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## A STUDY ON OCCUPATIONAL STRESS AMONGST TEACHERS OF ARTS AND SCIENCE SELF - FINANCING COLLEGES IN CUDDALORE DISTRICT

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### ABSTRACT

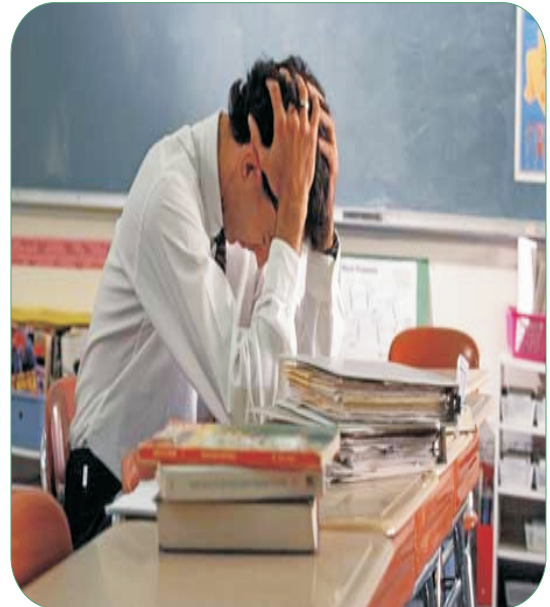
**S**tress is common in all kind of job. Teachers play an important role in educational system. Generally they work with some sort of pressure in their job. The present study aims to identify the occupational stress among teachers of arts and science self financing colleges in cuddalore district. This study is descriptive research type and convenient simple random sampling method was adopted to collect the primary data from the sample respondents of 200 teachers. Simple percentage and Factor analyses are used to identify the occupational stress among teachers of arts and science self-financing colleges in cuddalore district.

**KEYWORDS** :Personal, Administration, Students and Financial Factor and college teachers.

### INTRODUCTION

"Stretch" alludes to the reactions, body and psyche have to the requests set on them which is a typical piece of life and an ordinary part of any employment. Without stress, one would not meet due dates, endeavor to hit deals or generation targets, or line up new customers. Taking care of the requests and difficulties of an occupation is a piece of what makes work intriguing and fulfilling, and it is frequently what permits individuals to grow new abilities and progress in their professions.

Stress is a process in which environmental events or personal factors pose a challenge to the physical or mental health of an individual and in which the individual tries to face such challenge and saves himself from the danger



created by these conditions (Father Bulake, 1971). Stress may be defined as internal state, which can be caused by physical demands of the body, e.g., disease conditions, exercise and the like or by environmental and social situations which are evaluated as potentially harmful, uncontrollable or exceeding our resources for coping. The physical, environmental, and social causes of the stress state are termed as stressors.

Stress is an everyday fact of life. It has physical, emotional and behavioral effects on us and can create positive or negative feelings. Stress is believed to be caused mostly by external events, stress occurs when the pressure is greater than the resources available. 50 to 75 per cent of today's

disease related to stress and stress within organization is the second most frequent trouble and affects as many as 28 per cent of employees. Stress has become an vital part of life. It is there since prehistoric times and plays a major role in successfulness and unsuccessfulness of a work activity. Stress is not always negative.

### STATEMENT OF THE PROBLEM

In this Age of Anxiety, individuals encounter abnormal amounts of stress and also are over booked and in the fast track. Living with dread is regular to numerous. As per the Gallup survey in 2001 and Center for Disease control appraises in the US, three out of five ladies express worry as the main issue in their lives, 75% of all representatives depict their occupations as being distressing, 68% of Americans are stressed over the economy and 48% have fears about their own security and the security of the nation.

The term “stress” is a relative term and it differs from person to person. Each ones perception will differ. Individual’s perception about stress is mostly based on number of factors such as family background, gender, age, educational qualification, designation, income, etc. Stress management continues to be the major concern of the department of human resource development in any organization and educational institution. Teachers also not exempted from stress due to working environment. Employees are spending most of the time in their working environment. It is most essential for a teacher a good working environment to perform well. Perfect atmospheres, a well structured facility, good teaching aids, are some of the important aspects of working environment. If it is provided in a good manner a teacher can perform well without any stress. But there are many number of working factors may cause stress among the teachers because as the nature of work mostly concerned with the mind power and to deal with the humans of different perception. So taking this into consideration the study is aimed to examine the levels of stress among the arts and science self financing college teachers working in Cuddalore District, Tamil Nadu.

### OBJECTIVES OF THE STUDY

- To know the socio - economic status of teachers working in arts and science self financing college in Cuddalore District.
- To examine the work stress among the arts and science self financing college teachers.

### REVIEW OF LITERATURE

Mokdad. M (2005) studied the occupational stress among Algerian teachers. 126 teachers of primary schools were studied. The teacher’s major sources of stress identified were society, parents, the teaching environment, pupils, supervision, the curriculum, colleagues and administration.

Clarke E (2006) in his research article titled “Pressure soars stress management” had studied on the influence of stress in the workplace on the health of employees and determine the extent to which human resource management (HRM) techniques can be applied by companies to relieve stress in their employees. The findings of the study states that manager’s behaviour can help to minimize the impact of work related stress.

### RESEARCH DESIGN

The design used in this paper is descriptive study.

### SAMPLING DESIGN

The study was confined to Cuddalore district of Tamil Nadu. This district was selected keeping in

mind that it is well endowed as education belt with many arts and science self - financing colleges. For the purpose of identifying work stressors in the college performance, 14 arts and science self - financing colleges affiliated to Thiruvalluvar University were selected 15 respondents from each colleges were selected randomly and questionnaire were distributed. Out of them only 208 has been received, 2 respondents not responded the questionnaire. From that to make the sample round figure 8 questionnaire has been randomly rejected and the balances 200 have been taken for the study.

### Tools for analysis

Percentages and Factor analysis are used for the study.

## RESULT AND DISCUSSIONS

This section is devoted to highlight the personal characteristics of the sample respondents selected for the study and their features are analyzed below.

**Table 1**  
**Socio Economic Characteristics**

Status		No of Respondents	Percentage
Gender	Male	75	37.5
	Female	125	62.5
Age	Below 25 years	30	15
	Between 25 to 30 years	85	42.5
	Between 30 to 35 years	50	25
	Between 35 to 40 years	25	12.5
	Above 40 years	10	5
Educational Qualification	M.Phil	124	62
	Ph.D	25	12.5
	Net/ Slet	21	10.5
	M.phil and Ph.D	30	15
Designation	Assistant professor	122	61
	Associate professor	33	16.5
	Professor	45	22.5
Income	Less than Rs 7000	70	35
	Rs 7000 – 14000	90	45
	Rs 14000 – 20000	30	15
	Above 20000	10	5

Source: computed primary data

From the above Table it is found that 37.5 percent of the respondents are male teachers and 67 percent of the respondents are female teachers. Among the selected respondent female are greater and it is clear that in all the self financing colleges female teachers are employed in large manner. In regard to age most of the respondent fell in the age group of 25 to 30 years and it can be concluded that as soon as the completion of post graduate and M.Phil, respondent enter to self-financing college to get experienced and only 5 percent are in the age group of above 40 year as these age group may have a chance of entering into government profession. Next in regard to educational qualification is concerned maximum of 62 percent are qualified with M.Phil and all other qualifications are below 15 percent. So it is concluded that respondent in M.Phil qualification is high. As far as the designation is concerned out the total respondents of 200, 132 respondents are in the cadre of assistant professor, 33 to 45 respondents are in the position of Associate Professor and Professors respectively. It is clear that teachers in the Assistant Professor is high because of the requirement to handle the class and high

working hours may be given to these cadre respondents. Income is the another socio – economic factor taken for the study and it is clear that 15 percent of the respondent draw the salary of Rs 7000 – 14000 and only minimum 10 percentage of respondent draw above salary of Rs 20,000. So it can be concluded that most of self – financing college provide only the nominal pay scale to their employees.

### WORK STRESS FACTORS LOADING

The work stress among respondent created by each factor and its reliability co-efficient and per cent of variation are listed in table 2 and analyzed below.

**Table 2**  
**Stressors at work among the respondents**

Factors Eigen value	Work Stressors	Factors	Reliability Coefficient	Percentage of Variation
3.9127	Problems are too many in my home	0.8601	0.7023	20.17
	Lot of things done by parents to me	0.7663	0.7663	
	Parents understand my feelings	0.6944		
	My life should be better than my elders	0.6326		
	Family problems give me stress	0.6039		
	Travelling to work place is stressful	0.5724		
3.4068	Preparing exam notes	0.9124	0.7811	16.32
	Force to do clerical work	0.8608		
	Force to work after working hours	0.8192		
	Lack of communication	0.7331		
	Over competition among staff	0.6934		
2.5617	Asking unnecessary questions	0.9021	0.7162	14.11
	High strength in class	0.8174		
	Large number of failures	0.7306		
	Behaviour of student	0.6419		
2.0328	Current salary is reasonable	0.8996	0.8132	10.09
	Receive salary in time	0.8232		
	Increment provided regularly	0.7191		
	Allowances are provided	0.6737		

Source: Computed primary data

The most important work stress factors among the selected respondents of teaching faculties are personal factor which consists of six work stresses with the reliability co efficient of 0.7023. The eigen value and the percent of variation of this factor are 3.9127 and 20. 17 per cent respectively. Another two important work stress factor among the facilities are administrative factors and student related factors which has the eigen values 3.4068 and 2.5617 respectively. The administrative factors consist of five work stressors with the reliability co efficient of 0.7811 whereas the student work consists of four work stressors with the reliability co efficient of 0. 7162. The final factor is called as the financial factor which consists of four work stressors with the reliability co efficient of 0.8132. The eigen value and the percent of variation of financial factor are 2.0328 and 10.08 respectively. The most important work stressor in personal, administration, student and financial are too many problems in my home, Preparing exam note, Asking unnecessary questions by students and Current salary is



reasonable, respectively considered important, since the respective factors loading are higher than compare to all other factors taken for the study. The factors analysis reveals that there are four important work stress factors which are taken for further analysis may cause stress of the teachers.

## CONCLUSION AND RECOMMENDATION

Stress is common for all organizations which play a vital role in developing economy of our country and lives of the people. Among those organizations, the educational institutions face more problems, due to teachers' stresses because as it purely based on the mental wok. Teachers, they are the backbone of our country. They produce great leaders that can change the fate of our country. Now-a-days, stress among college teachers is becoming popular. Though stress affects the efficiency of the performance of the teachers, the education institution should provide proper smooth environment and support the teachers to maintain the individual stress at their work place.

The study concludes many of the teaching faculty members experience the stress because of the personal problems that arises in their home and administration work provided by the institution beyond the working hours which causes stress. Further most faculty experienced stress because of the indiscipline students who disturb the class and moreover financial aspects of the individual may also considered as one of the factor for the cause of stress. So based on the finding the researcher would like to recommend that management should make regular assessment of stress level and should take preventive measures to enhance the efficiency of teachers.

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