

Scaling Stress at Workplace and Its Impact on College Teachers: An Empirical Study

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Abstract:

Stress is an unavoidable concept of life and work. It clearly describes the physical, emotional and mental wear and tear caused by the incongruence between the requirement of job and capabilities, needs and other resources to cope up with the job demands. Whatsoever, howsoever the situations are, hence it's the responsibility of everyone to resolve it and create new ways of handling new situations at each life stage. For better understanding of these concepts, the researcher has carried out a Workplace Stress Survey in the cities of Chennai and Mangaluru, with respondents of three hundred college teachers approximately. Chennai, a metropolitan city and Mangaluru, a developing city on its own; really contributes towards the impact of stress on various employees. The purpose of the study is to ensure there is a higher impact of stress on teachers at college level, which is prominent in Chennai comparatively. For this study, a questionnaire was circulated among these respondents and calculations of stress levels were made on certain weights assigned to specific stress-factors.

Keywords: *Stress Workplace stress survey, physical, mental, emotional wear and tear.*

I. INTRODUCTION

Stress is a feeling of strain and pressure, which could be both positive (eustress) and negative (distress). It becomes acute keeping us alert, excited and active. Sometimes it may turn chronic harming anyone addicted to it. 'Type A Personality' type people are highly addicted to chronic stress or associated with higher degrees of cardio-vascular diseases. Stressors could be events, experiences, or environmental stimuli that cause stress in any individual which could include any crises, major life events or other factors. But it's now high time to reduce stress through various emotional-freedom techniques.

II. OBJECTIVES OF THE STUDY

- To identify the factors influencing stress among college teachers in Chennai and Mangaluru separately.
- To analyse the level of stress among the college teachers.
- To compare the level of stress and the coping strategies adopted by them in both the cities.

III. REVIEW OF LITERATURE

Stress is the sum total of all non specific biological phenomenon elicited by adverse external influences. One feels stressed when one is confronted with unexpected. It is a multi-dimensional concept and has variety of usages in different fields which vary according to specific focus and purpose. It's any external event or internal drive which threatens to upset the organismic equilibrium (Selye, 1956). It is a dangerous potentiality, harmful/unpleasant external situation/conditions (stressors) that produce stress reaction; and secondly to the internal thought, judgment, emotional state and physiological process that are evoked by stressful stimuli (Spielberger, 1979). Similar comments on this concept were discussed by Ryhal and Singh (1996), Cox (1978), Lazarus (1966) and so on... similarly there was a model proposed by Lazarus and Folkman where it was suggested that external events create a form of pressure to achieve, engage in, or experience a stressful situation.

Lefcourt (2001) suggested that humor is the most effective parameter to distance oneself from the situation of great stress.

Hypothesis:

- **H₀:** There is no significant impact of stressors on college teachers in Chennai and Mangaluru.
- **H₁:** There is a significant impact of stressors on college teachers in Chennai and Mangaluru.
- **H₂:** Teachers in Chennai and Mangaluru are uniformly impacted due to stress.
- **H₃:** Teachers in Chennai city are highly stressed compared to Mangaluru.

IV. METHODOLOGY

The study was conducted among a group of three hundred respondents, who work as college teachers located at Chennai and Mangaluru. Data were collected and analysed based on the questionnaires circulated among these respondents. Besides this, the basics of stress and their coping strategies were dealt with; from books and journals concerned. The data were empirically analysed based on the hypotheses prescribed using the SPSS.

V. DATA ANALYSIS AND INTERPRETATION

A) Scale: IMPACT OF WORKPLACE STRESS FACTORS ON TEACHERS IN MANGALURU CITY

Case Processing Summary

		N	%
Cases	Valid	150	99.3
	Excluded ^a	1	.7
	Total	151	100.0

a. List wise deletion based on all variables in the procedure.

Reliability Statistics

1	.176
2	.250
3	.189
4	.162
5	.225
6	.268
N of Items	15

Summary Item Statistics

		Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	Part 1	2.183	1.540	2.633	1.093	1.710	.203	8 ^a
	Part 2	2.724	2.413	3.280	.867	1.359	.089	7 ^b
	Both Parts	2.435	1.540	3.280	1.740	2.130	.218	15
Item Variances	Part 1	.711	.250	1.143	.893	4.573	.133	8 ^a
	Part 2	1.043	.619	1.251	.632	2.021	.049	7 ^b

Both Parts	.866	.250	1.251	1.001	5.002	.117	15
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a. The items are: Age, Gender, Family, Marital Status, Occupation, Dishonest Work Schedule, More Responsibilities with Less Authority, Better Job with more Time.

b. The items are: Lesser Recognition for more work done, No Job Satisfaction, Repeated Discrimination at Workplace, Unsafe Work Environment, Family Interference in Job, Frequent Arguments with Superiors and coworkers, Less control on Work life.

ANOVA

	Sum of Squares	df	Mean Square	F	Sig
Between People	156.626	149	1.051		
Between Items	457.780	14	32.699	38.349	.000
Within People	1778.620	2086	.853		
Residual	1778.620	2086	.853		
Total	2236.400	2100	1.065		
Total	2393.026	2249	1.064		

Grand Mean = 2.4351

Result of the Study:

As per the ANOVA table, it is estimated that the ‘p’-value for n=150 @ 1% level of significance is 0.00, which is lesser than 0.05 (ie., p<0.05), then the Alternative hypothesis is accepted that there is a significant impact of stressors on college teachers in Mangaluru city.

A) Scale: IMPACT OF WORKPLACE STRESS FACTORS ON TEACHERS AT CHENNAI CITY

Case Processing Summary

	N	%
Cases		
Valid	150	99.3
Excluded ^a	1	.7
Total	151	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

1	.067
2	.148
3	.072
4	.029
5	.123
6	.172
N of Items	15

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2.225	1.513	2.840	1.327	1.877	.260	8 ^a

Item Variances	Part 2	2.822	2.573	3.280	.707	1.275	.052	7 ^b
	Both Parts	2.504	1.513	3.280	1.767	2.167	.247	15
	Part 1	.684	.250	1.096	.846	4.384	.113	8 ^a
	Part 2	.998	.619	1.164	.545	1.881	.034	7 ^b
	Both Parts	.831	.250	1.164	.914	4.656	.098	15
Inter-Item Correlations	Part 1	.016	-.165	.519	.684	-3.143	.020	8 ^a
	Part 2	-.003	-.181	.125	.306	-.690	.005	7 ^b
	Both Parts	.005	-.353	.519	.872	-1.471	.011	15

a. The items are: Age, Gender, Family, Marital Status, Occupation, Dishonest Work Schedule, More Responsibilities with Less Authority, Better Job with more Time.

b. The items are: Lesser Recognition for more work done, No Job Satisfaction, Repeated Discrimination at Workplace, Unsafe Work Environment, Family Interference in Job, Frequent Arguments with Superiors and coworkers, Less control on Work life.

ANOVA

		Sum of Squares	df	Mean Square	F	Sig
Between People		132.738	149	.891	44.898	.000
	Between Items	519.545	14	37.110		
Within People	Residual	1724.188	2086	.827		
	Total	2243.733	2100	1.068		
Total		2376.472	2249	1.057		

Grand Mean = 2.5036

RESULT OF THE STUDY:

As per the ANOVA table, it is estimated that the 'p'-value for n=150 @ 1% level of significance is 0.00, which is lesser than 0.05 (ie., p<0.05), then the Alternative hypothesis is accepted that there is a significant impact of stressors on college teachers in Chennai city.

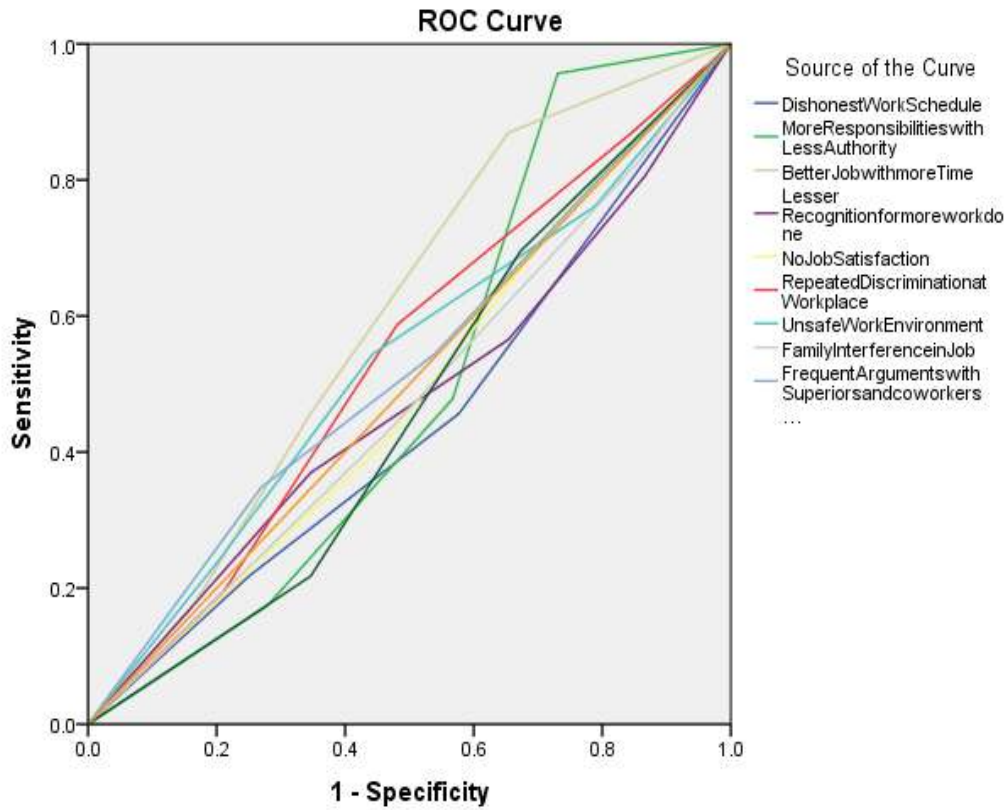
Analysis of the impact of stressors on college teachers based on Age, Gender, Marital-status, Occupation:

a) AGE:

Age	Valid N (listwise)
Positive ^a	96
Negative	204
Missing	1

Larger values of the test result variable(s) indicate stronger evidence for a positive actual state.

a. The positive actual state is Above 25 years and below 40 years.



Area Under the Curve

Test Result Variable(s)	Area	Std. Error ^a	Asymptotic Sig. ^b	Asymptotic 99% Confidence Interval	
				Lower Bound	Upper Bound
DishonestWorkSchedule	.445	.051	.286	.313	.578
MoreResponsibilitieswithLessAuthority	.499	.048	.984	.376	.622
BetterJobwithmoreTime	.599	.048	.053	.477	.722
LesserRecognitionformoreworkdone	.474	.053	.613	.337	.611
NoJobSatisfaction	.485	.051	.771	.354	.616
RepeatedDiscriminationatWorkplace	.536	.050	.483	.406	.666
UnsafeWorkEnvironment	.530	.052	.556	.395	.665
FamilyInterferenceinJob	.478	.051	.661	.345	.610
FrequentArgumentswithSuperiorsandcoworkers	.524	.052	.641	.389	.659
LesscontrolonWorklife	.464	.049	.481	.337	.591

a. Under the nonparametric assumption

b. Null hypothesis: true area = 0.5

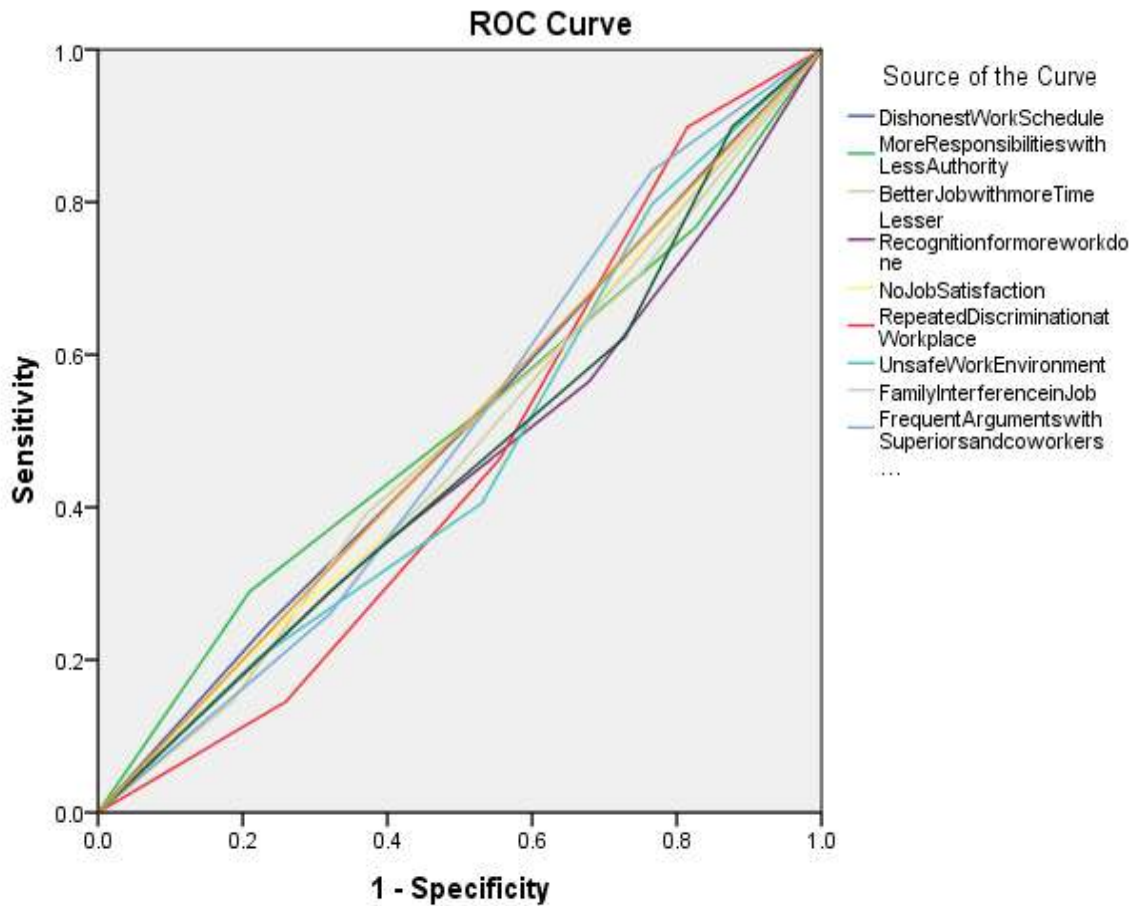
b) GENDER:

Gender ^a	Valid N (listwise)
Positive ^b	138
Negative	162
Missing	1

Larger values of the test result variable(s) indicate stronger evidence for a positive actual state.

a. The test result variable(s): Less control on Work life has at least one tie between the positive actual state group and the negative actual state group.

b. The positive actual state is Male.



Diagonal segments are produced by ties.

Area Under the Curve

Test Result Variable(s)	Area	Std. Error ^a	Asymptotic Sig. ^b	Asymptotic 99% Confidence Interval	
				Lower Bound	Upper Bound
DishonestWorkSchedule	.502	.047	.970	.379	.624
MoreResponsibilitieswithLessAuthority	.506	.048	.898	.382	.630
BetterJobwithmoreTime	.484	.047	.739	.362	.606
LesserRecognitionformoreworkdone	.448	.047	.275	.326	.570
NoJobSatisfaction	.483	.047	.716	.360	.605
RepeatedDiscriminationatWorkplace	.461	.047	.415	.340	.583
UnsafeWorkEnvironment	.468	.047	.504	.346	.590
FamilyInterferenceinJob	.477	.047	.628	.355	.599
FrequentArgumentswithSuperiorsandcoworkers	.499	.047	.988	.377	.621
LesscontrolonWorklife	.462	.047	.428	.340	.585

a. Under the nonparametric assumption

b. Null hypothesis: true area = 0.5

c) FAMILY:

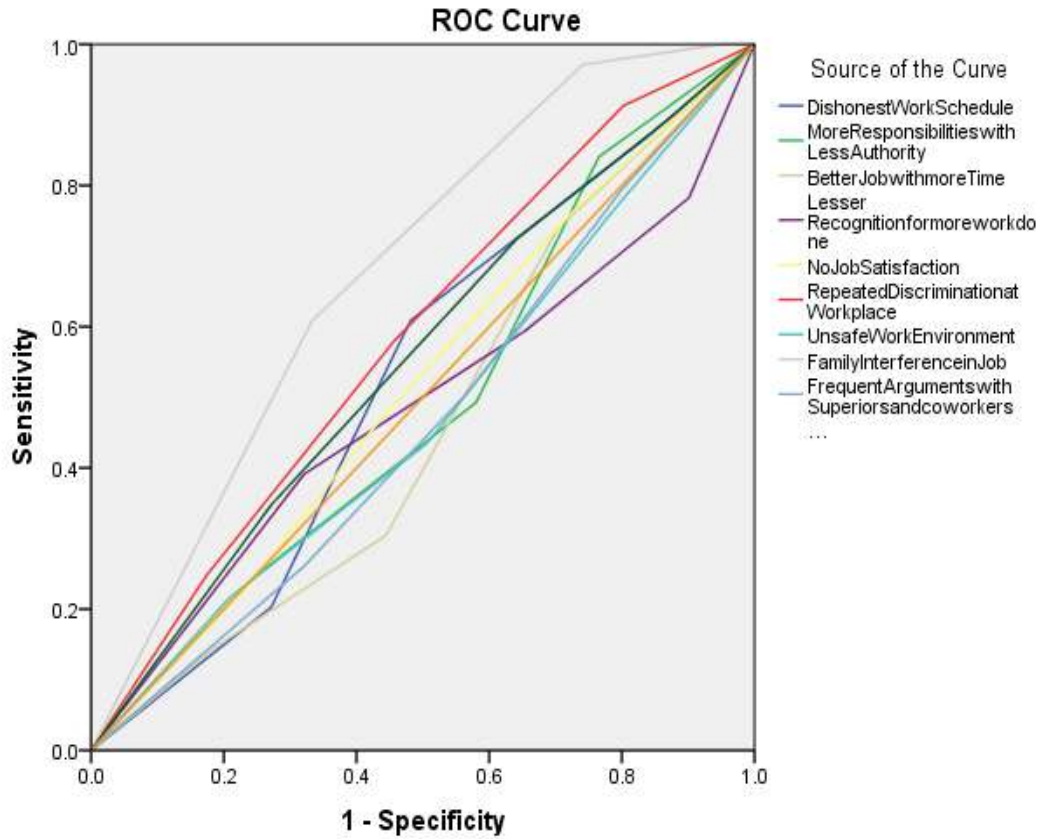
Case Processing Summary

Family ^a	Valid N (listwise)
Positive ^b	138
Negative	162
Missing	1

Larger values of the test result variable(s) indicate stronger evidence for a positive actual state.

a. The test result variable(s): Less control on Work life has at least one tie between the positive actual state group and the negative actual state group.

b. The positive actual state is Joint Family.



Diagonal segments are produced by ties.

Area Under the Curve

Test Result Variable(s)	Area	Std. Error ^a	Asymptotic Sig. ^b	Asymptotic 99% Confidence Interval	
				Lower Bound	Upper Bound
DishonestWorkSchedule	.527	.047	.564	.405	.649
MoreResponsibilitieswithLessAuthority	.493	.047	.882	.371	.615
BetterJobwithmoreTime	.465	.047	.455	.343	.586
LesserRecognitionformoreworkdone	.485	.048	.753	.360	.610
NoJobSatisfaction	.518	.047	.709	.396	.640
RepeatedDiscriminationatWorkplace	.586	.046	.071	.466	.705
UnsafeWorkEnvironment	.476	.048	.609	.353	.598
FamilyInterferenceinJob	.679	.043	.000	.568	.791
FrequentArgumentswithSuperiorsandcoworkers	.467	.047	.489	.345	.589
LesscontrolonWorklife	.553	.047	.260	.432	.675

a. Under the nonparametric assumption

b. Null hypothesis: true area = 0.5

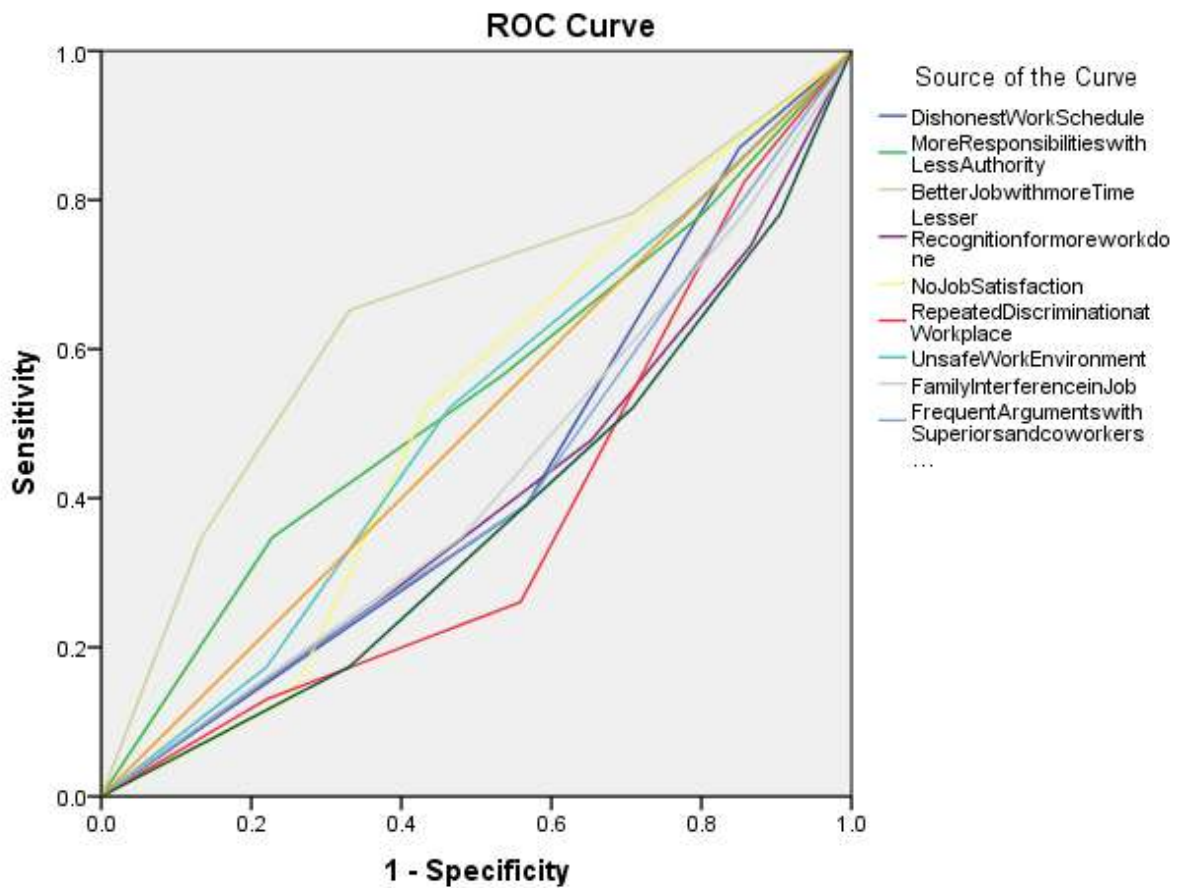
d) MARITAL STATUS:

MaritalStatus ^a	Valid N (listwise)
Positive ^b	46
Negative	254
Missing	1

Larger values of the test result variable(s) indicate stronger evidence for a positive actual state.

a. The test result variable(s): Less control on Work life has at least one tie between the positive actual state group and the negative actual state group.

b. The positive actual state is Single.



Diagonal segments are produced by ties.

Area Under the Curve

Test Result Variable(s)	Area	Std. Error ^a	Asymptotic Sig. ^b	Asymptotic 99% Confidence Interval	
				Lower Bound	Upper Bound
DishonestWorkSchedule	.429	.062	.283	.269	.590
MoreResponsibilitieswithLessAuthority	.536	.070	.586	.355	.716
BetterJobwithmoreTime	.653	.068	.020	.477	.828
LesserRecognitionformoreworkdone	.399	.066	.123	.228	.570
NoJobSatisfaction	.511	.060	.865	.356	.666
RepeatedDiscriminationatWorkplace	.373	.061	.052	.216	.529
UnsafeWorkEnvironment	.506	.064	.927	.341	.671
FamilyInterferenceinJob	.423	.065	.241	.255	.591
FrequentArgumentswithSuperiorsandcoworkers	.415	.064	.194	.249	.581
LesscontrolonWorklife	.373	.064	.053	.209	.537

a. Under the nonparametric assumption

b. Null hypothesis: true area = 0.5

e) OCCUPATION:

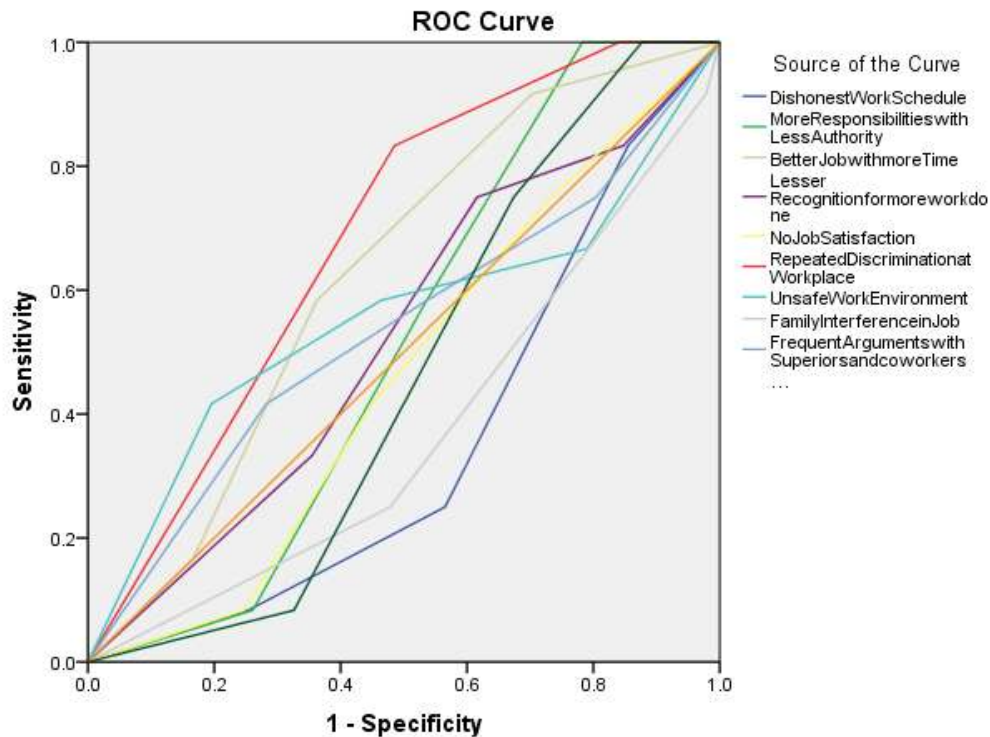
Case Processing Summary

Occupation ^a	Valid N (listwise)
Positive ^b	24
Negative	276
Missing	1

Larger values of the test result variable(s) indicate stronger evidence for a positive actual state.

a. The test result variable(s): Less control on Work life has at least one tie between the positive actual state group and the negative actual state group.

b. The positive actual state is Lecturer.



Area Under the Curve

Test Result Variable(s)	Area	Std. Error ^a	Asymptotic Sig. ^b	Asymptotic 99% Confidence Interval	
				Lower Bound	Upper Bound
Dishonest Work Schedule	.352	.072	.090	.166	.539
More Responsibilities with Less Authority	.515	.062	.863	.356	.674
Better Job with more Time	.627	.072	.144	.443	.812
Lesser Recognition for more work done	.524	.084	.787	.308	.739
No Job Satisfaction	.460	.076	.650	.264	.656
Repeated Discrimination at Workplace	.687	.066	.032	.518	.856
Unsafe Work Environment	.554	.105	.538	.284	.824
Family Interference in Job	.372	.083	.141	.159	.584
Frequent Arguments with Superiors and coworkers	.536	.096	.683	.288	.783
Less control on Worklife	.459	.063	.640	.296	.622

a. Under the nonparametric assumption

b. Null hypothesis: true area = 0.5

VI. FINDINGS OF THE STUDY

- Based on the first part of data analysis, it has been proved that the Alternative hypothesis (H_{11}) is accepted. Hence, it is concluded that the College teachers in Mangaluru are highly stressed. The reason estimated was the upcoming of Autonomous colleges and the interference of UGC and NAAC into college affairs for further improvement and creates opportunities for their institutions in attaining the centres of excellence.
- Similarly, it was also proved that teachers at Chennai city are stressed much higher to those in Mangaluru. This could be due to the competition among the leading colleges in this metropolitan city. The upcoming Autonomous colleges, new policies as per UGC guidelines also matters for such stressful situations.

- Elaborative studies made on the comparisons of both the cities based on the aforesaid stress factors are discussed as follows:
 1. The age group of 25-40 years agrees that work allotted becomes efficient if enough time is given. Not more than one work can be done at a time. Also, they feel sometimes dishonest approach towards the work scheduled. 60% of the respondents feel that they are overburdened with the work assigned and cannot afford taking it partly home because of their family interference in jobs. 43% of them are not satisfied with the job as they tend to compare this job with other jobs which give more pay package. This has also resulted in negative attitude towards the teaching field, though so called a 'noble profession'. The study has shown that staff indiscipline has created conflicts among the top management and peer groups. Unfulfilled desires of staff, false promises of management towards their staffs have been identified as the reasons for such indiscipline. The remaining age group teachers are satisfied and they feel that their job is secured.
 2. Men comparatively feel positive towards the working atmosphere in these city colleges. The work satisfaction of men and women is 3:1, which means every one woman dislikes the particular event what every other three other men like.
 3. Majority of those who belong to joint family have positive approach towards the stressed life, as they feel secured and are highly supported by their family members. Hence, 65% of such respondents agree that family interference to their personal job-affairs has resulted in their stressful life.
 4. The respondents who claim to be single do not feel much stressed as they can afford to accept any amount of workload. 92% of the singled respondents accept that they have greater freedom to contribute towards the institution as they do not have any family interference.
 5. Those who are employed as Lecturers have positively accepted all work assigned to them, as they are very less paid by the management. They are moreover considered to be 'scape-goats', as they are ready to perform any task assigned. Out of 8% of lecturers, 2% are accompanied with family members jointly and, sometimes feel overburdened due to the family interference. The remaining percent of lecturers are positive and tend to feel that they are willingly contributing to the name and fame of their institutions.

VII. IMPLICATIONS OF THE STUDY

There could be many explanations for the concept of stress. It's an unavoidable fact which could be minimized, but not prevented completely. It's all the matter of that mind, which perceives how and what it ought to be. Actually speaking, positive stress (eustress) is good and negative stress (distress) is fatal. Whenever there arise deadlines, compulsions and other external interferences, then there arises a clash of mind and bodily movements. Such a friction or jerk is called 'stress'. Moreover it doesn't matter what the stress is, but it matters how to cope it up and this is possible only with the help of Emotional Freedom Techniques, namely Yoga, Music and Meditation, Laughter exercise, Law of Attraction, Power of Now Exercise, Neuro-Linguistic Programme (NLP) and so on...

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