



OCCUPATIONAL STRESS-A STUDY ON TEACHERS WORKING IN SELF FINANCING COLLEGES IN KERALA WITH SPECIAL REFERENCE TO PALAKKAD DISTRICT

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Abstract

Stress is a term commonly used to describe feelings of tensions or exhaustion usually associated with work overload or overly demanding work. Stress is natural phenomenon in an individual's daily life. Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. In our fast paced world, it is impossible to live without stress. Teaching profession is generally considered as a noble profession with lots of expectations from various sections of the society. Many other organizations with changes in trend and expectations the teaching career also carries a huge amount of stress. Greater part of stress is associated with the rapid pace of changes in education in the last decade.

Introduction

Stress is considered to be any pressure which exceeds the individual's capacity to maintain Physiological, Psychological and or emotional stability. Stress is a term commonly used to describe feelings of tensions or exhaustion usually associated with work overload or overly demanding work. Stress is natural phenomenon in an individual's daily life. Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. In our fast paced world, it is impossible to live without stress, whether you are a student or a working adult. There is both positive and negative stress depending on each individual's unique perception of the tension between the two forces. Stress bears deliberating effects on both the employees and the employer. In the workplace, it can serve to enhance an individual's motivation, performance, satisfaction and personal achievement. Today the environment is characterized by three C's namely change, challenge and competition. In this tough and challenging competitive environment, it is very essential not only to survive but also to emerge as winners – the only key to stay in competition in the long run. Educational institutions are no exceptions to this phenomenon. Every institution puts its best efforts to be a best institution in importing knowledge. To serve this purpose the strongest assets available to organizations are its human resources, that is the teachers who are the sources of ample amount of information and knowledge. Teaching profession is generally considered as a noble profession with lots of expectations from various sections of the society. Many assume that teaching profession is the least stressful careers. Although not highly paid in comparison to professionals in the commercial sector, academics have been envied for their tenure, light workloads, flexibility and the freedom to pursue their own research interest – however during the past two decades many of these advantages have been eroded. Like many other organizations with changes in trend and expectations the teaching career also carries a huge amount of stress. Greater part of stress is associated with the rapid pace of changes in education in the last decade. In India the educational institutions are run by govt. as well as by some individuals or trusts. It has been observed that teacher in private educational institutions receive more stress than their counterparts of government institutions.

Objectives of the study

- To study the stress of teacher educators from self financing colleges of education.
- To analyze the impact of stress on individual's efficiency and effectiveness.
- To work out techniques used by the college teachers to manage work stress.
- To identify consequences of stress.
- To offer suggestions based on findings of the study.



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Scope of the study

The present study analyze the occupational stress among the self financing teachers in various colleges in Palakkad district and data was analyzed based on information gathered from teaching faculties from various colleges. Data was collected from 75 teaching staff in Palakkad district working in various self financing colleges.

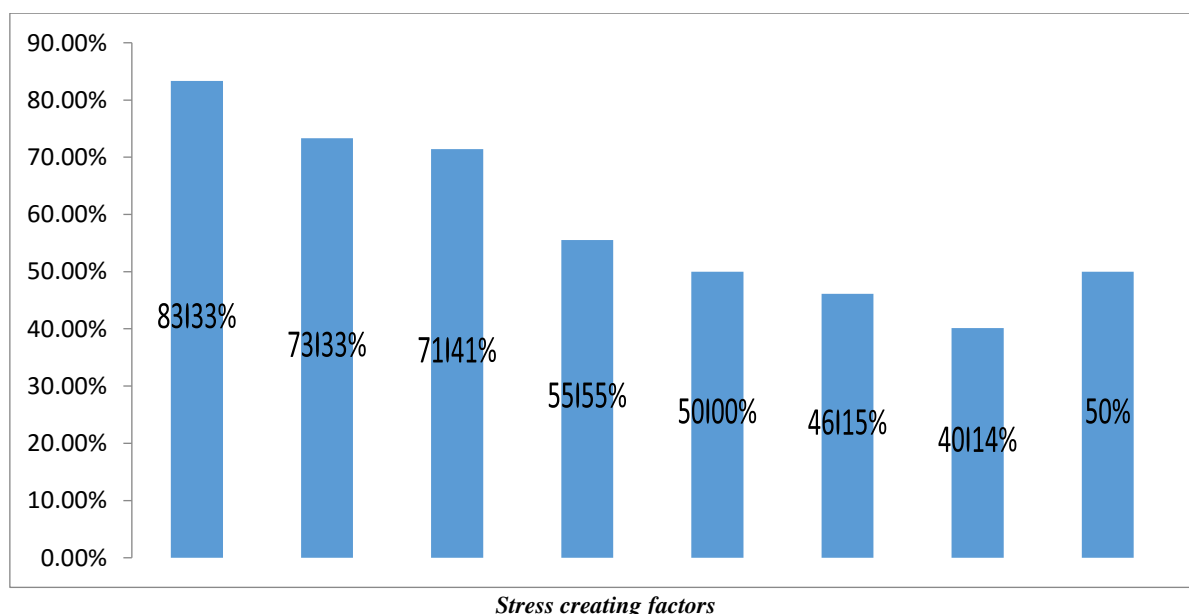
Data collection

The data gathered from both primary and secondary sources. Primary data is collected from questionnaires administered to various respondents. Secondary data is gathered from various published report, journals, research article etc.

Analysis & interpretations

Stress creating factors

	Number of respondents	PERCENTAGE
a) Job insecurity	67	83.33%
b) Poor student's behavior and their negative attitude to words study.	59	73.33%
c) Ineffective leadership	57	71.41%
d) Lack of motivation	44	55.55%
e) Negative attitude of colleagues	40	50.%
f) Excessive additional duty	37	46.15%
g) Lack of research and personal growth opportunities	32	40.14%
h) Work home conflicts	40	50%





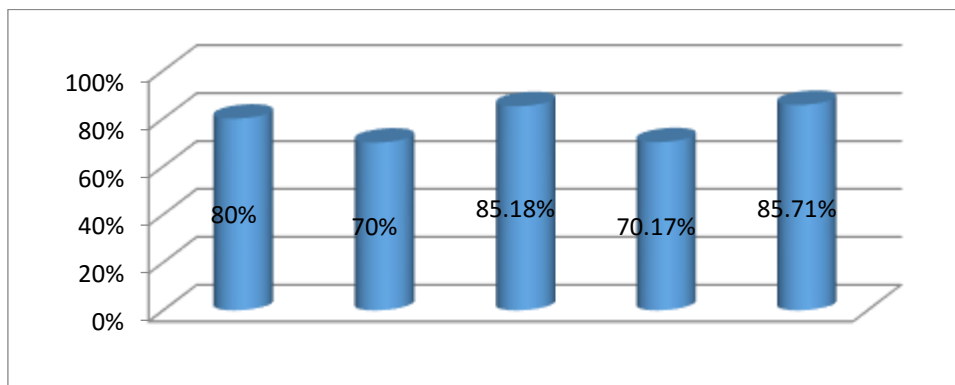
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Interpretation

The above table shows that opinions or stress creator factors about the teaching and handling students 83.3% of the college teachers assume job insecurity, 73.3% of respondents assume poor student behavior and their negative towards study and 71.41% of respondents assume ineffective leadership, 55.55% of respondents assume lack of motivation 50% of respondents assume negative attitude of colleagues, 46.15% of respondent assume excessive additional duty, 40.74% respondent assume lack of research and personal growth opportunities and 50% of respondent believe that work home conflicts are the key stress creating factors.

Impact of stress

Opinion	No. of respondents	
	No of respondent	%
Mood disturbances	64	80%
Psychological stress	56	70%
Negative about career	68	85.18%
Lowered efficiency	57	70.166%
Depressions	64	85.71%



Impact of stress

Interpretation

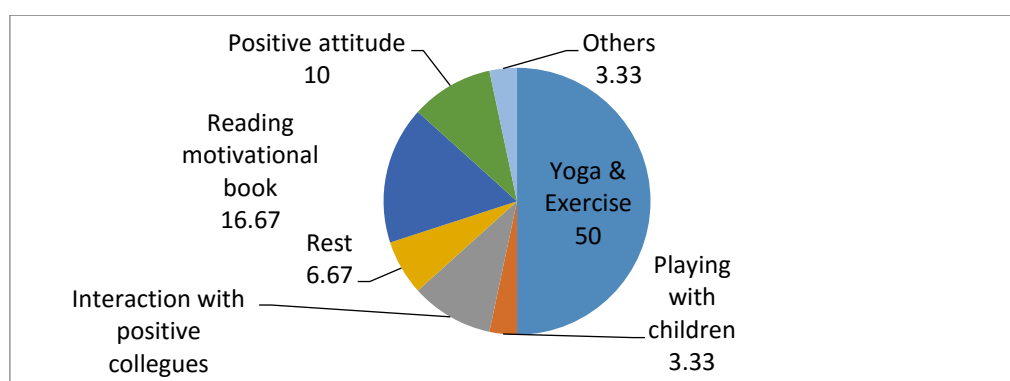
The above table shows that majority of respondents believe that stress create negative impact on teachers community. 80% of respondents assume that stress create mood disturbance, 70% respondents assume that it create psychological distress, 85.18% of respondents assume that it create negative about career, 70.166% respondents assume that it creates lowered efficiency and 85.71% respondents assumes that stress creates depression.



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Technique adopted to manage stress

Opinion	No. of respondents	Percentage
Yoga & Exercise	40	50
Playing with children	3	3.33
Interaction with positive colleagues	8	10
Rest	5	6.67
Reading motivational book	13	16.67
Positive attitude	8	10
Others	3	3.33
Total	80	100



Technique adopted to manage stress

Interpretation

The above table indicates the stress managing techniques and 50% of college teachers accept yoga & exercise as a technique to manage stress, 3.3% of college teachers accept playing with children as a stress management technique, 10% teachers accept interaction with positive colleagues, 6.67% teachers accept rest, 16.67% teachers accept reading motivational books, 10% teacher accept positive attitude, 3.3% teachers accept other techniques to manage stress.

Findings

- The factors like job insecurity, poor students' behavior and their negative attitude, lack of motivation etc. also create stress in teachers.
- The major psychological health problems faced by the teachers are feeling irritated and frustrated and often getting angry.
- The key stress management techniques like yoga and exercise, playing with children, Rest etc. has been observed.
- The teachers had to face troubles while coping with stress in personal life and work life.
- Stress creates huge impact on teachers like mood disturbances, negative about career, depression etc.
- Teachers feel stressed due to lack of salary also.

Suggestions

- The government should be more considerate of the teachers while few education policies or educational reforms.
- Need for periodical stress management programmes to reduce the stress among teacher educators which in turn will improve their functional skills and lead to effective teaching learning and better teacher education programme.
- Investigation can be conducted to find out the influence of attitude and academic interest on stress.
- Teacher should be provided with fair and regular salary.



Conclusion

Stress is any strain or exertion that disturbs the functioning of an organization. It is a condition that strains the working capacity of the individuals. Managing stress should be the responsibility of individuals also managing stress should be the responsibility of individuals also. The most important thing for individuals to remember is that stress is created by people's reactions to situations rather than the situation. Management must take several initiatives in helping their employees overcome its disastrous effect, as otherwise this would ultimately affect their performance and presence in a competitive market. Efforts should be made to provide a common platform to the teachers where they get an opportunity to develop them and project their potential talent.

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