



## A STUDY ON JOB STRESS AMONG COLLEGE PROFESSORS WORKING IN MANAGEMENT COLLEGES IN CHENNAI

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### ABSTRACT

*In this competitive and complex world, all of us have to face stress cutting across all fields of work. This stress is common to both genders in the fast-changing world. Nowadays we cannot find any profession without stress. Stress is everywhere - even in the family, in the office, and in own business as we. It becomes a part of our life and hence we cannot expect our life to be stress-free. The stress amongst college professors is the topic that is being discussed in this article and we are going to find out the causes of stress due to the management and the work environment around them. Some of the main causes of stress amongst college professors are low salary, no proper recognition, no career growth and lack of support from the management. Some of the other causes of stress from work side are lack of relationship development among the colleagues, more clerical work, extra classes, no immediate replacement of resigned staff, long working hours, frequent changes in the subjects handled. The findings of this study is that female staff are working more in colleges and the main cause of stress is low salary, no recognition and more clerical work and last but not the least is long working hours. Stress can be reduced and managed by following simple techniques like reading, listening to music and by following positive thinking techniques.*

**KEYWORDS:** Stress, Working Field, Staffs & College.

### INTRODUCTION

In recent times stress is a common word that is used by people working in all fields. People are facing stress in day to day life. Today's world is very competitive and complex and hence people have to face more pressure and strain. These days, men and women are working in all fields. Stress is of two types - positive and negative. Depending upon the perception of the individuals it would differ. When people feel positive stress, then they will produce more output and good growth will be there in their career or otherwise. If they feel bad stress then the performance will be reduced and along with that their work output would also be reduced.

In olden days, teaching seemed to be a less pressure job when compared to other fields. But now even teachers are facing more pressure. Professors working in management colleges have to do all type of



clerical job apart from teaching and work duration has also increased in all colleges. Mostly ladies prefer this type job so that they can spend more time with their family but now they find it very difficult to balance their family and college work. Some colleges have even started to assign targets and daily tasks to all the staff members wherein they are allowed to go home only after completing the task / target within the assigned time.

This creates more stress among staff members. The main disadvantage in college job is low salary, staff harassment, poor organisation support, no proper recognition and no proper relationship amongst peers. Normally the salary will be less when compared to another field and in spite of that many individuals prefer this field due to limited working hours. When compared to men, women percentage will be more in the teaching field. In the past 10 years the salary has remained more or less the same and they did not get any increments or bonuses. This really makes them feel both mental stress and physical stress. Motivation should be there in all fields and likewise people expect remuneration, allowance, facility and recognition. Whereas when staffs do not get any of these, they feel bad and this makes them less productive with poor performance. When stress increases it will affect their health like a low-pressure headache, body pain and heart attack. Recently many accidents happened for college professors due to fast driving and riding the bike in full stress. The stress cannot be avoided but it can be controlled by using different techniques like spending some time in practicing yoga, reading books and watching comedy movies that makes them feel stress-free.

### OBJECTIVES OF THE STUDY

- i. To find out the different causes for the occurrence of stress among college professors.
- ii. To analysis the consequence of stress among college professors in the management colleges.
- iii. To find out the different methods followed by college professors to manage work stress.

### HYPOTHESIS-SETTING

- i. There is no cause for occurrence of stress among college professor.
- ii. There is a cause for stress among college professors.
- iii. There is no consequence of stress among college professors in the management college.
- iv. There is a consequence of stress among college professors in the management college.
- v. There is no different method followed by the college professor to control the stress.
- vi. There is a different method used by College professors to manage work stress.

### RESEARCH METHODOLOGY

This study is based on primary data as well as secondary data. A total of 150 questionnaires were distributed among professors working in about different 100 management colleges situated in and around Chennai and were asked to fill the questionnaires. Rank has been assigned

### REVIEW OF LITERATURE

Dr.M.Vasantha, Ms. R. Santhi, in this article had revealed that college professors were facing stress due to heavy work pressure and handling the students. It was found that most of the teachers handled their stress by sharing the stress details with their friends. It was concluded that the teachers have to follow some proper technique to reduce the stress like practicing meditation, relaxing by watching movies, taking some rest, reading books and practicing yoga.

Dr Partap Singh, in this article it was found that students' bad attitude, behaviour, job insecurity and low recognition were all, reasons for stress. He also revealed that inefficient management, low motivation, additional duty, excessive work and low growth in research work lead them to feel pressure and strain. He concluded that to manage the stress the teacher has to follow the following technique like reading a motivational book, having positive attitude towards college, positive thinking, meditation and yoga.

Dr Sindhu, it was observed from this article that college teachers were affected by stress due to role stress, interpersonal stress, personal development stress, work stress and climate stress. She concluded that the stress can be controlled and managed by following some simple strategies like reading and mediation to overcome from the stress.

Liaquat Ali Rahoo, Syed Ali Raza the main scope of the article was to find out the cause for the occurrence of stress and the job satisfaction level of the college professors. They found out that the major

causes for stress are lack of relationship, less organisation support, work overload, long working hours, harassment by the staff and frequent role changes. These are the factors that affect a college professor and leads them to feel stressed.

Mrs V. Abirami in this article, it was revealed that all college managements should implement a stress management technique, so that it will reduce the stress and increase the productivity of their staff. It was observed that in the U.S they started stress burnout education program and wellness program. It was concluded that in India all the management college should organise a stress management program and stress counselling to increase the performance and to control the stress among the staffs.

### ANALYSIS AND INTERPRETATION:

**Table 1: Gender respondent**

Sex	Response	Percentage%
Female	98	65.33
Male	52	34.66
Total	150	100

From the above table, it was found out that out of 150 samples 65.33% of them were female professors and 34.66% of them were male professors amongst the respondents who participated in the survey.

**Table 2: Respondent Age wise**

Age wise	Response	Percentage %
Less than 30 years	27	18
31 to 40	64	42.66
40 to 50	43	28.66
More than 50 years	16	10.66
Total	150	100

From the above table, it shows the respondent's age wise factors. It was found that 20% of the respondents were less than 30 years, 46.66% of the respondents were in the age group between 31 and 40, 26.66% of the respondent were in the age group 40 to 50 and more than 50 years were 6.66% of the respondents participated in the survey.

**Table 3: Qualification of respondent**

Qualification	Response	Percentage
Master	18	12
M.Phil.	83	55.33
PhD /Net/Slet	49	32.66
Total	150	100

From the above Table 3 that analyses the qualification of the respondents, we can see that 12% of the respondents were having the master degree qualification, 55.33% of the respondents are having M.Phil. Degree qualification, 32.66% of the respondents are having PhD/NET/SLET qualification.

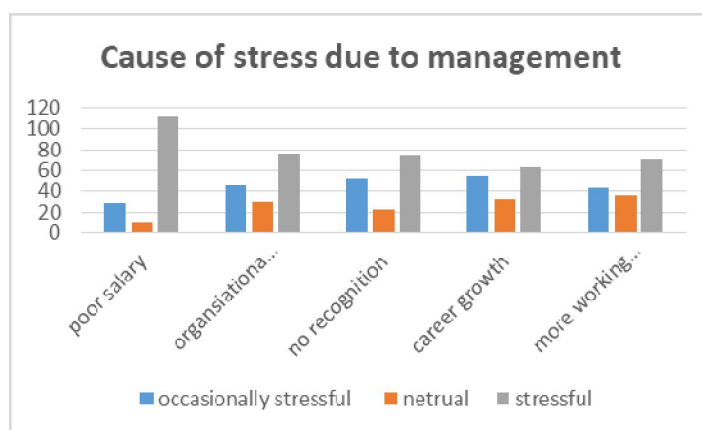
**Table 4: Experience of the respondent**

Experience	Response	Percentage
Less than 5 years	34	22.66
5 to 10 years	53	35.33
11 to 20 years	37	24.66
More than 20 years	26	17.33
Total	150	100

The above Table 4 analyses the experience of the respondents. 22.66% of the respondents are having less than 5 years, 35.33% of the respondents are having 5 to 10 years of experience, 24.66% of the respondents are having 11 to 20 years of experience and 17.33 % of the respondents are having more than 20 years of experience.

**Table 5: Cause of stress due to Management**

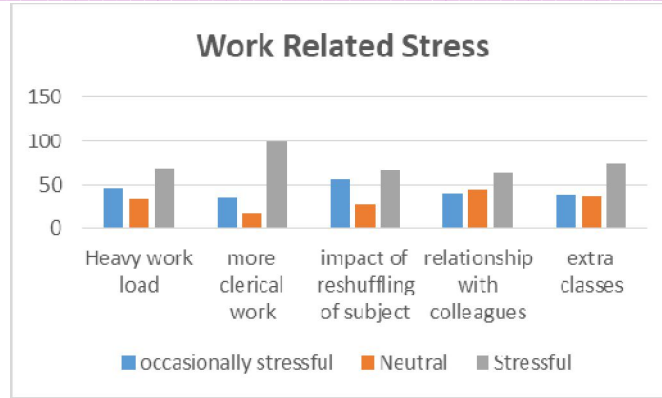
S. No	Management related stress	Occasionally stressful	Neutral	Stressful
1	Poor salary	28	10	112
2	Organisational support	46	29	76
3	No recognition	53	22	75
4	Career growth	55	32	63
5	More working hours	43	36	71



The above Table 5 reveals about the causes of stress due to Management. 112 respondents reveal that they are getting very poor salary, 76 respondent reveal that they did not get any organisation support, 75 of the respondents accepted that they are not getting good recognition, 63 respondents reveals that they are not getting any career growth in their organisation, 71 respondents accepted that they are working for a long hours.

**Table 6: Work-related stress**

S.No	Work-related stress	Occasionally Stressful	Neutral	Stressful
1	Heavy workload	47	34	69
2	More clerical work	35	17	98
3	Impact of reshuffling of subject	56	27	67
4	Relationship with colleagues	41	45	64
5	Extra classes	39	37	74



The above table 6 analyses the causes of stress due to work factors. 69 respondents reveal that their college is assigning them a lot of work, 98 of the respondents reveal that they are assigned with a lot of clerical work, 67 respondents accepted that often they are shuffled at work, 64 of the respondents reveal that they are not able to build a good relationship with their colleagues, 74 of the respondents reveal that often the management is asking them to conduct special class after the college hours.

**Table 7 Technique to manage stress**

S.No.	Techniques to manage stress	Respondents	Percentage
1	Yoga	26	17.33
2	Listing to music	24	16
3	Positive thinking	46	30.66
4	Reading books	23	15.33
5	Rest	31	20.66
	Total	150	100

The above Table 7 analyses the techniques used to manage stress, 30.66% of the respondents said that they are managing their stress by thinking positively, 20.66% of the respondents said that they use to take rest if they feel stressed and remaining 15% respondent agree that they will manage stress by reading books.

**FINDINGS:**

- \*Internal factor were the cause of the stress among the college professors
- \*65.3% of the respondent were female college professors.
- \*42.66% of the respondent were in the age group between 31 to 40 years.
- \*53.33% of the respondents were having the qualification M.Phil.
- \*112 respondents accepted that they feel that the college is providing them with less salary.
- \* 98 respondent agree that their college is allocating many additional tasks.
- \* 30% of the college professors told that they will think positively to control the stress.

**CONCLUSION:**

Therefore from the study, it was clear that the college professors working in private management colleges felt stress and strain. Female professors are working more when compared to male professors in these colleges. The main cause for the stress faced by the college professors are due to the fact that the management and superiors are less supportive, poor salary, no recognition and no proper career growth options. The work relates to stress also affect the college professors like syllabus change, extra hours of work, bad relationship with colleagues, heavy workload and more clerical work. It was suggested that when the management provides good salary most of the problems will be solved and apart from that it is

suggested that the college professor need to follow some technique like meditation, watching cinema, yoga, positive thinking and reading book to enable the staff members manage stress.

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