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A STUDY ON ASSOCIATIONS BETWEEN OCCUPATIONAL STRESS AND DEMOGRAPHIC CHARACTERISTICS OF FACULTIES IN DEEMED UNIVERSITY IN BANGALORE

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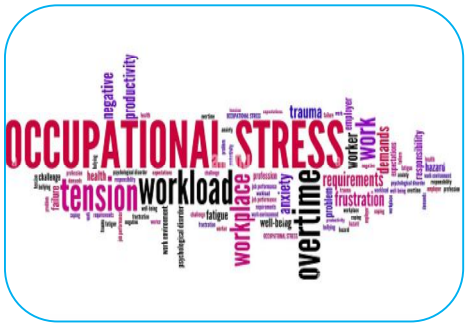
ABSTRACT:



A growing number of academicians are paying more attention to occupational social psychological issues, such as workplace stress, as the working model in the education sector has changed drastically. A cross-sectional study was conducted on faculties of deemed universities in Bangalore to find the association between different determinants of occupational stress and demographic characteristics of faculties. Independent sample t-test and One Way ANOVA is applied to find the presence of significant difference in the opinion on the various determinant of stress with regard to demographic Characteristics. The results found that there was a different opinion on various determinants of stress with regard to marital status, Age, and Income levels of faculties. SPSS 20 was used for data management and Statistical analysis.

KEYWORDS: *Demographic Characteristics, Occupational Stress, Faculties, ANOVA.*

INTRODUCTION

Stress has become a popular explanation for many phenomena. Stress is the result of an organism's response to external forces or events that threaten its survival or well-being (Ivancevich, Napier, & Wetherbe, 1983). The mismatch between an individual's ability and their environment causes stress (French & Caplan, 1973). A mismatch between institutional demands and employee ability can cause stress at various levels. Employees' abilities vary based on demographics (McDermott, 1995). A mismatch between the objective and subjective work environments can cause stress (Spector, 1997).

Teaching is a demanding job. Faculties face a variety of management and working conditions that impact their mental health. Work-related stress among teachers is widely believed to negatively impact their mental health and performance. The Faculties' mental health is vital in the educational process. Faculties who are mentally ill can harm the nation by teaching and guiding students incorrectly. Stress among faculties has been identified as a deterrent to classroom productivity. Many teachers have been reported to suffer from job-related stress. Stress can vary depending on how a person perceives it. Stress has risen in recent years, especially in the workplace. Workplace stress is now a major cause of physical and mental health issues. Research on occupational stress is expanding but research on systems personnel is less so, say Ivanavich et al (1983). The current study seeks to establish a link between different stress determinants and demographic factors among faculties of Deemed University.

LITERATURE REVIEW

(McCarty, Zhao, & Garland, 2007) The goal of this study is to see if male and female police officers experience different levels of Occupational Stress and Burnout. In addition, the study will look into whether various factors that are thought to influence Occupational Stress and Burnout have different effects on male and female officers. The paper begins by using t-tests to make gender comparisons between the average levels of Occupational Stress and burnout among male and female officers in a sample of police officers working in a large metropolitan department in the Northeast. Multivariate analyses were performed on male and female officers to see how a set of independent variables measuring the work environment, coping mechanisms, and other demographic characteristics influenced measures of occupational stress and burnout.

(Rani & Singh, 2012) Stress has risen in recent years, especially in the workplace. Workplace stress is now a major cause of physical and mental health issues. Stress is the body's and mind's response to external demands. The prevalence of stress in general, and occupational stress in particular, appears to be increasing. Occupational stress has emerged as one of the most serious health issues in the modern era. The inability to cope with the demands of a job due to a mismatch of abilities and requirements is referred to as occupational stress. This study attempts to examine occupational stress in some demographic characteristics. The Occupational Stress Index (OSI) by A.K.Shrivastva was utilized to collect data from 100 primary school teachers. Mean, SD, and t-values were used to examine the data. The study found that teachers have moderate occupational stress and Occupational stress levels were similar for male and female instructors. The occupational stress levels of teachers at public and private schools were found to be similar.

(Rahoo, Raza, Arain, & Memon, 2017) To better understand teacher stress and how it is combated operationally and strategically, researchers in Hyderabad turned to higher education institutions to interview faculty members. Of least 130 members of the academic staff at Hyderabad's higher education institutions were given a questionnaire. Higher education institutions were randomly selected from a stratified random sample. Among those included in the study are professors and assistant professors as well as lab instructors and speakers. More than three-quarters of the respondents are female. We looked examined how participants reacted to a variety of stressors, including workload, work environment and relationships, academic pursuits, work for the organisation, and social recognition with regard to one's social position, amongst others. Students' noncompliance and low pay prospects have been found to cause stress for administrators and teachers, according to studies. The findings also showed that administrators' performance was unaffected by mild to moderate stress. Professors will benefit from this study's findings.

(Anantharaman, Rajeswari, Ajitha, & Jayanty, 2018) Information system experts are becoming more aware of the stress they face at work, which can contribute to increased turnover and decreased productivity. Researchers in India are currently examining the stress levels and demographics of software developers. Based on characteristics such as age, daily working hours, gender, training, and the nature of the job, an occupational stress questionnaire was developed for software development professionals. More than 150 IT workers in the cities of Chennai and Bangalore were interviewed. People above the age of 30 were shown to be more susceptible to the effects of work-family conflict. Employees who work fewer than ten hours a day are more likely to suffer from stress-related illnesses, such as anxiety about being obsolete, a lack of interpersonal interaction, a toxic work environment, and a lack of family support. In the workforce, stress levels among men and women are equal. The dread of obsolescence and technical risk inclination of people with computer competence, especially software development, adds to the stress of employees with computer training in addition to their engineering degree. More than anybody else, those in the software development industry who are solely focused on technical aspects of their work are plagued by a constant sense of impending doom. The findings are explored, and appropriate conclusions are offered, based on these findings.

(Ting Jiang, 2018) Occupational social and psychological difficulties, such as stress in the job, are increasingly being addressed by health care experts as the biological basis for health changes. A cross-sectional study was conducted between May and December 2016 to examine the socioeconomic

effects of occupational stress on petroleum workers in Xinjiang. A total of 1480 persons were employed. The Occupational Stress Inventory-Revised Edition was used to gauge participants' levels of work-related stress. (t = 9.266, P.001) and (t = 21.381, P.001) were significantly higher than the national norm on the Occupational Roles Questionnaire and Personal Strain Questionnaire. Petroleum workers stationed in the arid desert had lower PQ values (t = 17.575, P.001) demonstrating an occupational stress-demographic link. Employees in the arid desert who work in the petroleum industry have varying amounts of stress, depending on their ethnicity.

(Meng & Wang, 2018) It was the purpose of this research to determine the stress levels, stressors, and consequences for both faculty and administrators of university faculty members. A 24-question survey was given to the participants. The comments of 240 students from a Chinese university were analysed with SPSS. The participants were described by the statistical data. Cronbach's a and varimax rotation were used to gauge the study's reliability and validity. There was a heavy reliance on ANOVA and multifactor linear regression. There is a lot of stress in the workplace for university professors. Personal and professional development pressures vary among university academics. Academic rank, age, and previous teaching experience all have an effect on faculty members' levels of work-related stress. Stress in the workplace is influenced by many factors, including faculty members' time spent on professional growth and administrative duties. Academic stress is generated by both institutional and personal constraints, according to a new study. On one side, educators should acknowledge the benefits of occupational stress while reducing stress. However, this empirical study found that using quantitative performance metrics to evaluate university teachers has raised occupational stress. Occupational stress, personal attributes, and performance evaluation.

(Tabassum & Hashmi, 2019) This study's main goal is to identify the impact of demographics-based determinants on occupational stress and the knowledge of insurance employees' demographic and analytical profiles including gender, age, education, and marital status. The global economic crisis and globalization are quickly increasing occupational stress, affecting all employee groups. If their management or institution is to grow and thrive, their staff must be more aware of the degree of stress that is needlessly high. This research helps quantify the impact of demographic (analytical) characteristics on occupational stress by evaluating the effects of over-insuring employees on occupational stress. A standard questionnaire for collecting statistical data was utilized to acquire the data. This study aims to identify the stress levels of personnel in the private (ICICI Prudential) and public (LIC of India) life insurance sectors in Jharkhand based on demographic (analytical) characteristics. The questionnaire was used to collect data from 200 employees from commercial and public life insurance organizations in Ranchi, Bokaro Steel City, and Dhanbad, Jharkhand. Convenience sampling was used to choose the survey sample. The study found that both public (LIC) and private (ICICI Prudential) life insurance personnel experience moderate to high levels of stress.

(Khaddam & Abusweilem, 2019) The study intends to explore the impact of occupational stress on software development professionals' performance. The study sample included 116 employees from 20 Jordanian software companies in Amman, Irbid, and Zarqa. Occupational stress has a statistically significant effect on software development professionals' performance in Jordanian software companies.

(Azam Faraji1, Azizi, & Khatony, 2019) Nurses' emotional and physical health and performance can be negatively impacted by occupational stress. To better understand Iranian critical care unit (CCU) nurses' experiences with work-related stress and the demographics that go along with it, this study was conducted. The 155 CCU nurses who participated in this cross-sectional study were chosen at random. As a data collection instrument, the Osipow Occupational Stress Questionnaire was used. The "moderate-to-high" degree of occupational stress experienced by nurses was 210.13 40.87 out of 300, according to the results. In terms of professional stress, "Role Overload" was the most stressful subscale (36.30 6.98) while "Physical Environment" was the least stressful (33.58 9.76). Sex, age, educational level, and job experience had no statistically significant impact on the mean level of occupational stress.

OBJECTIVE OF STUDY

i) To understand the concept of stress and its determinants.
ii) To find an association between different determinants of stress and demographic characteristics of faculties of a deemed university.

HYPOTHESIS OF STUDY

Ho: There is no significant difference in opinion on different characteristics of stress with regard to demographic characteristics of faculties of a deemed university.
H1: There is a significant difference in opinion on different characteristics of stress with regard to demographic characteristics of faculties of a deemed university.

DATA COLLECTION AND METHODOLOGY

The main aim of the study is to find the impact of various determinants of Stress on demographic variables. The study is based on a field survey with a well-structured questionnaire. The questionnaire covers questions on the determinants of stress and demographic profiles of faculties of deemed universities. A five-point Likert scale, which includes questions on determinants of stress is framed. Using convenient sampling a sample size of 100 from faculties of deemed universities in Bangalore is considered. SPSS 20 tool is used for analysis, and independent sample t-test and one-way ANOVA are used to find a significant impact of determinants of Stress with regard to demographic variables.

Data Analysis and Interpretation: In the present study four demographic variables gender, Marital Status, Age, and Income are considered, and the impact of each of these four demographic variables on determinants of Stress such as Classroom related, Work-Related, Role related, Relationship related and Health-related stress.

Descriptive Statistics of demographic characteristics such as Gender, Marital status, age, and income of respondents with regard to determinants of stress Classroom related, Work-Related, Role related, Relationship related, and Health-related stress are depicted in Table 1. The average value of determinants of stress with regard to gender, marital status, age, and income of respondents along with standard deviation reveals that there is a difference in the opinion on determinants of stress across gender, marital status, age, and Income levels. However, to examine whether this mean difference is statistically significant, an independent sample t-test based on t distribution and One Way ANOVA is carried out.

Table 1: Descriptive Statistics of Determinants of Stress

A. Gender of Respondents					
Variable Stress		**N**	**Mean**	**Std. Deviation**	**Std. Error Mean**
Class room Related	Male	30	2.6667	0.95893	0.1750
	Female	70	2.7286	0.75989	0.0908
Work related	Male	30	2.7667	1.19434	0.2180
	Female	70	2.6571	0.79647	0.0952
Role related	Male	30	3.2	1.32353	0.2416
	Female	70	2.9429	1.14063	0.1363
Relationship related	Male	30	3.1667	0.94989	0.1734
	Female	70	2.3429	0.99106	0.1184
Health Related	Male	30	2.8333	1.01992	0.1862

	Female	70	2.8429	1.04446	0.1248
B. Marital Status of Respondents					
Class room Related	Married	54	2.5	0.88488	0.1204
	Unmarried	46	2.9565	0.66522	0.0980
Work related	Married	54	2.4444	0.76889	0.1046
	Unmarried	46	2.9783	1.02174	0.1506
Role related	Married	54	2.7407	1.13578	0.1545
	Unmarried	46	3.3478	1.19661	0.1764
Relationship related	Married	54	2.0926	0.95697	0.1302
	Unmarried	46	3.1739	0.82474	0.1216
Health Related	Married	54	2.6481	1.15182	0.1567
	Unmarried	46	3.0652	0.82737	0.1219
C. Age of Respondents					
Class Room Related	Below 26 years	15	3.2000	.77460	.20000
	26 – 35 years	68	2.6618	.82154	.09963
	36- 45 year	7	3.0000	0.00000	0.00000
	46 – 55 years	10	2.1000	.73786	.23333
Work Related	Below 26 years	15	2.6000	1.05560	.27255
	26 – 35 years	68	2.7794	.94388	.11446
	36- 45 year	7	3.0000	0.00000	0.00000
	46 – 55 years	10	2.0000	.66667	.21082
Role Related	Below 26 years	15	2.6000	1.40408	.36253
	26 – 35 years	68	3.2647	1.15407	.13995
	36- 45 year	7	3.2857	.48795	.18443
	46 – 55 years	10	1.8000	.42164	.13333
Relationship Related	Below 26 years	15	3.0000	.92582	.23905
	26 – 35 years	68	2.5294	1.09913	.13329
	36- 45 year	7	3.0000	.81650	.30861
	46 – 55 years	10	2.1000	.73786	.23333
Health Related	Below 26 years	15	3.4000	.50709	.13093
	26 – 35 years	68	2.8529	1.04045	.12617
	36- 45 year	7	3.4286	.53452	.20203
	46 – 55 years	10	1.5000	.52705	.16667
E. Income of Respondents					
Class room Related	less than 5 lakhs	63	2.8571	.75897	.09562
	5 lakhs - 10 lakhs	28	2.2143	.83254	.15734
	10 lakhs and above	9	3.2222	.44096	.14699
Work related	less than 5 lakhs	63	2.8413	1.01927	.12842
	5 lakhs - 10 lakhs	28	2.3214	.72283	.13660
	10 lakhs and above	9	2.7778	.44096	.14699
Role related	less than 5 lakhs	63	3.2698	1.23401	.15547
	5 lakhs - 10 lakhs	28	2.4286	.99735	.18848
	10 lakhs and above	9	3.1111	.92796	.30932
Relationship related	less than 5 lakhs	63	2.5397	1.13344	.14280
	5 lakhs - 10 lakhs	28	2.5000	.92296	.17442
	10 lakhs and above	9	3.2222	.44096	.14699

Health Related	less than 5 lakhs	63	3.1111	1.00179	.12621
	5 lakhs - 10 lakhs	28	2.1786	.98333	.18583
	10 lakhs and above	9	3.0000	0.00000	0.00000

Table 2: Test Statistics Result

Gender of Respondents: Independent Samples Test			
	t-test for Equality of Means		
Variable Stress	t	df	Sig. (2-tailed)
Class room Stress	-.344	98	.731
Work related stress	.538	98	.591
Role related Stress	.984	98	.328
Relationship related stress	3.856	98	.000
Health Related Stress	-.042	98	.967
Marital Status of Respondents: Independent Samples Test			
	t-test for Equality of Means		
Variable Stress	t	df	Sig. (2-tailed)
Class room Stress	-2.874	98	.005
Work-related stress	-2.976	98	.004
Role related Stress	-2.599	98	.011
Relationship related stress	-5.997	98	.000
Health Related Stress	-2.046	98	.043
C. Age of Respondents: ANOVA			
	F	**Sig.**	
Class room Stress	4.412	.006	
Work related stress	2.461	.067	
Role related Stress	5.899	.001	
Relationship related stress	1.995	.120	
Health Related Stress	9.996	.000	
D. Age of Respondents: ANOVA			
	F	**Sig.**	
Class room Stress	1.895	.136	
Work related stress	5.267	.002	
Role related Stress	9.175	.000	
Relationship related stress	4.165	.008	
Health Related Stress	1.280	.286	
E. Income of Respondents: ANOVA			
	F	**Sig.**	
Class room Stress	9.188	.000	
Work related stress	3.219	.044	
Role related Stress	5.223	.007	
Relationship related stress	1.854	.162	
Health Related Stress	9.395	.000	

The P-value of opinion on Classroom related, Work-Related, Role related and Health-related stress with regard to gender is greater than 0.05 whereas the P-value of opinion on Relationship related stress is less than 0.05, therefore it can be concluded that there is a significant difference in opinion on Relationship related stress with regard to male and female faculties.

The P-value of opinion on Classroom related, Work-Related, Role related, Relationship related and Health-related stress with regard to marital status is less than 0.05, therefore it can be concluded that there is a significant difference in opinion on Classroom related, Work-Related, Role related, Relationship related and Health-related stress with regard to married and unmarried faculties.

The P-value of opinion on Classroom related, Role related, and Health-related stress with regard to the different age groups of faculties is less than 0.05, therefore it can be concluded that there is a significant difference in opinion on Classroom related, Role related, and Health-related stress with regard to the different age group of faculties.

The P-value of opinion on Classroom related, Work-Related, Role related, and Health-related with regard to different income levels of faculties is less than 0.05, therefore it can be concluded that there is a significant difference in opinion on Classroom related, Work-Related, Role related, and Health-related with regard to different income levels of faculties.

CONCLUSION:

The analysis identified that the opinion on Classroom related, work-related, role-related Stress differ with regard to marital status and different income levels of faculties working in deemed universities whereas opinions on Classroom related, Role related, and Health-related stress differs with regard to the different age group of faculties working in deemed universities. The study inferred that opinions on Relationship related stress differ with regard to male and female faculties.

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