research design, sampling procedure, operational definition, collection of data and framework of analysis.

Chapter-II focuses on the theoretical framework. It describes the autonomy of colleges in India and Tamil Nadu.

Chapter-III examines the concepts used in the present study and also the reviews of previous empirical studies.

Chapter-IV discusses the profile of the college teachers. It includes both personal and organizational profiles. The social support received by the college teachers is discussed in this chapter.

Chapter-V examines the job stress, work stressors, job satisfaction and job performance among the teachers. The association between profiles of teachers and the job stress, work stressors, job satisfaction and job performance is analysed in this chapter.

Chapter-VI includes the job stress and its correlates, consequences of job stress and the measures to reduce the job stress of teachers. It also covers the discriminant variables of the stressful and stressless groups among the teachers.

Chapter-VII presents a summary of findings along with concluding observations, policy implications and directions for future research.

CHAPTER–II
COLLEGE AUTONOMY IN INDIA

The concept and implementation of the scheme of autonomous college have come to stay for the last twenty years in the realm of Higher Education in India. The autonomous colleges have emerged as an alternative to the system of affiliated colleges. The system of affiliating the colleges to a university was designed at a time when the
number of colleges and universities were small. The affiliated colleges have grown to almost 9278, out of which 80 per cent are private institutions established by philanthropic, missionary and other individuals or organisations. The remaining colleges are Government-established.\textsuperscript{8}

It is estimated that nearly 85 per cent of the enrolment at the graduate level is in the affiliated colleges. The existence of a large number of affiliated colleges in a University has become a drag on the process of modernization and improvement of standards. In such a context, the affiliating system is slowly becoming irrelevant, not delivering the fruits of higher education and as a consequence, the autonomous colleges have become the right alternative.

\begin{flushleft}
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Origin of College Autonomy

The colleges were virtually autonomous universities since 1817 until the birth of the three affiliating universities of Calcutta, Bombay, Madras in 1857. The above mentioned universities of India adopted the affiliating pattern from the London University (1835) which the University of London discarded in 1857. This affiliating pattern is the unique legacy of the colonial regime. The twenty seven autonomous colleges were affiliated to the three universities in 1857 when the common admission rules, courses, examinations and results were adopted.\(^9\)

In October 1966, the University Grants Commission (UGC) appointed a committee to examine the feasibility and mechanism of implementing the recommendations of the Education Commission (1964-66) regarding autonomous colleges. The committee recommended the autonomous colleges for the purpose of increasing standards and encouraging the pursuit of excellence. It had worked out the criteria for the selection of colleges as autonomous institutions. The UGC could be associated with the process of selection but the primary responsibility has to be undertaken by the university. The UGC may constitute a standing committee to examine the proposals for the conferment of autonomy. Autonomous colleges can modify the syllabus in the light of the faculty and staff available. The degree in an autonomous college should be awarded by the parent university, but the name of the college should be

specially mentioned. Development grants on a liberal basis should be provided for the development of autonomous colleges.

First Phase of College Autonomy

In 1984, there were twenty-one autonomous colleges in the country. In a few of them, some academic programmes were given autonomous status. These twenty-one autonomous colleges were:

I. Bharathidasasn University

1. Regional Engineering College, Tiruchirappalli.

II. Bharathiyar University

1. P.S.G.College of Arts and Science, Coimbatore.
2. P.S.G.College of Technology, Coimbatore.
4. Sri Ramakrishna Mission Vidyalaya Arts and Science College, Coimbatore.
5. Government College of Technology, Coimbatore.

III. Madras University

1. Loyola College, Madras.
3. Vivekananda College, Madras.
5. YMCA College Physical Education, Madras.

IV. Madurai Kamaraj University

1. Lady Doak College, Madurai.
2. Madura College, Madurai.
3. The American College, Madurai.
4. S.Parasakthi College for Women, Courtallam.

V. Ranchi University
Birla Institute of Technology, Mesra, Ranchi

VI. Osmania University
1. University College for Women, Hyderabad
2. College of Arts and Science, Kamareddy.

VII. Sourashtra University
Lok Bharati Seva Mahavidyalaya, Sonosara, District Bhavnagar.

VIII. Jiwali University
Lakshmibai National College of Physical Education, Gwalior.

Present Autonomous Colleges in India

The autonomous colleges in various universities at various states in India in January, 2000 is presented in Table 2.1.

TABLE 2.1
Autonomous Colleges in India

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>State</th>
<th>Name of the University</th>
<th>Number of Autonomous Colleges</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Andhra Pradesh</td>
<td>Andhra University</td>
<td>7</td>
<td>19</td>
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<tr>
<td></td>
<td></td>
<td>Nagarjuna University</td>
<td>2</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Osmania University</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Gujarat</td>
<td>Gujarat University</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bhavnagar University</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>3.</td>
<td>Himachal Pradesh</td>
<td>H.P. University</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>4.</td>
<td>Madhya Pradesh</td>
<td>A.P.Singh University</td>
<td>5</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Barkatullah University</td>
<td>3</td>
<td></td>
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<td></td>
<td></td>
<td>Devi Ahilya University</td>
<td>6</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Dr.Hari Singh Gaur University</td>
<td>3</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Guru Ghasidas University</td>
<td>4</td>
<td>41</td>
</tr>
<tr>
<td>State</td>
<td>University</td>
<td>Number</td>
<td></td>
<td></td>
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<tr>
<td>-------------</td>
<td>-------------------------------------------------</td>
<td>--------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maharashtra</td>
<td>Jiwali University</td>
<td>7</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rani Durgawati University</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pt.Ravi Shankar University</td>
<td>7</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Vikram University</td>
<td>1</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>S.N.D.I.Women’s University</td>
<td>1</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Dr.Babasahe Ambedkar Marthwade University</td>
<td>1</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Shivaji University</td>
<td>1</td>
<td></td>
<td></td>
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<tr>
<td>Orissa</td>
<td>Berhampur University</td>
<td>1</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Sambalpur University</td>
<td>3</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Utkal University</td>
<td>1</td>
<td></td>
<td></td>
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<tr>
<td>Tamil Nadu</td>
<td>Bharathiar University</td>
<td>10</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Bharathidasan University</td>
<td>9</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Madras University</td>
<td>17</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Madurai Kamaraj University</td>
<td>11</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Madras University</td>
<td>49</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manonmaniam Sundaranar University</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Uttar Pradesh</td>
<td>Allahabad University</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kanpur University</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Poorvanchal University</td>
<td>1</td>
<td></td>
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</tbody>
</table>


Out of the eight states in India, Tamil Nadu played an important role since it had 49 autonomous colleges followed by Madhya Pradesh with 41 autonomous colleges. The Andhra Pradesh had 19 autonomous colleges during the same period.

**Revised Guidelines of the UGC on the Scheme of Autonomous College**

The new scheme highlights the following features:

1. Need for autonomy: As students, teachers and management are co-partners in raising the quality of higher education, the education commission recommended college autonomy. College autonomy, in essence, is the potential for promoting academic advancement. An autonomous college will have the freedom to devise its own
curriculum, evolve more effective methods of teaching and learning, revise rules of administration to suit its aims, conduct its own programme of assessment and examination and undertake other specific programmes in order to achieve academic excellence.

2. Objectives of autonomy: An autonomous college will have freedom to determine and prescribe its own courses of study and syllabi; prescribe rules for admission in consonance with the reservation policy of the State Government; evolve methods of assessment of student work, the conduct of examinations and notification of results; and use modern tools of educational technology to achieve higher standards and greater creativity.

3. Relationship with the Parent University, the State Government and other Educational Institutions.

4. Award of Degrees through parent university.


6. Conferment of autonomous status.


8. Governance of an autonomous college.


10. Pattern of financial assistance and other enabling provision.

11. Starting of new courses/re-naming or restructuring existing courses.

12. Awards/Medals.
13. Examination system and

14. General Matters like recruitment of teaching staff, internal and external assessment of the work, need-based short-term courses, time spent by teachers on projects and extension work, wide variety of courses, formative continuous assessment of student work, teacher evaluation, credit system and credit transfer among colleges.
Autonomous Colleges in Tamil Nadu

It was in 1966, the Kothari Commission recommended autonomy to colleges. In 1967, the American College conducted a three-day self-study programme to identify the strengths and weaknesses. Each department was encouraged to draw up plans for its development during the next seven years assuming that it had the resources and the freedom to develop. Several teachers felt that the affiliating system was too restrictive and that if they had the freedom, they would be able to offer more ‘useful courses’.

In 1970, the faculty of the American college, Madurai raised some serious questions: In December 1972, after two years of discussions and deliberations, the college produced a detailed document which was submitted to the university, UGC, State Government and others concerned. In May, 1973, the UGC accepted the proposals and asked the university to take further action to give academic autonomy to the American College. The University of Madurai approached the State Government of Tamil Nadu to amend the University Act to provide for autonomous colleges under the university.

Meanwhile, the University of Madras urged several colleges to prepare and submit proposals for autonomy by 1975. More than 12 colleges responded from which 8 were selected and recommended to be given autonomous status. Subsequently, three more colleges in Madurai Kamaraj University submitted proposals for autonomy. The UGC sent an inspection team to visit all the 12 colleges inspect the facilities and discuss the proposals with the faculty and others concerned. In August 1977, the Tamil Nadu State Legislature amended the University Act providing for autonomous colleges.
In the year 1978-79, 8 colleges in Madras University and 4 colleges in Madurai Kamaraj University started functioning as autonomous colleges. The names of the colleges with the affiliated universities are given below:

**Madras University**
1. Loyola College, Madras.
3. Vivekananda College, Madras.
4. Regional Engineering College, Tiruchirappalli.
7. Sri Avinashilingam Home Science College, Coimbatore and

**Madurai Kamaraj University**
1. The American College, Madurai.
2. Lady Doak College, Madurai.
3. Madurai College, Madurai.
4. S. Parasakthi College for Women, Courtallam.

The autonomous colleges in Tamil Nadu had increased from 12 in 1984 to 49 in 2000. These 49 colleges are affiliated to Madras University, Madurai Kamaraj University, Bharathiyar University, Bharathidasan University and Manonmaniam Sundaranar University. The lists of colleges in different universities are presented below.

**I. Bharathiyar University**

1. Coimbatore Institute of Technology, Coimbatore.
2. Erode Arts College, Erode.
3. Gobi Arts College, Gobichettipalayam.
5. Nallamuthu Gounder Mahalingam College, Pollachi.
7. Sri Ramakrishna Mission Vidyala Arts & Science College, Coimbatore.
10. G.V.G. Visalakshi College for Women, Udumalpet.

II. Bharathidasan University

1. A.V.C. College, Mayuram.
2. A.V.V.M. Sripushpam College, Poondi.
5. Regional Engineering College, Tiruchirappalli.
7. Seetha Lakshmi Ramasami College, Tiruchirappalli.
8. E.V.R. College, Tiruchirappalli.

III. Madras University

1. Loyola College, Madras.
3. Women’s Christian College, Madras.
4. Y.M.C.A. College of Physical Education, Madras.
5. Stella Maris College, Madras.
6. Presidency College, Madras.
7. Queen Mary’s College, Madras.
8. Scared Heart College, Madras.
10. Sri Sarada College for Women, Fair Lands, Salem.
13. Technical Teachers Training Institute, Madras.
15. Ethiraj College for Women, Madras.
16. Meenakshi College for Women, Madras.

IV. Madurai Kamaraj University
1. Lady Doak College, Madurai.
2. Madura College, Madurai.
3. The American College, Madurai.
4. Arul Anandar College, Karumathur.
5. G.T.N.Arts College, Dindigul.
6. Thiagarajar College, Madurai.
7. Vivekananda College, Thiruvedagam.
10. Thiagarajar College of Engineering, Madurai.
11. Sri Meenakshi Government College (Women), Madurai.

V. Manonmaniam Sundaranar University
1. St.Xavier’s College, Palayamkottai.
2. S.P. College for Women, Courtallam.

CHAPTER–III
CONCEPTS AND REVIEWS

Stress in work organisation has emerged as a focal theme of research in India and abroad. Nevertheless, during more than two decades, after the pioneering research work