

# A Study On Various Factors Causes Stress Among Private College Teachers In Coimbatore City

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**Abstract:** Stress is a common and unavoidable phenomenon in human life. Every individual has their own stress. There will be family life stress, occupational stress, social stress etc. Every job has its own stress factors. Nowadays in this modern scenario, teaching is considered as one of the most stressful job. Teaching in a private institution gives more stress to the teachers as it may not give a job security as a Government teacher. Moreover private college teachers has to satisfy not only the academic needs of the students but also the demanding needs of the management. In this paper, the various causes of stress among private college teachers in colleges in Coimbatore has been studied. This paper also attempts to identify the various stress management activities followed by the teachers for minimizing their stress.

**Keywords:** Stress, Stress management, stress management techniques, causes of stress.

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## 1. INTRODUCTION

Teaching is considered as the most blessed though challenging profession. Teachers are dealing with students and plays a vital role in moulding future generation. Teaching profession involves dealing with not only academic growth but also emotional, psychological ,sociological balance of their students. They have to play a role of a parent, academic guide, mentor and a counsellor to their students. As teachers are highly involving with the human beings who are very sensitive in nature, they have to be more cautious. As already mentioned teaching is the most challenging profession and involves stress. As teachers have to play a multidimensional role, involves very high stress level. Teacher stress is considered as real phenomenon. Stress could simply be defined as an unpleasant emotion, which arises when people worry that they could not cope with excessive pressures or other types of demand placed upon them. Kyriacou and Sutcliffe had exhaustively defined teacher stress as a response to negative effect such as anger or depression by a teacher, usually accompanied by potentially pathogenic, physiological and biochemical changes resulting from aspects of the teacher's job.

Nowadays teaching does not just dealing with students and their development. They have to fulfill the demanding needs of the management of the institutions they are working for. The 'working with' concept has been changed to 'working for' concept with the increase in the private institutions. This paper deals with the study of various factors causing the stress among private college teachers and the stress management techniques used by them.

## 2. OBJECTIVES OF THE STUDY

- To study the level of stress among private college teachers
- To study the various reasons for stress among private college teachers
- To study the various symptoms of stress among private college teachers.
- To study the various techniques used for stress management.

### **3. STATEMENT OF THE PROBLEM**

Various studies has been conducted on the job stress. Generally, we consider teaching as most tension free job. But in modern scenario teaching has become the most challenging and stressful job. Even the government teachers has the stress in teaching profession, so the matter of private teachers will be no chance of stress free. Coimbatore is one of the district in Tamil Nadu, where there a numerous private educational institutions are engaged. Every year number of new colleges are getting started. To ensure its survival and growth, the management is adopting new strategies. As a result of this, the teachers are the major people who are forced to satisfy the demanding needs of the new educational scenerio. This study mainly focuses on the stress level of private college teachers and various causes for the stress and the technique used to manage stress.

### **4. RESEARCH METHODOLOGY**

The type of research used is descriptive in nature. The sampling method used is purposive sampling with the sample size of 120 respondents. The study is carried out through primary data. The data was collected through a structured questionnaire. Various publications, journals and books were referred for writing up of the paper. The tools used for analysis and interpretation of data are:

- Simple percentage Analysis
- Chi square Test
- Rank Analysis

### **5. REVIEW OF LITERATURE**

According to Sallie Gardner(2010), “ Stress Among Prospective Teachers”, for reducing the stress level of teachers, technological development in the profession, developing preventative self-help and well-being programs have to be ensured.

According to Surinder Kaur(2011), in his paper entitled, “ Comparative Study of Occupational Stress among Teachers of Private and Govt schools in relation to their age, gender and teaching experience”, teaching has now become a very demanding occupation with a lot of stress, teachers are targeted with various deadlines and responsibilities. Teachers have given the role of teaching the child more than what are in a text book.

According to Ophelia Janefer.M (2014), “ A Study On Stress Among 8<sup>th</sup>-12<sup>th</sup> Standard School Teachers , In Selected Schools In Chennai”, the factors like student’s behavior, waking up late, the class strength , administrative pressure etc causes the teachers stress. The family and management should support the teachers for reducing their stress.

According to Reshmi Rekha Rabha (2017), in her paper entitled “A Study of Occupational Stress among Female Teachers Working in Secondary Schools in Tezpur town of Assam” , the teaching profession has become very challenging as the teachers experience various kinds of problems while imparting education to the students as a result of which their level of job stress tends to be increasing day by day”

In the article entitled, A Study On Occupational Stress Among Teachers Of Higher Secondary Schools In Nagapattinam District”, K.Saravanan and K.Muthulakshmi (2017), the private school teachers have more stress than government school teachers and the reason behind this may be lack of job security , low salary , and more work load. The occupational stress can be reduced by promoting a pleasurable work environment for teachers.

### **6. STRESS- AN OVERVIEW**

Oxford Dictionary defined stress as “a state of affairs involving demand on physical or mental energy”. A Job stress is a mental or physical strain caused by instability in thoughts and actions, fatigue, dissatisfaction, depression, anxiety etc. stress is a non-specific response of the body to any demand. It is a feeling of emotional or physical tension. Stress is a reaction of body and mind towards challenging and changing situations. The three major cause of stress nowadays are: money, work and poor health. The body changes in the following ways during stress:Increase in blood pressure, aneamia, insomania, decrease in immunity, mental instability,

The APA recognizes three different types of stress that require different levels of management.

- **Acute Stress:** It is a short term in nature and caused by thinking about the pressures of events that have recently happened or upcoming demands that may occur in future. tensions, headache and stomach upset are the symptoms of acute stress.
- **Episodic Acute Stress:** people who frequently experience stress, or whose lives present frequent triggers of stress, have episodic stress. The constant and repetitive tendency to worry about some situations may cause episodic acute stress. High blood pressure and cardiac diseases are the symptoms of this
- **Chronic stress:** It is the most dangerous type of stress. It is long term in nature. It is continuous and an escape from this is very difficult. Unhappy married life, poverty, abusement etc are some of the examples of this. Suicide, violence, mental retardness, stroke, cardiac problem are some of the results of chronic stress.

The factors causing stress to the teachers has been categorized into six, they are:

1. **Personal Factors** which includes marital status, family problems, time management problems, distance from work place and health problems
2. **Management and Organisational Factors** which includes working hours, administrative works, admission targets, leave facilities, work load, working condition, performance appraisal targets and allotment of non teaching activities
3. **Academic factors** which includes student-teacher relation, class management, subject allocation, syllabus updation, syllabus completion, ICT teaching aids, student development programme and result achievement
4. **Psychological Factors** which includes lack of recognition, co-employees attitude, senior-junior faculty relation, anxiety, loss of confidence, difficulty in adapting changes, and pressure from parents
5. **Economical factors** which includes salary paid, irregular salary payment, bonus and incentives and management funds
6. **General factors** which includes experience, student approach, inability to reconcile multiple roles, and poor communication

#### **Symptoms of stress:**

Symptoms has been categorized into 3. They are:

1. Intellectual symptoms: It includes Poor judgement , poor decision making capability, poor concentration, instability in thoughts
2. Physical symptoms: it includes, headache, insomania, anemia, high blood pressure, migraine, fatigue, cardiac problems
3. Emotional symptoms: it includes anger, depression, restlessness, mental instability, fear, introvert attitude

#### **Stress Management:**

Stress is an inseparable phenomenon in the human life. Stress became a part of our day to day life. Escaping from stress is not a possible thing, however we can reduce the stress level through various activities. Reducing or managing the external and internal strain of stress is known as stress management. It is generally accepted there will be a stress in every human being which is positive in nature as it improves our efficiency in doing an activity on time. Stress management is not required for such kind of stress. There are stress which are creating inappropriate level of pressure on one's mental or physical routine. In such type of stress, we use stress management techniques in order to reduce the stress level.

The commonly used stress management techniques are:

- Practicing Yoga and Meditation
- Engaging in favourite hobbies like music, reading, cooking, dancing etc
- Travelling
- Getting together with friends and family
- Using Social media
- Sleeping
- Prayer

## 7. FINDINGS

### SIMPLE PERCENTAGE ANALYSIS:

- Majority of the respondents (75%) are between the age of 22years- 27years.
- Majority of the respondents are female (73%)
- Majority of the respondents are married (65%)
- Majority of the respondents have 1-2 children (59%)
- Majority of the respondents are M.Phil qualified (68%)
- Majority of the respondents gets a monthly salary of Rs.15000 to Rs.20000 (56%)
- Majority of the respondents handle classes for UG students (65%)
- Majority of the respondents have work experience of 1-5 years (78%)
- Majority of the respondents are allotted 3-5 hours in a day (81%)
- Majority of the respondents have college working hours of 8 hours a day (93%)
- Majority of the respondents have Saturday working day (96%)
- Majority of the respondents choose this profession with their own interest (99%)
- Majority of the respondent feel stressed at work (97%)
- Majority of the respondent feels the symptom of head ache due to stress (94%)
- Majority of the respondent have severe level of job stress (96%)
- Majority of the respondents finds difficult to completes the syllabus on time (82%)
- Majority of the respondents conduct special class for completion of syllabus (89%)
- Majority of the respondents have administrative works other than teaching (98%)
- Majority of the respondents are handling subjects other than their specialization also. (86%)
- Majority of the respondents are satisfied with the working conditions available to them. (99%)
- Majority of the respondents have work pressure from management. (92%)
- Majority of the respondents have good student teacher relationship. (97%)
- Majority of the respondents have stress due to workload (90%)
- Majority of the respondents finds difficulty in using ICT method in the beginning (89%)
- Majority of the respondents have good co-employees relation within the institution (95%)
- Majority of the respondents are satisfied with salary paid (62%)
- Majority of the respondents are unsatisfied on irregular salary payment. (71%)
- Majority of the respondents are not satisfied with allotment of non teaching activities (83%)
- Majority of the respondents are hearing music and practicing meditation for stress management. (84%)

### CHI SQUARE ANALYSIS:

- H<sub>0</sub> : There is no significant association between marital status and personal factors causes stress. H<sub>0</sub> is rejected
- H<sub>0</sub> : There is no significant association between marital status and management and organizational factors causes stress.H<sub>0</sub> is rejected

- H<sub>0</sub> : There is no significant association between marital status and academic factors causes stress. H<sub>0</sub> is accepted
- H<sub>0</sub> : There is no significant association between marital status and economical factors causes stress. H<sub>0</sub> is rejected.
- H<sub>0</sub> : There is no significant association between marital status and psychological factors causes stress. H<sub>0</sub> is accepted
- H<sub>0</sub> : There is no significant association between marital status and general factors causes stress. H<sub>0</sub> is accepted.
- H<sub>0</sub> : There is no significant association between age and personal factors causes stress. H<sub>0</sub> is rejected.
- H<sub>0</sub> : There is no significant association between age and management and organizational factors causes stress. H<sub>0</sub> is rejected.
- H<sub>0</sub> : There is no significant association between age and academic factors causes stress. H<sub>0</sub> is accepted.
- H<sub>0</sub> : There is no significant association between age and economical factors causes stress. H<sub>0</sub> is rejected.
- H<sub>0</sub> : There is no significant association between age and psychological factors causes stress. H<sub>0</sub> is rejected
- H<sub>0</sub> : There is no significant association between age and general factors causes stress. H<sub>0</sub> is accepted.
- H<sub>0</sub> : There is no significant association between sex and personal factors causes stress.H<sub>0</sub> is rejected.
- H<sub>0</sub> : There is no significant association between sex and management and organizational factors causes stress. H<sub>0</sub> is rejected.
- H<sub>0</sub> : there is no significant association between marital sex and academic factors causes stress. H<sub>0</sub> is accepted.
- H<sub>0</sub> : There is no significant association between sex and economical factors causes stress. H<sub>0</sub> is rejected.
- H<sub>0</sub> : There is no significant association between sex and psychological factors causes stress. H<sub>0</sub> is accepted.
- H<sub>0</sub> : There is no significant association between sex and general factors causes stress. H<sub>0</sub> is accepted.

#### **RANK ANALYSIS:**

- In Personal Factors which causes stress marital status is ranked as 1<sup>st</sup> position, time management problems is ranked 2<sup>nd</sup>, health problem, family problem and distance from work place is ranked as 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> position respectively.
- In Management and Organisational Factors which causes stress, work load is ranked in 1<sup>st</sup> position, working hours as 2<sup>nd</sup> position, administrative works as 3<sup>rd</sup> rank, allotment of non teaching activities as 4<sup>th</sup> position, performance appraisal targets , admission targets, leave facilities, working condition is ranked in 5<sup>th</sup>,6<sup>th</sup>,7<sup>th</sup> and 8<sup>th</sup> position respectively.
- Academic factors which includes, syllabus completion is ranked as 1<sup>st</sup> reason for stress, syllabus updation is ranked 2<sup>nd</sup>, ICT teaching aids, student-teacher relation, class management, subject allocation, result achievement are ranked as 3<sup>rd</sup>, 4<sup>th</sup>,5<sup>th</sup>,6<sup>th</sup> and 7<sup>th</sup> respectively and student development programmes is ranked as 8<sup>th</sup> reason.
- In Psychological Factors: difficulty in adapting changes is ranked as 1<sup>st</sup> reason, lack of recognition as 2<sup>nd</sup> reason, co-employees attitude, senior-junior faculty relation, anxiety, loss of confidence, is ranked as 3<sup>rd</sup>,4<sup>th</sup>,5<sup>th</sup>, and 6<sup>th</sup> position respectively. Pressure from parents is ranked in 7<sup>th</sup> position.
- In Economic factors irregular salary payment is ranked as 1<sup>st</sup> reason for stress, salary paid, bonus and incentive and management fund are ranked as 2<sup>nd</sup>,3<sup>rd</sup> and 4<sup>th</sup> position as the cause for stress.
- In General factors experience as 1<sup>st</sup>, student approach as 2<sup>nd</sup>, inability to reconcile multiple roles as 3<sup>rd</sup>, and poor communication as 4<sup>th</sup> position which causes stress.
- The stress management activities like Hearing music is ranked in 1<sup>st</sup> position, practicing meditation is ranked in 2<sup>nd</sup> position ,engaging in favourite hobbies other than hearing music is ranked in 3<sup>rd</sup> position, travelling is ranked in 4<sup>th</sup> position and social get together is ranked in 5<sup>th</sup> position .

## 8. SUGGESTIONS

The following are some of the suggestions for reducing the stress level among private college teachers:

- The work load of the teachers have to be reduced by the management.
- The non teaching activities like file works have to be allotted to non teaching office staffs.
- The teachers should be trained on using ICT methods.
- Management have to arrange stress relief programme for teachers like get together, picnic etc.
- Family support should be provided to married female teachers.
- Salary have to be revised time to time according to the qualification and experience of the teachers.
- Syllabus have to be updated as it could be completed within the allotted time.

## 9. CONCLUSION

Stress is an inseparable fact during nowadays. Every human being have to come across some kind of stress. The competitiveness of human life in increasing day by day, that leads to stress in human being. However stress is positive if it leads to increase in efficiency. The stress becomes negative if it gives a mental and physical strain in fulfilling an activity. Job stress is common today and teaching is one of the most challenging job. Teachers have to play multi-dimensional role, which is not limited to academic alone. Teachers have to satisfy the demanding needs of students, parents, management where they are working and this finally results in stress in teachers especially working in private institutions. This study reveals that female teachers finds it difficult to manage their household activities and the demanding needs of private college they are working with. This leads them to stress. In order to manage the stress various activities like practicing of meditation, engaging in favourite hobbies, travelling, socialization, prayer are some of the commonly used stress management techniques.

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