

A STUDY ON STRESS AND ITS EFFECTS ON SELF FINANCING COLLEGE PROFESSORS WITH SPECIAL REFERENCE TO KANNUR DISTRICT

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Abstract: *In today's competitive world, tension and stress have become a part of a great concern for people. Today man faces lots of challenges and obstacles in their daily life. It hampers man's normal functioning and most of the time, his pressure is too hard to handle. When we are expected to meet the changing demands, we undergo stress. Stress is normal. Everyone feels stress related to their occupation, family unit, decisions, our prospect and more. Stress is physical, mental and emotional. The reasons of stress are events such as illness, death, change in responsibilities, expectation etc... Stress is a complex situation what we feel when we have not yet meet. Stress in short can be defined as "Too many thoughts assemble simultaneously in one's mind and his inability to sort or decide which should treated first." The mean to stress management is to find the right amount of stress that gives us power, versus the wrong amount which affects our physical condition. Peaceful and stress free environment helps to improve the performance of employees. It leads to do their work the best.*

Key Words: *Stress, HRD, Responsibility, management, Organizational, work condition,*

1. INTRODUCTION:

Now a days the word "Stress" has become so familiar that experts from medical, HRD, management fields and yoga experts give more importance on defining stress and managing stress. Indeed stress has been woven into the fabric of life today. It starts from birth and if ignored ends only with death. No person in the universe is free from some amount of stress. Stress comes in all forms and affects people of all ages and all parts of lives. No external standards can be applied to predict stress level in individuals. Individual factors such as our physical health, interpersonal relationships, the number of commitments, responsibilities, and the amount of support we receive from others, and the changes recently occurred in our life effect the degree of stress.

In many jobs the presence of stress at work is inevitable. A survey by the National associates of women reported that "one –third of the respondent perceived their jobs as very stressful and another 67 percentage say their works as somewhat stressful".

Importance should be given to social and family stress and job stress, since the college Professors are engaged in many roles so that they can maintain their quality of life and adjust with family members and work mates. The dual responsibilities of home and work create greater stress among them.

This study is aimed at examining the stress and its effects on teaching of self financing College Professors with special reference to Kannur district.

2. DEFINITION OF STRESS:

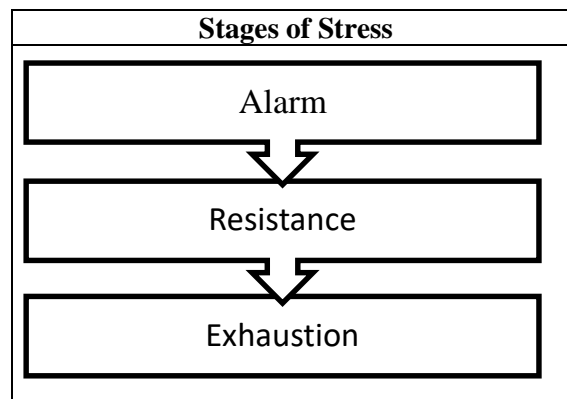
Dr. Hans Seyle expert on stress says "stress, like relatively, is a scientific concept, which has suffered from the mixed blessing of being too well known and too little understood.

Dr G Wilkinson in his paper in the British Medical association publication has defined stress through the following equation

Level of stress=environmental stressors + stress response + significance of events.

Thus the overall level of stress is determined by the above complicated equation that takes account of the stressful events(stressor),our response to this event in terms of physical effects, emotions and outward behaviour (stress response)and how significant the event is to us.

The sources of pressure and tension that cause stress are known as stressors. The reaction of individuals to their stressors will depend upon how he interprets or appraise the significance of harmful, threatening or challenging events. Stress can be assessed by observing its manifestation in the individual's psychological, physical or behaviour operations. According to Selye, there are three stages of stress as discussed below;



3. CHARACTERISTICS OF JOB STRESS:

- Work overload
- Underutilization worker knowledge
- Dangerous work condition
- Responsibility for the health and wellbeing of others
- Difficult or complex work tasks
- Unpleasant or uncomfortable physical work condition
- Interpersonal conflict
- Decision making
- Organizational change
- Lack of support from supervisor
- Organizational change
- Work family conflict

3.1 SOURCES OF STRESS AT WORK:

Stress has become increasingly common in organizations, largely because of increased job complexity and increased economic pressure on individuals. Individuals at the beginning of their career, who were trying to establish themselves often experience stress. The mid-career crisis is virtually synonymous with stress and facing the changes retirement brings creates significance stress for many individuals.

Cooper and Marshall have identified six sources of stress for the people at work. This includes: -

- Factors intrinsic to the job.
- Role in the organizations.
- Relationships at work.
- Career development.
- Organizational structure and climate.
- Extra organizational sources.

These are explained below;

➤ **Factors intrinsic to the job:** - There are many factors intrinsic to the job which causes stress. In general, these factors includes; too much or too little work, time bound pressures and deadlines, having too many decisions to make, fatigue from physical strains of the work environment, excessive travel, long hours, need to cope with change and consequences of making mistakes. Among job factors causing stress, working conditions and qualitative and quantitative overload have received much attention of the researchers.

➤ **Role in the organization:** - The sources of stress in organizational role includes; role ambiguity, role conflict, responsibility towards people and things and the stressors. Role ambiguity involves lack of knowledge about the work objectives, colleagues expectation related to scope and duties of the job. Role conflict arises where a person is exposed to conflicting job demands or is required to do things which he doesn't like to do.

➤ **Relationships at work:** - The major sources of stress is the nature of relationships with one's boss, subordinates and colleagues. Poor relations involve; low faith, low supportiveness and low attention in listening to and dealing with organizational problems of the members. If the boss is low on 'consideration' he members feel more stress. Stress is generated not only by the pressure of relationships but also by a lack of adequate social support from colleagues during difficult situations.

- **Career development:** - There are two major clusters of stressors relating to career development. These include; lack of job security and status incongruity.
- **Organizational structure and climate:** - This source of stress involves; perception of being in the organization and a threat to one's freedom, autonomy and identity..
- **Extra organizational sources:** - The extra organizational sources of stress are varied including family problems, life crisis, financial difficulties, conflict between personal and company's beliefs and conflict between family and company's demands.

4. REVIEW OF LITERATURE:

Review of literature shows a way for clear understanding of the areas of research already undertaken and throws light on the possible areas which are yet to be covered . An attempt has been made to make a brief survey of the work undertaken in the field of stress. Many studies have been conducted .They highlight stress from different angles. The review of some of the important studies is presented below.

Suma (2015) in her M. Phil dissertation entitled “A Study on Stress Management Strategies among College Teachers in Palakkad District in Kerala” has tried to analyse the stress management strategies among college teachers .She has found that majority of teachers are affected by physical stress rather than mental stress .She has also found that relaxation technique is the most stress coping strategy adopted by the college teachers. She has suggested that apart from individual teachers, management should also provide appropriate climate for the better performance of college teachers.

Uma Magesari and Dr.N.R.V.Prabhu (2014) in their article “Occupational Stress –A Study with reference to selected banks in Chennai” region have investigated about occupational stress among bank employees in Chennai region. The major findings of the study is that the overall score of the stress is moderate in private, public, co-operate sector. It is also observed that “experience “is a major contributor cause of difference in perception of stress when respondents are classified under different groups based on personal variables

Satijata & Khann (2013) in their research work titled –“Emotional Intelligence as Predictor of Occupational Stress among working professionals”. According to them, occupational stress is similar to job stress that need to be controlled at the work place otherwise it will harmfully effect on employees job, thoughts and performance. This study shows the relationship between Emotional Intelligence and Occupational stress .This study revealed findings that emotional intelligence is the most significant predictor of occupational stress .

Kavitha (2012) in her research article title-“Role of stress among women employees” at IT sector in Chennai and Coimbatore. Her study is about the organisational stress for the employees in IT sector. She found that women face more stress than men in the organisation and she has also found that the married women face more stress than unmarried women.

Srivastava K and Deepak V (2009) in their study “Sectorial comparison of factors influencing job satisfaction in Indian Banking sector” designed to examine the degree of job satisfaction of two public sector and two private sector banks in India. The result indicate that layoff threats, quick turnover, less welfare schemes and less scope for vertical growth increase stress and affect job satisfaction.

Nagesh P., Murthy & M.S Narasimha (2008) in their study titled “Stress management at IT Call centres ” has been identified that the 6 factors contributes on workplace stress. Demand of the job, control over work, support from colleges and management, working clarity of role, and organizational change .The paper also suggested the measures in the form of training to enable organizations and individuals to manage stressing general and IT Call centres in particular .The paper is based on a study carried out in respect of a few selected IT Call centres.

Gbolahan and Gbadosi (2008) in their research title “Stress at work: Any potential redirection from an Africans sample”? have conducted a study which explored the relationship among perceived stress ,perception of sources of stress, satisfaction, core self evaluation ,perceived health and well being. Data were collected from 356 employees in Botswana. Result showed that significant link existed between core self evaluation, satisfaction, perceived stress, and well being.

Latha G, Panchanatham N (2007) in their studies “Job stress related and problems and coping strategies” has been found that job stressors and their implications on the job performance of 40 software professionals. Results showed that work load act as a major stressors for software professionals . Long work hours are indirectly associated with psychological distress.

Cray L Cooper, Golnadsadri ,Tricia , Allizon and Peter Reynolds (2007) in their study “Stress counselling in post office”-has been provide a background to and in house stress counselling service for postal employees in north-west and north-east of England .The structure of counselling service ,its location within the organization ,the problems of setting it up, the terms of reference the client base and many more issues will be discussed .In addition systematic evaluation of the effectiveness of the service has also been independently under taken and will be discussed . Preliminary finding on the impact of stress counselling on sickness absence and psychological measures of job stress are presented and discussed.

Keeve and Steven(2006),in their article “Depression take a role of stress among lawyers”- has been dealt with high rate of mental depression among lawyers in the us studies which highlighted depression problem among lawyers are cited .It discusses the suicide of judge Mack Kiddi of Austin .It explored the role of occupational stress among lawyers. **Coetzer W.J and ROTHMAN, (2006)** in their study “Occupational stress of employees in an insurance company” has been identified and assessed the relationship between occupational stress, ill health and organizational commitment. The result showed that job insecurity as well as pay and benefit were the highest stressors in the insurance industry.

Randeep and Ravindran (2005) in his article “Impact of coping strategies among marketing executive” attempted to explore the relationship between coping strategies and coping styles among 30 marketing executives in two private Sector mobile phone companies it was concluded that in the use of coping styles such as task strategies logics. Home and work relationship, time management and involvement, executive differ considerable with respect to their cognitive style.

Aminabhai and Kambk (2004) conducted a study on “Work Motivation and Stress Coping Behaviour of Technical Personnel at a Railway Work shop”. The sample comprised of 30 technical personnel in the age range of 30-59 years. It has been found that compared to the older technical personnel middle —aged technical personnel had significantly higher stress coping behaviour.

Steven J.Linton (2004) in his study “Does work stress predict insomnia? A prospective study”-has analysed the one year development of a self reported sleep problems in workers with no sleep with base line and to evaluate the role of work stress in the etiolog of new episode, He took 816 employees with no sleeping problem during the past 3 months and completed a questionnaire and after one year they were contracted to ascertain whether they were experiencing problem sleeping .He found that irregular working hour and general health were not significantly related to the development of sleeping problems. He concluded that in a population of employees 14.3% developa sleeping problem during the coming year.

Aujla (2004) in her article “Stress Management techniques for working women and non working women-Ludhiana city” investigated to analyze the different stress management techniques used by 75 working women and 75 non working women of Ludhiana city. Results showed that majority of the respondents in both the categories were using various stress management techniques viz relaxation, music, prayer, recreation with family, planning etc. Planning and relaxation were the most preferred technique for both the group.

Lundberg UIF(2002) in his study “Psychophysiology of work: stress, gender, endocrine response, and work related upper extremity disorder” had analysed the mental stress that induce muscle tension and also the development of work related upper extremity disorders (WRUEDS) by driving low threshold motor unit into degenerative processes by overload. In his study he has found that in recurring task, where WRUEDS are common psycho physiological arousal is generally high both during and after work. In his article he concluded that both physical and psycho social work condition may contribute to WRUEDS by inducing physiological stress and muscle tension. **Hasnain(2001)** on his study “Role stress and coping strategies in different occupational group” has assessed the coping strategies mainly in three different occupational group (30 engineers,30 managers and 30 teachers) .No significant difference has been observed among the coping strategies of these three groups. Extra-persistent and inter-persistent (approach coping) are the two main coping strategies used by these three groups. It is concluded that in all the three group approach coping strategies were more frequently used than avoidance strategies.

5. OBJECTIVES OF THE STUDY:

Secondary objective

The secondary objectives are:

- To identify the sources and reasons for stress among self financing college professors.
- To study the factors effecting stress among self financing college Professors.
- To analyse the impact and consequences of stress on individuals physically and mentally.
- To study the coping techniques adopted by self financing College Professors in order to manage stress.

6. SCOPE OF THE STUDY:

Modern life is full of stress. We need to find new techniques to use stress productively. The implementation of the coping strategies results in stress management. It is simply the provision of stress coping techniques, to enable a person to fight against stress. This study is an attempt to identify various sources and reasons of stress, factors effecting stress, consequences and the coping techniques among self financing college Professors in Thrissur district. The style of managing stress helps not only the college teachers in the selected institution but also serve as an indicator for the administration at management level.

7. RESEARCH METHODOLOGY:

The present research methodology used for the study has been presented under the following sub headings.

- Area of the study
- Selection of samples
- Sampling design
- Research design
- Sources of data
- Tools for the study
- Period of study

7.1 SELECTION OF SAMPLES

The criteria for selection of the respondents for the study were the Professors in self financing colleges in Thrissur District. The total sample size was comprised of 100 Professors of self financing colleges, who were selected by adopting purposive sampling techniques.

7.2 SAMPLING DESIGN

Sl.no	Name of institution	Total Population	Selected samples
1	NAM College,kallikkandy	110	45
2	MES College,kuthuparamba	85	34
3	Co-operative Arts And Science College	95	21
	Total	290	100

8. DATA ANALYSIS AND INTERPRETATION:

Introduction

Data analysis and interpretation is considered to be the most important step in the research work. Stress and its effects on teaching of self financing college Professors are analysed. The term analysis refers to operations that performed with the purpose of summarising the collected data organising in such a manner yielding answer to the questions. In simple words, it means studying the tabulated materials in order to inherent facts and meanings.

Analysis involves organising the data in such a manner that explains facts and figures that leads to interpretation. Thus interpretation proceeds to knowledge and analysis is hardly complete without interpretation coming to play. The problem of analysis and interpretation varies from one study to another.

This chapter has been broadly classified into five parts based on the number of objectives. To carry out the research work, the collected data has been edited, coded, tabulated and analysed using various tools viz, Percentage age analysis, ANOVA, Weighted average, Regression analysis, Chi square, Garret ranking and tested at 1% level and 5% level of significance. The result of the study has been presented in objective wise. The first part of this chapter dealt with the personal and demographic factors of Professors in self financing colleges in Thrissur District.

Table 4.1.1 and Chart 4.1.1 shows the descriptive statistic of age wise distribution of respondents.

TABLE NO. 1
AGE OF THE RESPONDENTS

Age	No. of Respondents.	Percentage	Mean	Std. Deviation
22-35	61	61.0	52.21	5.51
36-50	32	32.0	54.88	4.81
51 above	7	7.0	53.14	4.91
Total	100	100.0	53.13	5.34

INTERPRETATION

Table .1.1 shows that the majority 61% of the respondents falls under the age group of 22-35, followed by 32% of respondents falls under the age group of 36-50. The least of 7% respondents fall under the category of 51 above age group.

ANOVA table showing the age wise distribution of respondents

Null Hypothesis: *There is no significant difference in the mean scores of age of respondents*

TABLE NO. 2

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	148.72	2	74.36	2.69	.073(NS)

Within Groups	2680.59	97	27.63		
Total	2829.31	99			

NS-Not Significant

INTERPRETATION

It is inferred from the table .2 that the P value .073 is greater than .05. So there is no significant difference in the mean scores of age of respondents.

**SOURCES AND REASONS FOR STRESS AMONG SELF FINANCING COLLEGE PROFESSORS
 WEIGHTED AVERAGE RANKING
 TABLE NO. 3**

		Always	Frequently	Sometimes	Rarely	Never	Total	Sum	Mean	Rank
Long hours	F	36	30	16	14	4	100	220	2.2	1
	%	36.0	30.0	16.0	14.0	4.0	100.0			
Being treated unfairly	F	23	35	22	14	6	100	245	2.45	2
	%	23.0	35.0	22.0	14.0	6.0	100.0			
Little or no knowledge	F	8	1	45	30	16	100	345	3.45	7
	%	8.0	1.0	45.0	30.0	16.0	100.0			
Lack of job security	F	13	30	12	22	23	100	312	3.12	6
	%	13.0	30.0	12.0	22.0	23.0	100.0			
Poor students behaviour and their negative attitude towards study	F	12	19	35	29	5	100	296	2.96	3
	%	12.0	19.0	35.0	29.0	5.0	100.0			
Ineffective leadership at department level	F	11	46	17	11	15	100	273	2.73	4
	%	11.0	46.0	17.0	11.0	15.0	100.0			
Lack of research and personal growth	F	13	12	45	21	9	100	301	3.01	5
	%	13.0	12.0	45.0	21.0	9.0	100.0			

INTERPRETATION

From the table 3 it is known that the main reason for stress among self financing college Professors is long and heavy work load with weighted mean of 2.2 which is ranked as one followed by unfair treatment with weighted mean of 2.45 as second rank. The little or no knowledge on subject is ranked as seventh and last with weighted mean 3.45.

**Inter correlation between Key Stress Variables
 CORRELATION ANALYSIS
 TABLE NO. 4**

Factors	work stress	Interpersonal relations	Health	Overall Stress
work stress	1	.286**	-0.01	.656**
Interpersonal relations	.286**	1	-0.008	.588**
Health	-0.01	-0.008	1	.620**
Overall Stress	.656**	.588**	.620**	1

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

From the table 4 it is inferred that there is positive correlation among work stress, interpersonal relations and overall stress. The t-test also justified that there is correlation among these factors 1% level of significance .The table also shows that there is negative correlation between work stress and the health where the Null Hypothesis is accepted using t-test.

**Inter correlation between Key Stress Variables
 CORRELATION ANALYSIS
 TABLE NO. 5**

Factors	work stress	Interpersonal relations	Health	Overall Stress
work stress	1	.286**	-0.01	.656**
Interpersonal relations	.286**	1	-0.008	.588**
Health	-0.01	-0.008	1	.620**
Overall Stress	.656**	.588**	.620**	1

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

From the table .5 it is inferred that there is positive correlation among work stress, interpersonal relations and overall stress. The t-test also justified that there is correlation among these factors 1% level of significance .The table also shows that there is negative correlation between work stress and the health where the Null Hypothesis is accepted using t-test.

**DESCRIPTIVE STATISTICS OF VARIOUS STRESS FACTORS.
 TABLE NO. 6**

	N	Mean	Std. Deviation
Mood disturbance	100	2.41	.84
Psychological distress	100	2.95	1.58
Lower efficiency	100	3.31	1.30
Anxiety	100	1.89	.76
Depression	100	2.27	.76
Cardiovascular disease	100	2.73	.83
Fatigue	100	2.37	.79
Leave	100	2.14	.80
Dissatisfaction	100	1.94	.77

INTERPRETATION

Table 6 shows that the lower efficiency (Mean 3.31, std deviation1.30) is the major stress factor followed by psychological distress (Mean2.95, std deviation1.58). The lastly affected stress factor is anxiety.

9. FINDINGS:

- The level of stress is high among self financing college Professors due to interpersonal relationship among faculties followed by work stress.
- Weighted Average table shows the work related factors affecting stress among college Professors. Among the important factors Pressure to target which is ranked as one is the major factors, affecting stress followed by working condition which is ranked as two and the college Professors are least bothered about opportunities to utilise skills and abilities which is ranked as six and last.
- Weighted Average table shows the interpersonal relation factors affecting stress among college Professors. Among the important factors Relation with students which is ranked as one is the major factors affecting stress followed by relaxation with subordinates which is ranked as two and the college Professors are least bothered about freedom to express their ideas, which is ranked as six and last.

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