

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT

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ANALYSIS OF WORK STRESS AMONG TEACHERS OF SELF FINANCING COLLEGES IN KOTTAYAM DISTRICT, KERALA

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ABSTRACT

The phenomenon of work stress among teachers of self financing colleges has been receiving increased global attention and concern in recent years. Teaching has now become a very demanding occupation with a lot of stresses for a teacher who has a lot of deadlines to meet and a lot of responsibilities to shoulder besides teaching a child what are in a text book. It is important to tackle the causes of stress in the workplace as stress at work can lead to problems for the individual, working relationships and the overall environment. These issues may include lowered self esteem and poor concentration skills for the employees. Managing stress in the workplace is therefore an essential part of both individual and it is institutional social responsibility also. The present study was undertaken to analyze the types of stress among the faculty members in self financing colleges in and around Kottayam district of Kerala state. The study aims at identifying the stress creators among the faculty members.

KEYWORDS

Institutional social responsibility, self esteem, Work stress.

INTRODUCTION

Considered from an individual's point of view, stress is our body's physical, mental and chemical reactions to circumstances that frighten, confuse, endanger or irritates one. If controlled, stress is friend that strengthens for the next encounter. If handled poorly, it becomes an enemy which can cause diseases like high blood pressure, ulcer, asthma and overactive thyroid. Stress is highly individualistic in nature. Some people have high tolerance for stress and thrive well in the face of several stressors in the environment. In fact some individuals will not perform well unless they experience a level of stress which activate and energize them to put forth their best effort. On the other hand some others have very low level of tolerance for stress and it will affect their work negatively. Teacher stress may be defined as an unpleasant feeling that teachers experience as a result of their work. Past research on work stress among lecturers has identified numerous sources and variables affecting stress levels. For example, researchers have consistently reported time pressure, high self expectations, and research and publication demands as significant sources of work stress. Empirical evidence has shown that teachers experiencing more stress were burned out. It was found that managing student misbehavior, teachers' appraisal by students, workload and time constraints were predictors of burnout. Role conflict, work overload, classroom climate and decision making are all organizational factors that contributed to teacher stress and eventual burnout. Therefore, it was expected that job stress will predict burnout.

SCOPE OF THE STUDY

The scope of the study has been limited to 30 college teachers of 3 self financing colleges in an around Kottayam district, Kerala.

OBJECTIVES OF THE STUDY

- To find out the major factors causing stress that affects the teachers in the college atmosphere.
- To check the physical and mental impact of stress on individual's productivity.
- To identify the various ways and techniques by which the college teachers manage stress.

RESEARCH METHODOLOGY

The study is based on primary data collected from persons belonging to different age groups having different genders. A total of 30 questionnaires were distributed to various teachers in Kottayam district.

RESULTS AND DISCUSSIONS

1. GENDER WISE CLASSIFICATION

TABLE 1: GENDER WISE CLASSIFICATION

GENDER	NUMBER OF RESPONDENTS	PERCENTAGE
Male	10	33
Female	20	67
TOTAL	30	100

Source: Primary Data

2. AGE WISE CLASSIFICATION

TABLE 2: AGE WISE CLASSIFICATION

AGE GROUP	NUMBER OF RESPONDENTS	PERCENTAGE
20-25	5	16
26-30	9	30
31-35	8	27
36 and above	8	27
TOTAL	30	100

Source: Primary data

3. MARITAL STATUS WISE CLASSIFICATION

TABLE 3: MARITAL STATUS WISE CLASSIFICATION

PARTICULARS	NUMBER OF RESPONDENTS	PERCENTAGE
Single	6	20
Married	24	80
TOTAL	30	100

Source: Primary data

4. EXPERIENCE WISE CLASSIFICATION

TABLE 4: EXPERIENCE WISE CLASSIFICATION

PARTICULARS	NUMBER OF RESPONDENTS	PERCENTAGE
0-5 years	12	40
5-10years	10	34
10-15years	5	16
More than 15 years	3	10
TOTAL	30	100

Source: Primary data

5. STRESS CREATING FACTORS

TABLE 5: STRESS CREATORS

PARTICULARS	NUMBER OF RESPONDENTS	PERCENTAGE
Job insecurity	4	14
Students misbehavior	5	16
Shortage of infrastructure	1	3
Absence of motivation	6	20
Work-home conflict	8	27
Additional duty	1	3
No factors	5	17
TOTAL	30	100

Source: Primary data

Among the total respondents, 27% are of the opinion that work-home conflict is a stress creating factor, 20% say that absence of motivation creates stress, 16% say that student misbehavior is a cause for stress, 14% say that job insecurity causes stress, 3% say that additional duty is a stress creator, again 3% shortage of infrastructure causes stress and finally 17% of respondents say that none of the factors makes their job stressful.

6. PHYSICAL AND MENTAL IMPACT OF STRESS

TABLE 6: IMPACT OF STRESS

OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
Psychological distress	3	10
Mood disturbance	10	34
Anxiety	3	10
Lowered morale	1	3
Depression	2	7
Fatigue	3	10
Back pain	3	10
Cardiovascular disease	-	-
No impact	5	16
TOTAL	30	100

Source: Primary data

Among the total respondents, 34% say that mood disturbance is an impact of stress, 10% say that they face psychological distress because of stress, 10% say that they face anxiety, 10% say they face fatigue, 10% say that they come across back pain due to stress, 7% say they encounter with depression and 3% say that they face lowered morale, 16% say that they have no impact caused by stress.

7. STRESS MANAGING TECHNIQUES

TABLE 7: TECHNIQUES ADOPTED TO MANAGE STRESS

OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
Rest and coffee	13	44
Reading books	10	33
Yoga and exercise	4	14
Interaction with friends or colleagues	1	3
Taking a bath	1	3
Playing with children	1	3
TOTAL	30	100

Source: Primary data

Among the total respondents, 44% say that they manage stress by taking rest and coffee, 33% manage stress by reading books, 3% play with children to manage stress, 14% do yoga and exercise to cope with stress, 3% say that they interact with friends and colleagues to cope with stress and finally the rest 3% refresh themselves to cope with stress.

FINDINGS

- 27% of the college lecturers are of the opinion that work – home conflict is a major stress creating factor.
- 34% of the lecturers are of the opinion that one of the major impacts of stress on them is mood disturbance.
- Majority of the college lecturers said that they managed work stress by taking rest and coffee.
- 50% of the lecturers share the stress problems arising in the work place with family.

SUGGESTIONS

- Lecturers facing stress should share their ideas for managing stress with their management in order to help them to implement appropriate stress reduction programs.
- Additional research should be done. First, other areas negatively affected by stress should be studied to determine if stress affects other aspects of an individual's life. In addition, other factors should be examined to learn what the personal and work related causes and symptoms of stress are for an individual.
- Lecturers can exercise regularly and get enough sleep. Make time to enjoy an activity outside the work place.
- Maintain a positive attitude. This will make it easier to live and work with others. Learn about the various relaxation methods available to help ease the daily tensions.
- Do activities that help you feel relaxed and content (example: taking a brisk walk, stretching or imagining you're in a favorite place).

- The institution should offer various types of incentive awards which will motivate the lecturers to improve their performance and also reduce stress to a certain extent.

CONCLUSION

On the basis of the findings and suggestions drawn, several conclusions concerning the effects of stress on college teachers in self financing colleges can be drawn. The college teachers have a lot of work stress due to their work, student performance and absence of motivation from the employing institution. Majority of the teachers share their problems with family. The stress cannot be avoided, so it should be managed with the proper usage of management techniques. The college lecturers should make use of techniques for managing stress like yoga, meditation, listening to music, reading books and rest for stress management. The technique used depends upon their work schedule. Job satisfaction and productivity were indicated as two areas most affected by work related stress. Therefore, stress cannot be considered just as an individual issue because reduced job satisfaction and lower productivity has a direct effect on the institution as a whole. Work stress is a real challenge for college lecturers 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 work place 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 – promoting activity as long as it takes place in a safe, developed and health – promoting environment.

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