

## A STUDY ON WORK STRESS AMONG WOMEN COLLEGE TEACHERS IN SELF-FINANCING COLLEGE WITH SPECIAL REFERENCE TO TRICHIRAPPALLI DISTRICT

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### **ABSTRACT**

*Stress in the workplace is unavoidable one. It occurs every part of life. It will arises employees suffer more from physical and mental problems and also affect the employees family as well as working places. Stress in the workplace is a growing concern in the current state of the economy, where employees increasingly face conditions of over work, job insecurity, low levels of job satisfaction and lack of autonomy. Workplace stress also affects the health and well-being of employees, as well as negative impact on workplace productivity and profits. So, the organizations can take a effective measure to avoid the stress in the workplace. Organizations provides stress free life to the employees is the first and foremost functions. It will leads to organization success. So the organizations get more benefited out of them. The present articles deal with work stress among women college teachers in self-financing college.*

**Key words:** *Stress, Models, Origin, Causes, Symptoms*

### **INTRODUCTION**

**Stress** is defined as “a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and motivation to meet those needs.”

Stress can be positive or negative:

Stress is good when the situation offers an opportunity to a person to gain something. It acts as a motivator for peak performance.

Stress is negative when a person faces social, physical, organizational and emotional problems.

## **Work Stress**

Occupational stress or Work Stress is related to one's job. Occupational stress often stems from unexpected responsibilities and pressures that do not align with a person's knowledge, skills, or expectations, inhibiting one's ability to cope. Occupational stress can increase when workers do not feel supported by supervisors or colleagues, or feel as if they have little control over work processes:

### **Sources of occupational stress come from**

- ❖ A toxic work environment
- ❖ Negative work load
- ❖ Isolation
- ❖ Types of hours worked
- ❖ Role conflict and Role ambiguity
- ❖ Lack of autonomy
- ❖ Difficult relationships with administrators and or co-workers
- ❖ Managerial bullying
- ❖ Harassment
- ❖ Organizational climate

### **Symptoms of work-related Stress**

The signs or symptoms of work-related stress can be physical, psychological and behavioural.

#### **Physical Symptoms include:**

- Fatigue
- Muscular tension
- Headaches
- Heart palpitations
- Sleeping difficulties, such as insomnia
- Gastrointestinal upsets

### **Psychological Symptoms include:**

- Depression
- Anxiety
- Discouragement
- Irritability
- Pessimism
- Feelings of being overwhelmed and unable to cope

### **Behavioural Symptoms include:**

- Aggression
- An increase in sick days or absenteeism
- Diminished creativity
- A drop in work performance
- Problems with interpersonal relationship
- Isolation

### **OBJECTIVES OF THE STUDY**

1. To examine the socio-economic background of the Women collegiate teachers in self-financing college at Tiruchirappalli district.
2. To find out the factors of Workstress among Women collegiate teachers engaged in self-financing college at Tiruchirappalli district.
3. To find out the Impact of stress factors among women collegiate teacher in self-financing college.
4. To know the techniques adopted to manage work stress among women collegiate teachers in self-financing college at Tiruchirappalli district.

### **RESEARCH HYPOTHESIS**

1. There is a significant association between age of the respondents and their factors affecting work stress.
2. There is a significant association between age of the respondents and their managing work stress.
3. There is a significant difference between marital status of the respondents and their managing work stress
4. There is a significant difference between educational qualification of the respondents and their impact of stress

5. There is a significant difference between educational qualification of the respondents and their managing work stress.
6. There is significant difference between designation of the respondents and their impact of stress
7. There is a significant difference between experience of the respondents and their work stress.
8. There is a significant difference between experience of the respondents and their managing work stress.
9. There is a significant difference between income of the respondents and their impact of stress.
10. There is a significant relationship between size of family earning members of the respondents and their managing work stress.
11. There is a significant difference between type of family of the respondents and their work stress.
12. There is a significant relationship between work stress, impact of stress and their managing work stress.

## RESEARCH METHODOLOGY

### Sample Design and Sample Size

Sampling design refers to a definite plan for obtaining a sample from a given population. The sample technique adopted for the study is simple random sampling method which comes under probability sampling design.

Out of total population, 120 collegiate teachers were taken for the study as a sample.

### Sources of Data Collection: Primary data and Secondary data

Those data which are collected and for the first time and they happens to be original in character. The methodology used for collection of primary data through questionnaire. The questionnaire was prepared on the basis of objectives. The study was collected through structured questionnaire in self-financing women collegiate teachers at tiruchirappalli district.

The Secondary data for the study have been taken from different sources. It obtained from national and international journals, research reports, magazines, newspaper, books and websites.

### Statistical Tools

The following are the tools used for data analysis and interpretation like T-test , one way ANOVA, chi-square test, Karlpearson co-efficient of correlation.

## REVIEW OF LITERATURE

**SUGANYA (2016)** has conducted job stress among teaching faculty. She has found that the teachers having less experience and inadequate facilities are being faced more stress. She has focused in this study on Government university faculty stress. She has point out stress factor as rewards and recognition. Time constraint, professional identity, departmental influences and student interaction with faculty. This study focused on higher education faculty stress in order to identified job stress among faculty, and also used both public and private business schools. She had found out private sector faculties are faced more stress compared to public sector business school faculties. She had concluded that stress among teachers are very high level in the present scenario. Factors like work overload, poor infrastructural facilities, conflict with management and peer, student interaction and inadequate salary were discussed in these studies. The management needed to be aware of these factors of stress and taken a necessary steps to reduce the stress level.

**SANGEETA RANI (2015)** has undergone work stress among college teachers in self-financing college: A explorative study. This study aimed to know the cause of work stress, to analyze the impact of stress on individuals efficiency and effectiveness, and to workout techniques used by the college teachers for the purpose of managing the work stress, sample size is 120. A total of 120 questionnaires were distributed among 120 teachers of different self-financing college in Panipat district of Haryana. This study used percentile method had been used to analyze the data. This study found out the stress creator factors like that job insecurity, poor student's behavior and their negative attitude, ineffective leadership at department level/ management politics, lack of motivation, negative attitude of colleagues etc. the major stress creator factors is that job insecurity. Most of them are coming under this category. So, management will ensure the job to the employees. This study also found out the stress management techniques. In this study most of the respondents are agree the " Believe in Actions Rather than Fruits". This is the best techniques adopted to manage the stress. Positive attitude and meditation will be helpful for coping and managing the stress is possible. So, we have to think positive attitude only.

**MR.S.VENKATESH (2012)** in her articles 50 samples were collected by simple random sampling method and the samples were collected from the various women college teachers in Tamilnadu and the data collected with the help of questionnaires. He used the tools are percentage analysis, chi-square test and ANOVA. This study found out stress factors like that, heavy workload, lack of reorganization, heavy work pressure, lack of clarity about role, lack of autonomy, organizations changes, poor communication etc. these factors affected the high level. Majority of the individual often get in to stress due to organization change, proper communication etc.

the institutions can take necessary steps to reduce. Such stress and employee can exercise regularly and get enough sleep and management to get enough time to enjoy an activity outside the work place. He also suggested than to maintain a positive attitude among the teachers, this will make it easier to live and work with others. He concluded that work stress is an unavoidable in nature, our institution and their working environment transform. So, do the kinds of stress may be avoided in a possible manner. Further, it is not only important to identify stress problems and to deal with from in a positive way and to develop healthy and stress-free work environment in all aspects of work

## RESULTS AND DISCUSSION

### Demographic Profile of the Respondents

Particulars	Variables	Frequency	Percentages of the respondents
Age	Below 30 years	32	26.7
	31-35 years	34	28.3
	36-40 years	27	22.5
	Above 40 years	27	22.5
Marital Status	Married	79	65.8
	Unmarried	41	34.2
Educational Qualification	PG with M.Phil	44	36.7
	PG with Ph.D	22	18.3
	PG,M.Phil with Ph.D	30	25.0
	PG,M.Phil with NET/SET	24	20.0
Designation	Assistant Professor	65	54.2
	Associate Professor	23	19.2
	HOD	32	26.7
Department	Arts	60	50.0
	Science	60	50.0
Teaching Experience	Below 5 years	35	29.2
	5 to 10 years	33	27.5
	10 to 15 years	44	36.7
	Above 15 years	8	6.7
Salary	Below Rs.15,000	37	30.8
	Rs.15,001 to 25,000	43	35.8
	Rs.25,001 to 35,000	24	20.0
	Above 35,000	16	13.3
Earning Members	One	45	37.5
	Two	43	35.8
	Above 2	32	26.7

Family Type	Nuclear	66	55.0
	Joint	54	45.0
	Total	120	100

Source: Compiled from Primary Data

**Association between age of the respondents and their factors affecting work stress**

Work Stress	below 30 years		31 to 35 years		36 to 40 years		Above 40 years		Total		Statistical inference
	N	%	N	%	n	%	n	%	n	%	
Low	12	37.5%	13	38.2%	16	59.3%	22	81.5%	63	52.5%	X <sup>2</sup> =15.250 Df=3 .002<0.05 Significant
High	20	62.5%	21	61.8%	11	40.7%	5	18.5%	57	47.5%	
<b>Total</b>	<b>32</b>	<b>100.0%</b>	<b>34</b>	<b>100.0%</b>	<b>27</b>	<b>100.0%</b>	<b>27</b>	<b>100.0%</b>	<b>120</b>	<b>100.0%</b>	

Statistical test: Chi-square test was used the above table

**Research hypothesis (H<sub>1</sub>):** There is a significant association between age of the respondents and their factors work stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant association between age of the respondents and their factors work stress

**Inference:** There is a significant association between age of the respondents and their factors work stress. Hence, the calculated value is less than table value (0.002<0.05). So the research hypothesis is accepted and the null hypothesis is rejected.

**Association between age of the respondents and their manage work stress**

Manage Work Stress	below 30 years		31 to 35 years		36 to 40 years		Above 40 years		Total		Statistical inference
	N	%	N	%	N	%	N	%	n	%	
Low	11	34.4%	15	44.1%	20	74.1%	11	40.7%	57	47.5%	X <sup>2</sup> =10.507 Df=3 .015<0.05 Significant
High	21	65.6%	19	55.9%	7	25.9%	16	59.3%	63	52.5%	
<b>Total</b>	<b>32</b>	<b>100.0%</b>	<b>34</b>	<b>100.0%</b>	<b>27</b>	<b>100.0%</b>	<b>27</b>	<b>100.0%</b>	<b>120</b>	<b>100.0%</b>	

Statistical test: Chi-square test was used the above table

**Research hypothesis (H<sub>1</sub>):** There is a significant association between age of the respondents and their manage work stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant association between age of the respondents and their manage work stress

**Inference:** There is a significant association between age of the respondents and their manage work stress. Hence, the calculated value is less than table value (0.015<0.05). So the research hypothesis is accepted and the null hypothesis is rejected.

**t-test Difference between marital status of the respondents and their manage work stress**

Manage work stress	N	Mean	S.D	Statistical inference
Married	79	12.77	4.646	T=.359 Df=118 .720>0.05 Not Significant
Unmarried	41	12.46	4.093	

*Statistical test: Student 't' test was used the above table*

**Research hypothesis (H<sub>1</sub>):** There is a significant difference between marital status of the respondents and their manage work stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant difference between marital status of the respondents and their manage work stress

**Inference:** There is no significant difference between marital status of the respondents and their manage work stress. Hence, the calculated value is greater than table value (0.314>0.05). So the research hypothesis is rejected and the null hypothesis is accepted.

**Oneway ANOVA difference between educational qualification of the respondents and their impact of stress**

Impact of Stress	N	Mean	S.D	SS	DF	MS	Statistical inference
Between Groups				133.161	3	44.387	F=3.802 .012<0.05 Significant
PG with M.Phil	44	12.68	3.326				
PG with Ph.D	22	11.09	3.951				
PG,M.Phil with Ph.D	30	10.03	3.489				
PG, M.Phil with NET/SET	24	11.92	2.933				
Within Groups				1354.164	116	11.674	

*Statistical test: Oneway ANOVA 'f' test was used the above table*



**Research hypothesis (H<sub>1</sub>):** There is a significant difference between educational qualification of the respondents and their impact of stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant difference between educational qualification of the respondents and their impact of stress

**Inference:** There is a significant difference between educational qualification of the respondents and their impact of stress. Hence, the calculated value is less than table value (0.001<0.05). So the research hypothesis is accepted and the null hypothesis is rejected.

**Oneway ANOVA difference between educational qualification of the respondents and their manage work stress**

Manage Work Stress	N	Mean	S.D	SS	DF	MS	Statistical inference
Between Groups				286.337	3	95.446	F=5.348 .002<0.05 Significant
PG with M.Phil	44	14.16	4.198				
PG with Ph.D	22	10.59	4.148				
PG,M.Phil with Ph.D	30	11.17	4.227				
PG, M.Phil with NET/SET	24	13.71	4.339				
Within Groups				2070.330	116	17.848	

*Statistical test: Oneway ANOVA 'f' test was used the above table*

**Research hypothesis (H<sub>1</sub>):** There is a significant difference between educational qualification of the respondents and their manage work stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant difference between educational qualification of the respondents and their manage work stress

**Inference:** There is a significant difference between educational qualification of the respondents and their manage work stress. Hence, the calculated value is less than table value (0.002<0.05). So the research hypothesis is accepted and the null hypothesis is rejected.

**Oneway ANOVA difference between designation of the respondents and their impact of stress**

Impact of Stress	N	Mean	S.D	SS	DF	MS	Statistical inference
Between Groups				139.954	2	69.977	F=6.076 .003<0.05 Significant
Assistant Professor	65	12.55	3.331				
Associate Professor	23	10.74	4.169				
HOD	32	10.19	2.867				
Within Groups				1347.371	117	11.516	

*Statistical test: Oneway ANOVA 'f' test was used the above table*

**Research hypothesis (H<sub>1</sub>):** There is a significant difference between designation of the respondents and their impact of stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant difference between designation of the respondents and their impact of stress

**Inference:** There is a significant difference between designation of the respondents and their impact of stress. Hence, the calculated value is less than table value (0.003<0.05). So the research hypothesis is accepted and the null hypothesis is rejected.

**Oneway ANOVA difference between experience of the respondents and their work stress**

Work Stress	N	Mean	S.D	SS	DF	MS	Statistical inference
Between Groups				227.367	3	75.789	F=6.043 .001<0.05 Significant
below 5 years	35	11.91	3.665				
5 to 10 years	33	10.79	3.049				
10 to 15 years	44	9.50	3.903				
Above 15 years	8	6.75	2.550				
Within Groups				1454.758	116	12.541	

*Statistical test: Oneway ANOVA 'f' test was used the above table*

**Research hypothesis (H<sub>1</sub>):** There is a significant difference between experience of the respondents and their work stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant difference between experience of the respondents and their work stress

**Inference:** There is a significant difference between experience of the respondents and their work stress. Hence, the calculated value is less than table value ( $0.001 < 0.05$ ). So the research hypothesis is accepted and the null hypothesis is rejected.

**Oneway ANOVA difference between experience of the respondents and their manage work stress**

Manage Work Stress	N	Mean	S.D	SS	DF	MS	Statistical inference
Between Groups				160.536	3	53.512	F=2.827 .042<0.05 Significant
<i>below 5 years</i>	35	14.40	4.629				
<i>5 to 10 years</i>	33	12.24	4.507				
<i>10 to 15 years</i>	44	11.93	3.836				
<i>Above 15 years</i>	8	10.88	5.139				
Within Groups				2196.131	116	18.932	

*Statistical test: Oneway ANOVA 'f' test was used the above table*

**Research hypothesis (H<sub>1</sub>):** There is a significant difference between experience of the respondents and their manage work stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant difference between experience of the respondents and their manage work stress

**Inference:** There is a significant difference between experience of the respondents and their manage work stress. Hence, the calculated value is less than table value ( $0.042 < 0.05$ ). So the research hypothesis is accepted and the null hypothesis is rejected.

**Oneway ANOVA difference between income of the respondents and their impact of stress**

Impact of Stress	N	Mean	S.D	SS	DF	MS	Statistical inference
Between Groups				137.749	3	45.916	F=3.947 .010<0.05 Significant
<i>Below Rs.15000</i>	37	12.46	3.739				
<i>Rs.15000 to 25000</i>	43	12.21	3.067				
<i>Rs.25001 to 35000</i>	24	9.92	3.049				
<i>Above Rs. 35000</i>	16	10.31	3.979				
Within Groups				1349.576	116	11.634	

*Statistical test: Oneway ANOVA 'f' test was used the above table*

**Research hypothesis (H<sub>1</sub>):** There is a significant difference between income of the respondents and their impact of stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant difference between income of the respondents and their impact of stress

**Inference:** There is a significant difference between income of the respondents and their impact of stress. Hence, the calculated value is less than table value (0.010<0.05). So the research hypothesis is accepted and the null hypothesis is rejected

**Karl Pearson Coefficient Correlation relationship between size of family earning members of the respondents and their manage work stress**

No.of. Earning members in a Family	Correlation value	Statistical inference
Manage Work Stress	-.046(*)	P<0.05 Significant
N	120	

\* Correlation is significant at the 0.05 level

*Statistical test: Karl Pearson Coefficient Correlation test was used the above table*

**Research hypothesis (H<sub>1</sub>):** There is a significant relationship between size of family earning members of the respondents and their manage work stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant relationship between size of family earning members of the respondents and their manage work stress

**Inference:** There is a significant relationship between size of family earning members of the respondents and their manage work stress. Hence, the calculated value is less than table value (p\*<0.05). So the research hypothesis is accepted and the null hypothesis is rejected.

**t-test difference between type of family of the respondents and their work stress**

Work Stress	N	Mean	S.D	Statistical inference
Nuclear	66	10.68	4.210	T=0.988 Df=118 0.325>0.05 Not Significant
Joint	54	10.00	3.120	

*Statistical test: Student 't' test was used the above table*

**Research hypothesis (H<sub>1</sub>):** There is a significant difference between type of family of the respondents and their work stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant difference between type of family of the respondents and their work stress

**Inference:** There is no significant difference between type of family of the respondents and their work stress. Hence, the calculated value is greater than table value ( $0.325 > 0.05$ ). So the research hypothesis is rejected and the null hypothesis is accepted

**Karl Pearson Coefficient Correlation relationship between work stress, impact of stress and their manage work stress**

	Mean	S.D	Work Stress	Impact of Stress	Manage Work Stress
Work Stress	10.38	3.760	1	.382(**)	.346(**)
Impact of Stress	11.58	3.535	.382(**)	1	.530(**)
Manage Work Stress	12.67	4.450	.346(**)	.530(**)	1
N			120	120	120

\*\* Correlation is significant at the 0.01 level

*Statistical test: Karl Pearson Coefficient Correlation test was used the above table*

**Research hypothesis (H<sub>1</sub>):** There is a significant relationship between work stress, impact of stress and their manage work stress.

**Null hypothesis (H<sub>0</sub>):** There is no significant relationship between work stress, impact of stress and their manage work stress

**Inference:** There is no significant relationship between work stress, impact of stress and their manage work stress. Hence, the calculated value is less than table value ( $p^{**} < 0.01$ ). So the research hypothesis is accepted and the null hypothesis is rejected.

**FINDINGS**

1. There is a significant association between age of the respondents and their factors work stress. Hence, the calculated value is less than table value ( $0.002 < 0.05$ ). So the research hypothesis is accepted and the null hypothesis is rejected.
2. There is a significant association between age of the respondents and their manage work stress. Hence, the calculated value is less than table value ( $0.015 < 0.05$ ). So the research hypothesis is accepted and the null hypothesis is rejected.
3. There is no significant difference between marital status of the respondents and their manage work stress. Hence, the calculated value is greater than table value ( $0.314 > 0.05$ ). So the research hypothesis is rejected and the null hypothesis is accepted.

4. There is a significant difference between educational qualification of the respondents and their impact of stress. Hence, the calculated value is less than table value ( $0.001 < 0.05$ ). So the research hypothesis is accepted and the null hypothesis is rejected.
5. There is a significant difference between educational qualification of the respondents and their manage work stress. Hence, the calculated value is less than table value ( $0.002 < 0.05$ ). So the research hypothesis is accepted and the null hypothesis is rejected.
6. There is a significant difference between designation of the respondents and their impact of stress. Hence, the calculated value is less than table value ( $0.003 < 0.05$ ). So the research hypothesis is accepted and the null hypothesis is rejected.
7. There is a significant difference between experience of the respondents and their work stress. Hence, the calculated value is less than table value ( $0.001 < 0.05$ ). So the research hypothesis is accepted and the null hypothesis is rejected.
8. There is a significant difference between experience of the respondents and their manage work stress. Hence, the calculated value is less than table value ( $0.042 < 0.05$ ). So the research hypothesis is accepted and the null hypothesis is rejected.
9. 9. There is a significant difference between income of the respondents and their impact of stress. Hence, the calculated value is less than table value ( $0.010 < 0.05$ ). So the research hypothesis is accepted and the null hypothesis is rejected
10. 10. There is a significant relationship between size of family earning members of the respondents and their manage work stress. Hence, the calculated value is less than table value ( $p^* < 0.05$ ). So the research hypothesis is accepted and the null hypothesis is rejected.
11. There is no significant difference between type of family of the respondents and their work stress. Hence, the calculated value is greater than table value ( $0.325 > 0.05$ ). So the research hypothesis is rejected and the null hypothesis is accepted
12. There is no significant relationship between work stress, impact of stress and their manage work stress. Hence, the calculated value is less than table value ( $p^{**} < 0.01$ ). So the research hypothesis is accepted and the null hypothesis is rejected.

## SUGGESTIONS

- ❖ Job insecurity is one of the factor that creates stress among women collegiate teachers. So, that institutions should provide a proper training to their workers. So the workers feel confident about their work as well as life. It will leads to security about their job.

- ❖ Institutions should provide a coordinational relationship among their workers in their working place.
- ❖ Institutions should fix the responsibilities according to their qualifications as well as seniority base.
- ❖ Institutions follow the flexible working hours to and should avoid the additional excessive duty to women employees. It will follow the employees will perform their best and work with full enthusiasm.
- ❖ It is one of the best factors to reduce the stress is that co-operation among employees must be established to reduce stress.

## CONCLUSION

Stress has become common among the working people in this era because of the competitiveness, job complexity, advanced technologies. Everybody in the universe has stress but the level may vary among individual to individual. The possibilities of getting stress for women collegiate teachers are more, because they mingle students. Teachers play a vital role in development of nation because they educate a young generations. Today's world in the hands of youngsters. Constant interaction with the students and their parents, workload, poor students behavior, lack of motivation these are the factors leads to stress. So, the institutions can take a necessary step to reduce the stress factors and also provide a stress free environment in that working place. Maintaining healthy employees relations is a prerequisite to higher productivity and human satisfaction. Job stress, which if not managed effectively lead to strained relationship among women employees.

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