

Impact on Job Stress among College Teachers in Salem

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ABSTRACT

Stress at work can be a real problem to the organization as well as for its workers. Good management and good work organization are the best forms of stress prevention. If employees are already stressed, their managers should be aware of it and know to help. Work related stress is the response people may have when present with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope. Stress occurs in a wide range of work circumstances but is often made worse when employees feel they have little support from supervisors and colleagues and where they can cope with its demands and pressures. There is often confusion between pressure or challenge and stress and sometimes it is used to excuse bad management practice. In the workplace and at home, stress and other difficult Situation are at an all - time high. Factors such as job insecurity, long hours, continuous change and unrealistic deadlines can cause serious problem for workers. The aim and goal of the paper is to know the various factors to stimulate stress level among women teachers in college level. Workplace stress occurs when there is an imbalance the demands and perceived pressures of the work environment and an individual ability to cope. An individual's experience of stress at work is to a large extent affected by the level of control they have over their working condition / pressures, the degree of support they receive from others in the workplace and the strategies they use to respond to work pressures.

Keywords - Stress, College Teachers, Causes and Consequences

1. INTRODUCTION

Nowadays stress becomes universal phenomenon. Abrol (1990) discussed about, Every person wants more and more for the attainment of pleasure, due to this competition is increased in every field of life and this competition generates stress among people no doubt the competition is must but we don't ignore its result in the recent years as more and more women are coming to take on many jobs. But these women college teachers facing various challenges, one is stress and stress is one cause of coronary heart disease. Stress is common among the career women at workplace. Nowadays the percentage of coronary heart disease is increased among Women College teachers the main causes are work related stress, value conflict, type of work, standard of living, nutrition, lack of physical exercise. Aditi and Kumari (2005) discussed in their research women teachers facing lot of problems like overweight, body ache, and psychosomatic effect etc. These women working in under stress because of they have to perform various roles. The expectation are high from women's if they working as college teachers. They have the pressure of balancing work and family. All these factors influence in health-William (1991) and weib (1991) suggest about the health problem of career women. Bluementhol (1995) also investigated the job stress effect on health. Sudan (1998) remarks that psychometric disorders are increasing rapidly. It is a general belief in many cultures that the role of women is to build

and maintain the homely affairs like task of fetching water, cooking and rearing children. Since the turn of the century, the status of women in India has been changing due to growing industrialization, urbanization, spatial mobility and social legislation Anitha Devi (2007). With the spread of education and awareness, women have shifted from kitchen to higher level of professional activities.

2. REVIEW OF LITERATURE

Els Clays, Francoise Leynen, Dirk De Bacquer, Marcel Kornitzer, France Kittel, Robert Karasek, Guy De Backer, (2007) The aim of their study was to assess whether job strain is associated with 24-hour ambulatory blood pressure measurements within a subsample of the Belgian Job Stress Project (BELSTRESS) population. Methods: A group of 89 middle-aged male and female workers perceiving high job strain and an equally large group of workers perceiving no high job strain wore an ambulatory blood pressure monitor for 24 hours on a regular working day. Results: Mean ambulatory blood pressure at work, at home, and while asleep was significantly higher in workers with job strain as compared with others. The associations between job strain and ambulatory blood pressure were independent from the covariates. Conclusions: Within this study, high job strain was an important independent risk factor for higher ambulatory blood pressure at work, at home, and during sleep in a group of men and women.

Chantal Guimont, Chantal Brisson, Gilles R. Dagenais, Alain Milot, Michel Vézina, Benoît Mâsse, Jocelyne Moisan, Nathalie Laflamme, and Caty Blanchette, (2006) have evaluated whether cumulative exposure to job strain increases blood pressure through A prospective study of 8395 white-collar workers was initiated during 1991 to 1993. At follow-up, 7.5 years later, 84% of the participants were reassessed to estimate cumulative exposure to job strain. Results. Compared with men who had never been exposed, men with cumulative exposure and those who became exposed during follow-up showed significant systolic blood pressure increments of 1.8 mm Hg (95% confidence interval [CI]=0.1, 3.5) and 1.5 mm Hg (95% CI=0.2, 2.8), respectively, and relative risks of blood pressure increases in the highest quintile group of 1.33 (95% CI = 1.01, 1.76) and 1.40 (95% CI = 1.14, 1.73). Effect magnitudes were smaller among women. Effects tended to be more pronounced among men and women with low levels of social support at work. Results showed that Among these white-collar workers, exposure to cumulative job strain had a modest but significant effect on systolic blood pressure among men. The risk was of comparable magnitude to that observed for age and sedentary behavior. Men and women with low levels of social support at work appeared to be at higher risk for increases in blood pressure.

Christopher Gilbers., (2003), reviews evidenced that normalizing breathing patterns may offer help in some cases of essential hypertension, angina, functional chest disorder, Chronic Obstructive Pulmonary Disease (COPD), and cardiac rehabilitation, Hyperventilation and hypoventilation. His article states that inhibited breathing, and breathing volume is closely matched to Metabolic needs. Such disordered breathing has varying effects on acid base balance, arterial diameter, and sodium retention by the kidneys. Therefore, a chronic breathing imbalance can contribute to path physiology, which may be remediable to an extent by altering habitual breathing patterns. Sheppard (1997), identified the effects of a stress management programme in a high security government agency. 44 employees of a regional branch of a federal government agency volunteered to participate in a 3- mo stress management programme. After

a series of pretests, the SS were randomly assigned to one of 2 groups. Transcendental Meditation (TM) or an education control designated "Corporate Stress Management" (CSM). After the 12 - week intervention period, and again after 32 years, SS were administered same test battery. The 3- mo result revealed a reduction in anxiety and depression in the TM group. The 3- yr result suggested a reduction in anxiety, depression, and improved self-concept in the TM group. Mujtaba and McCartney (2007) State that research over the years has established this fact; the body and mind are consistently adjusting to 'balance 'and 'equilibration', the term used to indicate emotional balance, must be maintained. Any change or threat to equilibrium can cause either stress or distress.

3. OBJECTIVES

- To find out the reliability position of the data.
- To depict the model fit of the data.
- To predict the association between Job Satisfaction, Job Development Opportunity, Employee's Performance, Facilities Provided and Work Environment

4. HYPOTHESIS

- H₀: There is no significance difference between Job Satisfaction and Job Development Opportunity
- H₁: There is no significance difference between Job Satisfaction and Employee's Performance
- H₂: There is no significance difference between Job Satisfaction and Facilities Provided
- H₃: There is no significance difference between Job Satisfaction and Work Environment
- H₄: There is no significance difference between Job Development Opportunity and Employee's Performance
- H₅: There is no significance difference between Job Development Opportunity and Facilities Provided
- H₆: There is no significance difference between Job Development Opportunity and Work Environment
- H₇: There is no significance difference between Employee's Performance and Facilities Provided
- H₈: There is no significance difference between Employee's Performance and Work Environment
- H₉: There is no significance difference between Job Satisfaction and stress
- H₁₀: There is no significance difference between Job Development Opportunity and stress
- H₁₁: There is no significance difference between Employee's Performance and stress
- H₁₂: There is no significance difference between Facilities Provided and stress
- H₁₃: There is no significance difference between Work Environment and stress

5. AREA OF THE STUDY

- The study is confined to Tiruchirappalli only

6. SCOPE OF THE STUDY

This study of the stress management depends on the women college teachers and then management. Because the stress related to work, family, decision, your future, and more. Stress is both physical and mental. It is caused by major life events such as illness, the death of a loved one, a change in responsibilities or expectation at work and increase job promotion, avoids loss, or changes in the organization. Changing worker demographics (race/ethnicity, gender, and age) and worker safety and health

7. IMPORTANCE OF THE STUDY

Stress underlies such diverse conditions as psychosomatic, heart diseases and can be a major contributor to disturbances in one's emotional, social, company and family life. It inhibits creativity and personal effectiveness and exhibits itself in a general dissatisfaction; there is great impact in women college teachers that end up with stress. Thus an attempt is made to assess the various dimensions of stress among Women college teachers

8. METHODOLOGY

RESEARCH DESIGN

Exploratory Research Design .It is being used for clear and precise investigation and information is gathered about practical problems on a particular conjectural statements.

SAMPLING METHOD

The sampling used in this study is 'Simple random sampling' because the sample is selected with equal probability.

SAMPLE SIZE

Since the population for the survey is very large, and due to time limitation a sample size of 506 is taken for the survey with help of questionnaire

DATA COLLECTION

PRIMARY DATA

Survey method is employed to collect the data from the respondents and the data are collected with the help of questionnaires.

RESEARCH TOOLS

- Reliability Test
- Structural Equation Modeling

SOFTWARE APPLIED

- SPSS (19)

➤ AMOS

9. LIMITATIONS

As the research is restricted within Tiruchirappalli, results are not applicable to other areas of India; Limited number of respondents has been chosen due to time constraint and this could affect the accuracy of result to certain extent;

10. DATA ANALYSIS AND INTERPRETATIONS**MODEL FIT SUMMARY**

VARIABLE	VALUES
Chi-square test	1.581
P-Value	0.000
GFI	.992
AGFI	.906
CFI	.980
RMR	.004
RMSEA	.063

From the above table it is found that the calculated p-value is 0.000 which is less than 0.01 which indicate perfectly fit. Here GFI (Goodness of Fit Index) value and AGFI (Adjusted Goodness of Fit index) value is greater than 0.9 which represent it is a good fit. The calculated CFI (Comparative Fit Index) value is approximately 1 which means that is the perfectly fit and also it is found that RMR (Root Mean Square Residuals) and RMSEA (Root Mean Square Error of Approximation) Value is 0.001 and 0.000 which is less than 0.10 which indicated it is perfectly fit.

RELIABILITY STATISTICS

CRONBACH'S ALPHAN	OF ITEMS
.915	24

From the above table it is found that the collected sample has achieved reliability at 5% significant level.

- From the above chart, it is noted that the Job Satisfaction have a positive relationship as 0.12, .14, 0.04 and 0.03 with Job Development Opportunity, Employee's Performance, Facilities Provided and Work Environment.
- Job Development Opportunity has a positive relationship with Employee's Performance, Facilities provided and Work Environment as 0.03, 0.07 and 0.14 respectively.
- Employee's Performance shows positive relationship with Facilities provided and Work Environment as 0.10 and 0.14.
- Facilities Provided shows positive relationship with Work Environment as 0.27
- Job Satisfaction shows positive relationship with stress as 0.46
- Job Development Opportunity shows positive relationship with stress as 0.21
- Employee's Performance shows positive relationship with stress as 0.30
- Facilities Provided shows positive relationship with stress as 0.27
- Work Environment shows positive relationship with stress as 0.01

11. SUGGESTIONS

- If the institution concentrate and give more importance to financial problems, Unsatisfactory Work, working environment the level of depression rate will be reduced comparing with the present level.
- Since the individual often get into stress due to organization changes, proper communication should be given to reduce such stress. Seek professional help when appropriate.
- Employee can exercise regularly and get enough sleep. Make time to enjoy an activity outside the work place.
- If you dislike something at home or work, try to change those things that bother you. "Griping" doesn't solve much.
- Maintain a positive attitude; this will make it easier to live and work with others. Learn about the various relaxation methods available to help you ease your daily tensions.

12. CONCLUSION

- Work stress is a real challenge for college teachers and their employing institution. As institution and their working environment transform, so do the kinds of stress problems that employees may face. It is important that your workplace is being continuously monitored for stress problems.
- Further, it is not only important to identify stress problems and to deal with them but to promote healthy work and reduced harmful aspects of work. Work in itself can be a self can be a self-promoting activity as long as it takes place in a safe, development and health- promoting environment. Successful employers and managers provide leadership in dealing with the challenge of work stress.

13. REFERENCES

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