

Stress Analysis of Academicians of Management Institutes of Kolhapur District

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ABSTRACT

Stress is a state of psychological and physiological imbalance resulting from the disparity between demands and the ability to meet those demands on individuals. The following objectives of the study are (i) To measure level of stress of the teachers in management institutes (ii) To evaluate the impact of stress on physiological, psychological and behavioural aspects of the teachers in the management institutes (iii) To study various techniques used by teachers to overcome stress. (iv) To give suggestions there on. Descriptive research design is followed for this study. The data is collected from the primary sources. Non- probability convenience sampling technique is used to select a sample of 24 management teachers including head of the department, professors, associate professors and assistant professors of Kolhapur District. The following tools were employed to analyse the data like (a) Percentage Analysis (b) Henry Garrett Ranking (c) Two way ANOVA. The study concluded that the stress is growing at a rapid pace day by day especially when it comes at work place. The major causes of distress of the teachers are problems related with work place. It is also found that compared to male respondents female respondents are having higher level of stress whereas age remains an insignificant variable.

INTRODUCTION

Twentieth century is titled as the age of 'speed'. Certainly, there has been an explosion of information in all areas of human activity and a rapid dissemination of knowledge. The result has been a growth in expectations as well which has affected individuals at micro and macro levels and leads to stress. Stress has been substantially found in life of even a common man. No one if escaped from the trap of stress and to a certain extent it is good also. Kelly Mcgonigal has rightly quoted- "How you think about stress- matters!" Stress is a common experience of people when any demands are placed on them by their work or personal environment. Even though stress is a much studied concept, it is still not

understood correctly and thus surrounded by confusion.

i. Stress

Stress is the psychological, physiological and behavioural response by an individual when they perceive a lack of equilibrium between the demands placed upon them and their ability to meet those demands, which, over a period of time, leads to ill-health. (S. Palmer, 1989)

"Stress is a demand made upon the adaptive capacities of the mind and body" - David, Fontana. (1989).

Stress is man's adaptive reaction to an outward situation which would lead to physical, mental and

behavioral changes. Even though stress kills brain cells, not all stresses are destructive in nature. Appropriate amount of stress can actually trigger passion for work, tap latent abilities and even ignite inspirations.

ii. Stress at workplace

Pressure at the workplace is unavoidable due to the demands of the contemporary work environment. Pressure perceived as acceptable by an individual, may even keep workers alert, motivated, able to work and learn, depending on the available resources and personal characteristics. However, when that pressure becomes excessive or otherwise unmanageable it leads to stress. Stress can damage an employees' health and the business performance.

Work-related stress can be caused by poor work organisation (the way we design jobs and work systems, and the way we manage them), by poor work design (for example, lack of control over work processes), poor management, unsatisfactory working conditions, and lack of support from colleagues and supervisors.

Research findings show that the most stressful type of work is that which values excessive demands and pressures that are not matched to workers' knowledge and abilities, where there is little opportunity to exercise any choice or control, and where there is little support from others.

2. OBJECTIVES OF THE STUDY

The main objectives of the study are as follows:

- i. To measure level of stress of the teachers in management institutes.
- ii. To evaluate the impact of stress on physiological, psychological and

behavioural aspects of the teachers in management institutes

- iii. To study various techniques used by teachers to overcome stress.
- iv. To give suggestions there on.

3. LIMITATIONS

- i. The study is restricted to Kolhapur District.
- ii. The study is based on teacher's perception and their current experiences which may change in the days to come.

4. RESEARCH METHODOLOGY

i. Research Design

Descriptive research is used for the study as it involves fact- finding enquires related to stress aspect of teachers of management institutes of Kolhapur District

ii. Sampling Design

Convenient sampling method is used for the purpose of collecting data.

iii. Sample Size

Primary data has been collected from 30 teachers of Management institutes including head of the department, professors, associate professors and assistant professors and visiting teaching staff.

iv. Tools for analysis

- Simple percentage analysis
- Average range
- Standard Deviation
- Two way ANOVA
- Henry Garrett Ranking

5. HYPOTHESES

- i. Genders have no significant effect on level of stress.

- ii. Age have no significant effect on level of stress.
- iii. Gender and age interaction will have no significant effect on stress.

6. DATA ANALYSIS AND INTERPRETATION

A. CLASSIFICATION OF THE RESPONDENTS

The following table is prepared to classify the respondents for the further analysis. In the table respondents are classified on the basic of demographic factor like age, gender, marital status, education, experience and designation. It is observed from the table that the majority of the respondents belong to the age 30-39 years of age group whereas the least respondents are from the age group of 25-29 years. It is also observed that male respondents are double in number as compared to the female respondents.

EXPERIENCE	M.PHIL	9
	Ph. D	7
	5-10 YEARS	12
	10-15 YEARS	5
	15-20 YEARS	7
	20-25 YEARS	3
DESIGNATION	25 YEARS AND ABOVE	3
	ASSISTANT PROFESSOR	10
	ASSOCIATE PROFESSOR	9
	PROFESSOR	3
	HOD	4
	VISITING	4

TABLE NO.1

Between-Subjects Factors

	Value Label	N
AGE	25-29	2
	30-39	14
	40-49	11
	50-54	3
GENDER	MALE	20
	FEMALE	10
STATUS	MARRIED	27
	SINGLE	3
EDUCATION	MBA	4
	ENGG AND MBA	6
	MBA AND DIPLOMA	2
	M.COM AND MBA	2
	MBA	2

Descriptive Statistics LEVEL OF STRESS

GENDER	AGE	Mean	Std. Deviation	N
MALE	25-29	18.0000	.	1
	30-39	16.7500	5.84930	8
	40-49	11.8889	2.80377	9
	50-54	14.0000	.00000	2
	Total	14.3500	4.68227	20
FEMALE	25-29	27.0000	.	1
	30-39	22.8333	6.08002	6
	40-49	18.5000	2.12132	2
	50-54	16.0000	.	1
	Total	21.7000	5.55878	10
Total	25-29	22.5000	6.36396	2
	30-39	19.3571	6.51161	14
	40-49	13.0909	3.72705	11
	50-54	14.6667	1.15470	3

Total	16.8000	6.03095	30
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TABLE NO. 2

It is observed from the above table, both male and female respondents from the 25- 29 years of age group are having higher level of stress. When compared on the basis of gender, level of stress is higher in female respondents than male respondents.

Tests of Between-Subjects Effects Dependent Variable: LEVEL OF STRESS

Source	Type III Sum of Squares	Df	Mean Square	F	Sig.
Corrected Model	563.078 ^a	7	80.440	3.599	.010
Intercept	4773.565	1	4773.565	213.573	.000
GENDER	127.516	1	127.516	5.705	.026
AGE	157.960	3	52.653	2.356	.100
GENDER * AGE	15.799	3	5.266	.236	.871
Error	491.722	22	22.351		
Total	9522.000	30			
Corrected Total	1054.800	29			

a. R Squared = .534 (Adjusted R Squared = .385)

TABLE NO. 3

B. HYPOTHESES TESTING BY ANOVA

i. Genders have no significant effect on level of stress.

Interpretation: Considering gender as first factor, from the above table shows p value is 0.026 which is less than 0.05, i.e. 5% level of confidence. So, we reject the hypothesis that gender has no significant effect on level of stress. It can be concluded as gender of the respondents has significant effect on level of stress and there is a 2.6% chance of getting higher level of stressed by random chances.

ii. Age have no significant effect on level of stress.

Interpretation: Here second factor is age. From the above table calculated p value is 0.10 which is greater than 0.05, i.e. 5% level of confidence. So, here hypothesis cannot be rejected. Hence we accept hypothesis that age has no significant effect on level of stress.

iii. Gender and age interaction will have no significant effect on level of stress.

Interpretation: P value for interaction of gender and age is 0.871 which is greater than 0.05, i.e. 5% level of confidence. So here hypothesis is accepted and it is said that gender and age in combination have no impact on level of stress.

C. CAUSES OF DISTRESS BY HENRY GARRETT RAKING METHOD

RANKING THE CAUSES OF DISTRESS

S. No	Causes	Total Score	Mean Score	Rank
1	Personal Problems	1320	44.00	IV
2	Family Problems	1505	50.17	II
3	Financial Problems	1500	50.00	III
4	Social Problems	1260	42.00	V
5	Official Problems	1915	63.83	I

TABLE NO. 4

It is observed from the above table that official problems or the problems related with work place are the major causes of distress and thus ranked on the first position followed by family and financial problems as second and third position respectively. Similarly personal and social problems are placed on fourth and fifth position of ranking.

7. FINDINGS

- i. The study reveals Female teachers are having higher level of stress as compared to male teachers.
- ii. From the study, it was also found that age has no significant effect on level of stress.
- iii. Impact of Interaction of age and gender also remain insignificant on level of stress.
- iv. Work place related problems are the major stressor followed by

family problems and financial problems.

8. SUGGESTIONS

- i. Stress can be avoided or reduced by sharing problem with the colleagues, family members and friends.
- ii. Teachers belonging from the age group of 25- 29 years can engage themselves in learning at workplace from their seniors.

9. CONCLUSIONS

Stresses are an inescapable part of most people's lives and especially work life. People working in Institutes imparting education are also a part to it. The present study title "Stress analysis of Academicians of Management Institutes of Kolhapur District" was conducted with the selected teachers of management institutes as respondents. The main finding of the study shows that female teachers are having high level of stress. Main reasons for stress are managing personal and professional life, relationship with other employees and recognition of work in the organisation. It was also found that official and family problems are the main reasons of stress for all the respondents.

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