



Job Stress among Faculty: An investigation of Self-Financing Arts and Science Colleges in Vellore District

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ABSTRACT

A teacher is a person who thought knowledge to the student's community. In general the teacher plays an important role in a workplace of giving formal education in schools, colleges and in universities. The teacher working in an arts and science college which is affiliated to a government university and its follow the syllabus and curriculum. It is known as Self financing arts and science college faculty. The main aim of the study is to investigate the factors causing Job Stress among faculty of Self financing Arts and Science Colleges. In this study using both primary and secondary data. In primary data using structured questionnaire and it has two parts namely demographical questions and Job stress scale. There are 120 samples are collected randomly to the faculty of arts and science colleges. The secondary data using wide range of literature review, journal published and thesis. The statistical tools used in this study are t test and ANOVA. The variables such as designation and type of family are showing significant difference with factors causing stress among faculty and the remaining variables are showing insignificant difference with factors causing stress among faculty at five percentage level of significance.

KEYWORDS: Job Stress, Faculty, Self financing

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I. INTRODUCTION

Hans Selye (1956) defined Stress as, 'the non specific response of the body to any demands made upon it'. The above statement reveals the physical, psychological and/or behavioral demands upon a person. Hence, it is clearly states that stress is an adaptive response to an external situation and it will also affects the physical condition and performance of individuals. According to authors Beehr and Newman (1978), Stress in job is characterized as a recreation of concentration from the normal work of the employees due to their contact with their job. According to a research work conducted by Prof. V. Mukaunda Das, faculty of Indian Institute of Information Technology and Management-Kerala (IIITM-K), 'The opportunity cost on account of occupation stress is amounted to more than 10% of the country's GNP. This conveys how the job

stress takes the stick in a painful manner. In these circumstances, stress will be positive or negative and react towards on how we are going to react to it'.

TEACHER AND TEACHERS STRESS

A teacher is a person who thought knowledge to the students' community. In general the teacher plays an important role in a workplace of giving formal education in schools, colleges and in universities. In this regard, the teacher working in an arts and science college which is affiliated to a government university and its follow the syllabus and curriculum. It is known as Self financing arts and science college faculty. College which is specialized and operates within humanities and science subjects are called as arts and Science College.

Engelbrecht et.al, (2001), indicated that female teachers have higher level of stress than male teachers significantly. Boe et.al, (1997) found that

slow destruction of normal mind is affected by the age, teaching experience and pay packages of special teachers. Williams and Gersch (2004) found that pressure from frequent inspection and too much of work load were perceived to cause more stress for teachers. In general, students are the pillars of future and on the other hand the teachers are the foundation for building the society and for the future of an entire country. Therefore they have to be free from all kinds of hurdles and must be stress free.

II. REVIEW OF RELATED WORK

De Nobile and McCormick (2007) investigated biographical differences in relation to several aspects of occupational stress among 356 staff members of Catholic primary schools in New South Wales, Australia. They also reported males to have greater occupational stress generally than female colleagues[1]. Chaplain (1995) while identifying biographical factors with regard to the job stress in U.K. primary schools, and also found the significant differences between men and women. Male teachers reported more stress than the female counterparts in relation to professional tasks and pupil behavior/ attitude, while female teachers scored higher than the men on professional concerns[2].

Adnan Iqbal & Husam Kokash (2011) in this study the author focused on the Teaching Faculty perception towards occupational stress. They concluded that the top management and administration should focus on Teaching Faculty stress, especially student's interaction and professional identity. Teaching like many other professions is progressively becoming a stressful occupation (Hepburn & Brown, 2001; Johnson et. al., 2005) as teachers have to shoulder multiple roles and responsibilities keeping in mind the deadlines.

Larson (1977) analyzed the sources of stress among elementary school administrators and found that the position of elementary school principals is characterized by work overload in regard to student discipline's records and reports, staff evaluation and expression. Moreover, the position of principals characterized by task role ambiguity in regard to curriculum and instruction and by substantial amount of stress in regard to social support, participation and utilization of abilities[3].

Sabu and Jangiah (2005) studied the occupational stress among teachers and found that the occupational stress had weakened the efficiency of teachers. In the long run the tendency of teachers gets prone to stress[4]. Ansarul Hasan (2014) he compares the occupational stress primary private and government school teachers. In this he revealed that compare to government primary school teachers, the private primary school teachers are being faced more stress[5].

John, J. D. N. and John, M.C. (2007) conducted a study on Occupational Stress of Catholic Primary School Staff: Investigating. Numerous studies have established that teaching can be a stressful profession. Teacher occupational stress has been linked to absenteeism, turnover, productivity and other negative organizational outcomes. The sample consisted of 356 staff members of Catholic primary schools in New South Wales, Australia. Data were collected using a questionnaire survey. Multivariate analysis and comparison of means were employed to test research hypotheses. Biographical differences, particularly age, sex and position, were related to several aspects of occupational stress. The results are discussed in terms of implications for schools and future research[6].

Anbuchelvan (2010) conducted a study, "Occupational Stress of High School Teachers". This study focuses on the comparative analysis of occupational stress of high school teachers. Analysis of data revealed that there is significant difference between the male and female high school teachers in their occupational stress, there is no significant difference between male and female high school teachers in their occupational stress on the basis of educational qualifications, marital status, locality and teaching experience[7].

III. OBJECTIVES OF THE STUDY

- To analyze the demographical characteristics among faculty of Self financing Arts and Science Colleges
- To investigate the factors causing Job Stress among faculty of Self financing Arts and Science Colleges.

IV. METHODOLOGY

The Survey was carried out in this study among the faculty of Self financing Arts and

Science colleges in Vellore District. In those 120 questionnaires was distributed randomly to each department. In order to maintain complete anonymity, the researcher has met the respondent personally and collects it back.

V. QUESTIONNAIRE

In this the questionnaire consist of two parts, the first parts denote demographic characteristics of the respondents and the second parts denotes Job stress Scale.

A. Demographics of the Respondents

This instrument was designed by the researcher to gather demographic information about the respondents. This instrument consists of 8 questions that relates to personal and professional characteristics of the faculty. The demographic questionnaire includes Gender, Marital status, Age, Highest educational Qualification, Designation, Experience, Monthly Income and Type of family.

B. Job Stress Scale

This scale was developed by the researcher based on various literature reviews. This scale consists of 25 items that includes rewards and gratitude, time limit, departmental pressure and Students interaction.

VI. ANALYSIS AND INTERPRETATION

Table 1: shows that the results of significance difference and association of each demographical variable of self financing arts and science faculty with the causes of stress are found using ANOVA and t test value. It also shows the demographical percentage of the respondents. The mean score of male faculty (49.85) is higher than female faculty (40.85) and its calculated t value (3.122). It's greater than 0.05 at five percentage level of significance. Hence the null hypothesis is failed to accept and it can be inferred that there is highly significant difference between gender and causes of stress among faculty. The mean score of unmarried faculty (48.05) have more stress than married faculty (39.04) and its calculated t value (1.402). It is greater than the p value at five percentage level of significance. Hence the null hypothesis is failed to accept and it can be inferred that there is a significance difference between marital status and causes of stress among faculty. The mean score of Age between 30-39 years (45.68) are high compare to other age groups and its F value (1.121). The p value is more than the

table value and it can be inferred that there is a significant difference between age of the respondents and the causes of stress among faculty. The mean score of number of classes handled per week are the faculty handled more than 15 hours (53.20) are having more stress than others and its F value (0.52). The p value is greater than 0.05 at five percentage level of significance and it can be inferred that number of classes handled per week and factors causing stress among faculty.

Table: 1

Particulars	Frequency	Mean	ANOVA/T test
Age of the respondent			
20-29 years	78	42.35	1.121
30-39 years	53	45.68	
40-49 years	19	43.00	
Above 50 years	0	0	
Total	150		
Gender of the respondent			
Male	46	49.85	3.12
Female	104	40.85	
Total	150		
Marital Status of the respondent			
Married	74	39.04	1.402
Unmarried	76	48.05	
Total	150		
Type of Family			
Nuclear	65	43.62	0.02
Joint	85	43.60	
Total	150		
Monthly Income			
Less than Rs. 10000	49	49.18	2.222
Rs. 10001 - Rs. 20000	88	39.70	
Rs. 20001 - Rs. 30000	13	49.00	
Rs. 30001 - Rs. 40000	0		
More than Rs. 40000	0		
Total	150		
Highest Educational Qualification			
PG	33		1.001
PG with B. Ed	12	43.09	
M. Phil	90	48.50	
Ph. D	15	47.21	
Others	0	19.20	
Total	150	0	
Teaching Experience			
Less than 1 Year	60	40.15	1.52
1 to 5 years	42	44.57	
5 to 10 years	35	46.37	
Above 10 years	13	49.00	
Total	150		
Teaching hours handled per week			
Less than 10 hours	7	49	0.52
10 to 15 hours	15	42.19	
More than 15 hours	128	53.20	
Total	150		
Designation			
Lecturer	64	51.58	0.002
Assistant Professor	80	36.82	
Associate Professor	6	49.00	
Others	0	0	
Total	150		

Source: SPSS

VII. CONCLUSION

The Study investigates the faculty working in Arts and Science faculty in Vellore district as one of the high job stress group. The variables such as designation and type of family are showing significant difference with factors causing stress among faculty and the remaining variables are showing insignificant difference with factors causing stress among faculty at five percentage level of significance. Job stress affects the efficiency of the faculty. So there is a need to provide proper reward and time to execute the work allotted to them. In order to maintain the faculty as stress free at their work place.

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VIII. FUTURE WORK

It is suggested that the further research can be conducted in other types of arts and science colleges like Government and Autonomous colleges and we can also do the comparative study among those colleges.

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