CHAPTER – I

INTRODUCTION AND DESIGN OF THE STUDY

1.1 INTRODUCTION

Job life is one of the important parts of our daily lives which causes a great deal of stress. Due to the competitive nature of the job environment most of the people in the world are spending their time for job related work purposes resulting in ignoring the stressors those are influencing their work and life. Usually people are more worried about the outcome of their work that can even affect the way they treat other people and how they communicate with their peers and customers. For example, people with a higher percentage of occupational stress may not be satisfied with their job and therefore they will not feel happy working in the organization. They may feel frustrated negative impact to the organization itself. Therefore, it is very important for employer and employees to realize the stress and the stressor that cause all the negative effects. The number of universities in India has increased tremendously for the past few years. Due to the increasing number of universities in India, university academic teachers may face more problems in their job as the managements are facing competitive pressure from other universities. Almost all universities are now setting new goals to compete with other universities and the academic teachers are involved with the ultimate goal. This may cause the university academic teachers to face plenty of stress and therefore affect their satisfaction and even their physical or mental health.

Job is not only a main source of income but also an important component of life. Work takes away a large part of each worker’s day and also contributes to ones social standing. Because of the central role of in the lives of many people, satisfaction with one’s job is an important component in the overall well being (Smith, 2007). Hence, the big question is-are you satisfied with the job? Employee satisfaction is supremely important in an organization
because it is what productivity depends on (Wagner & Gooding 1987; Wright & Crapanzano 1997). If your employees are satisfied they would produce superior quality performance in optimal time and lead to growing profits. Satisfied employees are also more likely to be creative and innovative and come up with breakthroughs that allow an institution to grow and change positively with time and changing market conditions.

Improving educational performance ranks high on the national agenda, with educator and policymakers focusing on testing, accountability, curriculum reform, teacher quality, school choice, and related concerns. A high quality teaching staff are the cornerstone of a successful system. Attracting and retaining high quality teacher is thus a primary requirement for an educational institution (Sharma and Jyoti, 2006). For the development of quality teachers one has to understand factors associated with it. Job satisfaction is one of those important factors. Teachers’ job satisfaction is a multifaceted phenomenon (Sharma and Jyoti, 2006, Srivastava, Holani&Bajpai, 2005) that is critical to turnover (Hom&Griffeth, 1995), commitment (Mathiey&Zajac, 1990), and school effectiveness. Researchers, policymakers, and education leaders agree that teacher satisfaction is a vital factor that affects student achievement. Teacher’s job satisfaction is one of the key factors in institutional dynamics and is generally considered to be primary dependent variable in terms of which effectiveness of an organization’s human resource is evaluated. Thus, the understanding of factors affecting the satisfaction of the teachers at the workplace is of paramount importance for a successful educational system.

1.2 NEED FOR THE STUDY

The major resource of every country is the human resource. The quality of its human resource depends upon the quality of education, which in turn depends on the quality of teachers. The quality of faculties is connected to their personal qualities like their education, attitude and satisfaction in the job. As mentioned in the ministry of education document “Challenge of Education”, 
the teacher performance is the most crucial input in the field of education. The National Education Policy 1986 has said, “The status of the faculties reflects the socio-cultural ethos of a society”.¹

Indian higher education is facing several challenges and the situation is desperate. Collegiate education was introduced to build up academic excellence. But the total success of collegiate education rests on the involvement of teachers, which depends on their desire and attitude towards autonomy. When the faculties are stressed because of more work, the advantage of academic freedom is easily exceeded by the job stress. Hence the present study makes an attempt of the job stress among college faculties in autonomous colleges.

1.3. STATEMENT OF THE PROBLEM

Recently, the country has witnessed turmoil in the education sector with ‘All India Education Bandth’ called by the Federation of ‘Central Universities, Teachers’ Associations, College Teachers’ Organisations and School Teachers’ organisations observed a strike on August 13, 2002. The issues involved were “sustained economy, maintenance of academic standards, greater availability and accessibility to deprived students. These are fundamental to the continued health of the higher education system of the country”².

The era of downsizing has resulted in a few forward thinking, cost-effective organizations but the accompanying workplace upheaval has had unpleasant side effects. Heavy workloads, constant fear of job insecurity, the departure of co-workers and the conflicting demands of work and family have turned many downsized operations into modern day sweat shops. Stress and its manifestation include low morale, high turnover, burnout, excessive

absenteeism, violence, substance abuse and hypertension. Faculties were reported to the occupational group with psychiatric morbidity levels that ‘should give some cause for concern. Unless the job stress among the faculties is reduced, it would affect the production of quality student and also the establishment of academic excellence. Hence an in-depth investigation on job stress among the college faculties is focused.

1.4 OBJECTIVES OF THE STUDY

The specific objectives of the present study are presented below:

1. To present the profile of the college teachers.
2. To identify and assess the level of job stress among the college teachers.
3. To measure the job satisfaction levels among the college teachers.
4. To examine the job stress and its correlates and their impact on job performance and
5. To suggest remedial measures to job stress, for the teachers in colleges.

1.5. OPERATIONAL DEFINITION OF CONCEPTS

1.5.1 Teacher

A person or thing that teaches something; especially a person whose job is to teach students about certain subjects.

1.5.2 Management

Management defined as the organization and coordination of the activities of an enterprise in accordance with certain policies and in achievement of clearly defined objectives

1.5.3 Self-Finance college

A self-financed college in India is one which does not receive any financial aid from the Central Govt. of India or from the State Govt. where it is located. They also do not get any financial grants from the UGC nor do they
get any benefits from the UGC. Such an institute finances itself through the fees paid by the students who enroll for the courses and may get private financing from other sources, such as a corporate house.

1.5.4 **Job stress**

work-related stress "is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope.

1.5.5 **Job satisfaction**

Job satisfaction is an attitude that is simply how content an individual is with his or her job; whether he or she likes the job or not. It is assessed at both the global level whether or not the individual is satisfied with the job overall, or at the facet level whether or not the individual is satisfied with different aspects of the job.

1.5.6 **Stressors**

A stimulus that causes stress. An agent, condition, or other stimulus that causes stress to an organism, an event, experience, etc, that causes stress any agent that causes stress to an organism. Agent - an active and efficient cause; capable of producing a certain effect; "their research uncovered new disease agents"

1.6 **LIMITATION OF THE STUDY**

1. The present study is confined to the colleges affiliated to the Bharathidasan University.

2. The variables related to job stress, work stressors, job satisfaction, job performance and the consequences of job stress are selected only with the help of reviews and the experts in the field.

3. The application of rating scale and methods of index preparation depend upon the variables included and the nature of the scale of data.
4. The impact analysis is carried out with an assumption of linear relationship between dependent and independent variables.

5. The scope of the study is limited to self financing arts and science colleges only.

1.7 PERIOD OF THE STUDY

The period of study ranges from 2010 -2013

1.8 RESEARCH METHODOLOGY

The research methodology is the way of systematically solving the research problem. It is a science of studying how research is conducted scientifically. The research methodology in the present study includes, research design, locale of research, sampling procedure, operationalisation and measurement variables, method of data collection and framework of analysis.

1.8.1 PROFILE OF THE STUDY AREA

Trichy, is a city in the Indian state of Tamil Nadu and the administrative headquarters of Tiruchirapalli District. It is the fourth largest municipal corporation in Tamil Nadu and also the fourth largest urban agglomeration in the state. The city has a number of historical monuments, the Rockfort, Ranganathaswamy temple at Srirangam and the Jambukeswarar temple at Thiruvanaikaval being the most prominent among them. Tiruchirappalli is an important industrial and educational hub of central Tamil Nadu. The factories of Ordnance Factories Board such as Ordnance Factory Tiruchirappalli and Heavy Alloy Penetrator Project, Bharath Heavy Electricals Limited (BHEL) and Golden Rock Railway Workshops are located in Tiruchirappalli. The National Institutes of Technology (NIT), Indian Institute of Management, Bharathidasan University and Anna University of Technology have their campuses in the city. Tiruchirappalli is administered by a municipal corporation established as per the Tiruchirappalli City Municipal Corporation Act 1994. The city covers an area of 167.25 square kilometers and had a
population of 10,27,436 in 2013. Tiruchirappalli is well-connected by road, rail and air. Tiruchirappalli is located at 10°48′18″N 78°41′08″E10.8050°N 78.6856°E. The average elevation is 88 metres (289 ft). It is located almost at the geographic centre of the state of Tamil Nadu. The topology of Tiruchirappalli is almost flat with a few isolated hillocks rising above the surface, the highest of which is the Rockfort. The city spread over an area of 146.7 square kilometers (56.6 sq mi) is situated on the plains between the Shevaroy Hills to the north and the Palani Hills to the south and south-west. The city is situated at the head of the Kaveri Delta, which commences 16 kilometres (9.9 mi) west of Tiruchirappalli where the Kaveri River branches into two streams forming the island of Srirangam. The land immediately surrounding the Kaveri is made up of fertile alluvial soil deposited by the Kaveri and its tributary, the Kollidam. Further south, the surface is covered by poor-quality black soil. The alluvial soil is conducive for agriculture and crops such as ragi (finger millet) and cholam (maize) are cultivated. North-east of Tiruchirappalli runs a belt of cretaceous rock known as the “Trichinopoly Group”. Layers of archaean rocks, granite and gneiss covered by a thin bed of conglomeratic laterite are found to the south-east of the city. Densely populated industrial and residential areas have recently emerged in the northern part of the city. Residential areas also cover the southern edge of the city. The city is completely surrounded by agricultural fields. The older part of the city, situated within the fort, is unplanned and congested while the adjoining newer sections are better executed. Many of the old houses in Srirangam were constructed according to the shilpasastras, the canonical texts of Hindu temple architecture.

1.8.2 Research Design of the Study

Research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research
purpose with economy in procedure. In fact, the research design is the conceptual structures within which research is conducted; it constitutes the blueprint for the collection, measurement and analysis of data. The research design explains the sampling design, observational design, statistical design and operational design followed in research.

For the study, the descriptive research design has been followed. Since the researches have its own objectives, fore structured questionnaire and fore planned framework of analysis, it is purely descriptive in nature.

**Details of population:**

In the present study, the population is the faculties working at self financing arts and science colleges affiliated to the Bharathidasan University. This includes the faculties working under self financing courses. The faculties working in selected colleges are show in the table.

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### TABLE-1.1

Details of Population

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Name of College</th>
<th>Number of Faculties</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Mal e</td>
<td>Sampl e</td>
</tr>
<tr>
<td>1.</td>
<td>Jamal Mohamed College</td>
<td>102</td>
<td>51</td>
</tr>
<tr>
<td>2.</td>
<td>EVR art &amp; science College</td>
<td>44</td>
<td>22</td>
</tr>
<tr>
<td>3.</td>
<td>St. Joseph’s College</td>
<td>80</td>
<td>40</td>
</tr>
<tr>
<td>4.</td>
<td>National College</td>
<td>27</td>
<td>13</td>
</tr>
<tr>
<td>5.</td>
<td>Bishop heber College</td>
<td>33</td>
<td>17</td>
</tr>
<tr>
<td>6.</td>
<td>UrumuDhanalakshmi College</td>
<td>29</td>
<td>14</td>
</tr>
<tr>
<td>7.</td>
<td>Nehru Memorial College</td>
<td>40</td>
<td>20</td>
</tr>
<tr>
<td>8.</td>
<td>SeethalakshmiRamaswamy College</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>9.</td>
<td>Holy Cross College</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>10.</td>
<td>Indira Gandhi College</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>11.</td>
<td>Andavar college of Arts &amp; Science</td>
<td>55</td>
<td>28</td>
</tr>
<tr>
<td>12.</td>
<td>Chettinad college of Arts &amp; Science</td>
<td>17</td>
<td>8</td>
</tr>
<tr>
<td>13.</td>
<td>Christuraj College</td>
<td>35</td>
<td>18</td>
</tr>
<tr>
<td>14.</td>
<td>Kurinji College of Arts &amp; Science</td>
<td>44</td>
<td>22</td>
</tr>
<tr>
<td>15.</td>
<td>Imayam Arts &amp; Science College</td>
<td>23</td>
<td>12</td>
</tr>
<tr>
<td>16.</td>
<td>MIET Arts &amp; Science college</td>
<td>30</td>
<td>15</td>
</tr>
<tr>
<td>17.</td>
<td>AIMAN College of Arts &amp; Science</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>18.</td>
<td>Cauvery College of Arts &amp; Science</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>19.</td>
<td>Chidambaram Pillai College of Arts &amp; Science</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>20.</td>
<td>PavendarBharathidasan College of Arts &amp; Science</td>
<td>44</td>
<td>22</td>
</tr>
</tbody>
</table>

**Total: 603, 302, 561, 280, 1164, 582**

Source: Offices of the different colleges.

The higher numbers of faculties are identified in Jamal Mohamed College whereas the lower numbers of faculties are identified in AIMAN College of Arts & Science. In total, the number of faculties working under self financing arts and science colleges is 1164.
1.8.3 Scope of the Study

While studying the job stress among college teachers, it was felt imperative to select the college faculties in colleges under affiliation to the Bharathidasan University. Hence, it was decided to select college faculties working in self-financing stream in the colleges affiliated to the Bharathidasan University.

1.8.4 Selection of the Study Area

The Bharathidasan University was purposively selected as the study area by the researcher for the following reasons.

1. There were no recent exclusive studies about the job stress among college faculties in colleges affiliated to the Bharathidasan University.

2. The Bharathidasan University is the second biggest university in Tamil Nadu which consists of a number of colleges.

3. The researcher is very familiar with the college faculties working in colleges affiliated to the Bharathidasan University.

1.8.5. Sampling Procedure

In the present study, ten colleges (science and arts) affiliated to the Bharathidasan University have been purposively selected. The colleges are Jamal Mohamed college, EVR arts and science college, St. Joseph’s college, National college, Bishop Heber college, UrumuDhanalakshmi college, Nehru Memorial college, SeethalakshmiRamasamy college, Holy Cross college, Indira Gandhi college, Andavar college of arts and science, Chettinad college of arts and science, Christuraj college, Kurinji college of arts and science, Imayam arts and science college, MIET arts and science college, AIMAN college of arts and science, Cauvery college of arts and science, Chidambaram Pillai college of arts and science and PavendarBharathidasan college of arts and science. The faculties working in self-financing streams have also been included for the study. The total population of the study came to 1164. Out of
the total population, 50 per cent of the faculties have been selected as the sample for the present study. So the sample size came to 582. These sample sizes have been distributed to all 20 colleges at proportionately. In each college, the samples are selected at random. The total sample size included for the present study is confined to only 582 teachers. Hence the applied sampling technique is stratified proportionate random sampling.

1.8.6. Collection of Data

The pilot studies have been constructed among 3 faculties from each college to confirm the quality of content of the questionnaire. On the basis of their responses, an appropriate change has been made in the questionnaire. The final questionnaire was drafted based on the suggestions made by the respondents.

1.9 FRAMEWORK OF ANALYSIS

For analyzing the data collected, the following nature of scale of data and the objective for which the data are collected.

1.9.1 T-Test

In order to test the difference between two means in different samples, the t-test is applied.

\[ t = \frac{\bar{X}_1 - \bar{X}_2}{\sqrt{\frac{(n_1-1)\sigma^2_1 + (n_2-1)\sigma^2_2}{n_1 + n_2 - 2} \cdot \frac{1}{n_1} + \frac{1}{n_2}}^{\frac{1}{2}}} \]

with degree of freedom = \((n_1 + n_2 - 2)\)

Whereas

- \( t \) – t statistics
- \( \bar{X}_1 \) – Mean of the first sample
- \( \bar{X}_2 \) – Mean of the second sample
- \( \sigma^2_1 \) – Variance in the first sample
\[ \sigma S_2^2 \] – Variance in the second sample

\[ n_1 \] – Number of samples in first group

\[ n_2 \] – Number of samples in second group

The t-test has been used to find out the significant difference among male and female faculties regarding their work stressors, job satisfaction, job performance, consequences of job stress and the measures to reduce the job stress.

1.9.2. One-way Analysis of Variance

The one-way ANOVA can be used to find the significant difference between more than 2 groups and the data in different groups are in the interval scale. The F-statistics is calculated by

\[ F_{\text{ratio}} = \frac{\text{Variance between groups}}{\text{Variance within groups}} \]

The F-ratio is compared with the table value of F at required level of significance.

In the present study, the one way ANOVA has been used to analyse the significant difference among the faculties under different profiles, organisation profile with their job stress index, work stressors, job satisfaction and job performance individually.

1.9.3. Factor Analysis

The factor analysis is a multi-variance method. It is a statistical technique to identify the analyzing factors among a large number of interdependent variables. It seeks to extract common factor variances from a given set of observations. It splits a number of attributes or variables into a smaller group of uncorrelated factors. It determines which variables belong together. This method is suitable for the cases with huge number of variables.
having a high degree of correlation. It is generally used for the purpose of classification of data into meaningful factors.

In the present study, the factor analysis has been applied to classify variables related to social support, job stress, work stressors, and job satisfaction.

1.9.4. **Multiple Regressions**

The Multiple Regression technique is applied to analyze the cause and effect of the relationship between the dependent and the independent variables, which are in the interval scale. The Ordinary Least Square (OLS) has been applied to find out the result of the multiple regression model. The form of the model is

\[ Y = a + b_1 X_1 + b_2 X_2 + \ldots + b_n X_n + e \]

Where

- \( Y \) – dependent variable
- \( X_1, X_2, \ldots X_n \) – Independent variables
- \( b_1, b_2, \ldots b_n \) – regression co-efficients of Independent variables
- \( a \) – constant and
- \( e \) – error term

The Multiple Regression is applied to evaluate

i) Impact of profile variables on job stress

ii) Impact of organization variable on job stress

iii) Impact of job stress on job satisfaction

iv) Impact of job satisfaction on job stress and

v) Impact of various dimensions in job stress on job stress index
1.9.5. Structural Equation Modelling (SEM)

Structural equation modelling was used to test the hypothesized model by applying LISREL 8.3 (Joreskog and Sorbon, 1993)\(^4\) to covariance matrix. It is used to measure the direct and indirect effect of job stress on job satisfaction factors of the college teachers. By the result of SEM, the ‘t’ statistics of the path coefficients have been examined to indicate the direct and indirect effect of independent variables on dependent variable directly and also through mediating variable (Anderson and Gerbing, 1988)\(^5\).

1.10 CHAPTERIZATION

The present study has been organized into six chapters.

**Chapter-I** introduces the topic chosen, need for the study, statement of the problem, objectives of the study and limitations of the study. It also deals with the research methodology which consists of research design, sampling procedure, operational definition, and collection of data and framework of analysis.

**Chapter-II** examines the concepts used in the present study and also the reviews of previous empirical studies and discusses Job Stress and Job Satisfaction – Theoretical framework.

**Chapter-III** discusses the profile of the college teachers and examines the job stress, work stressors, and job satisfaction. The association between profiles of teachers the job stress, work stressors, and job satisfaction is analyzed in this chapter.

**Chapter-IV** includes the job stress and its correlates and consequences of job stress.

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