

# AN EMPIRICAL STUDY OF WORK TRAUMA AMONG COLLEGE TEACHERS, CHENNAI.

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## ABSTRACT

Creating an organization where employees can achieve a good balance between work and family life is a growing concern for employees and organization. A significant number of faculty working in colleges, are indeed experiencing and reporting stress in the workplace due to heavy work overload. There is a strong relationship between hours worked per week, self-reported stress, and psychological wellbeing. In today's fast paced society, educational institutions seek options to positively impact the bottom line of their faculties, improve faculty morale, retain faculties. The impact of stress on age-related physiological capacities is influenced not only by endowed genetic substrate, but also by individual differences, including the frequency of exposure to stress, the nature and intensity of psychological and physiological reactions to stress, and the efficacy of restorative processes that replenish physiological reserves and fortify against future stress. Stress leads to poor individual and institutional growth. If one is suffering from stress, the aspect of life that causes it has to be identified. This paper outlines the issues connected with stress of faculty in educational institutions and the factors that determine work stress.

Keywords: Strees

## INTRODUCTION

Stress is a psychological and physiological response to events that upset our personal balance. The potential causes of stress are numerous. It may be linked to the outside factors such as the state of the world environment in which one lives or works or the family. The problem of stress is ever-growing. The age of mechanization, computerization has led to distress. In the mid-1950s Hans Selye (1956), an endocrinologist, perceived stress to be a neutral phenomenon. More specifically he defined it as a general adaptive syndrome or non-specific response to demands placed upon the human body. These demands could either stimulate or threaten the individual. The work of scientists and college teachers has largely changed recently. Work stress of faculty is linked to increased turnover and absenteeism and reduced job satisfaction, productivity, and health. Teachers have always been the centre of attention in the classroom, yet ironically their concerns and needs not have always been addressed in the same way. Work stress is a real challenge for college teachers and their employing institution.

## Review Of Literature

Several recent studies have examined work-life imbalance as a source of stress in academic staff. According to Gillespie N A the increasing work demands, due to which college teachers are forced to work evenings and weekends, the boundary between work and private life becomes blurred, and for most of them the level of work-life balance is far below desired. The encroachment of the work

domain on the private one does not occur only because of the lack of physical boundaries between those two domains, but also because of the psychological commitment to work, which interferes with the other roles, does not allow for relaxation during free time, and disrupts sleep. Kinaman and Jones noted that teachers, who perceived less control over work, schedule inflexibility, and less support from their superiors, experienced a higher level of work-life imbalance, which is also connected with the lower levels of psychological wellbeing, job dissatisfaction, and the intention of giving up the academic career.

## Objectives Of The Study

- 1.To identify the factors that causes Job Stress among college teachers.
- 2.To examine the relationship between Job Stress and performance.

## Research Methodology

Sample size: It was, for the purpose of this study, decided to select a sample of 50 respondents (college teachers) from Chennai. Samples were chosen through the convenience cum random sampling technique.

**Research instrument:** The study was conducted with pre structured questionnaire.

**Data analysis tools:** The information collected from the survey has been analyzed using different techniques. The statistical tool multiple regression analysis have been used in the present study. The multiple linear regression co-efficient (dependent variable) is found to be statistically good fit as R<sup>2</sup> is

0.837. It shows that independent variable contribute about 83.7 percent of the variation in the level of stress felt by the selected sample respondents and this is statistically significant at 1% level and 5% level respectively. The table indicated that the coefficient of Age, Monthly Income, Marital Status and Working Experience are positively associated with the level of stress. On the other hand, the co-efficient of Sex, Family System and Designation are negatively associated. Further the contribution of Age, Monthly Income, Marital Status and Working Experience are statistically significant implying that their influence on level of job satisfaction is stronger than the variables. Thus from the above analysis, the following observation could be made. The level of stress towards their job is positively associated with their Age, Monthly Income, Marital Status and Working Experience in the study area.

**Key Research Findings**

- 1.The Faculty members do experience high levels of stress.
- 2.The main stressors are job insecurity, salaries, and the physical work environment.

**Recommendations**

- 1.The educational institutions as well as each faculty need to be made aware that the institution recognizes the current high stress levels and should where possible institute remedial action to lower the stress levels.
- 2.Changing the demands of work e.g. by changing the way the job is done.
- 3.Review the workloads to map with each individual’s physical and mental capabilities. Give employees the opportunity to participate in the design of their own work situation.

**Multiple Regression Analysis**

S.No	Variables	Unstandardized coefficients		Standardized coefficients	T	Sign
		B	Std Errors	BETA		
	(Constant)	2.2115	0.419		5.286	
1	Age	0.678	0.072	0.389	9.41	1%
2	Sex	-0.213	0.054	-0.162	-3.925	1%
3	Marital Status	0.238	0.036	0.297	6.544	1%
4	Educational attainment	0.18	0.089	0.104	2.033	5%
5	Monthly income	0	0.042	0	-0.022	NS
6	Family System	-0.382	0.135	-0.134	-2.839	1%
7	Nature of college	-0.116	0.07	-0.069	-1.647	NS
8	Designation	-0.502	0.053	0.411	-9.388	1%
9	Teaching experience	0.321	0.066	0.232	4.848	1%
10	Working time	0.094	0.035	0.12	2.663	1%

R-Value	R2-Value	Degree of freedom - V1	Degree of freedom - V2	F Value	Significance
0.915	0.837	12	737	278.78	1%Level

**Conclusion**

This study indicates that college teachers are exposed to high levels of occupational Stress. The most important factor that creates stress is salary and other benefits followed by working conditions, relations with colleagues, job security and work load.

So the management by improving these factors can reduce job stress among college teachers.

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