



A STUDY OF SOURCES AND IMPACTS OF OCCUPATIONAL STRESS AMONG THE TEACHERS OF SELF-FINANCED COLLEGES IN SURAT CITY

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ABSTRACT

In 20th century, teaching is considered as a gracious and rarely reported as a stressful profession. But in 21st century, teachers have been found in occupational stress. Keeping this view, this research study has been carried out to find out the Sources and analyze the Impacts of Occupational Stress among Teachers of Self-Financed Colleges in Surat City. 100 teachers of self-financed colleges affiliated to Veer Narmad South Gujarat (VNSGU) convenience sampling method. The data has been collected by framing a structured questionnaire. It has been analyzed by applying one sample t-test, correlation and multiple regressions. On the bases of analysis, it has been concluded that the teachers of self financed colleges affiliated to VNSGU are suffering from occupational stress.

KEY WORDS: Stress, Education, Self-Financed Colleges

1. INTRODUCTION

Stress is the body's distracted response. It is harmful for the body. Because of stress, many diseases can be developed in the body. It also affects out of the body part. Because of stress, person does not like to involve in the work. He/she does not engage with the society. It increase divorce rates and other nuisance also. Even it leads the person to the suicide. Stress may be general or occupational. General stress is related with the personal life whereas occupational stress is related with work life. So, occupational stress is also known as work stress. Work stress remains in service, business as well as in profession.

In 20th century, teaching was considered as a gracious profession. It was hardly ever noted as a stressful profession. However, in the recent years, it has been considered as one of the most stressful profession. Now days, teachers have been found in stress. There would be various reasons behind it. They have to face different demands weather it is either from the college management or from the parents and society. At the other hand, they have to improve

themselves in terms of creativity, innovations and critical thinking. So they can manage themselves with the advancement in the science and technology because if they fail to provide knowledge and services to society, they are criticized. So the issue of stress among teachers should be given a serious attention.

2. LITERATURE REVIEW

It has been found that stress is related with gender, age, marital status, working experience and working hours (Loo M.K. et al., 2015). Variables like demographic and work characteristics of parenthood, number of children, hierarchical level, department, and working hours , administrative ,salary ,workload , student behaviour , relationship with parents , duties and paperwork , administrative support of teacher in discipline issues , anxiety about student performance on tests , professional recognition, cooperative effort among staff ,student assessment are stress indicators, teacher-student relationship , student motivation ,professional development ,collegial opportunities ,decision making power , professional development, empowerment are the parameter of stress (Sue Ellen Johannsen, 2011).

3. PROBLEM STATEMENT

Teacher attrition is a serious issue in self financed institutions in India. They are looking in stress due to such factors like inadequate salaries, work overload, curriculum concerns stemming from federal, state and local mandates, lack of shared decision making and unsatisfactory relationships with management. The stress affects individual, interpersonal as well as at institutional level. If the management and society need an effective education, they need experienced and stress less teachers in education who are capable to deal with such challenges. So, it becomes very important for the management to focus on such factors related to teachers' stress and try to solve it. Keeping this thought, the problem of the statement for this research study is framed; Are the teachers of self-financed colleges in Surat city suffering from occupational stress?

4. SIGNIFICANCE OF THE STUDY

As the title suggests, this research tries to find out the sources and impacts of occupational stress among teachers of self-financed colleges in Surat city. The findings of this study will provide appropriate direction to the management as well as university to plan future professional development and give their best to meet the needs of all teachers. If this will be done, it may be possible that teachers will become relax and they begin to give their 100% to the students, management as well as society.

5. OBJECTIVES OF THE STUDY

1. To find out the Sources of occupational stress among teachers of self-financed colleges in Surat city.
2. To determine the factors which impact on occupational stress among teachers of self-financed colleges in Surat city.

6. HYPOTHESIS OF THE STUDY

H_0 : Teachers of self-financed colleges in Surat city do not suffered by stress.

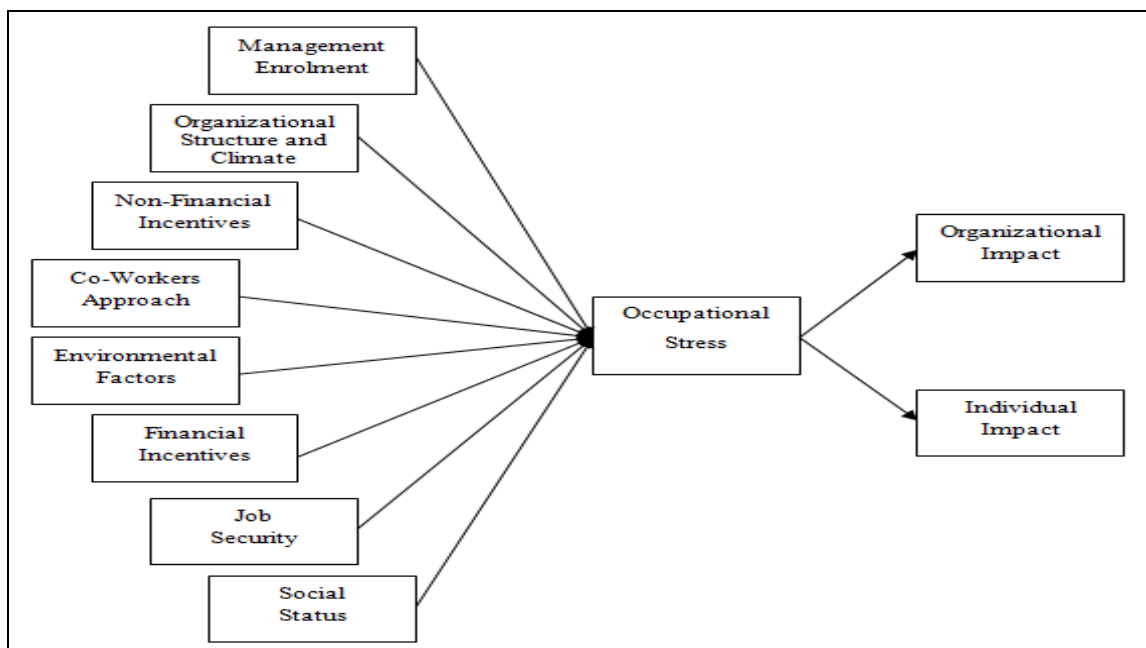
H_1 : Teachers of self-financed colleges in Surat city are suffer by stress

7. SCOPE OF THE STUDY

1. The study is limited to Surat City Only
2. Teachers of self-financed colleges have been considered.

8. RESEARCH MODEL

Figure No.1.1 Conceptual Research Model



9. RESEARCH METHODOLOGY

The present study is based on sources and impacts of occupational stress among teachers of self-financed colleges in Surat city. To find out the sources and impacts of occupational stress, 100 teachers from self-financed colleges of Surat city have been considered as respondents. The data has been collected through a structured questionnaire. A questionnaire has been framed on the bases of those statements and components which have been found from the review of literature. The data has been collected as per the convenience of the respondents as

well as researcher. One sample t-test, exploratory factor analysis and multiple regressions have been applied to analyze the data. On the bases of the analysis and interpretation, appropriate suggestions have been cited.

10. ANALYSIS AND INTERPRETATION

10.1. One Sample T-Test

To find out stress of Teachers of self-financed colleges in Surat city, one sample t-test has been run with a cut-off point of three (3).

H₀: Teachers of self-financed colleges in Surat city are not suffering from stress.

H₁: Teachers of self-financed colleges in Surat city are suffering from stress

Table no. 1.1 One-Sample Test									
One-Sample Test , Test Value = 3									
	t	N	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference		Mean	Null Hypothesis
						Lower	Upper		
Occupational Stress	39.096	100	99	0.000	0.9000	0.8548	0.9452	3.92	Rejected

Here, $P \leq 0.05$, which provides a strong evidence for rejection of a null hypothesis and acceptance of an alternative hypothesis. Therefore, it can be concluded with 95% confidence that Teachers of self-financed colleges in Surat city are suffering from stress. The mean of stress remains between 3 and 4 which indicate that the teachers are either satisfied or equal to it. More over it is near to 4 (3.92) which imply that most of the teachers are suffering for one or another reasons..

10.2. Exploratory Factor Analysis

It is very important to purify that the statements regarding stress taken by the researcher are suitable or not? And to do so, an exploratory factor analysis has been run with 31 Variables. The results are shown as under.

A. Kmo And Bartlett's Test

Table no. 1.2 KMO and Bartlett's Test		
KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		
Bartlett's Test of Sphericity	Approx. Chi-Square	3.745E3
	df	465
	Sig.	.000

The Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy 3.745E3 indicates that the present data are suitable for factor analysis .Similarly, Bartlett's test of sphericity is 0.0 [P < 0.01] which is significant at the level, which means that factor analysis could be performed on this study, indicating that the scale is usable as well as support for the validity of the factor analysis of the data set.

B. Communalities

Table no. 1.3 Communalities			
Communalities			
Statement No.	Statements	Initial	Extraction
01.	Long working hours and expectations to do more work.	1.00	.965
02.	Carrying multiple responsibilities in a short span of time.	1.00	.891
03.	Lack of information in carrying out the professional liability.	1.00	.703
04.	Working on assignments that are not necessary to the profession.	1.00	.973
05.	Lack of equipments and teaching- learning materials.	1.00	.940
06.	Cleanliness is maintained.	1.00	.842
07.	Rest room facility is provided.	1.00	.768
08.	Resting time is available between the lectures.	1.00	.816
09.	Ventilation and Lighting facilities are adequate and proper.	1.00	.795
10.	Basic, physical and educational facilities are properly provided.	1.00	.354
11.	Salary is paid as per rules.	1.00	.799
12.	Annual increment is paid regularly.	1.00	.868
13.	Pay is protected in case of change of institution.	1.00	.752
14.	Allowance is paid for attending seminars, conferences, workshops	1.00	.539
15.	Good work is appreciated by the superiors.	1.00	.820
16.	Achievements are rewarded.	1.00	.892
17.	Those who do fair on the job stand a fair chance of being promoted.	1.00	.954
18.	The benefit package we have is equitable.	1.00	.777
19.	Co-workers are helpful in co-curricular activities.	1.00	.775
20.	Co-workers provide guidance when it requires.	1.00	.787
21.	Co-workers really care about you.	1.00	.932
22.	Co-workers concern about your welfare.	1.00	.897
23.	Management is helpful in co-curricular activities.	1.00	.798
24.	Management is supportive in educational updating.	1.00	.895
25.	Management appreciates for loyal and hard working performance.	1.00	.841
26.	Confident about job security after probation period.	1.00	.468
27.	Secured with the job even work load decreases.	1.00	.851
28.	Secured about the pay when work load decreases.	1.00	.814
29.	Profession gives you social respect.	1.00	.628
30.	Profession helps in gaining social relations.	1.00	.843
31.	There is an overall job satisfaction.	1.00	.802
Extraction Method: Principal Component Analysis.			

Table no.1.3 shows the initial value which is estimates of the variance in each variable accounted for by all components or factors. Extraction communalities are estimates of the variance in each variable accounted for by the factors (or components) in the factor solution. All the values are above 0.50 means all the variables are fit well. Variable no.04 stands with highest initial value (0.973) and variable no. 26 stands with lowest initial value (0.468).

C. Extraction Method: Principal Component Analysis

Table no. 1.4 Total Variance Explained									
Total Variance Explained									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.365	20.534	20.534	6.365	20.534	20.534	4.516	14.566	14.566
2	4.588	14.800	35.334	4.588	14.800	35.334	4.414	14.239	28.805
3	4.113	13.266	48.600	4.113	13.266	48.600	3.750	12.096	40.901
4	3.426	11.053	59.653	3.426	11.053	59.653	3.523	11.364	52.266
5	2.857	9.216	68.869	2.857	9.216	68.869	3.501	11.292	63.558
6	1.826	5.889	74.759	1.826	5.889	74.759	2.935	9.468	73.026
7	1.606	5.180	79.938	1.606	5.180	79.938	2.143	6.913	79.938
8	.939	3.028	82.966	0.939	3.028	82.966	2.060	4.205	84.143
9	.837	2.701	85.668						
10	.783	2.526	88.194						
11	.631	2.037	90.230						
12	.586	1.890	92.120						
13	.429	1.384	93.504						
14	.376	1.213	94.718						
15	.320	1.031	95.749						
16	.245	.790	96.539						
17	.199	.641	97.180						
18	.145	.466	97.647						
19	.130	.418	98.065						
20	.117	.376	98.441						
21	.104	.335	98.776						
22	.085	.274	99.050						
23	.066	.211	99.262						
24	.058	.189	99.450						
25	.046	.148	99.598						
26	.030	.096	99.694						
27	.028	.092	99.786						
28	.026	.083	99.869						
29	.019	.061	99.930						
30	.014	.044	99.974						
31	.008	.026	100.000						
Extraction Method: Principal Component Analysis.									

Table no.1.4 indicates that among 31, a total number of eight factors have been found crucial because those factors explain almost 84.243 % of the variance of the components (Kaiser

Criterion). Component-1 explains 14.556% variance where as component eight explains 4.205% variance of the data set. By taking these eight influential components table no.15 the factor analysis of the stress.

D. Rotated Component Matrix

Followed rotated component matrix is generated through principal component analysis (PCA) along with varimax with Kaiser Normalization rotation method.

Rotated Component Matrix ^a								
Statements	Component							
	1	2	3	4	5	6	7	8
Long working hours and expectations to do more work.		.96						
Carrying multiple responsibilities in a short span of time.		.92						
Lack of information in carrying out the professional liabilities.		.77						
Working on assignments that are not necessary to the profession.		.96						
Lack of equipments and teaching- learning materials.		.93						
Cleanliness is maintained.					.87			
Rest room facility is provided.					.85			
Resting time is available between the lectures.					.88			
Ventilation and Lighting facilities are adequate and proper.					.87			
Basic, physical and educational facilities are properly provided.					.52			
Salary is paid as per rules.						.79		
Annual increment is paid regularly.						.91		
Pay is protected in case of change of institution.						.77		
Allowance is paid for attending seminars, conferences, workshops						.64		
Good work is appreciated by the superiors.			.87					
Achievements are rewarded.			.89					
Those who do fair on the job stand a fair chance of being promoted.			.93					
The benefit package we have is equitable.			.82					
Co-workers are helpful in co-curricular activities.				.86				
Co-workers provide guidance when it requires.				.85				
Co-workers really care about you.				.95				
Co-workers concern about your welfare.				.93				
Management is helpful in co-curricular activities.	.78							
Management is supportive in educational updating.	.91							

Management appreciates for loyal and hard working performance.	.89							
Confident about job security after probation period.							.61	
Secured with the job even work load decreases.							.90	
Secured about the pay when work load decreases.							.87	
Profession gives you social respect.								.67
Profession helps in gaining social relations.								.87
There is an overall job satisfaction.								.85
a. Rotation converged in 8 iterations.								

From the table no.1.5, it has been found that all the 31 variables are divided into eight components. The details of various eight factors extracted by rotated component matrix are as follows.

Component	Name	Statement No.
Component – 1	Management Enrolment	23,24,25
Component – 2	Organizational Structure and Climate	1,2,3,4,5
Component – 3	Non-Financial Incentives	15,16,17
Component – 4	Co-Workers Approach	18,19,20,21
Component – 5	Environmental Factors	6,7,8,9,10
Component – 6	Financial Incentives	11,12,13,14
Component – 7	Job Security	26,27,28
Component – 8	Social Status	29,30,31

10.3 REGRESSION

10.3.1 Regression Model-I

Stress as a dependent variable (y) and Management Enrolment, Organizational Structure and Climate, Non-financial Incentives, Co-Workers Approach, Environmental Factors, Financial Incentives, Job Security and Social Status as independent variables (x) respectively. β - the coefficient of the independent variable, e- error

$$y - \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \beta_6 X_6 + \beta_7 X_7 + \beta_8 X_8 + e$$

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	0.896	0.275		3.253	00.002
Management enrolment	0.194	0.052	0.508	3.761	00.000
Organizational structure and climate	0.130	0.026	0.310	4.978	00.000
Non-financial incentives	0.115	0.028	0.272	4.158	00.000
Co-workers approach	0.161	0.022	0.453	7.502	00.000
Environmental factors	0.140	0.027	0.307	5.183	00.000
Financial incentives	0.095	0.030	0.201	3.143	00.002
Job security	0.065	0.012	0.198	2.432	00.000
Social status	-0.047	0.054	-0.119	-0.865	00.389
R					0.832 ^a

R Square	00.692
Adjusted R Square	00.668
F	29.464
Sig.	.000 ^a
a. Predictors: (Constant), Management Enrolment, Organizational Structure and Climate, Non-financial Incentives, Co-Workers Approach, Environmental Factors, Financial Incentives, Job Security and Social Status and b. Dependent Variable: Occupational Stress	

Table no. 1.7 shows that R^2 for regression is 0.692 and Anova ($F=29.464$) is also significant (0.000), indicates that regression results are valid and the eight factors are explaining 69.2 % variation in dependent variable (Stress). Moreover, the standardized coefficients for the independent variable Management enrolment has the highest β_1 (0.508) and so it has been concluded that it has strongest influence on occupational stress followed by co-workers approach ($\beta_4=0.453$), organizational structure and climate ($\beta_2=0.310$), environmental factors ($\beta_5=0.307$), non-financial incentives ($\beta_3=0.272$), financial incentives ($\beta_6=0.201$) and job security ($\beta_7=0.198$). Social status ($\beta_8=0.119$) has no influence on stress.

10.3.2 Regression Model-Ii

Stress as a dependent variable (y) and Organizational impact and Individual impact is as independent variables (x) respectively. β the coefficient of the independent variable, e- error

$$y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Table no. 1.8 Results of regression model- II					
Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficient	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.886	0.243		11.881	00.000
Organizational Impact	0.160	0.038	0.378	04.172	00.000
Individual Impact	0.148	0.035	0.380	04.200	00.000
R					00.483 ^a
R Square					00.233
Adjusted R Square					00.217
F					14.737
Sig.					0.000 ^a
a. Predictors: (Constant), Organizational impact and Individual impact and b. Dependent Variable: Occupational Stress					

Table no. 1.8 shows that R^2 for regression is 0.233 and Anova ($F=14.737$) is also significant (0.000), indicates that regression results are valid and the two factors are explaining 23.3 % variation in dependent variable (Stress). Moreover, the standardized coefficients for the independent variable individual impact β_2 (0.380) and organizational are most probably β_1

(0.378) equal. So it has been concluded that both of these factors have strongest influence on stress.

11. CONCLUSION

As the main objective of the research is to find out the Sources of occupational stress among teachers of self-financed colleges in Surat city, it has been concluded from the analysis (t-test) that the teachers of self-financed colleges in Surat city may be suffering from the occupational stress. Moreover, from the exploratory factor analysis, it has been found that there are eight factors behind stress. From the regression analysis, it has been found that these factors jointly affect on stress. Management enrolment has strongest influence on the occupational stress followed by Co-workers approach, organizational structure and climate, environmental factors, non-financial incentives, financial incentives and job security. Social status has no influence on stress. It has been seen that β value for individual impact and organizational impact are most probably equal. So it has been concluded that both of these factors have strongest influence on stress.

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