



A Study On Stress And Strain Among Self Finance College Teachers Under Calicut University

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ABSTRACT

This paper aims to analyse the stress and strain among self finance college teachers under Calicut University .It also explains the satisfaction level of the self- financing college teachers to the salary and other facilities provided by the management. The primary data collected through structured questionnaire. The selection of sample is based on convenient sampling. There are 50 male and female self finance college faculties are coming under the sample. The findings of the study reveals that majority of the self finance teachers feel stress in their occupation. This analysis suggests that the Management should take personal attention on self-financing college teachers for reducing stress and strain among them.

INTRODUCTION TO THE STUDY

Stress alludes to the strain from the contention between our outside condition and us, prompting enthusiastic and physical pressure. There is both positive and negative stress, contingent upon every individual's special view of the strain between the two powers. In the work environment, it can serve

to upgrade a person's inspiration, execution, fulfilment and individual accomplishment.

Teaching profession was once seen as low-stress occupation. Some current investigations recommend that college staff is the most focused on work related gathering. To discover a sentiments about educating and taking care of ,to discover the anxiety makers, to the investigation of sharing anxiety issues, to discover systems connected by the College faculties for overseeing stress.

Stress is unavoidable piece of life because of expanding workload and complexities in day by day life. Presently a day the world is said to be universe of accomplishment and furthermore the

universe of stress. Stress is anyplace and all over, regardless of whether it is in family, companions, business organization or society. The investigation of concentrates identified with work push, uncovered that worry among instructors are abnormal state in the present situation. Right from birth to death ,every single individual presented to push. In this present examination, the examiner investigated the apropos factors identifying with Job Stress among Teachers by checking on the significant written works from the past investigations. Education is likewise one of the upsetting callings like numerous different callings They need to play out various parts and duties. Not just

this, they need to keep up welcoming association with Management Principal and Colleagues. On work stress can be named as Physical and Emotional reactions that happen when the necessities of the occupation do not coordinate with the capacities, assets or requirements of the Institutions. There are a number of factors cause occupational stresses among teachers based on the intensity of job and organization culture, which has a high level and huge impact on the employee efficiency,

these factors are present in all types of colleges. But more in the self finance colleges as there is a cut-throat competition among them. But the use of these will depend the situations and the nature of the work and employee.

Therefore, the investigator desires to know the various factors that affecting stress and strain of self financing college teachers.

SIGNIFICANCE OF THE STUDY

Occupational stress occurs in different context and teachers face stress in various levels. No two teachers face same amount of stress. If they identify their own level of occupational stress they can transform the stress into eustress by means of coping strategies. Those lecturers working in

government colleges will not be affected by many of the factors that contribute to stress like salary, work load, unsecured job, etc. This not the case with the lecturers who work in self-financing colleges. Self-financing colleges are affiliated to University. All such colleges apart from the

academic activities which have to be followed as per the university norms are not bound by it for any activities and administrative work. In this context it is generally found that the sole responsibility of running an institution lies with the management. This will generate autonomy for the management to run the institution as and how it likes. Many of the self-financing colleges are administered on the whims and fancies of the management of the institution. Management of the colleges will be on the existing financial condition of the institution. More over colleges will have stringent rules which lead to monotony, lack of freedom to express one's thoughts, low salary, workload less social support, problem related to students, etc .An institution to avail the services of an efficient knowledge worker, should provide the worker with good stress free working conditions. There are many colleges affiliated to University of Calicut. And as such a study related to selffinancing colleges is essential to analyse the situation of college teachers.

STATEMENT OF THE PROBLEM

In general, only because of simple work load, more leisure time and confined and default vacation period assured to the faculties in arts and science colleges lead to an opinion that arts and science college teachers are having no stress or too little stress. There are a number of factors cause occupational stresses among teachers based on the intensity of job and organization culture, which has a high level and huge impact on the employee efficiency, these factors are present in all types of colleges. Researches comparing the stress level of self-financing college teachers are also scanty. Therefore there is a need to conduct a detailed study on stressors among self-financing college teachers in this direction. Hence the present study on “a study on the stress and strain among self-financing college teachers under Calicut University with special reference to Malappuram district” is undertaken.

SCOPE OF THE STUDY

This study mainly covers the occupational stress, perceived behaviour under such situations and the causes of stress among the self-financing college teachers of Calicut University in Malappuram District. It also focuses on the various facilities provided by college Management and various techniques adopted by college teachers for reducing stress among them.

OBJECTIVES OF THE STUDY

1. To analyse the stress and strain among self-financing college teachers.
2. To know the satisfaction level of the self- financing college teachers to the salary and other facilities provided by the management.

HYPOTHESIS

- . The stress and strain of the respondents in the occupation do not dependent on their gender.
- . H0: The stress and strain of the respondents in the occupation do not dependent on their gender.
- . H1: The stress and strain of the respondents in the occupation dependent on their gender.

RESEARCH METHODOLOGY

The proposed study is descriptive in nature. This study is an analytical research employing survey method for data generation and convenient sampling technique is employed to select the required number of respondents.

SOURCE OF DATA

In this study both primary and secondary data are used. Primary data for this study are collected using Questionnaire. A well designed questionnaire is used to collect information .Secondary data collected from various books, journals and website.

SAMPLE DESIGN

The population of the study consist of unaided college teacher working in Malappuram district under Calicut University. Sample size for the present study is 50 unaided college teachers in various colleges. The sample is collected by using convenient sampling techniques. Convenience sampling is used for the study because we collect information only from a representative part of the population.

POPULATION

Here the population includes teachers in self finance colleges affiliated to Calicut university in Malappuram District. 50 self-financing college teachers are taken as sample from the population. Data collected by using questionnaire, it consists of number of multiple choice questions printed in definite order.

DATA ANALYSIS

Chi square test: Chi square test is a statistical test, which test the significance of difference between a set of observed frequencies and a set of the corresponding theoretical frequencies obtained from a sample drawn from the population, without any assumptions about the distribution of population.

LIMITATIONS OF STUDY

- 1.The study is only for Self-financing colleges in Malappuram district under Calicut University and it cannot be generalized for the other educational institutions.
- 2.The sample size is limited to 50 Number of teachers, which is not the true representation of the population.
- 3.Busy schedule of the faculties was hindrance to collect data. So they don't find enough time to read the questionnaire carefully.

REVIEW OF LITERATURE

Sagar Sharma (1979) in his research titled 'A Comparative Study of General Anxiety among Engineers and white collar workers as function of certain Demographic Variables', studied about the anxiety levels among engineers and white collar workers of a state Public Works Department as a function of job level, age, length of service and educational qualifications. The comparative study of various sub-groups of engineers and white collar workers revealed that engineers are significantly less anxious than white collar workers, at some job, age, experience and educational levels.

Herbert s. Kindler (1979) in his research article entitled 'The influence of a Meditation-Relaxation technique on Group problem-solving effectiveness' revealed that meditation teams improved more from pretest to posttest than control teams in solving the group problem faster with fewer transactions; also, members of meditation teams felt less

tense and showed more effective teamwork than members of control teams. The results are interpreted as encouragement for organizations to offer meditation-relaxation programs to employees on a voluntary basis.

Peters and Waterman (1982) in their study entitled the subsequent application of these ideas may involve competencies such as problem solving and technical ability. Furthermore, attempts to introduce such changes may sometimes meet with extreme resistance, thereby requiring competencies such as perseverance and standing alone.

DATA ANALYSIS

CLASSIFICATION ON THE BASIS OF CAUSES OF STRESS AND STRAIN ON OCCUPATION

| Causes | Agree | | Disagree | | Total |
|------------------------------|-------|----|----------|----|-------|
| | No. | % | No. | % | |
| Class room Discipline | 34 | 68 | 16 | 32 | 50 |
| Work Load | 38 | 76 | 12 | 24 | |
| Lack of Proper Resources | 26 | 52 | 34 | 68 | 50 |
| Low salary | 45 | 90 | 5 | 10 | 50 |
| Time Management | 28 | 56 | 22 | 44 | 50 |
| Relationship with Management | 20 | 40 | 30 | 60 | 50 |
| Relationship with Colleagues | 16 | 32 | 34 | 68 | 50 |
| Late payment of salary | 39 | 78 | 11 | 22 | 50 |

TESTING OF HYPOTHESIS

H₀:The stress and strain of the respondents in the occupation do not depend on their gender

H₁:The stress and strain of the respondents in the occupation depend on their gender

| Gender | Stress and strain | | Total |
|--------|-------------------|----|-------|
| | Yes | No | |
| Male | 24 | 1 | 25 |
| Female | 22 | 3 | 25 |
| Total | 46 | 4 | 50 |

$\chi^2 = \frac{(O-E)^2}{E}$ O=Observed Frequency E=Expected Frequency

| | | | |
|-------|----|---|-------|
| | | | / |
| 24 | 23 | 1 | 0.043 |
| 1 | 2 | 1 | 0.5 |
| 22 | 23 | 1 | 0.043 |
| 3 | 2 | 1 | 0.5 |
| Total | | | 1.086 |

Degree of freedom = (r-1)(c-1) (2-1)(2-1) = 1 Level of significance =5%

Table value=3.84 Calculated value =1.086 The Chi square value calculated from above data is 1.086.The table value at 5 level of significance and degree of freedom 1 is 3.84.Since the calculated value

is less than the table value ,the hypothesis is accepted.

Hence Stress and Strain of the respondents in the occupation do not dependent on their gender.

FINDINGS

- 1.From the study it is found out that some of the college teachers are satisfied with the facilities provided by the management.
- 2.Majority of the self finance college teachers feel stress by late payment of salary. Class room discipline, Time management, Work load and Low salary are other reasons for their stress.
- 3.Majority of college teachers taking 12- 15 hours of class in a week.
4. Majority of the faculties are earning income in between 15000-20000.
- 5.From the study it is revealed that college management provides some facilities like staff trip, accommodation and transportation.

SUGGESTIONS

- 1.Salary must provide on the time and there will be needed an increment on the salary.
2. Management should take personal attention on self-financing college teachers for reducing stress and strain among them.
3. Should provide some training facilities also to them.

CONCLUSION

There are number of factors cause occupational stress among self-financing college teachers. The major causes of the stress are late payment of salary, Class room discipline, Time management, Work load and Low salary. College management provides various facilities to the teachers like staff trip, refreshment, transportation , accommodation, etc. They are satisfied in the facilities provided by college management.

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