



A STUDY OF STRESS AMONG TEACHERS OF SELF-FINANCING DEGREE COLLEGES IN MUMBAI

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Abstract

The feeling of stress at workplace has become a common sight today due to external advancement in technology, peer pressure, handling multiple tasks etc. The main purpose of writing this research paper is to find out the different factors leading to stress in an individual. It is necessary to study the different factors leading to work stress and also find its impact on performance of an employee as it is necessary for any organization to ensure smooth day to day functioning and efficient success of Organization. The paper covered different efforts taken by employees as well as employer in order to overcome stress. The research for the paper was mainly focused on degree college teachers working in the vicinity of Mumbai. Data for research was collected from faculty members through an appropriate structured questionnaire. Sample size for research was 102 faculty members.

Key words: - Employees, self-financing, work related stress, peer pressure

Introduction: -

Due to globalization universe has become more challenging and competitive in the entire sector. To cope up with the challenges and changes, the demand for graduates and post graduates in different sectors has increased tremendously. Various organizations such as health care centers, hospitals, financial institutions, public and private sector undertakings etc. need qualified and skilled professionals to serve as managers, entrepreneurs, doctors, engineers, architects etc. It is the responsibility of the academicians to convert the human being into human resources. So, education has become most pervasive phenomenon in contributing towards the development of any country.

Higher education has become a very important tool in constructing knowledge-based society. It is an important instrument in order to give a cutting edge towards knowledge of all the students while they get their basics from primary education. Aided institutions and self-financed institution serve under higher education. Aided institutions get financial assistance from the government while self-financing institutions generate funds from the fees paid by their students. To survive and to serve the society is a great challenge for any institution today.



This depends on the standards of educational system of any institution. The success of any institution largely based on its infrastructure, the curriculum, the students and most importantly the teachers.

Teaching is considered very often as a noble profession. Teachers are the “Nation Builders”. The concept of teaching today has undergone a lot of changes. Teaching is not only delivering lectures but also disseminating the professional consultation, conducting academic researches and coming out with the findings so that society at large can be benefitted. Teachers also need to keep themselves updated with new knowledge and new technologies. So, teachers are facing more mental pressure and no longer having a relaxed and stress free work. Stress is the major concern for today’s teacher’s which has resulted in different health issues among the teaching fraternity

The concept ‘stress’ was introduced for the first time by Selye Hans in the life sciences in 1936. It means ‘stringer’, derived from a Latin word. According to Selye Hans, 1936 stress means “the nonspecific response of the body to any demand placed on it”. Stephen Robbins (1999) stated the stress as **“a dynamic condition in which an individual is confronted with an opportunity, constraint or demand related to what he/she desires and for which the outcome is perceived to be both uncertain and important”**.

Stress may occur due to technological, societal, political changes, financial and also on or the other personal reasons.

Teachers’ stress is defined as the experience of unpleasant negative emotions such as anger, frustration, anxiety, depression and nervousness, resulting from some aspects of their work (Kyriacou 2001). Today a teacher needs to be highly qualified and technologically updated. Expectations from the teachers are very high by the different stakeholders. This puts teacher under lot of stress. Further, increased work load, long working hours, un favorable working conditions, job insecurity, lack of resources etc contribute to the stress among teachers. Insufficient salary and lack of respect also lower down the mental health of a teacher. Ultimately it hampers the competency of a teacher on oneside and creates mental, physical and emotional stress on the other. So the main purpose of this paper is to study the stress level among teachers of self-financed degree college and to suggest some measures to cope up with stress.

Literature review

Ophelia Jenifer in her research paper titled **“A Study on Stress among 8TH – 12th Std. School Teachers In Selected Schools of Chennai”**, found that teachers suffer a lot of physical and mental issues due to stress. To overcome that teacher has to go for meditation and yoga sessions. she further added that management need to take initiative to reduce the teacher student ratio so that



every teacher can deal with their students in relaxed manner which will reduce their stress level.

Surinder Kaur in her research paper “**Comparative Study of Occupational Stress among Teachers of Private and Govt. Schools in Relation to their Age, Gender and Teaching Experience**” opined that teachers suffers from inherent stress which they carry naturally and also a stress which occurs situational. She further added that teacher should try to cope up with their own inborn stress and they should use their experience and knowledge to overcome the situational stress.

G.Johnslin Sujitha in her paper “**Job stress among teachers in arts and science colleges – a study in Kanyakumari district**” states that stress has become an integral part of teaching profession. Most of the time it will affect their mental health too. In this state of mind teachers will never be in a position to produce competitive students to face the challenging world, which will hamper the quality of education in the country. She suggests that teachers should be provided free environment for learning and self-development so that they can build self confidence among themselves to cope with the stress.

Harish K A, 2B Jeya Prabha in their research paper “**An Empirical Study On The Stressors Of Teachers And Its Impact On Occupational Stress And Job Satisfaction Of Teachers In Government & Private Sectors**” found that teachers from private schools are more dissatisfied with regard to salary while making an comparison with teachers from government school. They also concluded that female teachers have high rate of stress compared to male teachers in private schools.

J.N.Jenitta 1 , Dr.T.Mangaleswaran, in their research paper “**Factors Affecting the Stress of Teachers; A Special Reference to Trincomalee District**” state that high level of stress prevails among teachers due to different reasons like heavy work load, working conditions, personal reasons etc. proper counselling and training to teachers along with appropriate motivation will help them to overcome stress.

Objectives of study:

1. To understand the concept of stress.
2. To study stress level among self-financing degree college teachers of Mumbai
3. To find reasons of stress among self-financing degree college teachers of Mumbai.
4. To suggest measures to reduce the stress among self-financing degree college teachers of Mumbai.

Research methodology:

- a.Data collection: Primary as well as Secondary data.



- b.Method: Probability sampling method is used.
- c.Source:- Structured questionnaire is used for data collection
- d.Sampling: For the purpose of the study 102 teachers from self-financed degree college of Mumbai were taken.
- e.Limitations: Time period for the study was restricted to only one month.

Data Analysis and Interpretation: -

Descriptive Statistics			
	N	Mean	Std. Deviation
Deadlines at work place	102	4.245	.7371
Repetition of work in different manner	102	4.324	.7599
Peer pressure to achieve qualification (achieving the same degree achieved by colleagues)	102	3.598	1.3516
Lack of salary according to qualification	102	4.304	1.0881
Research pressure	102	3.696	1.0697
API requirements	102	3.676	1.2986
Heavy assessment workload	102	4.196	.9015
lack of respect by the students	102	3.216	1.3396
Lecture preparation pressure	102	3.529	1.1749
Working in vacations	102	4.118	1.2211
Election duties	102	2.706	1.6685
Fear of termination and non-appointment	102	3.814	1.2644
N.A.A.C work	102	4.069	1.1626
Administrative workload	102	4.078	1.0406
Lack of family support	102	2.814	1.4606
Equated Monthly Instalments of different loans	102	3.373	1.6823
O.S.M (online assessment)	102	3.794	1.1968
non cooperative seniors	102	3.559	1.2631
pressure to cope up with technology	102	3.402	1.3295
Long working hours	102	4.010	1.1124
Monotonous work	102	3.971	1.0851
Routine work	102	3.892	1.0427
Supervision duties of examination	102	4.265	1.0042
Paper checking and setting	102	4.029	1.1121
Conducting practical examination	102	3.520	1.5138
conducting viva voce as examiner	102	3.520	1.3768
Guiding research projects	102	3.343	1.3534
Extra curriculum activities	102	3.814	1.2486
Valid N (list wise)	102		

Interpretation: -

In response of whether which aspects of your job is stressful, for given factors respondents have been asked on a scale of 1 to 5 and From the table it has been seen that **Repetition of work** has the mean value of **4.32** which means that majority of the respondents strongly agree with regards to it causes stress, moreover, **Lack of salary according to qualification** has the mean value of **4.304**, which also indicates that the majority of the respondents are agreeing that



lack of salary according to their qualification results in to stress. **Deadlines at work place** has the mean value of **4.245** which means that most of the respondents agree with the statement that deadlines put them under lot of pressure. Majority of the respondents also agree that they have **heavy assessment workload, working in vacations** which has the mean value of **4.118**, which indicates that maximum number of respondents were agreeing with that statement and can be concluded that it creates stress to them. Further, respondents agreed that they have **administrative workload**, as it has mean value of **4.078**, most of the respondents also agree with the statement **Long working hours at work place** as it has the mean value of **4.010**, for the statement, **Supervision duties of examination and paper checking and setting**, the majority respondents were agreeing on it as it has mean value of **4.265** and **4.029**, respectively.: These factors also causes stress. The statement **Lack of family support** has the mean value of **2.814**. Which indicates that they do not feel stressful with it. The other statement which have negative view is **Election duties**, which have mean value of **2.706** that means these factors creates less stress for the teachers.

Hypotheses:

H₀: There is no significant difference in agreeableness for selected factors that causes stress between male and female.

H₁: There is significant difference in agreeableness for selected factors that causes stress between male and female.

Annova table: -

ANOVA		Sum of Squares	Df	Mean Square	F	Sig.
Deadlines at work place	Between Groups	.059	1	.059	.107	.744
	Within Groups	54.814	100	.548		
	Total	54.873	101			
Repetition of work in different manner	Between Groups	.639	1	.639	1.107	.295
	Within Groups	57.685	100	.577		
	Total	58.324	101			
Peer pressure to achieve qualification (achieving the same degree achieved by colleagues)	Between Groups	.048	1	.048	.026	.872
	Within Groups	184.472	100	1.845		
	Total	184.520	101			
Lack of salary according to qualification	Between Groups	2.107	1	2.107	1.793	.184
	Within Groups	117.472	100	1.175		
	Total	119.578	101			



Research pressure	Between Groups	.140	1	.140	.121	.729
	Within Groups	115.439	100	1.154		
	Total	115.578	101			
API requirements	Between Groups	4.161	1	4.161	2.504	.117
	Within Groups	166.162	100	1.662		
	Total	170.324	101			
Heavy assessment workload	Between Groups	.140	1	.140	.171	.681
	Within Groups	81.939	100	.819		
	Total	82.078	101			
lack of respect by the students	Between Groups	3.812	1	3.812	2.148	.146
	Within Groups	177.443	100	1.774		
	Total	181.255	101			
Lecture preparation pressure	Between Groups	.195	1	.195	.140	.709
	Within Groups	139.217	100	1.392		
	Total	139.412	101			
Working in vacations	Between Groups	1.153	1	1.153	.771	.382
	Within Groups	149.435	100	1.494		
	Total	150.588	101			
Election duties	Between Groups	1.882	1	1.882	.674	.414
	Within Groups	279.294	100	2.793		
	Total	281.176	101			
Fear of termination and non-appointment	Between Groups	.247	1	.247	.153	.696
	Within Groups	161.214	100	1.612		
	Total	161.461	101			
N.A.A.C work	Between Groups	.003	1	.003	.002	.965
	Within Groups	136.517	100	1.365		
	Total	136.520	101			
Administrative workload	Between Groups	.053	1	.053	.049	.826
	Within Groups	109.319	100	1.093		
	Total	109.373	101			
Lack of family support	Between Groups	3.006	1	3.006	1.415	.237
	Within Groups	212.455	100	2.125		
	Total	215.461	101			
Equated Monthly Instalments of different loans	Between Groups	13.471	1	13.471	4.946	.028
	Within Groups	272.372	100	2.724		
	Total	285.843	101			
O.S.M (online assessment)	Between Groups	.934	1	.934	.650	.422
	Within Groups	143.743	100	1.437		
	Total	144.676	101			
non cooperative seniors	Between Groups	.112	1	.112	.069	.793
	Within Groups	161.035	100	1.610		
	Total	161.147	101			
pressure to cope up with technology	Between Groups	.000	1	.000	.000	.991
	Within Groups	178.519	100	1.785		
	Total	178.520	101			
Long working hours	Between Groups	.473	1	.473	.380	.539
	Within Groups	124.517	100	1.245		
	Total	124.990	101			
Monotonous work	Between Groups	.328	1	.328	.277	.600
	Within Groups	118.584	100	1.186		
	Total	118.912	101			
Routine work	Between Groups	3.859	1	3.859	3.642	.059
	Within Groups	105.955	100	1.060		



	Total	109.814	101			
Supervision duties of examination	Between Groups	.014	1	.014	.014	.906
	Within Groups	101.839	100	1.018		
	Total	101.853	101			
Paper checking and setting	Between Groups	.717	1	.717	.578	.449
	Within Groups	124.194	100	1.242		
	Total	124.912	101			
Conducting practical examination	Between Groups	4.783	1	4.783	2.110	.149
	Within Groups	226.677	100	2.267		
	Total	231.461	101			
conducting viva voce as examiner	Between Groups	.025	1	.025	.013	.909
	Within Groups	191.435	100	1.914		
	Total	191.461	101			
Guiding research projects	Between Groups	.571	1	.571	.310	.579
	Within Groups	184.419	100	1.844		
	Total	184.990	101			
Extra curriculum activities	Between Groups	.518	1	.518	.330	.567
	Within Groups	156.943	100	1.569		
	Total	157.461	101			

Interpretation

From the table it has been seen that the statement **“Equated Monthly Instalments of different loans”**, the p value is 0.028, which indicates that researcher Rejects hypothesis for that statement so it can be said that there is a significant difference between agreeableness for this factors causes stress between male and female. While for rest of other selected statements researcher fails to reject null hypothesis, as it has the p value greater than 0.05, so for them it can be said that for rest of the factors other than **“Equated monthly instalment of different loans”** there is no significant difference in agreeableness **for selected factors that causes stress between male and female.**

Suggestions: -

1. Establishment of staff academy which will look after creating a fun filled environment in staff room so as to keep the staff motivated and happy.
2. Counselling session for staff by professional counsellors so that internal mental problem can be resolved and which will automatically lead to reduction in stress.
3. Changing discipline norms and make students punishable so as to reduce stress caused to teachers due to their misbehavior
4. Introducing regular yoga and meditation so as overcome the struggle and have a proper work life balance
5. Introducing faculty development programs to provide information on overcoming stress
6. Work load of faculty members should be reduced and their additional burden should be minimized



7. Providing quality, me time to the faculty members so that they can enjoy the things they like to do
8. The college could try to create groups of teachers and make them work together. There should be regular change in the members of the groups to maintain friendly atmosphere. This will help to minimize the false commenting by one teacher over another
9. Organizing health and sports camps for teachers so that they are aware about their changing health requirement and they can take the required care.
10. It is ok to be imperfect and to believe to err is human as even teachers can make mistake at the same time college should ensure teachers should not be punished with written explanation memo over small mistakes.
11. College should try to find out if any teacher is facing some serious personal problems and try to provide solution to those problems so that the mental stress can be reduced.
12. Regular management and staff interaction should take place to make the right decision regarding policies and procedures.

Conclusion

The study shows that Repetition of work in different manner, Lack of salary according to qualification, Supervision duties of examination, Deadlines at work place and Heavy assessment workload were the top five factors out of selected that cause stress to the respondents. While Election duties, Lack of family support, lack of respect by the students, guiding research projects and Equated Monthly Instalments of different loans lowest five factors that affects stress to the respondents. Moreover, it can be seen that for “Equated Monthly Instalments of different loans” there is no difference in agreeableness that causes stress between male and female respondents. While for rest of the statement there is no significant different in agreeableness for selected factors that causes stress between male and female.

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