Chapter II

REVIEW OF LITERATURE

2.1. Introduction

2.2. Review of Literature

2.3. Summary
2.1. Introduction

The literature under is presiding a solid background for a research study, Investigation and comprehensive knowledge of the field are essential to all research. Hence, the researcher has presented that following review of literature to identify the problems to find previous research work related to the present study. The collection of literature relating to the study has helped researcher to probe the facts more effectively. The results are already conducted studies helped the researcher to analyze the problems from different dimensions apart from the existing one.

2.2. Review of Literature

A literature review is a body of text that aims to review the critical points of current knowledge and methodological approaches on a particular topic. Literature reviews are secondary sources, and as such, do not report any new or original experiment work. Its ultimate goal is to bring the reader up to date with current literature on a topic and forms the basis for author goal, such as future research that many be needed in the area. A well structured literature review is characterized by a logical flow of ideas, current and relevant references with consistent, appropriate referencing style, proper use of unbiased and comprehensive view of the previous research on one topic.
It is stated clearly in a paper of United Nations Educational, Scientific and Cultural Organization (UNESCO) that education levels, professional support and salaries were only some factors responsible for the declining of teacher status in the past two decades.\textsuperscript{1} Also Fukuoka Women's University (FWU) (1999) has claimed five factors which many hinder teachers professional development and the upgrading of their social roles, these factors are induced as follows

i. Teachers’ comparatively lower socio economic background

ii. Overwhelmingly large number of teachers

iii. The phenomenon of teacher feminization

iv. Lower academic requirement of entering this profession

v. Who teachers are serve for were immature children

vi. The relationship between teachers and students was not mysterious\textsuperscript{2}

Tilottama azad has conducted a study on managing stress among banking sector employees in Bhopal. He has conducted the study on 100 samples collected from the bank employees. Data was collected using a structured questionnaire. He has found out 90 percentage of the respondents

\textsuperscript{1} Higginson, F;L., Teacher roles and global change: An issue paper. paris: UNESCO, 1996 pp.231-233.

believed that they face high level of stress, which may be due to both professional and personal reasons. The researcher identified few initiatives for effectively handling stress. Meditation was found to be the integral part of life to reduce stress.³

Jeyaraj has examined the Occupational Stress level of Government and Aided Higher Secondary School Teachers living in different socio-cultural and economic situations. The study found that Aided school teachers have more occupational stress levels than Government school teachers. Policy makers are advised to analyze the teacher training and assessment system with the assumption that personal and social characteristics and working conditions may have an effect on teacher occupational stress. Further, the results shown that teachers who reported greater stress were less satisfied with teaching, reported greater frequency of absences and a greater number of total days absent, were more likely to leave teaching (career intention), and less likely to take up a teaching career again (career commitment).⁴


⁴ Jeyaraj, S., “Occupational stress among the teachers of higher secondary schools in Madurai District Tamilnadu”, IOSR Journal of Educational Planning and Administration, 3 (1), 2013, pp.63-76.
Kakkar and Ahuja explored the effect of stress among women lecturers in different colleges so that remedies could be found out to live a stress less life. The study was based on primary data which was collected with the help of a questionnaire for assessing the level of stress and making a comparison between the groups of women lecturers from Government and Private Colleges. It was found that there is no significance difference of stress levels among the women lecturers working in government colleges and private colleges. The study suggests that there is need for promoting relaxation programmers for the women lecturers to reduce stress.5

Reddy and Anuradha examined the Occupational Stress of teachers working at higher secondary level. It was found that, about 88 percent of higher secondary teachers are experiencing moderate and high levels of occupational stress. To overcome occupational stress, the researchers have suggested some measures which could prove beneficial to teachers in coping with stress are: improve self esteem, build self confidence, work on building emotional intelligence competencies, develop a good sense of humour, practice yoga and meditation, exercise regularly, foster a supportive friend

circle, cultivate hobbies, develop effective communication skills, and seek professional help.  

Mehta identified the various factors of organizational stress among the management teachers as affected by gender and experience. She also studied the correlation between organizational stress and conflict handling and also identified the conflict handling styles used predominantly by teachers to resolve dispute occur in the institute. Role stagnation was found the highest contribution to stress followed by role erosion. Competing style was found to be the most important style of conflict handling followed by the avoiding style among the management teachers of professional institute.

Parilla determined the level of stress experienced by Northwestern employees. It aims to establish the relationship of level of stress experienced with personal characteristics (age, gender, number of family members and income) and job position. It was found out that the middle level employees experienced the highest degree and level of stress compared to the other job positions. As to the relationship, personal characteristics are not correlated to job stress while job position is correlated with job stress. The research provided a stress management program for the employees of the University

---


because it was determined that productivity and stress are negatively correlated. Stress should be minimized and controlled to make employees more productive.\(^8\)

Vijayadurai and Venkatesh examined the various factors to stimulate stress level among women teachers in college of Tamilnadu. Survey method was employed to collect the data from respondents and the data were collected with the help of questionnaire. The study revealed that Workplace stress occurs when there are imbalanced demands and perceived pressures of the work environment and an individual ability to cope. It was found that 82 per cent of respondents always have heavy work load within the organization and there is no significant association between the qualification of the respondents and heavy workload. It also suggested that proper communication, good working environment should be provided for reducing stress.\(^9\)

Ahmad studied the work stress experienced by the teaching staff of university of Punjab in Pakistan. The study tended to examine the relationship between role conflict, role ambiguity and attitudinal outcomes of the job i.e. job satisfaction and organizational commitment of teaching

---


staff in the largest and most populated university of Pakistan i.e. University of the Punjab. The data were collected from 160 teachers teaching in five different faculties of the university by using personally administered questionnaires. The findings of the study suggested that there is a positive and significant relationship between role stress i.e. role conflict and role ambiguity and work stress however work stress is negatively and significantly associated with job satisfaction and organizational commitment of the teaching staff of the university. It was also suggested that higher the work stress experienced by the teachers, lower will be their satisfaction with the job and lower will be their commitment with the organization.10

Dr. Geeta Nema, Dhanashree Nagar, Yogita Mandhanya have conducted a study on the causes of work related stress among the college teachers at Indore (MP). They have conducted the study on 50 samples. Factor analysis is used to analyze the causes of work related stress. The researcher identified various causes of stress among the teachers, occurring frequently and occasionally. The researcher suggested certain programmes or motivational packages which will reduce their stress level, whether it is related to personal and family problem or administrative problems. Similarly

there can be training and development programmes to increase the innovativeness of the college teachers.11

Gardner, Sallie has undergone a study Stress among Prospective Teachers on Student-teacher distress has the potential to impact on the individuals who are to become teachers, the profession and the education system. This review examines what is known of psychological distress among university students, teachers and student-teachers, the demands associated with their practical experiences and the known impact of psychological distress. A brief overview of contemporary stress management approaches is also presented. The reviewer contends that the potential problem for prospective teachers requires a holistic approach, beginning through understanding contemporary strategies available to individual university students, and preventative stress management programs provided within tertiary education, which may be made available to future students and teachers.12

Adeniyi, S.O, Fakolade, Olufemi Aremum, Tella Adeyinka have examine the perceived causes of job stress among special educators in selected special and integrated schools in the west and north central parts of

Nigeria. The sample for the study consisted of 50 special education teachers from 10 special and integrated schools in two geo-political zones of the country. Four research questions were generated and frequency count, percentage, mean and standard deviation. The results of the research questions tested revealed moderate and extreme stress pattern among special educators. The researchers was suggested that there should be immediate review of condition of service, provision of adequate instructional facilities, training and retraining of special educators to meet the immediate needs and challenges of the various special needs of children in the Nigerian society.¹³

Sharron SK Leung has undergone Occupational stress, mental health status and stress management behaviors among secondary school teachers in Hong Kong. This study aimed to examine occupational stress and mental health among secondary school teachers in Hong Kong, and to identify the differences between those actively engaged in stress management behaviors and those who were not. Secondary teachers in Hong Kong have high occupational stress but insufficient stress coping resources. Cognitive-behavioral programs to enhance teachers’ stress management resources are recommended.¹⁴

¹³  Adeniyi, s.o, Fakolade, s.a & Tella .A, “Perceived causes of job stress among special educators in selected special and integrated schools in Nigeria”, New horizons in education, 2010, pp 73-82

Dhanalakshmi in her study on “Actors Predicting Stress of Employees in a Public Transport Corporation” measures the level of stress of the transport corporation employees and also studies the factors that could predict stress. It is found that the employees experience moderate level of stress. Further, stress is predicted by working environment and safety and security.\textsuperscript{15}

Mujtaba and McCartney stated that research over the years has established this fact; the body and mind are consistently adjusting to ‘balance’ and ‘equilibration’, the term used to indicate emotional balance, must be maintained. Any change or threat to equilibrium can cause either eustress or distress.\textsuperscript{16}

Chand and Monga examined the correlates of job stress and burn out among 100 faculty members from two universities. Respondents with internal locus of control, high social support and high job involvement experience less stress. Results also revealed that, maximum stress is reported by professors and minimum by assistant professors.\textsuperscript{17}

Latha and Panchanatham found out the job stressors and their implications on the job performance of 40 software professionals. More than 50% of the respondents do not feel stressed by the working conditions and promotional opportunities. It can be inferred that IT industry is providing better working environment. From the above reviews, it is understood that employees are tensioned by stress. In this context, the present study on stressors among college teachers was undertaken.\(^\text{18}\)

Els Clays, et. al., in their study was to assess whether job strain is associated with 24-hour ambulatory blood pressure measurements within a subsample of the Belgian Job Stress Project (BELSTRESS) population. Methods: A group of 89 middle-aged male and female workers perceiving high job strain and an equally large group of workers perceiving no high job strain wore an ambulatory blood pressure monitor for 24 hours on a regular working day. Results: Mean ambulatory blood pressure at work, at home, and while asleep was significantly higher in workers with job strain as compared with others. The associations between job strain and ambulatory blood pressure were independent from the covariates. Conclusions: Within this study, high job strain was an important independent risk factor for

higher ambulatory blood pressure at work, at home, and during sleep in a group of men and women.\cite{19}

N.Kalaiselvam associated consultant of the Institute of Chartered Financial Analysts of India (ICFAI) research centre, Chennai. In his research, “Managing Workplace Stress” discussed in the different categories stages of workplace stress and has suggested approaches to manage the betterment of an individual and the organization.\cite{20}

Anitha Devi, in her study on “Occupational stress: A comparative Study of Worker in different Occupations” describes identifying the degree of life stress and role stress (LS and RS) experienced by professional women. It also studies the effect of life stress and role stress on various demographic variables like age, experience and income. For the purpose of study, 180 women professionals (six different occupations) were chose. It was found that science and technology professionals and doctors experienced significantly greater life stress and role stress.\cite{21}

\begin{flushleft}
\begin{enumerate}
\item Els Clays, Francoise Leynen, Dirk De Bacquer, Marcel Kornitzer, France Kittel, Robert Karasek, Guy De Backer, “High Job Strain and Ambulatory Blood Pressure in Middle-Aged Men and Women From the Belgian Job Stress Study”, 2007, pp.984-987.
\end{enumerate}
\end{flushleft}
Chantal Guimont, Chantal Brisson, et. al., have evaluated whether cumulative exposure to job strain increases blood pressure through a prospective study of 8395 white-collar workers was initiated during 1991 to 1993. At follow-up, 7.5 years later, 84% of the participants were reassessed to estimate cumulative exposure to job strain. Compared with men who had never been exposed, men with cumulative exposure and those who became exposed during follow-up showed significant systolic blood pressure increments of 1.8 mm Hg (95% confidence interval [CI]=0.1, 3.5) and 1.5 mm Hg (95% CI=0.2, 2.8), respectively, and relative risks of blood pressure increases in the highest quintile group of 1.33 (95% CI = 1.01, 1.76) and 1.40 (95% CI = 1.14, 1.73). Effect magnitudes were smaller among women. Effects tended to be more pronounced among men and women with low levels of social support at work. Results showed that Among these white-collar workers, exposure to cumulative job strain had a modest but significant effect on systolic blood pressure among men. The risk was of comparable magnitude to that observed for age and sedentary behavior. Men and women with low levels of social support at work appeared to be at higher risk for increases in blood pressure.22

Sargent, T. and Hannum.E, in their study on “Keeping Teachers Happy job Satisfaction among Primary School Teachers in Rural North-west China” comparative study highlight an in-depth research on teacher job satisfaction in rural north-west China, in terms of community factors, school environment factors, and teacher characteristics. Their findings were mostly in alignment with previous studies, but contrary to their assumptions, however, teachers with greater workloads, felt more satisfied. Further more economic development was negatively connected with teachers’ satisfaction.\(^\text{23}\)

Lakhwinder Sing Kang, in his study on “Stressors among Medical Representatives: An Empirical investigations” tried to investigate the various stressors related with the job of a medical representative. A sample of 140 medical representatives was taken for the purpose of the present study. The results showed interference of job in personal life, unsupportive colleagues. Work load and continuous pressure for improved performance have been found to be causing stress among the medical representatives.\(^\text{24}\)

Berhem, in their study on “A New Model for Work Stress Patterns” described that the role of ambiguity as the main source of work

---


stress and self-knowledge as the main coping strategy to overcome work stress. Work stress is believed to be one of the most important factors affecting productivity.²⁵

Christopher Gilbers., in his research work evidenced that normalizing breathing patterns may offer help in some cases of essential hypertension, angina, functional chest disorder, Chronic Obstructive Pulmonary Disease (COPD), and cardiac rehabilitation, Hyperventilation and hypo-ventilation. His article states that inhibited breathing, and breathing volume is closely matched to metabolic needs. Such disordered breathing has varying effects on acid base balance, arterial diameter, and sodium retention by the kidneys. Therefore, a chronic breathing imbalance can contribute to path physiology, which may be remediable to an extent by altering habitual breathing patterns.²⁶

Xiao. Z., in their study on “Teachers Needs in China” revealed that during the past ten years or more, a majority of researchers job satisfaction in China have mainly focused on urban areas rather than on rural areas (Xiao and Li, 2003) with more and more emphasis on education in rural areas,

²⁵ Berhem, Belal, Md Sidin, Samsinar and Syed Kadir, “A New Model for Work Stress Patterns”, Asian Academy of Management Journal, 9(1), 2004, pp.53-77,
²⁶ Christopher Gilbers., ”Reviews Evidence Normalizing Breathing Patterns” All India Institute of Medical Science, New Delhi, 2003, pp.179-186.
especially in areas of high poverty, recent studies have paid more attention to teacher job satisfaction in rural areas.\textsuperscript{27}

Hodson, R. and Chamberlain, L.J, in their work has observed that job stress is a problem for both workers and organizations. It undercuts meaning and joy in work, has negative health consequences, and reduces organizational effectiveness. Understanding the full range of determinants of job stress has been difficult, however, because in-depth information on both jobs and organizations is difficult to acquire. The current article makes use of a new data set based on content coding job, organizational, and job stress information from the full population of published book-length organizational ethnographies (N=125). This new data set allows the simultaneous exploration of both organizational and job-level determinants of job stress. The analysis confirms the long-established importance of job autonomy as a positive factor in reducing stress. New findings include positive roles for organizational coherence and local ownership. Finally, the effects of some job stressors are mediated by social involvement in the workplace, both through informal coworker relations and through more formal participation programs. Overall, organizational effects on stress are as significant or more significant than job effects suggesting the importance of giving further

attention to organizational characteristics as a less examined set of determinants of job stress.²⁸

Farooq A.Shah, in his study on “Role Stress in the Indian Industry: A Study of Banking Organisations” described adequate explanation of stress, and its nature, dimensions, causes, manifestations and coping up strategies. It was observed that most of the employees experience medium to high level of stress at work. Role stagnation, inadequacy of role authority and role erosion is comparatively high rated dimensions of job stress. The study further reveals that employees belonging to the clerical cadre relatively experience more stress on most of the dimensions.²⁹

R.K. Mishra and D.L. Rani conducted a study on “Occupational stress among women in emerging service”. They collected data on 39 young and 23 old doctors as well as 50 young and 32 young doctors and nurses experienced more role stagnation their job less stressful on the other hand young doctors and nurses felt greater personal inadequacy and experienced greater stress at work.³⁰

---

Susan Gill and Marilyn J Davidson., investigated a large sample of German and British managers selected from the private and public sectors completed the Pressure Manage Indicator (PMI), through a 12\textsuperscript{th} item self-report questionnaire developed from the Occupational Stress Indicator (OSI). The PMI provides a global measure as well as differentiated profiles of occupational stress. Outcome measures include work satisfaction, organizational security, organizational satisfaction, and commitment, as well as physical well-being (physical symptoms and exhaustion) and psychological health (anxiety depression, worry and resilience). In additional moderator variables are assessed including type of behaviour, internal focus of control and coping strategies. The data from the PMI show that, when compared with British managers, the German managers reported greater job satisfaction and lower levels of resilience. The German managers displayed substantially higher pressure from the homework interface but less pressure from the need to have their achievements recognized. German managers reported higher levels of impatience (a subscale of type of behaviour), coupled with high internal control (extent to which individual feels able to influence and control events) and made more use of coping strategies especially problem-focused measures.\textsuperscript{31}

\textsuperscript{31} Susan Gill, Marilyn J Davidson., "Organizational Job Satisfaction", University of Florida,78(4), 2001, pp.77-78.
Friedman, I.A. in his study “Burnout in Teachers Shattered Dreams of Impeccable Professional Performance” examined the self reports of newly qualified teachers and described his findings as the Shattered dreams of idealistic performance. The researchers has concluded that the respondents revealed sharp declines in self-efficacy as they found that they could not live up to their ideal performances.32

A. Vijayalakshmi and Meti in their study “Occupational stress executives of private industrial organization” observed that non-executives employees exhibited signs of significantly higher on occupational stress than executives on such dimension as role conflict political pressure, poor relations and job responsibilities.33

Lewis, R. in his study on “Teachers coping with the stress of classroom discipline” explained that the teachers’ estimations of stress arose from being unable to discipline pupils in the way they would prefer. The researcher has concluded that the classroom discipline is also a significant source of stress.34

Pitchers R.T. and Soden R., their study entitled “Scottish and Australian Teachers Stress and Strain” highlighted the role overload as significant stressors. They assessed levels of strain, organizational roles and stress in 322 Australian and Scottish Vocational and further education lectures. The researchers have concluded that strain was found to be average in both national groups, but there were high levels of stress, with role overload emerging as the major causes.35

U.N. Biwas in his research, “Life style stressors and organization effectiveness” collected data from 160 managers, 47 supervisors and 50 workers of public sector organization. The results of the study showed that the stress caused by performance threat and frustration led to a low degree of organizational commitments.36

Morton in their study “Student Teacher Anxieties related to Class Management, Pedagogy, Evaluation and Staff Relations” founded that among the sources of stress for student teachers, evaluation apprehension was the greatest, although it declined following teaching practice, suggesting that it is reduced by exposure and positive experiences of observation feedback.37

---

Singh, A.K. and Sehgal, V. in their study on “Men and Women in Transition: Patterns of Stress, Strain and Social Relations” Highlighted the patterns of stress and strain among men and women as well as single and dual career couples. They found that male and female managers did not differ significantly on various stress dimensions. Difference in gender was however found in strains. Women were characterized by anxiety, whereas men exhibited more symptoms of somatic problems comparing the single and dual couples. It was found that male managers with spouses working experienced higher workload than managers whose spouses were not working. In strains also single career male managers had less irritability that dual career male managers in overall single career male managers had better psychological well-being than others did working women managers had better physical well-being that their working husband did but had poorer psychological well-being.\(^{38}\)

Singh and Singh, in their study presented the effects of the role stress on psychological strains namely environmental frustration, anger reactions, talent hostility and job anxiety. The results are showed positive relationship between stress and strain. The study also aimed at finding out the interaction

effects of role stress, organizational climate and ego strength on strains and significant interaction effects were found.\cite{39}

Rajeswari, T.R. in her study on “Employee Stress: A Study with Reference to Bank Employees” observed significant negative relationship between age and stress and also between experience and stress. This study also founded negative correlation between number of members in the family and stress. The level of stress did not difference between the level of workers namely officers and clerks.\cite{40}

Kaldenberg and Becker, in their study “Workload and Physiological Strain” examined that the extent to which psychological strain was related to in congruence between workload preference and work load experience. Psychological strains studied sere self esteem and job satisfaction. They found a curvilinear relationship between person-environment fit and psychological strain. Both self-esteem and job satisfaction were higher for those with congruent fit between typical and preferred workload. Lower for those with incongruent fit. The study also found that people who work in a setting that provides autonomy and the

\begin{thebibliography}{99}
\bibitem{40} T.R. Rajeswari, “Employee Stress: A Study with Reference to Bank Employees”, Indian Journal of Industrial Relations, 1992, 27(4),
\end{thebibliography}
opportunity to control the flow of work tended to have the most congruent fit between preferred and typical hours of workload.\textsuperscript{41}

Barnes, in his study, tested personnel in different indices to evaluate the health status and adjustment to occupational stress factors. It was found that workload was related to stress. Also higher responsibility and accountability resulted in higher anxiety levels further those who had greater experience of life changes reported more adaption stress. Also those with feelings of stagnation at the job as well as internal and department policies and discrimination showed greater frustration.\textsuperscript{42}

S. Ahmed., A.Bharadwaj and S. Narula, in their study “A Study of stress among executives” revealed that public sector executives experience slightly more stress background factors like age, education, income, experience and marital status of executives were unrelated to role stress in both the groups discrimination and work or family inference were sources of stress.\textsuperscript{43}


\textsuperscript{43} S. Ahmad, A. Bharadwaj and S. Narula, Sources and Ways of Coping Among Male and Female Managers Special Issue Handbook Job Stress, Journal of Social behavior vol.6 (7), 1991, pp.185-198.
Dhillon, in his work investigated the effect of occupational stress on job satisfaction and hierarchical levels were examined. It was found that overload, ambiguity, conflict and responsibility for persons had significant negative relationship to job satisfaction.\(^4\)

Reddy, V.S. and Ramamurthi, P.V., in their study “The Relation between Stress Experience on the Job-Age, Personality and General ability” analysed the influence of age, personality and general ability of the individual in the perception of stress. It was found that only age influenced the perception of stress. There was only very limited contribution of personality and general ability of the individual to the intensity of stress experience of the individual.\(^5\)

Reddy and Ramamurthi, in their study analysed the influence of age, personality and general ability of individual in the perception of stress. It founded that only age influenced the perception of stress. There was only very limited contribution of personality and general ability of the individual to the intensity of stress experience of the individual.\(^6\)

---


Pierce, C.M.B. and Molloy G.N., in their article “Relationship between School Type, Occupational Stress, Role perceptions and Social Support” highlighted major findings of this study are reported in rank order from greatest to least occupational stress factors like work load, time management, salary, resources comment in the media, interaction with colleagues and managing student behaviours.\textsuperscript{47}

Sharma, V. and Sharma, S., in their study “Organizational Role Stress and Anxiety: A comparative Study of Bureaucrats and Technocrats”, analyzed the nature and Magnitude of the relationship of role stress with general and job anxiety among bureaucrats and technocrats. Roll stress correlated positively with both the outcomes among technocrats and with job anxiety among bureaucrats. With regard to specific stressors also it was found that technocrats were more vulnerable to stress.\textsuperscript{48} 

\textsuperscript{47} C.M.B. Pierce, and G. Molloy, “Relations between School Type, Occupational Stress, Role Perceptions and Social Support”, Australian Journal of Education, 34(3), 1990, pp93-98.

Greenglars E.R and Burke, R.J, in their study on “Work and family precursors of Burnout in Teachers-Sex Differences” concluded that the dimensions of sex, status and school systems are factor in the issue of teachers stress.49

Jha, S.S., in his study on “Jobs Stress and Employee Strain in Indian Executives” explained the pattern of stress and strain in three work groups namely production, personnel and data processing divisions in an organization. Results indicated that job future ambiguity had negative effect on job satisfaction in all the three groups. The patter of stress in the three groups was different among different levels of management. Among different levels of managers, the diddle level managers had more role ambiguity than others did. S.S. Jha, “Job Stress and Employee Strain in Indian Executives”, Work and Stress, 2, 1988.50

Manthei and Solman, in their study “Comparative Teachers Stress and Negative Outcomes in Canterbury State Schools” focused the study on New Zealand and N.S.M. teachers, identified seven structural factors which led to teachers stress like, pupil recalcitrance, poor remuneration, curriculum demands, low professional recognition, poor working environment,


community antagonism and time demand and lack of time for adequate, preparation of assistance with individual pupil difficulties.\textsuperscript{51}

Savery and Detiuk, in their study on “Perceived stress level of Principals” founded the school principal who reported reporting feelings of stress suffered from hypertension, headaches and depression.\textsuperscript{52}

Pande, N. and Naidu, R.K., in their study “Effort and Outcome Orientations as Moderators of Stress Strain, Relationship” described the moderating effect of effort orientation and outcome orientation in the stress-strain relationship. Partial evidence for the moderating effect was found. Those high on outcome orientation had higher distress than those low on it. Those high on effort orientation reported fewer symptom when under stress than others.\textsuperscript{53}

Bhandarkar and Singh, examined the sources of stress and manifestation between job pressures and stress. Positive relationship between low of control and stress also was found. Social support was found that very little direct influence on the perception of stress. Further, the study

\footnotesize


found that age, education, and family size also were contributory factors to stress.  

Frese, in his research “stress at Work and Psychosomatic Complaints: A Casual Interpretation” based on three studies with partly overlapping samples reported results, showed correlation between work stress and psychosomatic complaints. Though the study primarily aimed at studying the effect of those variables in the relationship between stress and its outcomes, the results showed that the correlation of stress and psychosomatic complaints was not spurious, and that stress indeed was a cause of somatic complaints. The study concluded that the objective conditions of work stress influence the development of subjective stress and psychosomatic complaints. 

Srivasthava and Sehgal, “Studied the expect of employees” explained for achievement perceived lower stress. Further, the study also founded that highly motivated employees perceived lesser job stress in comparison with the low motivated employees. The study established the inverse relationship between need for achievement and occupational stress.

---


Billings and Moos, in their study on “Coping Stress and Social resources among adults with unipolar depression” explained the roles of stress social resources and coping among men and women entering treatment for depression. They found that work stressors had greater impact on men than women. Social support were strongly related to the functioning of women than men.57

Cunningham, W.G., in his study on “Teachers Burnout Solutions for the 80’s Review of Literature” explained the organizational stress factors linked with physical symptoms, emotional and attitudinal exhaustion manifest in physical and emotional illness. Decrease in job satisfaction and subsequent poor job performance stress burnout.58

Schwag R.L., in his study on “Teachers Burnout Morning Beyond Psychobabble theory into Practice” explained that emotional exhaustion, depersonalization and loss of feelings of accomplishment are three separate and distinct aspects of burnout. Further he has found the possibility of relationship between occupational stress and teachers’ professional self-esteem.59

Pettegrew L. S. and Wolfie, G.E., in their investigation on “Validating Measures of Teacher Stress” explained that the contract validity of several measures of teacher stress and suggested that the phenomenon requires multivariate assessment. Further the researchers suggest made no attempt to measure, account for or acknowledge the effects of stressors from sources beyond the school environment.  

Weiskopf, P., in his study on “Burnout among Teachers of Exceptional Children” revealed the high correlation between burnout scores and degree of job satisfaction and performance and also found a significant relationship between such scores and negative perceptions by teachers of their own power to influence work situations. 

Thomas G. Cunnings and Gary L. Cooper, in their study, “A Cybernetic framework for study occupational stress” analyzed the impact of job stress of employees on their work. 

Winifred Raphael, in his study, “A study of some stresses and strains within the working groups occupational psychology” pointed out the main causes of poor morale as frustration result from back of recognition the

61 Weiskopf, P, “Title” Burnout among Teachers of Exceptional Children, 47 (1), 1980, pp. 18-23.
belief promotions are unfair and the fear of being’s in efficient that may be nourished by the management practices of using blame more frequently than praise.\textsuperscript{63}

The South Australian Institute of Teachers, in their study “Factors in Teaching Causing Satisfaction and Dissatisfaction Amongst Teachers in South Australia” indicated that the lack of time was the case of either moderate or a great deal of dissatisfaction in job and 75.1 per cent of respondents’ negative community attitudes were also identified as a cause of teacher stress.\textsuperscript{64}

Khan, in his study “Organization Stress Studies” explained the role of conflict and ambiguity identified role conflict as one of the forms of role base stress, with the absence of role.\textsuperscript{65}

C.C.Aregyis, pointed out that job related tension and job dissatisfaction are correlated with little participation in decision making, ambiguity about job security and poor use of skills and ability.\textsuperscript{66}

\begin{flushright}
\textsuperscript{63} Winifred Raphael, “A study of some stresses and strains within the working groups occupational psychology”. Vol.21, 1974, pp. 92-101.
\textsuperscript{64} The South Australian Institute of Teachers Factors in Teaching Causing Satisfaction and Dissatisfaction Among Teachers in South Australia, ade aide, SAIT. Vol.29, 1971, pp. 62-71.
\textsuperscript{66} C.C. Arengiyis., Integrating the individual and organization, Wiely, Newyork, Vol.XVI,(36) 1964, pp. 92-101
\end{flushright}
After reviewing various literatures, the researcher has come to know that there is no any specific study in the chosen topic. To fill the gap, it is necessary to undertake a study on the Stress among the Women Teachers working in Engineering Colleges in Madurai District.

2.3. Summary

In this part of the chapter the researcher has presented the literature connected with the present study. In the context, the researcher has analysed the various literatures related to factors in Teaching Causing Satisfaction and Dissatisfaction, causes of work related stress among the college teachers, organisational stress and conflict handling styles among management teachers, developing a stress management, stress management among women college teachers in Tamilnadu, occupational stress among the teachers of higher secondary schools in Madurai district, Job Stress Related Problems and Coping Strategies, Coping Stress and Social resources among adults with unipolar Depression, Perceived stress levels of principals, Work and family precursors of Burnout in Teachers, Perceived Occupational stress as the function of achievement and the like.