

A Study on Job Stress of the Faculty Member of Government College and Self Finance College

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Abstract: A group of homogeneous task related by similarity of functions. A job performed by an employee in exchange for pay. Job stressors generally refer to the work-related environmental conditions that have potential impacts on individuals' psychological, social and physiological well-being. The research has adopted descriptive research design since the study is to describe the job stress of the faculty members of government college and Self finance college, their views on Job Stress, Impact of job stress, causes of Job stresses, consequences of work stresses and coping strategies. The objectives of the study and the methodology to fulfil these objectives are again in descriptive form. The research design is about comparing the job stress among faculty members of Government College and self-finance college. This study corroborates the fact that the F value for the analysis of the type of the college of the respondents against the factor influencing Job Stress dimensions namely, Self-Role Distance, Inter Role Distance, Role Isolation, Role Ambiguity, Role Expectation, Role Overload, Role Erosion, Resource Inadequacy, Impact of Job Stress, Work Causes, Institutional Causes, Psychological Consequences, Physical Consequence and Coping.

Keywords: Job, Stress, Role and Work.

INTRODUCTION

A group of homogeneous task related by similarity of functions. A job performed by an employee in exchange for pay. A job consists of duties, responsibilities and tasks that are defined and specific which can be accomplished, quantified, measured and rated. A job is handled by an employee who does it regularly in-order to earn money.

Job stressors generally refer to the work-related environmental conditions that have potential impacts on individuals' psychological, social and physiological well-being [1, 2]. Over more than two decades stress and burnout among teachers are widely studied by researchers. The researchers demonstrated that teachers are prone to stress and burnout due to the nature of their profession where they have to deal with students on a regular basis through teaching. They have to deal with students' academic as well as personal problems. A part from teaching they have other administrative responsibilities too. It is evident that teachers can be exposed to a number of sources of stress. Kyriacou [3] reported that the main sources of teacher's stress are teaching students who lack motivation, maintaining discipline in the classroom, confronting general time pressures and workload

demands, being exposed to a large amount of change, being evaluated by others, having challenging relationships with colleagues, administration, and management, and being exposed to generally poor working conditions. Prolonged stress can lead to burnout among teachers [4]. Burnout is a work-related syndrome that stems from an individual's perception of the instability between demands and resources over a long period of time.

Colangelo [5] defined teacher stress as an unpleasant feeling that teachers experience as a result of their work. Stress has effects on a person's physical, emotional and psychological well-being. Past research on job stress among the faculty members teaching in colleges has identified numerous sources and variables affecting stress levels as well as burnout [6]. This article is finding the job stress of the faculty members of Government College and self-finance college.

OBJECTIVES OF THE STUDY

- To study the job stress of the faculty members of government college and self-finance college.
- To find how their role influence the Job stress factors.

REVIEW OF THE LITERATURE

Beulah Viji Christiana, M. and V. Mahalakshmi [7] conducted a study on “Role Stress and its Impact on Public and Private Sector Managers in Chennai: An Empirical Study”. The study attempts to identify the differences in job-related stress pertaining to employees in the managerial cadre in both public and private sector, based on significant role stressors. It was quite evidence from the study that though there was no significant difference in the stress experienced by both the public and private sector managers certain individual stressors such as work experience and educational qualifications yield differences.

Busharabano and Rajiv Kumar Jha [8] carried out a study on “Organizational Role Stress among public and Private Sector employees: A Comparative Study” public and private sector employees in Uttar Pradesh, India. The aim of their study was to explore the differences in job-related stress, if any, between public and private sector employees, based on ten role stressors. It also examines the role of demographic variables on the stress levels of both sector groups. Their study reveals that both private and public sector employees face moderate levels of stress. There was no significant difference in total role stress among public and private sector employees. The impact of various socio-demographic factors on stress level reveals that educational qualifications and work experience have a significant impact on employees’ stress levels.

Irfana Baba [9] the study entitled “Workplace Stress among Doctors in Government Hospitals: An Empirical Study”. The objective of the study was to

investigate the causes of role stress in doctors working in government hospitals and to examine the levels of stress among male and female doctors. The study concluded that the serious suffers of organisational role stress.

Madhavi C. and Vimala B [10] examined in their study on “A study on work related stress and work family issues experienced by women software professionals in Chennai”. Their article examines the impact of work family issues over the roll stress dimensions. The study establishes that the roll stress dimension experienced by the women software professionals make a significant impact upon their family issues.

METHODOLOGY

The research has adopted descriptive research design since the study is to describe the job stress of the faculty members of government college and Self finance college , their views on Job Stress, Impact of job stress, causes of Job stresses, consequences of work stresses and coping strategies. The objectives of the study and the methodology to fulfil these objectives are again in descriptive form. The research design is about comparing the job stress among faculty members of Government College and self-finance college. This study is intended to find out the dimensions of factor influencing Job stress, role stress, causes of job stresses, and consequences of work stresses and coping strategies. The base of the study is the hypotheses or the research questions tested with a survey questionnaire [11].

ANALYSIS AND INTERPRETATION
Job Stress factors influence on the Type of the college

Table-1: Analysis of significant difference on Job Stress Factors influence on the Type of the college

S. No	Dimensions	MEAN		SD		F Value	Significance
		Govt./Aided College	Self Finance College	Govt./Aided College	Self Finance College		
1.	Self Role Distance	3.7142	3.7906	1.11906	1.00588	1.348	.246
2.	Inter Role Distance	4.0172	3.9632	.89632	.90489	.893	.345
3.	Role Stagnation	4.1289	4.0208	.76112	.80580	4.636	.032
4.	Role Isolation	4.0309	3.9291	.83705	.87801	3.443	.064
5.	Role Ambiguity	4.0883	4.0368	.71165	.73168	1.253	.263
6.	Role Expectation	3.5054	3.5561	.93912	.86180	.819	.366
7.	Role Overload	3.7461	3.7029	.60045	.67273	1.096	.295
8.	Role Erosion	3.7393	3.7138	.70252	.68453	.339	.560
9.	Resource Inadequacy	3.8390	3.8057	.63506	.63268	.688	.407
10.	Personal Inadequacy	3.7628	3.6592	.70637	.76593	4.763	.029

H₀: There is no significant difference between type of college and Job Stress factors

H₁: There is significant difference between the type of college and Job Stress factors

Interpretation

In order to find out the presence of significance among the type of the college of the respondents and various dimensions of factors influencing Job Stress among the faculty members of government college and Self finance college, the total mean scores for each dimension of factors influencing Job Stress were obtained by combining the actual scores obtained for each respondent for each statement in that attribute and averaging it.

Self-Role Distance, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

Inter Role Distance, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

Role Stagnation, the calculated value is greater than the table value. Hence H_0 is rejected, which reveals that this attribute is having significant difference with type of the college of the respondents.

Role Isolation, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

Role Ambiguity, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

Role Expectation, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

Role Overload, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

Role erosion, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

Resource Inadequacy, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

Personal Inadequacy, the calculated value is greater than the table value. Hence H_0 is rejected, which reveals that this attribute is having significant difference with type of the college of the respondents.

Impact of Job Stress factors of college type

Table-2: Analysis of significant difference on Impact of Job Stress factors of college type

S. No	Dimensions	MEAN		SD		F Value	Significance
		Govt./Aided College	Self Finance College	Govt./Aided College	Self Finance College		
1.	Impact of Job Stress	3.6813	3.6815	.46090	.47283	.000	.994

H_0 : There is no significant difference between the type of college and Impact of Job Stress factors

H_1 : There is significant difference between the type of college and Impact of Job Stress factors

Impact of Job Stress, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

Causes of Job Stress factors of college type

Table-3: Analysis of significant difference on Causes of Job Stress factors of college type

Sl. No	Dimensions	MEAN		SD		F Value	Significance
		Govt./Aided College	Self Finance College	Govt./Aided College	Self Finance College		
1.	Work Causes	3.9693	3.9623	.73711	.72160	.023	.879
2.	Institutional Causes	3.9505	3.9247	.88160	.86436	.219	.640

H_0 : There is no significant difference between the type of college and Causes of Job Stress factors

H_1 : There is significant difference between the type of college and Causes of Job Stress factors

Work Causes, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

Institutional Causes, the calculated value is less than the table value. Hence H_0 is accepted, which

reveals that this attribute is not having significant difference with type of the college of the respondents.

Consequences of Job Stress factors of college type

Table-4: Analysis of significant difference on Consequences of Job Stress factors of college type

S. No.	Dimensions	MEAN		SD		F Value	Significance
		Govt./Aided College	Self Finance College	Govt./Aided College	Self Finance College		
1.	Psychological Consequence	2.9054	2.9574	.50531	.48796	2.770	.096
2.	Physical Consequence	3.0553	3.0273	.48908	.49154	.812	.368

H_0 : There is no significant difference between the type of college and Consequences of Job Stress factors

H_1 : There is significant difference between the type of college and Consequences of Job Stress factors

Psychological Consequence, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having

significant difference with type of the college of the respondents.

Physical Consequence, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

Coping Strategies of Job Stress factors of college type

Table-5: Analysis of significant difference on Coping Strategies of Job Stress factors of college type

S.No.	Dimensions	MEAN		SD		F Value	Significance
		Govt./Aided College	Self Finance College	Govt./Aided College	Self Finance College		
1.	Coping Strategies	2.9878	2.9850	.32630	.34525	.018	.894

H_0 : There is no significant difference between the type of college and Coping Strategies of Job Stress factors

H_1 : There is significant difference between the type of college and Coping Strategies of Job Stress factors

Coping Strategies, the calculated value is less than the table value. Hence H_0 is accepted, which reveals that this attribute is not having significant difference with type of the college of the respondents.

CONCLUSION

This study corroborates the fact that the F value for the analysis of the type of the college of the respondents against the factor influencing Job Stress dimensions namely, Self-Role Distance, Inter Role Distance, Role Isolation, Role Ambiguity, Role Expectation, Role Overload, Role Erosion, Resource Inadequacy, Impact of Job Stress, Work Causes, Institutional Causes, Psychological Consequences, Physical Consequence and Coping Strategies do not have significant impact at 0.05 level. Role Stagnation and Personal Inadequacy have significant impact at 0.05 level. The mean score of the respondents show that both the government college and Self finance college are equally influenced.

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