationship at work place is not cordial between the superior and subordinates. The superior should not be too rigid and should not practice an autocratic style of leadership. Superior should be strict and at same time should hear the problems and difficulties of subordinates. By adopting participative style of leadership, superior can reduce the gap that exists between them and effectively carry out day to day affairs.
- ❖ In order to increase efficiency of college teachers, the management has to be constantly in touch with the college teachers on many vital issues. The teachers must have a free access to the management. The management must show patience to hear the grievances of the teachers. Whenever teachers offer suggestions the managements should do well to entertain such suggestions and consider them without bias. Flow of information between these groups must be made easy so that their level of work life will considerably improve.
- ❖ The behaviour of the students is associated with the job satisfaction as they are integral part of their profession. The students must be thought about good behaviour and ethical values along with the good manners. The authorities should properly train the teachers in handling and effectively managing classes.
- ❖ Arts and science college teachers can take the services of behavioural scientists in order to tackle the important problems like absenteeism, tardiness, turnover etc. The

counselor's basic function is to assist teachers with their problems and complaints and put them on the right track promptly.

- ❖ In order to increase the efficiency of teachers and create interest in the institution, promotional opportunities may be given. Whenever there is an opportunity the seniority and efficiency of the teacher may be considered for promotion to a higher position. This will encourage others to show their efficiency.
- ❖ Counseling should be given to the women teachers which pave the way to improve the physical / mental health so that they feel free to express openly about their problems, and avoid the common stress prevailing in them. One should try to have a positive attitude. This will reduce and finally drive away stress.
- ❖ Proper orientation (or) Refresher course (or) Seminars should be conducted for the teachers to manage both the family recourse and workplace environment, so it will help the teachers to maintain control over the various situations and reduces stress.
- ❖ Recreational facilities should be provided in the educational institutions to relax one self. This can be done by establishing well equipped staff clubs in the educational institutions for the staff to relax from time to time.
- ❖ As stress is a common phenomenon these days to avoid falling within its boundaries proper exercise, a healthy diet, relaxing with family and friends, regular medical checkup and doing what naturally relaxes the body and mind are recommended. The college teachers need to be educated on the ill effects of stress, that they are well equipped with the ammunition to battle stress when it starts to surface.

CONCLUSION

Stress is an inevitable part of life. Stress free life is an illusion as every individual faces stress in either job or in their personal life. Eustress is essential to ensure a positive growth and development in the organization whereas distress is detrimental to both the individual and organizational growth and survival. The stress is a commonest phenomena that preoccupies the minds of the people which causes multifaceted stress factors that govern and affect the day to day life and working environment. Stress has been found in all types of organizations especially in schools and colleges. The problem of stress is inevitable and unavoidable in the educational institutions. Educational sector which was once considered as the stress free sector is now prone sector.

Teaching is considered as one of the noble profession and teachers are the wall on which the students have to draw and it is imminent that the teachers should have a strong mind and body to engrave the future challenging generation. Any individual can work more efficiently and effectively only if enjoys a good healthy situation both physically and mentally. Moreover the success and performance of the individual are also based on the stress level on the workplace. From the study, it is concluded that the most influencing stress factors contributing occupational stress among the college professors employed in the study area regarding job related work demand were student disciplinary problems and job workload.

Colleges and institutions nationwide are slowly but surely restructuring themselves. Leading the way there are thousands of faculty members who are rethinking every part of their jobs -- their relationship with students, colleagues, and the community; the tools and techniques they employ; their rights and responsibilities; the form and content of curriculum; what standards to set and how to assess whether they are being met; their preparation as teachers and their

ongoing professional development; and the very structure of the Colleges in which they work. In short, faculty members are reinventing themselves and their occupation to better serve Institutions and students. To secure the future, today's workforce should have a free working mind and environment.

In a nut shell, a stress- free work environment should be provided to improve performance and social well-being of teachers. Tomorrow's skills and talents are in the hands of teachers and they shape the destiny of the country.
