

An Analysis Into Demographic Effect On Stress Level Among Employees In Private Colleges

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ABSTRACT

Stress impacts everyone in the workplace. Irrespective of the kind of work a person does his economic back ground or his age no one is immune from stress. It have effect on family well-being and health of an individual. The WHO says that stress is an “Epidemic across Globe”. The United Nation Organization calls the stress resulting from job as “the disease of 20th Century” The frightening reality is that “Immunity is completely absent against stress”, for it can affect anyone. Stress in the workplace, is due to the inter-connected, competitive and profit-driven organizational culture, these features along with “round-the-clock” connectivity through cell phones and computers also add to stress levels. From the analysis it is found that there is no significant difference between considered demographic factors and parameters.

Keywords: *Demographic effect, Stress level, Private college employees*

INTRODUCTION

Human resources management experts, psychiatrists and psychologist have spent lot of time and effort in analysing the stress at workplace that hinders the employee to meet the demands of the job. The job stress may be from there is too much to do, no adequate resource of any kind, heavy workload accompanied with strict deadlines, harsh superiors, incapable subordinates and insecurity in job. Other set of stressor emerge from family circumstances of an employee like sickness of parent, spouse and child, clash with spouse or other family members, financial demands. Both stressors are equally important in creating tension for employee and affects the performance in workplace.

Another internal factor that affect worker stress is perceived control they have over their work and working condition. Employees with autonomy and freedom to make decision and degree of independence handles the pressure more effectively than the counterpart who doesn't have autonomy. It is based on the actual control and relative perception about the freedom. It is also influenced by work schedules, capability of self-managed teams and practice of participative leadership. Since two employees may have the same actual control and fallibility. It is their relative perception of that freedom that counts employers can help to meet this need for control through flexible work schedules forming self-managing teams and practicing participative leadership.

Statement of the Problem

Like all other sector under the sky, Indian educational institutions also has the problem of stress. Quality of students gets diminish day by day, at the same time there is a steep rise in teacher discontent. There is unprecedented quality faculty shortage in private self-financing colleges. The rate of attrition in self-financing college is 10% per annum. One of the reason for teachers leaving the job is lucrative offer in other sector. So in order to curb the attrition, the study is stress management is necessitated.

Objectives of the study

- To assess the effect of demographic factors on stress among faculties.

Scope of the Study

This study to focus on faculty members employed in various colleges in Chennai city. The researchers have selected six hundred and twenty teaching staff in self-financing colleges, offering under-graduate and post-graduate courses in Arts & Science and Engineering. The researchers have not included staff in government and government-aided colleges as the working environment in these educational institutions is comparatively less stressful as compared to self-financing colleges.

Review of Literature

Roger Rowland (2008), this study focus on analysing the stress level of genders. They concluded that stress for women comes from workplace relationship and men are affected by change and workload. Men become aggressive when they undergo stress, whereas women resort to gossiping.

Wendy Campione (2008), for women stress arises from self, family roles such as spouse, mother, daughter in law, daughter and in connection to that. In addition to family roles, they also have to undergo employment role.

Wan Hussin (2008), stress level of an individual directly affects in three perspectives, they are physical, psychological and occupational functions.

Sanghamitra Buddhapriya (2009), the author aims at analysing the work-family balances of women professionals. For women main source of stress is overload work in paid work and family role conflict associated in family care.

Sathyanaarayana & Maran (2011), from this study the researcher observed from the analysis that the level of job stress depending on their marital status, years of experience and annual income, wherein work related stress depends on designation, age and interpersonal stress depends on nature of job. Among the various coping mechanism, proper time management and talking with friends are most preferred one and reading novels as the least preferred one.

Usman & Subramanian (2015), the study aims at analysing the level of stress among employees in fabrication industry, Level of stress varies from level of employees, When stress is management it will leads to not only increase in performance but also well managing the environment.

Venkateswara Prasad & Usman (2016), in this descriptive study the authors aim at ascertaining the consequences of stressors on women employees and also way to manage stress. They concluded that age, marital status and family type has relationship with family problem causes stress. They also stated that employees can control stress by listening to music.

Maran & Praveen (2018), in this paper the author aims at studying pull factors influencing the employee attrition and various retention factors. It was concluded that four primary factors examined as pull factors are compensation and other benefits, flexible work environment, on-site opportunities and career opportunities and prospects. Stress has more impact on female employee than male employee.

Research Methodology

Research Design: Descriptive Research

Data Collection: Primary Data – Questionnaire, Secondary Data: Journals, Websites, Magazines etc.

Sampling Design: 120 samples identified through Convenience Sampling technique.

Statistical Tools: One way ANOVA

Limitations of the Study

This is a sample based study and has certain inherent limitations subjective bias on the part of the respondents cannot be completely ruled out.

The study was conducted among respondents employed self-financing in and around Chennai city. As such the findings are applicable only to this category of respondents in the city.

The collection of the filled up questionnaires was accomplished after numerous reminders and follow-up visits to colleges and schools. The job of distribution and collection of the filled up questionnaires took over five months.

SIGNIFICANT DIFFERENCE BETWEEN TYPES OF EDUCATIONAL INSTITUTIONS WITH REFERENCE TO OPINION ABOUT THE EFFECTIVENESS OF GENERAL STRESS REDUCTION PRACTICES.

Null Hypothesis: There is no significant difference between types of educational institutions, with reference to opinion about the effectiveness of general stress reduction practices.

Table 1: One Way ANOVA for significant difference between types of educational institutions with reference to opinion about the effectiveness of general stress reduction practices.

Types of Educational Institutions	Mean	S.D	F Value	P Value
Social & Life Sciences Colleges	17.1	2.13	1.922	9.105
Technological Institutions	16.67	2.69		
Professional Courses	16.98	2.89		

In order to find out if there is any significant difference between types of educational institutions, with reference to opinion about the effectiveness of general stress reduction practices, one-way ANOVA is used. Since the P value is more than 0.05, the null hypothesis is accepted at 5% level of significance. Hence it is concluded that there is no significant difference between respondents' opinion with respect to the effectiveness of general stress reduction practices.

SIGNIFICANT DIFFERENCE BETWEEN TYPES OF EDUCATIONAL INSTITUTIONS WITH REFERENCE TO OPINION ABOUT THE INEVITABLE SITUATIONS/ REALITIES FACED BY THE RESPONDENTS.

Null Hypothesis: There is no significant difference between types of educational institutions with reference to opinion about the inevitable realities/situations faced by the respondents.

TABLE 2: One Way ANOVA for significant difference between types of educational institutions with reference to opinion about the inevitable realities/situation faced by the respondents.

Types of Educational Institutions	Mean	S.D	F Value	P Value
Social & Life Sciences Colleges	18.4	3.72		
Technological Institutions	19.19	3.74		

Professional Courses	18.7	3.09	1.484	0.205
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In order to find out if there is any significant difference between types of educational institutions, with reference to opinion about the inevitable realities/situations faced by the respondents, one-way ANOVA is used. Since the P value is greater than 0.05, the null hypothesis is accepted at 5% level of significance. Hence it is concluded that there is no significant difference between respondents' opinion with regard to the inevitable realities/situations faced by them.

Conclusion:

Stress impacts everyone in the workplace. Irrespective of the kind of work a person does his economic back ground or his age no one is immune from stress. It have effect on family well-being and health of an individual. The WHO says that stress is an "Epidemic across Globe". The United Nation Organization calls the stress resulting from job as "the disease of 20th Century" From the analysis it is found that there is no significant difference between considered demographic factors and parameters.

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