ABSTRACT

Education is an illumination especially higher education is of vital for the country, as it is a prevailing instrument to fabricate a skill based society by imparting sufficient knowledge. In substantiating this statement, Globally, India is declared as third leading country in higher education system, next to the United States of America and China (Times of India, 2014). India being a developing country having maximum of lower-middle class population, is provided with lots of schemes by the Central and State Governments. One of those schemes, in 2009, Andhra Pradesh (A. P.) Government announced scholarship and reimbursement of tuition fee, which enables private institutions to raise their intake and students have also joined because of this scheme. In India, technical education is given more importance because more number of students was interested to pursue engineering than non-engineering (AICTE Approval process hand book, 2016-2017). Particularly, in Nellore district, there are only private unaided engineering colleges, with more number of intakes every year (Hand book of statistics S.P.S.R.Nellore district, 2014). With this education system, faculty members are facing lot of challenges to accomplish the expectations of the students and the management. Taking this as a strand, this research is conducted to know the effect on job demand and level of stress amongst faculty members in select private unaided Engineering Colleges in S.P.S.R. Nellore District, Andhra Pradesh, India, which is studied using predictor variables viz. individual skills, institutional environment, professional support (Superior - Subordinate relationship, Peer support, Management support), and family support. From the analysis, the researcher found that resources such as individual skills, institutional environment, superior-subordinate relationship, peer support, management support and family support have relationship with work demands like work place stress items, role ambiguity, role conflict and role overload. Confirmatory factor analysis showing good model fit and model validity. Path analysis determined that there is impact of institutional environment, individual skills, professional support, and family support on workplace stress and role stress.

Key Words: Personal resources, Job resources, Occupational Stress, Higher education