

# Exploring Workplace Stress among Arts and Science College Professors

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**Abstract:** Stress at the workplace will be a major problem for the any size of the organization; most of the employees desire to be a best and to be competitive to the others. Management must know their ability and knowledge based on that management have to schedule their works; it reduces the employee work pressure. If an employee in pressure management or head should aware of it and know to help. Good management in simple terms – preventer of stress. Stress occurs in many range of circumstances, it will become more worse when an employee's didn't get a little support from management and colleagues. Most of the parents want their daughter to be teacher reason behind is Low stressful Job, present scenario teaching meant to be a most stressful profession. The Overall aim of the paper is to know the phenomenon of stress and stressors among academic faculty member.

**Keywords:** Preventer, Circumstances, stressors.

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## 1. INTRODUCTION

Stress meant to be a strain from the combat between our external environment and us, lead to emotional and physical pressure. In our modern world, stress reflects on both employees and employer Khanka, S.S. (2009)<sup>1</sup> whenever there is lack of match between job demands and the capabilities, resources, or need of the employee arises workplace stress will occur - National Institute of Occupational Safety and Health. These kinds of conditions may force to lack of performance. Stress can't be avoided it is a part of the life, it occurs due to increase in workload and competitions. Stress come across you wherever you go, it may occurs from your own family, from your friends, place you work or study or place you mingle well. Walter Cannon stated stress is an emergence situation, you have two choice either you have to tackle otherwise you have to escape from the situation.

Teaching profession is completely different from other profession, expectations are higher for students and management, answerable to everyone; Wilson, (2002)<sup>2</sup> revels teaching is unique profession where expectation of the student's parents will be higher regards to their current progress, future and the personality development of their kids with education. The earlier teaching job is viewed as a low stressful, permanent, workload will be less, flexible, fixed responsibilities and lot of leaves, however recent studies revealed present situation is teaching job is more stressful occupational group. Stress of teachers can be experienced by unpleasant negative feelings such as irritated, frustrated, concern, depression and nervousness result from their work.

Still, people have confusion about pressure and stress; there is a wide difference between the two. We all experience pressure on our daily routine, we need to motivate our self, that boost us to perform well; if we experience too much of pressure where we don't have opportunity to recover, we will feel like no way, it increases our pressure and resulted in Stress. Claxton (1989) stated Teaching is an occupation where demand and changes arise. Stress has physical and emotional stuffs on us and can perform positive or negative feelings. A Negative feeling of rejection, frustration and depression, which reflects in headache, rashes, ulcers, blood pressure, heart problems.

Stress occurs from any environment or situations that require behavioral adjustment. Any change either good or bad, is stress, and whether it's a positive or negative change, the physiological response is the same – Lazarus (2000).

**Behavioral Symptoms:**

Behavioral Symptoms includes irritation, lack of effort, excess consumption of food and beverages and escaping from working environment these behavioral response turn to be a stress it includes escapist drinking, physically inactive or smoking all these affect directly or indirectly to health – Sutherland and Davidson (1993)<sup>3</sup>.

**Physical Symptoms:**

Easily Identifiable includes cardio pains, weight loss and sleeping at abnormal times these problems indicates only at the beginning stage of stress. Copper (1986)<sup>4</sup> said the symptoms of stress impact on individual behavior the way they investigate, response, perception and during the conflict within the organisation.

**2. LITERATURE REVIEW**

Professional stress is a reaction people shows when they face strain because they can't able to handle work pressure, those situation creates stress. Any External or Internal force to change the balance of any human being - Selye (1978)<sup>5</sup>. People who face stress do more mistakes in the work compare to who are not in stress Firth-Cozens (1992)<sup>6</sup>. Strategies to avoid stress is taking the issue as they are, not to expand them over the limits, remain calm and avoid conflicts – John stone (1989,1993)<sup>7</sup>.

Importance of the professional stress on the teaching staff of the college effects personally or effects the individual life by disturbing relations and it may leads toward risk for the belief of organization in which employees performance disappointingly or it may effects the activities of students due to the lack of efficient teaching, motivation of the teachers of college due suffering with stress, their poor teaching methods, unprepared lectures, low application or any other cause which usually harmful for students (Wilson, 2002).

Effects of stress on the individual level effects psychologically individual results in the falling health due to work load and unhealthy environment, absenteeism occurs due to unhealthy environment causes illness etc. (Wilson, 2002). Stress causes teaching staff lack motivation level to end up in low performance on the work site and motivate them to quit and there may be some other domestic problems which force an employee to retire from the job and it may force a teacher to remain stuck with the organization due to any reason which leads toward any lose which can occur by leaving existing institute (Wilson, 2002).

Dr. K.Chandrasekar (2011)<sup>8</sup> found that environmental factors are favorable to work and also found that factors that affect attitude of employees to work are- interpersonal relationships control over environment, shift, emotional factors, job assignment, overtime duty, extended work.

L.S. Kang and R.S. Sandhu (2011)<sup>9</sup> Stress is an individual's state of mind in an encounter of a demanding situation or any constraint in the organization which she/he feels harmful or threatening for her/himself. Stress emerges from various energy seeping conditions in the working environment.

Work-related factors can arise in the form of work overload when the job requires excess amount of speed, output or concentration, or under-utilization, which may occur when workers feel that their knowledge, skills or energy are not being fully utilized, or when jobs are boring and repetitive (Melamed, et al, 1995)<sup>10</sup>.

**Objectives of the Study:**

1. To know the causes of work stress that affects a teacher in the college atmosphere.
2. To analyze impact of stress on individual's efficiency & Effectiveness.
3. To workout techniques used by the College teachers to manage work stress.

**3. ANALYSIS AND INTERPRETATION**

**The demographic profile of the respondents on the basis of gender group:**

Gender	No. of Respondents	Percentage
Male	48	40%
Female	72	60%
Total	120	100%

**The demographic profile of the respondents on the basis of experience:**

Years of Experience	No. of Respondents	Percentage
0-6 years	48	40%
6-12 years	48	40%
More than 12 years	24	20%
Total	120	100%

**The agreement level on stress factors:**

Factors	No. of Respondents			
	Agree	Disagree	No Response	Total
Insecurity Job	112	8	Nil	120
Worst students behavior and their negative attitude towards Study	100	20	Nil	120
Ineffective leadership at Department Level/ Management Politics	102	12	6	120
Lack of Motivation	86	33	1	120
Negative Attitude of Colleagues	72	36	12	120
Additional duty	48	60	12	120
Involvement in non-teaching duty	96	11	13	120
Lack of Research and Personal Growth Opportunities	60	37	23	120
Work-home conflicts	100	9	11	120

**Inference:**

The table shows that stress factors about the teaching and handling students. 112 of the College teachers assume job insecurity, 100 of respondents assume Worst students behavior and their negative attitude towards study, 102 of respondents assume Ineffective leadership at Department Level / Management Politics, 86 of respondents said lack of motivation, 72 of respondents believe negative attitude of colleagues, 48 of respondents think additional duty, 96 of respondents feel involvement in non-teaching duty, 60 of lack of research and personal growth opportunities and 100 of respondents believe that work-home conflicts are the key factors for Stress.

**Physical and Mental Impact on Stress:**

Physical and Mental Impact on Stress	No. of Respondents			
	Agree	Disagree	No Response	Total
Mental Disturbance	108	6	6	120
Psychological distress	113	7	Nil	120
Negative about career	60	46	14	120
Low level of Efficiency	96	23	1	120
Anxiety	110	5	5	120
Low level of Morale	72	37	11	120
Depression	102	10	8	120
Fatigue	106	4	10	120
Increased Efficiency	53	60	7	120
Increased Effectiveness	55	41	24	120

**Inference:**

The majority of respondents believe that stress create negative impact on teachers community. 108 of respondents assume that stress create mental disturbance, 113 of respondents think create psychological distress, 60 of respondents feel it create negative about career, 96 of respondents assume it create low level of efficiency, 110 of respondents feel stress create anxiety, 72 of respondents think low level of morale, 102 of respondents assume stress create depression, 106 of respondents feel that stress create fatigue, 53 of respondents assume that it increase efficiency and 55 of respondents said that increase effectiveness.

**Techniques to adopt to manage stress:**

Techniques	No. of Respondents	Percentage
Yoga and Exercise	24	20%
Believe in action rather than fruits	48	40%
Playing with Children	7	6%
Interaction with positive Colleagues	10	8%
Reading Motivational Books	14	12%
Rest	5	4%
Positive Attitude	12	10%

The table shows the stress managing techniques. 48 of the college teachers accept Believe in actions rather than fruits can be used to manage stress and while only 5 of the college teachers assume rest. 24 of the college teachers undertake yoga and exercise, 14 read motivational books, 12 of the college teacher believe in positive attitude, 10 believe in interaction with positive colleagues, 7 of college teacher’s play with children.

**4. FINDINGS AND CONCLUSION**

**Findings:**

The key factors of stress like Job Insecurity, Worst students behavior and their negative attitude, Ineffective leadership at Department Level/ Management Politics, Lack of Motivation, Negative Attitude of Colleagues, Additional duty, Involvement in non-teaching duty, Lack of Research & Personal Growth Opportunities, and Work-home conflicts has been observed. The key stress management techniques like Believe in actions rather than fruits, Yoga and exercise, Reading Motivational Books, Positive Attitude, Interaction with positive Colleagues, Playing with children, Rest has been observed. The ‘Believe in actions rather than fruits’ has been used to manage stress and it was ranked first while Rest can be used as stress managing techniques and it was ranked last.

**Conclusion:**

Almost all the studies about job stress apparently concluded that stress is able to spread extreme negative impacts on work life. Some studies have revealed out the fact that teachers who are most interested in increasing students’ performance reported higher stress. The staff has higher stress value they need supportive from the management perspective and the colleagues. Every institution has stress management problem, institutions should provide proper supportive act so that employee wont feels it has a stress. Employee and management need good understanding to avoid proper employee and employer relationship.

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