



International Research Journal of Human Resources and Social Sciences  
Impact Factor- 2.561,  
Volume 3, Issue 1, Jan 2016 ISSN(O): (2349-4085) ISSN(P): (2394-4218)

ASSOCIATED ASIA RESEARCH FOUNDATION

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## “Work Stress Among the Faculties of Management Institutes – Causes, Consequences and Strategies to Prevent”

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### **Abstract –**

*The problem of work stress is very common in any organization occupation or in profession. Higher educational institutes are not exception for that. In several educational institutions there are higher levels of work stress among the faculty members. The present study focused on the nature of work stress prevalent and the various factors causing to work stress among the faculties of management institutes. Through the study an attempt has been made to examine the physical and psychological effects of work stress and various work stress management strategies implemented by the management institutes in Pune city. Through the study author has also focused on the positive effects derived from the work stress management strategies.*

**Key Words** –Management Institutes, Faculty members, Work stress management strategies.

### **I. Introduction –**

According to the world Health Organization (WHO) work stress is world-wide epidemic, which adversely effecting on the employees in various sectors. The problem of work stress is not only limited to the manufacturing and service sectors employees but also to the education sector employees. Through many studies it was observed that, teaching profession is one of the stressful professions worldwide. Because of competitive stature of

worldwide education sector has been changing in a dynamic business environment. The faculty members in higher educational institutes face new challenges today. Demand of faculty members is develops new knowledge and skills to perform new tasks rapidly with a view to development of students. This often leads to over whelming pressures and challenges for the faculty members in management institutes which consequently leads to conflict and stress. Work stress of faculty members in management institutes is appears to be significant as satisfied faculty are more committed and contribute quality inputs in the profession of teaching, thereby enhancing the quality of students and their overall development. On the contrary faculty having severe work stress caused to negative results effecting in the reverse direction the quality of education. Therefore, work stress of faculty is very crucial issue to the students as well as institution.

## **II. Review of Literature –**

- 1) Garima Agarwal, (2015), has focused on the problem of work stress among the faculty members of management institutes with respect to age, gender, educational qualification, designation and income. Through the study author has observed that there is a significant difference exists pertaining to age, gender, educational qualification, designation income in the context of work stress.
- 2) K. S. R. Krishan, (2016), has discussed on the job stress of faculty relating to management education in Andhra Pradesh. Author has focused on the causes and consequences of work stress, and explained the concept of job stress. Through the study author has also focused on the impacting factors of work stress among the faculty members of management institutes. Through the study author has analysed the relative influence of the factors impacting work stress. Author has suggested policy initiatives for the management institutes to reduce work stress.
- 3) S. K. Chaturvedi and H. M. Saxena, (2014), have examined the work stress effects in management faculty members by gender. Authors have measured the extent of job satisfaction related to family role stressor and work role stressors. Through the study authors have also focussed on the relationship between stress effects and job satisfaction. This study focused on the causes of work stress among management institutes' faculty members; and this study focused on the effects of stress experienced by male and female faculties.

- 4) Pratur Sing and Sangeeta Rani, (2015), have explored the perceptions of faculties towards work stress by using well-structured questionnaire. Through the study authors have focused on the causes of work stress that affects a teacher in college atmosphere. Authors have also analysed the impact of work stress on teacher's efficiency and effectiveness; and focused on the various measures taken by the faculties to manage work stress. Authors have concluded that, work stress has become contemporary, being an occupational hazard in fast pacing faculty members in colleges and management institutes.
- 5) N. Sabharwal and Arjun Handa, (2013), have discussed on the phenomenon of stress among faculty members and tried to find out how they combat with work stress operatively and strategically in higher educational institutions in Pune. Through the study authors have observed that the determinants of stress among the administrators are numerous and varied. Authors have also observed that, pressure of time, poor infrastructural facilities, low pay prospects are some of the major high ranked stressors.

### **III. Importance of the study –**

The work stress among faculty members of management education institutes has been reportedly greater than that for the employees in other sectors. The role of faculty members of management institutes is not restricted to only teaching rather they also have to contribute towards other institutional functions; and therefore there is higher level of work stress among them. The present study is important because there are very few studies have been conducted on work stress among faculty members in higher educational institutions, especially in management education institutes. Keeping in view the gaps in research the present study aims to focused on the causes and consequences of work stress among the faculty members and focused on the various stress management strategies implemented in management institutes and its physical and psychological effects on the faculty members in the light of sample of few faculty members engaged in various management institutions.

### **IV. Objectives of the study –**

- 1) To understand the factors causing to work stress among the faculties of management institutes.
- 2) To understand the nature of work stress prevalent among the faculties of management institutes.

- 3) To know about the physical and psychological effects of work stress among the faculties of management institutes.
- 4) To focus on the various work stress management strategies implemented in management institutes.
- 5) To understand the positive effects derived from the work stress management strategies.

#### **V. Limitations of the study –**

- 1) The main purpose of the study is to causing factors, nature, physical and psychological effects of work stress faced by faculty members in management institutes.
- 2) There are several variables of work stress that affects the behavioural pattern of faculty members, but the present study is confirmed to selected variables like physical and psychological effects of work stress.
- 3) The geographical limit set for the management institutes was the Pune City only.

#### **VI. Sampling Technique -**

Convenient sampling method has been adopted for the selection of faculty members.

#### **VII. Size of the sample –**

The sample population consisted of 50 faculties from 10 management institutes; situated in Pune city. 5 faculty members were selected from 10 institutes (that is  $5 \times 10 = 50$  faculty members).

#### **VIII. Research Methodology –**

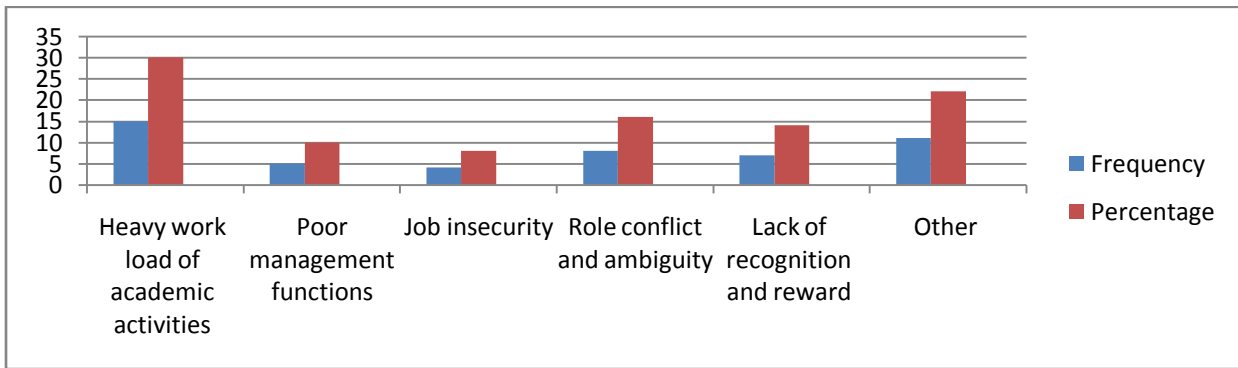
Descriptive research method was adopted. Primary data were collected from the selected faculty members with the help of questionnaire. The collected primary data were analysed through simple percentile analysis method. Secondary data were collected through various study papers, articles, published in the national and international journals, books etc.

**IX. Results and Discussion –**

**Table No.1**

**Factors causing to increase work stress**

Factors	Frequency	Percentage
Heavy work load of academic activities	15	30
Poor management functions	05	10
Job insecurity	04	8
Role conflict and ambiguity	08	16
Lack of recognition and reward	07	14
Other	11	22
Total	50	100

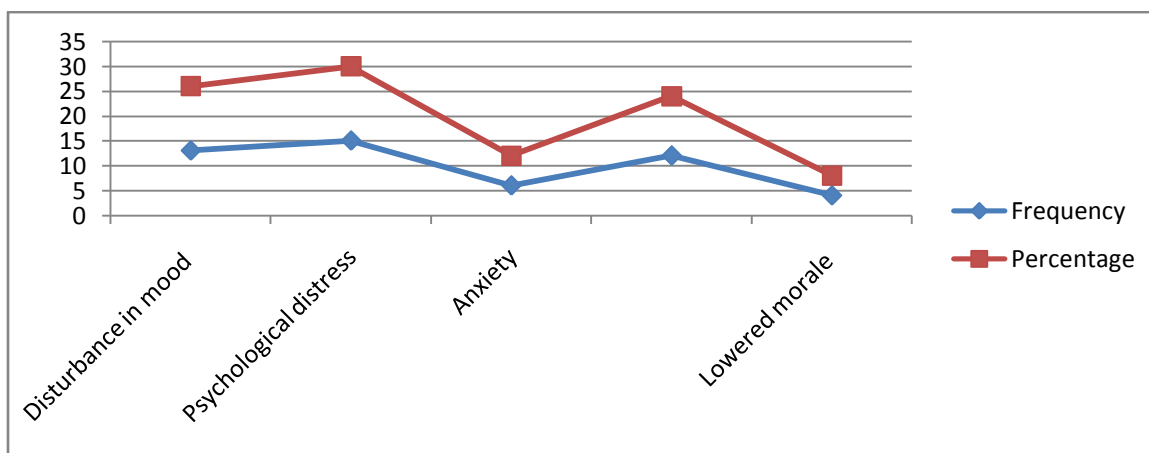


As per the collected information in the opinion of 30% respondents, Heavy work load of academic activities is the major causing factor to increase work stress. It leads to work high number of unpaid overtime hours; hence in the heavy work load of faculty. 10% respondents have opined that, poor management functions causing to increase work stress. Poor management functions make faculty members feel to powerless and helpless. 8% respondents opined that job insecurity is the major causing factor for increasing work stress. Role conflict and ambiguity is also one of the major factors causing to increase work stress among faculty members stated by 16% respondents. Limited opportunities for promotion and high level of competition, lack of recognition and reward leads to stress, opined by 14% respondents. 22% respondents have stated other causing factors of work stress such as, lack of good communication with colleagues, and management officials, lack of management support for conducting any innovative activities etc.

**Table No.2**

**Nature of work stress prevalent among faculty members**

Particulars	Frequency	Percentage
Disturbance in mood	13	26
Psychological distress	15	30
Anxiety	06	12
Cardiovascular disease and fatigue	12	24
Lowered morale	04	8
Total	50	100

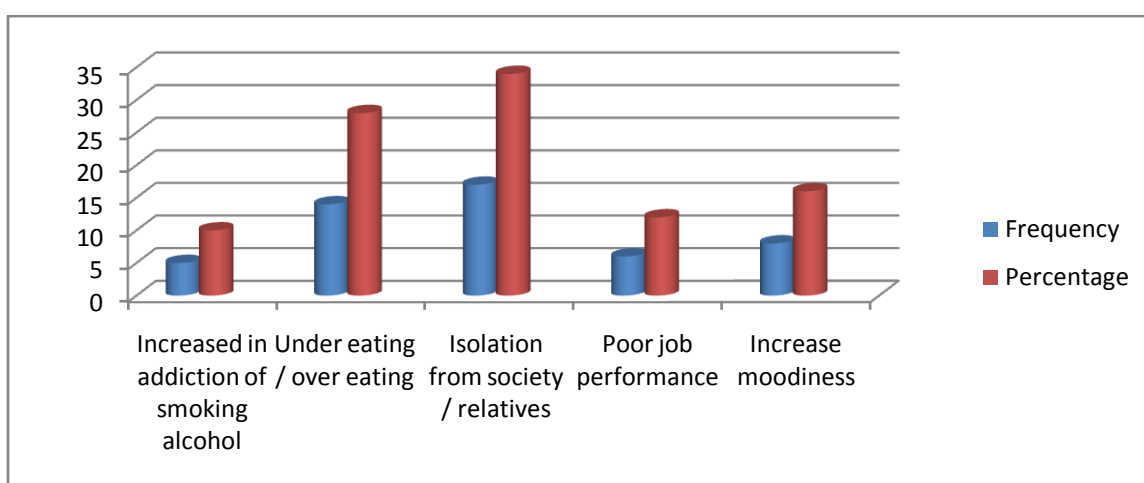


According to the information provided by the respondents there are many types of work stress prevalent among the faculty members of management institutes. In this context 26% respondents were facing the problem of mood disturbance, 30% respondents facing the psychological distress due to heavy work stress and 12% respondents facing the problem of anxiety. Cardiovascular disease and fatigue problem facing by 24% respondents and 8% respondents facing the problem of lower moralization.

**Table No.3**

**Physical and Psychological impacts of work stress**

Particulars	Frequency	Percentage
Increased in addiction of smoking alcohol	05	10
Under eating / over eating	14	28
Isolation from society / relatives	17	34
Poor job performance	06	12
Increase moodiness	08	16
Total	50	100

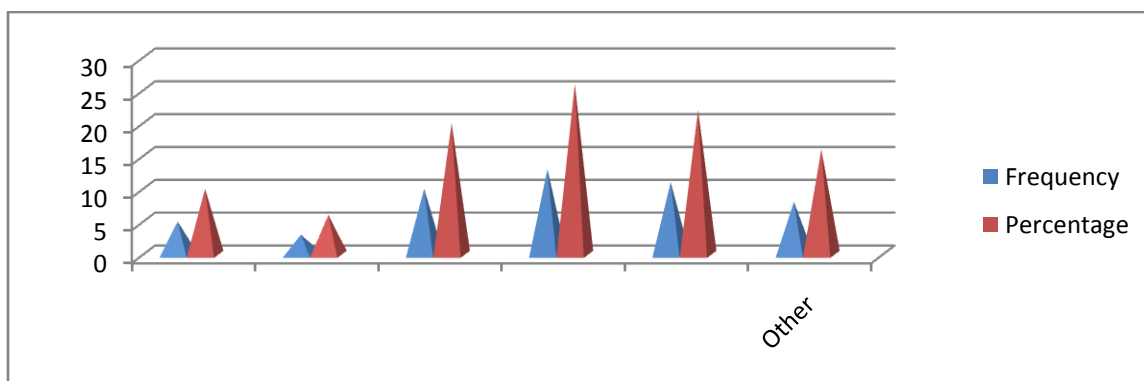


Work stress is generally indicated as a deviation from normal functioning of body and mind. According to the information provided by the respondents, addiction of smoking and alcohol is increased among the 10% of the respondents due to work stress. 28% respondents are facing the problem of under eating and some of them facing the problem of over eating. These respondents have no any control on their eating habits and eating pattern. Majority of the respondents (34%) have made isolated them from society or relatives due to heavy work load. They cannot spare adequate time with their relative's family members and society because of lack of time. 12% respondents have stated that, their job performance is very poor due to work stress; and 16% of the respondents have stated that their moodiness has increased due to heavy work stress.

**Table No.4**

**Work stress management strategies implemented in the management institutes**

Particulars	Frequency	Percentage
Flexible working hours	05	10
Promotion / Awards	03	06
Recognition to faculty's achievement	10	20
Providing job security	13	26
Adequate pay, maintain good, organizational environment, yoga, meditation at personal level, etc.	11	22
Other	08	16
Total	50	100



As per the collected information there are many measures have been taken by the management institutes with a view to reduce work stress of faculty members. 10% respondents have stated that, there is flexible working hours in their institutes. 26% respondents have stated that, management have provided job security to them which has positively impacted on their performance and positively impacted on the work stress reduction. 22% respondents have stated that adequate and timely payment, efforts by management maintain good organizational environment are also some of the major strategies implemented in the institutes. There is recognition to the faculty members by the management officials for their task achievement stated 20% respondents. Apart from this problem and awards strategy is also implemented in the institute, stated by 6% respondents.

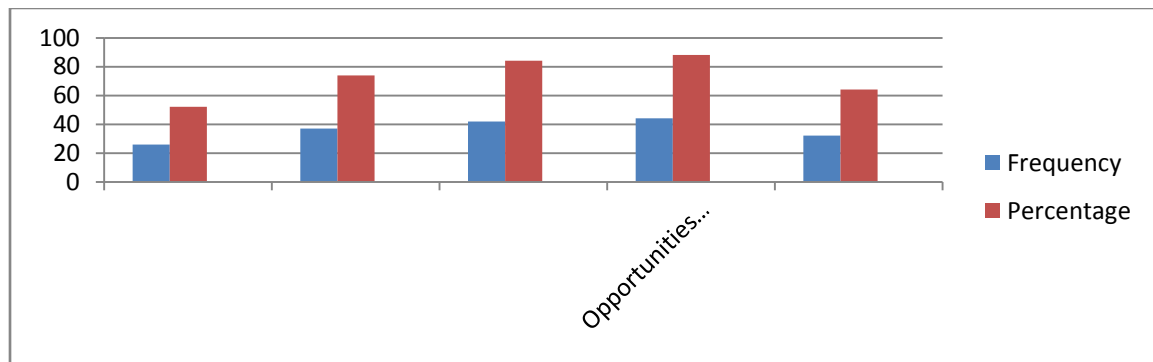


16% respondents have stated that at their personal level they are doing yoga, meditation and some time they are shearing of ones work load.

**Table No.5**

**Positive effects derived from the stress management strategies (Multiple)**

Particulars	Frequency	Percentage
Increased awareness about stress management techniques	26	52
Self-confidence has improved	37	74
Improved skills of managing psychological problems	42	84
Opportunities of career development has enhanced	44	88
Job performance has improved	32	64



The opinion of the respondents towards the positives effects derived from the stress management strategies is assessed in the above table. Respondents have responded multiply in this regard. 52% respondents have stated that, due to effective implementation of stress management strategies their awareness about stress management techniques. 74% have stated that, their self-confidence has increased, 84% have opined that, skills of managing psychological problems has improved due to work stress management strategies. In the opinion of 88% respondents, they have got opportunity for their career development, and 64% of the respondents have stated that, their job performance has improved due to effective stress management strategies.

**X. Major findings –**

- 1) It is found that there are several factors causing to increase work stress among the faculty members of management institutes. Their role is not restricted to only teaching but they have

to contribute towards other institutional and academic functions, which caused for increasing work stress.

- 2) Mood disturbance, psychological distress, cardiovascular disease and fatigue and anxiety are some of the major types of work stress facing by majority of the faculty members in management institutes.
- 3) It is found that, majority of the respondents are facing physical and psychological problems due to work stress; such as increased moodiness, keeping isolation from family members, relatives and society. They have not control on their eating habits. Some of them addicted of alcohol and smoking to get relief from heavy work stress.
- 4) It is found that, the major work stress management strategies like, flexible working hours, recognition to faculty's achievement, providing job security etc. have been implemented in the selected management institutes. Apart from this, the strategies like adequate pay, maintaining good organizational environment etc. are also implemented in the institutes. At individual level, many faculty members are doing yoga, meditation and they share their colleague's work load whenever necessary.
- 5) It is observed that, there are many positive effects derived from the stress management strategies implemented in the management institutes. Due to effective implementation of work stress management strategies, awareness about stress management techniques, self-confidence of the respondents have increased. Apart from this their skills of managing psychological problems and job performance are also improved.

#### **XI. Suggestions –**

- 1) Efforts should be taken by the management institution to reduce the work stress of the faculty members, by limiting the additional non-academic functions.
- 2) Adequate incentives may be given to motivate faculty members.
- 3) Counselling and innovative work stress management programmes should be conducted in the institutes on pilot basis and successful programmes should be implemented for a long time.
- 4) Interventions like training pertaining to relaxation techniques and more social interactions with every event in institutes might be helpful to reduce work stress among the faculty members.
- 5) There should be periodic health check-ups of faculties to diagnose work stress related issues.

- 6) There should be adequate equipment of faculties and other staff in the institute, which might be helpful to reduce the work stress among the faculties.

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